(free to all conference registrants)

Connecting the Academy through Technology

• New Member Orientation: Session

• •President's Reception for New and International Members

• All-Academy Welcome Breakfast

 Academy of Management Presidential Address and Awards Ceremony (by invitation only)

 Academy Leadership Forum: Workshop for Academy Volunteer Leaders

• Town Hall: AOM Strategic Plan

AOM Social Network Event

• All-Academy Closing Reception

Friday, August 12 • 2:00pm — 4:00pm San Antonio Convention Center, Room 204 B

Friday, August 12, Saturday, August 13 • 5:30pm — 7:00pm San Antonio Convention Center, Room 214

Saturday, August 13 • 7:00pm — 9:00pm San Antonio Convention Center, Room 214

Sunday, August 14 • 8:00am — 9:00am Grand Hyatt, Texas Ballroom

Sunday, August 14 • 9:00am — 11:00am Grand Hyatt, Texas Ballroom

Sunday, August 14 • 1:00pm — 3:00pm San Antonio Convention Center, Room 205

Sunday, August 14 • 3:30pm — 5:00pm San Antonio Convention Center, Mission 103 A

Sunday, August 14 • 4:30pm — 6:00pm San Antonio Convention Center, Exhibit Hall B

Tuesday, August 16 • 5:00pm — 7:00pm Marriott Rivercenter, Grand Ballroom

Special Thanks

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Table of Contents

| Welcome to the 2011 AOM Annual Meeting | 3 |
|---|-----|
| Academy Program Highlights | 4 |
| Special Thanks | 16 |
| Information for New and International Members | 17 |
| Greetings from the Governor | 18 |
| Greetings from the Mayor | 19 |
| Welcome to San Antonio | 20 |
| San Antonio Hotel Map | 23 |
| Annual Meeting Sponsors | 24 |
| Exhibit Floor Plan and Schedule | 28 |
| Exhibitors Listing | 29 |
| Placement Services | 30 |
| William H. Newman Award Nominees | 32 |
| Carolyn Dexter Award Nominees | 33 |
| 2011 Annual Meeting Statistics | 35 |
| Abbreviations used in the Program | 44 |
| Conference Program Guide | 45 |
| Session Overview by Sponsor | 79 |
| Session Details - Friday, August 12 | 157 |
| Session Details - Saturday, August 13 | 173 |
| Session Details - Sunday, August 14 | 195 |
| Session Details - Monday, August 15 | 208 |
| Session Details - Tuesday, August 16 | 307 |
| Participant Index | 387 |

Welcome to the AOM 2011 Annual Meeting

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

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

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

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

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

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

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

Five Days of Exciting Programs

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

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

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

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

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

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

Awards Ceremony Presidential Address

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

Program Participants

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

Enjoy San Antonio

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

Welcome!

Ming-Jer Chen 2011 Program Chair R. Duane Ireland 2011 PDW Chair

All-Academy Session Highlights:

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

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

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

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

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

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

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

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

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

All-Academy Theme Program Tracks:

Headliners
San Antonio Convention Center, Room 214A

Research Across Boundaries San Antonio Convention Center, Room 008B

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

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

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

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

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

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

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

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

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

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

Cross Divisional Paper Session Highlights:

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

Session 598: Institutions, Institutional Change and Pressure

Monday, August 15, 8:00AM - 9:30AM at Hilton Palacio del Rio in Salon Del Rey S

Session 905: Social Relationships, Social Networks, and Social Costs

Monday, August 15, 1:15PM - 2:45PM at Hilton Palacio del Rio in Corte Real D/E

Discussion Paper Session Highlights:

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

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

Charisma and Transformational Leadership (Paper session # 603). Coached by Neal Ashkanasy, Monday, August 15, 8:00am - 9:30am, Hyatt Regency: Blanco. Interorganizational Knowledge Flows and Strategy (Paper session # 613). Coached by Michael Leiblein, Monday, August 15, 8:00am - 9:30am Hyatt Regency: Nueces.

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

CEO and Corporate Governance (Paper session #

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

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

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

Division Program Highlights:

BUSINESS POLICY & STRATEGY (BPS)

Irwin Outstanding Educator Award in Honor of Joseph T. Mahoney

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

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

Wiley-Blackwell Outstanding Dissertation Award Finalists

Monday, August 15th, 1:15-2:45 pm, San Antonio Convention Center: Room 217A

Organizer: Nicholas Argyres, Washington U. in St. Louis

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

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

tion of BPS scholars!

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

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

Alliances and Networks

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

Competitive Heterogeneity

Tunji Adegbesan, Pan-African U.

San Antonio Convention Center: Room 204B

Corporate Governance

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

Firm Boundaries and Corporate Strategy

Janet Bercovitz, U. of Illinois

San Antonio Convention Center: Room 204A

Industry Dynamics

5

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

Innovation and Strategic Renewal

Annette Ranft, Florida State U.

San Antonio Convention Center: Room 202A

Strategy Process and Change

Sarah Kaplan, U. of Toronto

San Antonio Convention Center: Room 204B

CONFLICT MANAGEMENT (CM)

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

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

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

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

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

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

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

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

Hierarchy and Moral Behavior in Organizations Hierarchy and Moral Behavior

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

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

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

Driving to the Top: How Status Influences Punishment of Transgressions

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

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

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

Gratitude Expression Assuages the Wrath of Incompetent Power Holders

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

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

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

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

Forgiveness & Reconciliatation: What Will Help You to Forgive Me?

Monday, Aug 15 2011 3:00PM - 4:30PM at Grand Hya

Monday, Aug 15 2011 3:00PM - 4:30PM at Grand Hyatt in Bonham C

Chair: Sheli Sillito; Brigham Young U.

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

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

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

The Effects of Observed Forgiveness and Discipline on Teammate Forgiveness and Team Perceptions Author: Lukas B. Neville; Queen's School of Business, Canada; Susan E. Brodt; Queen's U.

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

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

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

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

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

CRITICAL MANAGEMENT STUDIES (CMS)

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

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

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

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

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

ENTREPRENEURSHIP (ENT)

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

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

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

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

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

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

China:

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

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

ENT Business Meeting

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

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

HEALTH CARE MANAGEMENT (HCM)

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

Brooke Army Medical Center and Center for the Intrepid Field Trip

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

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

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

Innovative On-line Learning Techniques for Healthcare Managers: Mindful Approaches Saturday, August 13 8:00 - 10:00AM, Marriott Riverwalk, Bowie

East Meets West: Traditional Teaching Meets Online Learning

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

Last, but far from least are an excellent series of research seminars. Health services researchers were the first to introduce the idea of 'Evidence-based' practice that has given rise to the Evidence-based Management movement. The seminar is entitled:

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

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

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

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

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

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

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

HCM Business Meeting

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

HCM Division Reception

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

HUMAN RESOURCES (HR)

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

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

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

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

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

Pre-registration is required for this workshop. To register online, please visit

https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

AOM Ambassadors: East meets West in the Academy through collaborative research Scheduled: Sunday, August 14, 4:30 - 6:00PM, San Antonio Convention Center 202B

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

Research Meets Practice: Networking among HR Professionals

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

HR Researchers: Are you interested in connecting with

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

MANAGEMENT HISTORY (MH)

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

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

Section A

9

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

ORGANIZATIONAL BEHAVIOR (OB)

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

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

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

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

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

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

Abstract:

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

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

OB Division Awards and Social Hour Monday, August 15, 6:30 - 8:30 pm

Grand Hyatt: Texas Ballrooms E & F

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

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

OB Division Making Connections Coffee Hour Tuesday, August 16, 10:10 - 11:10 am Grand Hyatt: Texas Ballroom B

ORGANIZATIONAL COMMUNICATIONS AND INFOR-**MATION SYSTEMS (OCIS)**

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

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

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

OCIS Keynote Address

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

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

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

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

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

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

Please join us for the following division events:

OCIS PhD and Member Reception Saturday, August 13, 6:00 - 7:30PM San Antonio Convention Center in Mission 103 A

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

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

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

ORGANIZATIONAL DEVELOPMENT AND CHANGE (ODC)

Welcome to the 2011 ODC Division Program!

The program begins with 11 PDW sessions, including

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

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

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

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

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

OPERATIONS MANAGEMENT (OM)

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

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

Plant Tour of the Toyota Texas San Antonio Assembly Plant

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

Conducting Research Across Eastern and Western Countries

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

Journal of Supply Chain Management Best Paper Session: Crafting a High-Quality Research Paper Saturday, August 13, 6:00 – 8:00 PM San Antonio Convention Center, Room 210 B

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

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

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

Journal of Operations Management (JOM) Best Paper Session

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

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

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

Supply Chain Integration and Innovation Tuesday, August 16, 8:00 – 9:30 AM San Antonio Convention Center, Room 215

Process Improvement, Organizational Learning, and Innovation

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

PRACTIVE THEME COMMITTEE (PTC)

Session 126: Approaches for Studying Management Practices

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

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

Session: 213 Managing Change in the Aftermath of Extreme Events

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

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

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

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

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

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

RESEARCH METHODS (RM)

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

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

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

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

STRATEGIZING ACTIVITIES & PRACTICE (SAP)

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

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

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

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

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

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

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

Session 981: Enhancing Relevance: Video Ethnography and Practitioner Engagement Monday, August 15, 1:15PM - 2:45PM at San Antonio Convention Center in Room 213 B

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

TEACHING THEME COMMITTEE (TTC)

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

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

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

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

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

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

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

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

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

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

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

TECHNOLOGY & INNOVATION MANAGEMENT (TIM)

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

Showcase Symposium: Enabling Innovation Outside the Firm

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

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

Discussants: Michael L. Tushman, Harvard U.; Natalia

Levina, New York U.

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

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

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

Pennsylvania

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

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

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

Chair: Neil Thompson, University of California, Berkeley Regional Disadvantage? Non-compete Agreements and Brain Drain: Matt Marx, MIT Sloan; Jasjit Singh, INSEAD; Lee Fleming, Harvard U. Giving Fish or Teaching to Fish? An Empirical Study for the Effects of Government R&D Policies: Kai Xu, Texas A&M U.; Kuo-Feng Huang, National Chengchi U. The Mobility of Economists and the Diffusion of Policy Innovations: Bruce Kogut, Columbia Business School; J. Muir Macpherson, Georgetown U.

Special Thanks

Division and Interest Group Program Chairs

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Welcome to all New Members & First Time Attendees!

MAKE THE MOST OF YOUR MEETING EXPERIENCE!

*PLAN YOUR SCHEDULE

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

*NETWORKING TIPS

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

*PRINTED PROGRAM HIGHLIGHTS FOR FIRST TIME ATTENDEES

Table of Contents - Points of interest:

*Hotel and Convention Center Map (page 23)
*Abbreviations/Acronym/Symbol Guide (page 44)
*Academy Program Highlights (page 4)

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

Section B (starting on page 45) - listing of ALL sessions by day (morning/afternoon/evening) **Section C** (starting on page 79) - sessions categorized by division/sponsor in chronological order **Section D** (starting on page 157) - detailed session descriptions listed by day in chronological order **Section E** (starting on page 387) - sessions listed by name of program participants

*RESOURCES

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

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

Greetings from the Governor of Texas



STATE OF TEXAS OFFICE OF THE GOVERNOR

Greetings:

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

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

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

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

First Lady Anita Perry joins me in sending best wishes.

ICK PERRY

Sincerely.

Rick Perry Governor

Greetings from the Mayor of San Antonio



Welcome |Bienvenidos!

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

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

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

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

Sincerely,

MAYOR

P.O. Box 839966 • San Antonio, TX 78283-3966 • (210) 207-7060 • Fax: (210) 207-4168

Welcome to San Antonio!

Welcome to San Antonio!

The Local Arrangements Committee of the Academy of Management welcomes you to San Antonio and the 2011 meeting! Please visit the housing bureau website to make your reservation.

https://resweb.passkey.com/Resweb.do?mode=welcome ei new&eventID=3324227.

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

About San Antonio

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

Helpful Information *Transportation:*

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

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

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

http://ltd10.hudsonltd.net/cgi-bin/sat1/res?USERI-DENTRY=SAT&LOGON=GO

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

How to get around in town:

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

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

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

http://www.viainfo.net/BusService/Streetcar.aspx.

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

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

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

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

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

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

To experience the city's fascinating history, you can take a self-guided tour (for example, the Houston street historic walking tour) or a guided tour via segway, horse-drawn carriage, river cruiser, trolley, or conventional bus. For more information, visit:

http://www.visitsanantonio.com/visitors/play/guided-tours/index.aspx

Other attractions:

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

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

Pearl Brewery www.atpearl.com/

Southtown Arts District southtown.net/

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

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

Majestic theatre www.majesticempire.com/

Renowned golf courses (including two PGA tour courses)

www.visitsanantonio.com/visitors/play/golf/index.asp x

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

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

Natural Bridge Caverns www.naturalbridgecaverns.com/

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

Witte Museum (science & history museum) www.wittemuseum.org

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

San Antonio Missions www.nps.gov/saan

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

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

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

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

San Antonio Local Arrangements Committee Robert Cardy, Angela Hall & Stewart R. Miller (LAC Co-Chairs)

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

The Local Arrangements Committee members are ready to assist you.

FARE QUOTES AND TICKETS

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

DISCOUNTS & SERVICES

- O 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).
- O Advanced seat assignment and special meal requests. Frequent flier program updates.
- O Low fare options.
- O 24/7 access with mobile options for itinerary status updates.

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



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

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

The above discounts apply for travel 8/9/2011 - 8/19/2011 (SAT)

Some restrictions may apply. *Service fees apply to ticketed reservations. You may also call your own agency or the vendors directly and refer to the following ID numbers:

| United Airlines | 510CK | 800-521-4041 | |
|--|-------------|--------------|--|
| American Airlines Hertz Rentals Enterprise | 8181BE | 800-433-1790 | |
| | CV#031C0016 | 800-654-2240 | |
| | 32H7476 | 800-593-0505 | |
| | 32117470 | 800-353-0303 | |

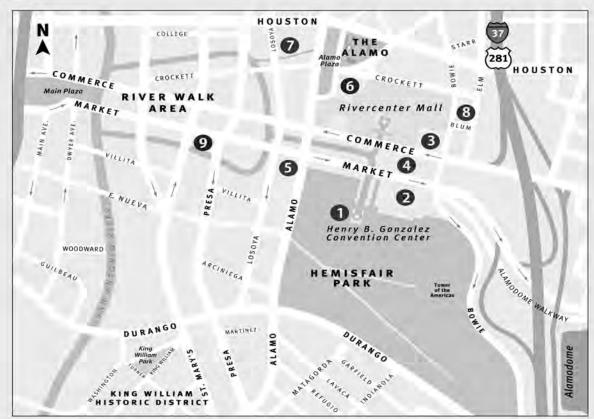
Hertz Direct: http://link.hertz.com/link.html?id=22502&LinkType=HZLK&TargetType=Homepage&ret_url=www.associationtravelconcepts.com

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

San Antonio Hotel Map



2011 AOM ANNUAL MEETING • AUGUST 12-16, 2011



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

2011 Academy of Management Annual Meeting Sponsors

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

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

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

Gold Sponsor

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

Pewter Sponsors

University of South Alabama, Mitchell College of Business (Supporting AOM Director of Sponsorship David Turnipseed)

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

Platinum Sponsors

Society for Human Resource Management (SHRM)

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

ESMT European School of Management and Technology

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

China Europe International Business School

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

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

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

Gold Sponsors

School of Management and Labor Relations, Rutgers University

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

Pewter Sponsors

The University of South Alabama Mitchell School of Business

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

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

AOM 2011 Sponsorship Information

Are you interested in supporting superior scholarship about management and organizations?

Are you interested in having your university/organization associated with one of the world's premier academic meetings?

Are you interested in showcasing your university/organization at a leading professional conference?

If your answers to these questions are "yes", then you need to serve as a university/organization sponsor for the Academy of Management (AOM) 2011 Annual Meeting. AOM 2011 has five levels of university/organization sponsorship:

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 \$4,000-\$5,499 US

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

The Academy of Management Acknowledges the 2011 Leadership University Sponsors

School of Management and Labor Relations, Rutgers University

(Supporting AOM President, Susan E. Jackson)

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

The Lorange Institute of Business Zurich

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

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

University of Virginia The Darden School of Business

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

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

Global perspective,

An innovative and entrepreneurial mind-set,

Ethical grounding,

Commitment to diversity,

Respect for sustainability, and

Technological sophistication.

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

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

ethics, and international issues.

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

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

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

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

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

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

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

to Hispanics.

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

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

Pace University Lubin School of Business

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

Exhibit Hall Layout & Schedule

EXHIBIT SCHEDULE:

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

No one is admitted without a badge.

Exhibitor Café will be open during Exhibits Hours.

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

BOOTH SET-UP HOURS

(open only to registered exhibitors wearing badges):

Friday, August 12

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

EXHIBITS HOURS

(open to all delegates wearing conference badges):

Saturday, August 13

Hours: 8:00 a.m. - 5:00 p.m. Breaks: 10:15 a.m. - 10:45 a.m. 2:45 p.m. - 3:15 p.m. Sunday, August 14

Hours: 8:00 a.m.- 5:00 p.m. Breaks: 10:15 a.m. - 10:45 a.m. 2:45 p.m. - 3:15 p.m.

Monday, August 15

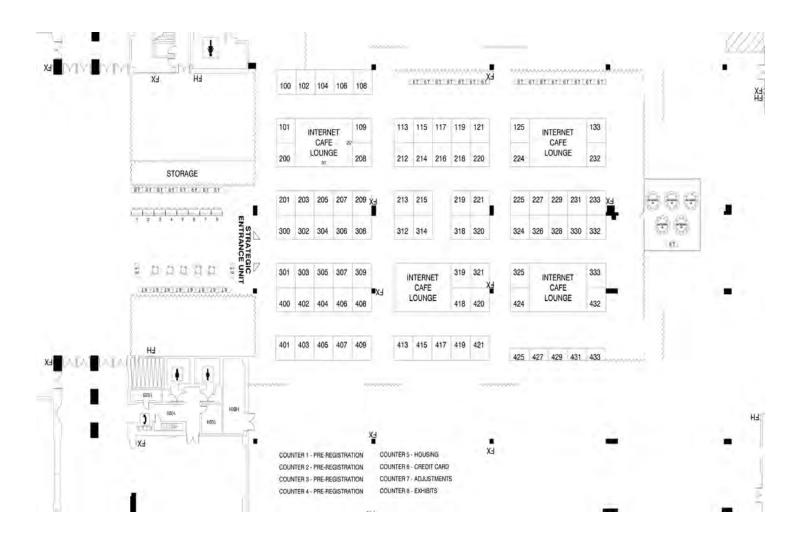
Hours: 8:00 a.m. - 5:00 p.m. Breaks: 10:15 a.m. - 10:45 a.m. 2:45 p.m. - 3:15 p.m.

BOOTH DISMANTLING HOURS

(open only to exhibitors wearing badges):

Monday, August 15

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



2011 Academy of Management Exhibitor Relations Committee

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

Fax: (914) 923-2636

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| ABC-CLIO Praege | er Publishers415 |
| ActiveScholar LLC | 2417 |
| Berrett-Koehler Po | ublishers333, 432 |
| Business Expert F | Press219 |
| Cabell's Directorie | es113, 115 |
| California Manage | ement Review208 |
| Cambridge Univer | rsity Press318 |
| Capsim | 406 |
| CARMA (Center for | or the |
| Advancement of | of Research |
| Methods and A | nalysis)108 |
| CEO-Academy | 408 |
| Cesim | 326 |
| Copenhagen Busi Table Display | ness School Press |
| CPP, Inc | 420 |
| Darden Business | Publishing233 |
| Dr. Vellore Sunde | rTable Display |
| ecch402 | |
| Edward Elgar Pub | olishing201, 203 |
| EFMD - Europear | Foundation for |
| Management D | evelopment404 |
| Elsevier | 217 |
| Emerald Group Po | ublishing Inc325, |
| 424 | |

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| Frontiers of Busin | ness Research in |
| China | 425 |
| Gower Publishing | g109 |
| Graziadio Busine | |
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| Interpretive Simu | lations324 |
| Ivey Publishing | 224 |
| John Wiley & Son 407, 409 | ns401, 403, 405, |
| Kellogg School o Northwestern Display | f Management, UniversityTable |
| Kendall Hunt Pub | olishing Co200 |
| M.E. Sharpe, Inc | 303 |
| McGraw-Hill/Irwir | n.213, 215, 312, 314 |
| Oxford University | Press207, 209 |
| Palgrave Macmill | an300, 302 |
| Pearson | 328 330 |

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|---------------------------------|------------------|--|
| Company | Booth Number (s) | |
| Penguin Group (U | JSA)332 | |
| Philosophy Documentation Center | | |
| Table Display | | |
| Project Managem | ent Institute319 | |
| Provalis Research413 | | |
| Racom Communi Display | cationsTable | |
| Rotman School o | f Management & | |
| Rotman/UTP P | ublishing231 | |
| Routledge | 212, 214, 216 | |
| Routledge Journa | ıls218, 220 | |
| Roy Stager JacquesTable Display | | |
| SAGE | 225, 227, 229 | |
| Society for Human Resource | | |
| Management | 301, 400 | |
| South-Western Co | engage Learning | |
| Springer | 102, 104 | |
| Stanford Universit | ty Press101 | |
| StratX Simulation | s418 | |
| The MIT Press | 205 | |
| Tilde University P | ress316 | |
| | | |

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.aomonline.org/placement/

Onsite Placement Services Registration

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

Room: Registration 1, 3rd Floor

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

Sunday, August 14

8:00 am – 4:30 pm

Monday, August 15 8:00 am – 4:30 pm

Interview Tables

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

Rooms: Conference Rooms 1-14

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

Sunday, August 14

8:00 am – 4:30 pm

Monday, August 15 8:00 am - 4:30 pm

Tuesday, August 16 CLOSED – Please do not schedule interviews in this location Placement Services for the 2011 annual meeting will be located in the Marriott River Center, San Antonio, 101 Bower Street, San Antonio, 78205. Although the Online placement services are now on a rolling basis it is still necessary to indicate that you are interested in being a part of the annual Placement Services at the Conference—our summer career fair. You must "buy" this option and a table when you put in your new ad beginning in June and continuing through the meeting in San Antonio. We will provide assistance on-site in San Antonio if you are unsure on how to place your ad and involvement in the summer career fair. Because we have a number of options, you will need to proceed to our website to determine your costs.

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

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

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

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

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

Ins and Outs of Faculty Recruitment: Workshop for Recruiters

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

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

The Academic Job Search: Workshop for Applicants

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

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

Placement Services

Placement Committee 2011-2012

Kathryn Aten, University of Oregon Jeffrey Bentley, University at Buffalo (State University of New York)

Jeremy Bernerth, Louisiana State University Jacob Breland, Youngstown State University Robyn Brouer, University at Buffalo (State University of New York)

Carolyn Chavez, New Mexico State University ChiaYen Chiu, University at Buffalo (State University of New York)

Erin Coyne, Ohio State University
Kay Devine, Athabasca University
James Dulebohn, Michigan State University
Megan Endres, Eastern Michigan University
Claudia Ferrante, USAF Academy
Geralyn McClure Franklin, University of Dallas
Crissie Frye, Eastern Michigan University
Vickie Coleman Gallagher, Cleveland State
University

Ann Gregory, American University-Bulgaria Joyce Heames, West Virginia University Gary Insch, West Virginia University Mary Jo Jackson, University of South Florida, St. Petersburg

Christian Kiewitz, University of Dayton Ida Kutschera, Bellarmine University Wei Liu, University of Maryland John Martin, USAF Academy Alison McConnell, Ohio State University Nancy McIntyre, West Virginia University Marianne Miller, Virginia Commonwealth University

Stephanie Newell, Eastern Michigan University Eileen Pepler, Athabasca University

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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)

Lei Wang, University at Buffalo (State University of New York)

Mike Whitfield, Georgia College and State

Laura Williams, University of Mississippi Diana Wong, Eastern Michigan University Keke Wu, Univeristy of Alabama Jun Yang, University at Buffalo (State University of New York)

Tom Zagenczyk, Clemson University

Placement Activities

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

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

Excerpt from the Academy's Code of Ethical Conduct

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

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

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

The William H. Newman Award

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the last three years. Division Program Chairs nominate one paper each for this award. The Awards Committee, under the direction of Chair, Gerry Sanders (Rice U.) selects papers that make a substan-

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

Here are the 2011 William H. Newman Award Nominees:

BPS

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

CAR

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

CM

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

CMS

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

ENT

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

GDO

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

HCM

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

HR

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

IM

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

MC

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

MED

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

MH

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

MOC

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

OE

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

ОМТ

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

ONE

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

SAD

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

SIM

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

The Carolyn Dexter Award

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

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

Here are the 2011 Carolyn Dexter Award nominees:

BPS

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

CAR

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

CM

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

CMS

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

ENT

Regional Innovative Capabilities and Firm Creation: A Regional Analysis

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

GDO

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

HCM

Looking Good or Doing Better?

Patterns of Decoupling in the
Implementation of Clinical
Directorates

Daniele Mascia, Catholic U. Rome;
Federica Morandi, Catholic U.

Rome; Americo Cicchetti

HR

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

IM

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

MED

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

MΗ

The History of the Pan-Pacific Coal Trade: 962-200 Bradley Bowden, Griffith U.; Andrea Insch, U. of Otago

MOC

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

The Carolyn Dexter Award

OB

Employee Sabotage Associated with Customer Injustice: A Comparison of North America and East Asia Ruodan ShaoU. of British Columbia; Daniel Skarlicki, U. of British Columbia

ODC

The Influence of Eastern and Western Societal Cultures in Managing Strategic Change William W. Maddux; INSEAD; Quy Nguyen Huy, INSEAD; Jeffrey Sanchez-Burks, U. of Michigan

OM

Implementation of Green SCM:
Impact on Performance Outcomes
in Small Electronics Firms
Sung Tae Kim, Solbridge
International Business School;
Sunran Jeon, Butler U.; Donghyun
Choi, U. of Nebraska, Lincoln

OMT

Societal Patriarchal Logics and the Emergence of Microfinance Organizations Eric Yanfei Zhao, U. of Alberta; Tyler Earle Wry, Wharton School

ONE

Priorities in Corporate Sustainability Reporting: Does East Meet West, Does South Converge on North? Ralf Barkemeyer, U. of Leeds; Lutz Preuss, Royal Holloway, U. of London

PNP

Organizing Prisons through Public-Private Partnerships: A Cross-Country Investigation Sandro Cabral, Federal U. of Bahia; Stephane Saussier, U. Paris Panthéon Sorbonne

SAP

Rules of Suspension: A Rules-Based Explanation of Strategy Workshops in the Strategy Process David Nils Seidl, U. of Zurich; Donald MacLean, Glasgow U.; Robert MacIntosh, U. of Glasgow

SIM

Corporate Social Responsibility in the Russian Federation Jo Crotty, Salford U.

2011 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors. Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

| Sponsor | Paper Submissions | Division Acceptances | Division Roundtable Acceptances | Cross Division Acceptances | Discussion Session Acceptances | Best Papers | Symposium Submissions | Symposium Acceptances | Showcase Symposia | PDW Submissions | PDW Acceptances |
|---------|----------------------|-------------------------|---------------------------------------|-------------------------------|--------------------------------------|-------------|--------------------------|--------------------------|----------------------|--------------------|--------------------|
| AAM | 0 | Õ | Ď | 0 | 0 | .0 | 0 | - 0 | Ö | .5 | 5 |
| AAT | 0 | 0 | D | Ō | 10 | 0 | 40 | .32 | 0 | 20 | 14 |
| BPS | 655 | 148 | 135 | 16 | 34 | 33 | 33 | 21 | - 4 | 20 | 20 |
| CAR | 85 | 23 | 15 | 10 | 5 | 5 | 27 | 14 | 2 | 8 | 8 |
| CM | 79 | 18 | 18 | 10 | - 5 | 5 | 27 | 12 | -1 | 3 | - 3 |
| CMS | 66 | 16 | 13 | 2 | 3 | 3 | 13 | 5 | 1 | 15 | 12 |
| D&ITC | 0 | 0 | | 0 | 0 | | 0 | .0 | 0 | 4 | 4 |
| ENT | 507 | 98 | 113 | 13 | 27 | 25 | . 17 | 8 | 7 | 25 | 19 |
| GDO | 158 | 29 | 37 | 10 | 10 | 8 | 23 | 9 | - 4 | -10 | . 9 |
| HCM | 128 | 33 | 15 | 2 | 4 | 4 | 8 | 2 | 1 | 13 | 12 |
| HR | 283 | 60 | 60 | 13 | - 14 | 14 | 78 | - 40 | - 4 | 18 | 15 |
| IAM | 0 | .0 | .0 | O. | .0 | 0 | .0 | 0 | 0 | 4 | 3 |
| IM | 429 | 148 | 50 | 10 | 24 | 23 | 30 | 16 | 2 | 18 | 14 |
| ITC | Ü | 0 | D | Ó | 10 | .0 | 0 | 0 | 0 | A | .4 |
| MC | 44 | 9 | - 11 | 10 | 3 | 4 | - 11 | 3 | 1 | 15 | 9 |
| MED | 134 | 30 | 28 | 10 | 7 | 8 | 27 | 9 | 1 | 35 | 25 |
| MEN | 0 | 0 | 0 | 0 | .0 | 0 | .0 | .0 | . 0 | = 7 | X |
| MH | 45 | 12 | 9 | 2 | 2 | 3 | 4 | 2 | 1 | 7 | 5 |
| MOC | 169 | 40 | .28 | 14 | 17 | 10 | 36 | 21 | | 7 | 7 |
| MSR | 57 | 12 | 5 | 1 | 2 | 2 | 6 | 4 | 0 | 29 | 14 |
| NDSC | 0 | 0 | D | 0 | 0 | 0 | 0 | 0 | 0 | .4 | 2 |
| OB | 844 | 200 | 140 | 20 | 41 | .40 | 136 | 69 | 13 | 26 | 25 |
| OCIS | 139 | 24 | 35 | 10 | - 8 | - 8 | 16 | 9 | 1 | - 6 | 5 |
| ODC | 113 | 21 | :20 | 10 | 6 | 6 | 29 | 18 | 2 | 13 | 13 |
| OM | 131 | 24 | 16 | 10 | 6 | 6 | 2 | - 0 | _ 1 | 6 | 6 |
| OMT | 581 | 128 | 126 | 15 | 30 | 30 | 60 | .27 | 3 | 16 | 15 |
| ONE | 107 | 30 | 10 | 10 | - 8 | 6 | 10 | 4 | 1 - 71 | 13 | |
| PNP | 126 | 28 | 25 | 10 | .8 | 7 | 11 | .6 | 1 | .6 | 6 |
| PTC | 0 | 0 | 0 | 0 | .0 | 0 | 0. | . 0 | 0 | .7 | 7 |
| RM | 53 | 6 | 9 | 4 | 16 | 2 | 12 | 6 | 1 | 20 | 18 |
| SAP | - 66 | 12 | 10 | 4 | 4 | A | 6 | -3 | - 1 | 3 | 3 |
| SIM | 267 | 58 | 55 | 10 | 13 | 13 | 27 | - 11 | 1 | 10 | 10 |
| TIM | 458 | 106 | 48 | 8 | 16 | 12 | 25 | 19 | 1 | 13 | 13 |
| TTC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | -5 |
| TOTAL: | 5704 | 1313 | 1031 | 234 | 301 | 280 | 714 | 370 | 56 | 410 | 339 |

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

| Caucus 48 Free Session 17 Meeting 233 Paper Session 737 PDW Workshop 332 Social Event 69 Symposium 220 All Sessions 1,657 Participants: Total People on Program 7966 Countries Represented 78 | Sessions | Total |
|---|-----------------------|---------|
| Meeting .233 Paper Session .737 PDW Workshop .332 Social Event .69 Symposium .220 All Sessions 1,657 Participants: Total People on Program .7966 | Caucus | 48 |
| Paper Session .737 PDW Workshop .332 Social Event .69 Symposium .220 All Sessions 1,657 Participants: Total People on Program .7966 | Free Session | 17 |
| PDW Workshop .332 Social Event .69 Symposium .220 All Sessions 1,657 Participants: Total People on Program .7966 | Meeting | 233 |
| Social Event .69 Symposium .220 All Sessions 1,657 Participants: Total People on Program .7966 | Paper Session | 737 |
| Symposium .220 All Sessions 1,657 Participants: Total People on Program .7966 | PDW Workshop | 332 |
| Participants: Total People on Program .7966 | Social Event | 69 |
| Participants: Total People on Program | Symposium | 220 |
| People on Program7966 | All Sessions | . 1,657 |
| People on Program7966 | | |
| · | Participants: | Total |
| Countries Represented | People on Program | 7966 |
| | Countries Represented | 78 |

| Affiliation Name* |
|-------------------------------|
| Harvard U. |
| National U. of Singapore |
| U. of St. Gallen |
| U. of Pennsylvania |
| INSEAD |
| Texas A&M U. |
| Bocconi U. |
| Case Western Reserve U. |
| Cornell U. |
| Pennsylvania State U. |
| Michigan State U. |
| VU U. Amsterdam |
| Northwestern U. |
| Erasmus U. Rotterdam |
| Aalto U. |
| Copenhagen Business School |
| Rutgers U. |
| U. of Michigan |
| U. of Toronto |
| George Washington U. |
| 5 5 |

New York U.
U. of Minnesota
U. of Southern California
Arizona State U.
George Mason U.
Massachusetts Institute
of Technology
Duke U.
U. of Groningen
U, of Illinois, UrbanaChampaign
U. of Central Florida
U. of Houston
U. of New South Wales
Georgia Institute of
Technology
Stanford U.
Tilburg U.
U. of Texas, Austin

| Country* | Count | Country* | Count |
|--------------|---------|--------------|----------|
| ARGENTINA | 9 | ISRAEL | |
| AUSTRALIA | 277 | ITALY | 144 |
| AUSTRIA | 38 | JAMAICA | 1 |
| BARBADOS | 2 | JAPAN | 46 |
| BELGIUM | 78 | JORDAN | 4 |
| BRAZIL | 71 | KENYA | 1 |
| CANADA | 383 | KOREA, REPUE | BLIC OF1 |
| CHILE | 7 | KUWAIT | |
| CHINA | 213 | LEBANON | 9 |
| COLOMBIA | 4 | LITHUANIA | 2 |
| COSTA RICA | 1 | LUXEMBOURG | 1 |
| CYPRUS | | MACAU | |
| DENMARK | 97 | MACEDONIA | 1 |
| DOMINICAN RE | PUBLIC2 | MALAYSIA | 6 |
| EGYPT | 3 | MALTA | 2 |
| ESTONIA | 2 | MEXICO | |
| FIJI | 1 | NETHERLANDS | 3 309 |
| FINLAND | 77 | NEW ZEALAND | 41 |
| FRANCE | 185 | NIGERIA | 2 |
| GAMBIA | 1 | NORWAY | 34 |
| GERMANY | 321 | OMAN | 2 |
| GHANA | | PAKISTAN | 8 |
| GREECE | | PERU | 1 |
| HONG KONG . | 90 | PHILIPPINES | 4 |
| HUNGARY | 2 | POLAND | |
| ICELAND | | PORTUGAL | |
| INDIA | 56 | QATAR | |
| IRAN | | ROMANIA | |
| IRELAND | 33 | RUSSIAN FEDE | RATION |
| | | | |

| Country* | Coun |
|----------------|--------|
| SAUDI ARABIA . | |
| SINGAPORE | 107 |
| SLOVENIA | 8 |
| SOUTH AFRICA | 13 |
| SOUTH KOREA | |
| SPAIN | 139 |
| SRI LANKA | |
| SWEDEN | |
| SWITZERLAND . | |
| TAIWAN | |
| THAILAND | |
| TUNISIA | |
| TURKEY | |
| UGANDA | |
| UKRAINE | 1 |
| UNITED ARAB | |
| EMIRATES | |
| UNITED KINGDO | M .474 |
| UNITED STATES | |
| URUGUAY | |
| ZAIRE | 3 |
| | |

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

CAMBRIDGE

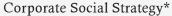
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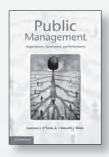
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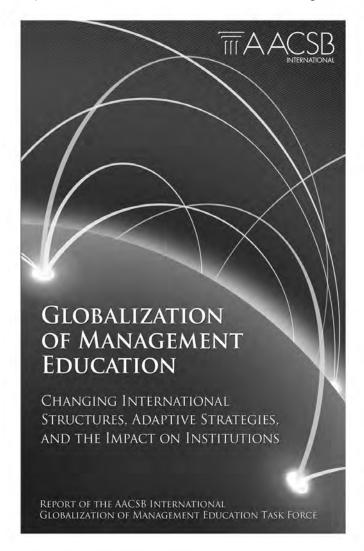
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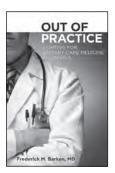


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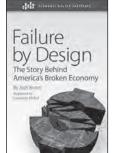


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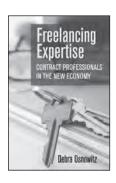


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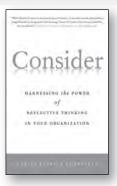
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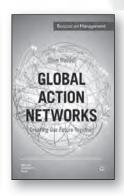


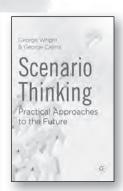
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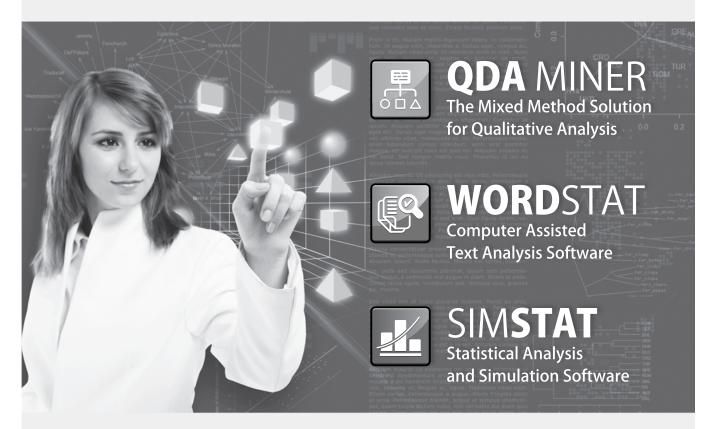
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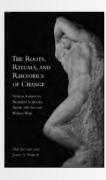
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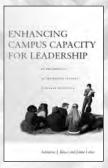
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Abbreviations used in the Program Guide

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 ManagementMC 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 Manage

SIM Social Issues in Management
TIM Technology & Innovation Management

Other Abbreviations

AAA All Academy Activities

AAC Affiliate Activities & Committees
AAM Asia Academy of Management

AAT All Academy Theme

CAU Caucuses

CDP CrossDivisional Paper Sessions

D&ITC Diversity & Inclusion Theme Committee

DISC Discussion Paper Sessions

DRP Divisional Roundtable Paper Sessions

IAM Iberoamerican Academy of Management

ICW In-Conjunction With Activities
ITC International Theme Committee

JS Joint Symposia MEN Mentoring Committee

NDSC New Doctoral Student Consortium

PTC Practice Theme Committee SHCS Showcase Symposia

TTC Teaching Theme Committee

Hotels and Other Locations

GH Grand Hyatt HR Hyatt Regency

HPR Hilton Palacio del Rio
MRC Marriott Rivercenter
MRW Marriott Riverwalk
LQ La Quinta Inn & Suites

La Quinta inn & i

OS Offsite

SAC San Antonio Convention Center

Symbols

Program Theme-oriented

Teaching-oriented

Management Practice-oriented

> International-oriented

Research-oriented

Diversity-oriented

Selected as a conference Best Paper

| | riday Morning, Augu | St 12, 2011 |
|--|---|---|
| | 8:00 8:30 9:00 9:30 | 10:00 10:30 11:00 11:30 |
| H: Bonham C | 42 ODC: Doctoral Student Consortium | |
| iH: Lone Star A | 11 D&ITC/MED: Africa Management Scholarship | 80 |
| H: Lone Star B | | 82 |
| H: Lone Star C | 21 OB/MC/ODC/BPS: Caring Cultures & Strategies | |
| H: Lone Star D | 17 MOC and cosponsors: Content Analysis | |
| H: Lone Star E | 20 OB/HR: The Productivity Process | |
| H: Presidio B | 13 GDO/IM/HR: Comparative Employment Equity | 66 NDSC: Asians in the Western Class |
| H: Presidio C | 12 GDO: Integral Cultural Learning | 76 OB/MH: Motivation |
| H: Republic B | 22 OB/MED/ODC: Teaching Organization Culture | 67 ODC/OB/MC/HR/PTC: Positive, Talent-Based ODC |
| H: Travis A | 25 ODC/MED/MC: Action research | 57 CAR/OB: Careers in the Rough |
| H: Travis B | 31 PTC/OMT/ODC: Creativity and Innovation | 59 GDO/OB/HR: Generational Diversity |
| PR: Corte Real A/B | 44 ICW: ASQ Editors Meeting | q |
| PR: Corte Real C | 43 AAA: Writing Theoretical F | |
| PR: Corte Real F | | 78 AAA: |
| Q: Combined A&B | | 55 ICW: grassroots green innovations |
| Q: Combined C&D | 33 RM/OB/HR/HCM/MOC: Scale Development Workshop | 64 MOC/RM/OB/OMT/IM: Measuring Cultural |
| Q: Combined E&F | 19 MSR/IAM/MC: Trust Your Instincts | 68 RM: Ethnostatistics & Qualimetrics |
| Q: Crockett West | 18 MSR: Job Crafting Spiritual Growth | 69 RM/OB/ENT/HR: eLancing |
| Q: Fiesta A | 49 MSR: Should Leaders be | |
| Q: Fiesta B | 32 RM and cosponsors: Against Significance Tests | 70 RM/OB/HR: Agreement Statisitics |
| IRC: Conference Room 16 | 16 MH: Workshop: Getting Involved | 72 MH: Getting Published |
| IRC: Conference Room 17 | 48 MH: Handy Historical Hap | |
| IRC: Salon A | | penings |
| IRC: Salon B | 41 MED: The Process is the Bridge 35 SIM: Doctoral Consortium | |
| IRC: Salon C | 33 SIM. DOCIDIAI CONSULIUIII | 74 CIMICMC: Dedenation Techniques in CIM |
| IRC: Salon D | EQ OMC/ON | 71 SIM/CMS: Pedagogical Techniques in SIM E/MSR: Postcolonial Futures |
| IRC: Salon J | 32 CM3/ON | |
| | 40 MED 0: 14: 1 | 73 MED: The Pacific Produc |
| IRC: Salon K | 46 MED: SimulationLearning | · |
| IRC: Salon L & M | 47 MED: Developing Global I | Leaders |
| IRW: Bowie | 9 CMS: West & East in AHM? | |
| IRW: Salon A | 10 CMS: CMS Doctoral Programme | |
| IRW: Salon B | | CO LICIA: Intermetional Healthcore |
| | | 60 HCM: International Healthcare |
| RW: Salon C | 30 PNP and cosponsors: Cross Sector Partnerships | |
| RW: Salon C RW: Salon D | 30 PNP and cosponsors: Cross Sector Partnerships | 63 MED/ODC/CAR: Tricky Coaching |
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| SAC: Room 213 B | 45 IM/CM/BPS: International Negotiation |
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| SAC: Room 217 A | 27 OMT: OMT Junior Faculty Consortium |
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Duke Corporate Education, which was named the world's #1 provider of custom executive education for the ninth consecutive year in the 9 May 2011 edition of the Financial Times, is recruiting faculty for its custom executive education programs.

Interested candidates should have:

- A proven track record teaching in global executive education programs for senior to mid level audiences
- Practical and theoretical experience teaching in China or experience teaching Chinese executives
- Ability to teach a core topic and apply it to the China context
- Subject matter expertise in either innovation, strategy, finance, marketing, and leadership
- Availability to teach in programs delivered in China as well as Europe and the United States
- · Fluency in English and Mandarin

If interested, please submit your resume to Patricia Longshore, Vice President of the Global Learning Resource Network, Duke Corporate Education, pat.longshore@dukece.com to arrange an interview at the Academy of Management Meeting in San Antonio, August 12 – 16th.



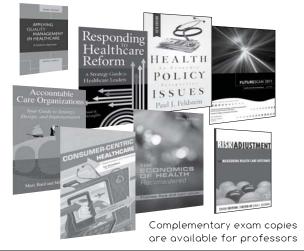
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These New and Popular Resources!

Browse these books and more at the Heath Administration Press booth, #100 in the exhibit hall.

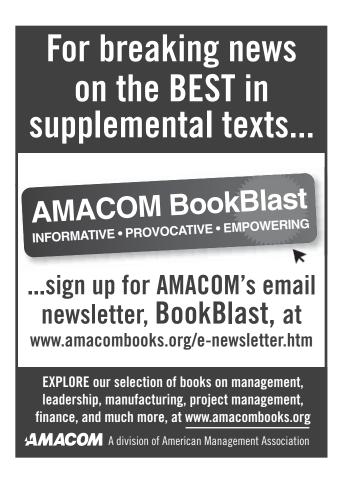




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| Sat | urday | Mo | rning | , Au | gust | 13, 20 | 011 | | |
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| | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11: | 30 |
| GH: Bonham B | 177 CAR/G | DO: Publishir | ng Careers Resea | arch | | | | 267 | |
| GH: Bonham C | 205 ODC: [| Dialogic OD | | | | | | | 269 |
| GH: Bonham D | 186 HR/OB | /IM: Multinati | onal Perspectives | | | 244 HR/IM: Glol | oal Competencie | s | |
| GH: Crockett A & B | 195 MC: M | CD Doctoral (| Consortium | | | | | | |
| GH: Independence | | | | | | | 263 OE | : OB Rese | arch |
| GH: Lone Star A | | 222 GD | D: GDO Doctoral | Consortium | | | | | |
| GH: Lone Star B | | | 231 CM: | Jr. Faculty Rese | earch Incubato | or | | | |
| GH: Lone Star C | | 223 HR: | HR Div. Jr. Facu | Ity Consortium | | | | | |
| GH: Lone Star D | | 224 HR: | HR Doctoral Cor | nsortium | | | | | |
| GH: Lone Star E | 201 OB: OF | 3 Jr Fac Work | shop-Saturday | | | | | | |
| GH: Lone Star F | 202 OB: OF | B Doc Consor | tium-Saturda y | | | | | | |
| GH: Mission B | 196 MC/MS | SR/OM/AAM: | The Sensei Way | | | | | | |
| GH: Presidio A | 182 GDO/II | M: Diversity A | ssessments Work | kshop | | | | | |
| GH: Presidio B | 180 D&ITC | /GDO: Action | Learning in Actio | n | | | | | |
| GH: Presidio C | | 228 OD | C: Doctoral Stude | nt Consortium | | | | | |
| GH: Republic A | | | 233 MC: | Breakthrough C | onsulting Skil | ls | | 264 CAR/ | OB: Early |
| GH: Republic B | 203 OB: Ad | tion Research | n & Coaching | | | 243 HR/GDO/O | NE/MSR: Caring | Institution | s & Leaders |
| GH: Seguin A & B | | | | 236 OD | C/MED: The L | eadership Mirror | | | |
| GH: Texas Ballroom A | 204 OB/PT | C: Research | n the Wild | | | 245 HR/RM/OB | HR Research: | New Direct | ions |
| GH: Texas Ballroom C | 178 CM/OE | B/HR/SIM: Ne | w Directions in Or | g Justice | | | | | |
| GH: Texas Ballroom D | 183 GDO/0 | B: Boundary | Spanning Leader | ship | | 250 ODC/PTC/N | MED/MC: Implica | ations for P | ractice |
| GH: Texas Ballroom E & F | | 225 ND: | SC: NDSC | | | | | | |
| GH: Travis A | | | 234 OB a | and cosponsors: | Craft of Revie | ewing Workshop | | | |
| GH: Travis B | 206 ODC: F | Paradoxical M | lindsets | | | 247 MC: Organi | zational change | | |
| GH: Travis C | 213 PTC at | nd cosponsor | s: Extreme Chang | je | | | | 266 OB/H | R/BPS: |
| HR: Bowie C | 188 ICW: N | 1cGraw-Hill To | eaching Worksho | ps | | | | | |
| LQ: Combined A&B | 198 MOC: | Cognition in the | ne Rough | | | | | | |
| LQ: Combined C&D | 214 RM/ON | /IT/OB/ENT/M | IH: Qualitative Me | ethods | | 260 RM | /OB/HR: Ask the | Experts: N | Micro |
| LQ: Crockett West | 199 MSR: I | MSR Researc | h Incubator | | | 2 | .61 MSR: Mom | ents of Wa | iking Up |
| LQ: Fiesta E | 200 MSR: ⁻ | The Spirit of S | hinise | | | 255 RM/OB/HR | ENT: Outliers | | |
| MRC: Conference Room 16 | 197 MED/F | M: Case Tea | ching Workshop | | | | | | |
| MRC: Reg Desk 1 | | 218 AA | A: Placement Serv | vices | | | | | |
| MRC: Salon A | 210 ONE/M | IED: Sust Mg | t Ed 1: Approache | es | 25 | 3 ONE and cospo | nsors: Sust Mat | Ed 2: Cour | rse Design |
| MRC: Salon B 166 ONE | E: Case Lab Breakfa | ast | | 237 SIM | : Manuscript [| | | 268 SIM: | |
| MRC: Salon C | | | | | | 259 TTC/MED: | Online Teaching | Best Pract | tices |
| MRC: Salon D | 211 PNP/0 | DC/HCM: QI | for Public/Nonpro | fits | | 256 SIM/OB: Et | nics and Compli | ance | |
| MRC: Salon J | 179 CMS: 0 | CMS Teachin | q | | | 240 CMS: Must | CMS be hysteric | cal? | |
| MRW: Bowie | 185 HCM/N | MED: On-line | earning Techniq | ues | | | | | |
| MRW: Salon A | 217 TTC/H | R/OB/OCIS/H | CM: Teaching wi | th Technology | | 248 MED/OB: C | ognitive Skills-G | lobal Class | 3 |
| MRW: Salon B | | 230 PNF | P: PNP PhD Stud | ent Consortium | | | | | |
| MRW: Salon C | | | 235 RM/I | MC: Complexity | & Crowd Sou | rcing | | | |
| MRW: Salon D | | | | | 238 N | MED: Org. Knowled | ge Creation | | |
| MRW: Salon E | 184 HCM/C | AR: Job Sea | rch Consideration | S | | | | | |
| MRW: Salon F | | | | | | | | | |
| OS: Haven for Hope | 212 PNP/S | IM: Haven for | Hope Experience | 9 | | | | | |
| SAC: Exhibit Hall B | 167 AAA: E | xhibits | | | | | | | |
| SAC: Exhibit Hall B Conference break | | | | | | 239 AAA: | | | |
| SAC: Exhibit Hall B Registration | 168 AAA: 0 | Conference Re | egistration | | | | | | |
| SAC: Room 006 D | | 229 OM | : OM Doctoral/ Jr | Fac Consortium | | | | | |
| SAC: Room 007 A | 215 TIM: T | | | | | | | | |
| SAC: Room 007 C | | | | CMS/SIM/MED: | Where West | Hears East | | | |
| | 402 ITO/ON | AS/IAM/MED: | Neither West nor | | | 251 OMT/ENT/E | BPS: East-West | OMT-ENT | Research |
| SAC: Room 007 D | 193 0/0 | | | | | | | | |
| SAC: Room 007 D SAC: Room 008 A | 193 116/61 | | S/TIM/RM/RPS/C | MT: Publishing | Qualitative Re | es | | | |
| SAC: Room 007 D SAC: Room 008 A SAC: Room 008 B | 193 HO/ON | 227 OC | S/TIM/RM/BPS/C | | | es. | | | |

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

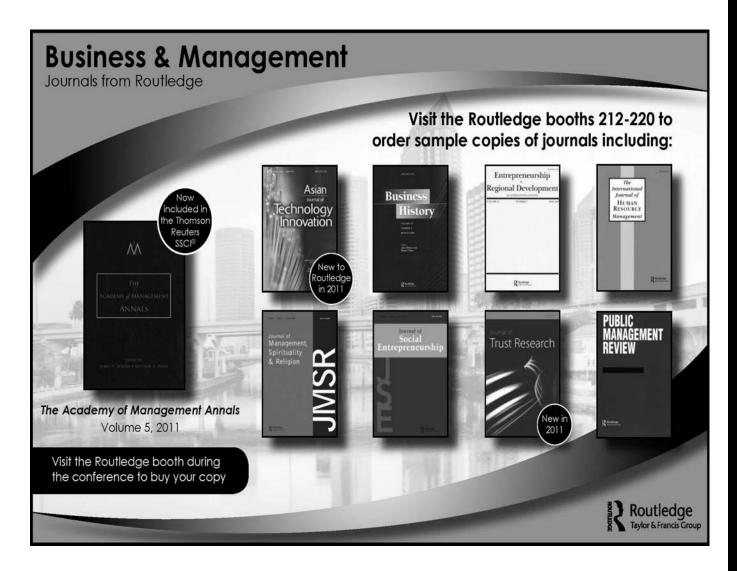


| turday Afterno | on, A | ugu | st 13 | 3, 20 | 11 | |
|---|---|---|--|---|--|--|
| 00 12:30 1:00 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 |
| . PTC/ODC/OMT/CM: Trust 308 OB/ | OCIS/HR: Secon | d Life Tutorial | <u>'</u> | | | • |
| . PTC/OCIS/OMT/TIM/OM: P-Commerce | | | HCM: French | -Anglo Resea | rch 3 | 57 |
| . HR/IM: Global 305 CM: | | | | | | 58 OB and |
| . MC: MC Consortium Networking Lunch | | | The HR-Perfo | ormance linkad | | |
| - | | | | · | | R: HR Teaching |
| . OB: OB Research Incubator | | | | | | |
| . GDO: GDO Doctoral Consortium | | | | | | |
| . CM: Jr. Faculty Research Incubator | | | | | | |
| , HR: HR Div. Jr. Faculty Consortium | | | | | | |
| . HR: HR Doctoral Consortium | | | | | | |
| . OB: OB Jr Fac Workshop-Saturday | | | | | | |
| . OB: OB Doc Consortium-Saturday | | | | | | |
| 275 MC: MC - Norms and Risks | | 322 PTC ar | nd cosponsor | rs: Investing in | Human Cap | ital |
| 296 OB: Associate to F | ulland Beyond | | 33 | 5 MC: Educati | ing Consultar | nts |
| . ODC: Doctoral Student Consortium | | | | | | |
| . CAR/OB: Early Career Consortium | | | | | | |
| . HR/GDO/ONE/MSR: Caring Institutions & Lead | ders | | | 339 AAA: | : 2011 Progra | am |
| . 309 PTC | C: PTC Lunch Me | eting | | | | |
| | 310 AAA: 0 | Chairs, Fac. & | | | | |
| | | | 344 0 | B/BPS/HR/IM/ | MOC: Under | standing Scholarly |
| | 311 AAA: A | AOM Affiliates 8 | & Associates | | | |
| 297 OB: OB Teaching | Incubator | | 33 | 7 OB: OB Nev | v Member Ne | etworking |
| . NDSC: NDSC | | | | | | |
| . ODC/IM: OD&C Complex Social Issues | | | | | | |
| 289 PTC and cosponsors: Leadership | and Tango | | | | 350 CA | R/GDO/OB: Your |
| . OB/HR/BPS: Research-Practice PDW | | | | | | C: Creating the |
| 276 MC: Pathway to Positive Change | | 321 HR/ND | SC: HR Div. | Pre-Dissertation | on PDW | |
| | 315 ICW: A | ASQ Board Mee | eting & Recep | ption | | |
| . ICW: McGraw-Hill Teaching Workshops | | | | | | |
| | | | 331 ICW: | JABS Associa | ate Editors | |
| 277 MEN: Enlightening by Mentoring | | | | | | 360 RM: |
| . 299 RM/BPS: Ask the | Experts: Macro M | Methods | 330 | 6 MSR: Corpo | rate Mystic F | Practices |
| 290 RM/BPS/ENT/HR/OB: Trends in | Meta-analysis | | 338 | 8 RM: Ask the | Commenter Au | n RM Career |
| | | | | | Expens. Ar | |
| . MSR: Moments of Waking | | | | | | R: S y stematic Revi |
| | | | | | | R: Systematic Revi |
| | | | | | 9 RM/OB/HF | R: Systematic Revi |
| | cal Perspective or | n SM | | | 9 RM/OB/HF | |
| . MOC and cosponsors: Group Cognition | | n SM | | | 9 RM/OB/HF | |
| . MOC and cosponsors: Group Cognition 292 CMS/BPS: A Critic | | n SM | | | 9 RM/OB/HF | |
| . MOC and cosponsors: Group Cognition 292 CMS/BPS: A Critic 280 CMS/OMT/GDO: Politics of Org. | | n SM | 334 SIM/N | | 9 RM/OB/HF | OC: Think About It |
| . MOC and cosponsors: Group Cognition 292 CMS/BPS: A Critic 280 CMS/OMT/GDO: Politics of Org AAA: Placement Services | Research | n SM | | 34 | 9 RM/OB/HF 354 MC | OC: Think About It |
| . MOC and cosponsors: Group Cognition 292 CMS/BPS: A Critic 280 CMS/OMT/GDO: Politics of Org AAA: Placement Services | Research h Roundtables | | 333 MED | 34 MSR: Conscio | 9 RM/OB/HF 354 MC | DC: Think About It |
| . MOC and cosponsors: Group Cognition 292 CMS/BPS: A Critic 280 CMS/OMT/GDO: Politics of Org AAA: Placement Services SIM: Ask the 300 SIM: SIM Researce | Research h Roundtables ndiscussable | 329 | 333 MED: | 34 MSR: Conscior : Educating Ab | 9 RM/OB/HF 354 MC us Responsitional Integrity Cultural Dive | DC: Think About It |
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| | PTC/ODC/OMT/CM: Trust 308 OB/ PTC/ODC/OMT/CM: Trust 308 OB/ PTC/OCIS/OMT/TIW/OM: P-Commerce HR/IM: Global 305 CM MC: MC Consortium Networking Lunch OB: OB Research Incubator GDO: GDO Doctoral Consortium CM: Jr. Faculty Research Incubator HR: HR Div. Jr. Faculty Consortium OB: OB Jr Fac Workshop-Saturday OB: OB Doc Consortium-Saturday 275 MC: MC - Norms and Risks 296 OB: Associate to F ODC: Doctoral Student Consortium AR/IOB: Early Career Consortium HR/GDO/ONE/MSR: Caring Institutions & Lea 309 PTC 297 OB: OB Teaching NDSC: NDSC ODC/IM: OD&C Complex Social Issues 289 PTC and cosponsors: Leadership OB/HR/BPS: Research-Practice PDW 276 MC: Pathway to Positive Change ICW: McGraw-Hill Teaching Workshops | PTC/ODC/OMT/CM: Trust 308 OB/OCIS/HR: Secon PTC/OCIS/OMT/IM/OM: Prommerce 312 CAR/I HR/IM: Global 305 CM: Negotiate Your MC: MC Consortium Networking Lunch 319 OB: OB Research Incubator GDO: GDO Doctoral Consortium CM: Jr. Faculty Research Incubator HR: HR Div. Jr. Faculty Consortium OB: OB Jr Fac Workshop-Saturday OB: OB Doc Consortium—Saturday 275 MC: MC - Norms and Risks 296 OB: Associate to Full and Beyond ODC: Doctoral Student Consortium HR: GDO/ONE/MSR: Caring Institutions & Leaders 309 PTC: PTC Lunch Me 310 AAA: 311 AAA: 297 OB: OB Teaching Incubator NDSC: NDSC ODC/IM: OD&C Complex Social Issues 289 PTC and cosponsors: Leadership and Tango OB/HR/BPS: Research-Practice PDW 276 MC: Pathway to Positive Change 315 ICW: // ICW: McGraw-Hill Teaching Workshops | PTC/ODC/OMT/CM: Trust 308 OB/OCIS/HR: Second Life Tutorial PTC/OCIS/OMT/TIM/OM: P-Commerce 312 CAR/ITC/OB/D&ITC/I HR/IM: Global 305 CM: Negotiate Your Job Offer MC: MC Consortium Networking Lunch 319 HR/BPS/RM: OB: OB Research Incubator GDO: GDO Doctoral Consortium CM: Jr. Faculty Research Incubator HR: HR Div. Jr. Faculty Consortium OB: OB Jr Fac Workshop-Saturday OB: OB Doc Consortium-Saturday 275 MC: MC - Norms and Risks 322 PTC ar 296 OB: Associate to Full and Beyond ODC: Doctoral Student Consortium HR: HR/GDO/ONE/MSR: Caring Institutions & Leaders 309 PTC: PTC Lunch Meeting 310 AAA: Chairs, Fac. & 311 AAA: AOM Affiliates & 311 AAA: AOM Affiliates & 311 AAA: AOM Affiliates & 312 PTC and Cosponsors: Leadership and Tango OB/HR/BPS: Research-Practice PDW 276 MC: Pathway to Positive Change 315 ICW: ASQ Board Mee ICW: McGraw-Hill Teaching Workshops | PTC/ODC/OMT/CM: Trust 308 OB/OCIS/HR: Second Life Tutorial PTC/OCIS/OMT/TIM/OM: P-Commerce 312 CAR/ITC/OB/D&ITC/HCM: Frenct HR/IM: Global 305 CM: Negotiate Your Job Offer MC: MC Consortium Networking Lunch 319 HR/BPS/RM: The HR-Perf. OB: OB Research Incubator GDO: GDO Doctoral Consortium CM: Jr. Faculty Research Incubator HR: HR Div. Jr. Faculty Consortium OB: OB Jr Fac Workshop-Saturday OB: OB Doc Consortium-Saturday 275 MC: MC - Norms and Risks 322 PTC and cosponsor 296 OB: Associate to Full and Beyond 33. ODC: Doctoral Student Consortium HR/GDO/ONE/MSR: Caring Institutions & Leaders 309 PTC: PTC Lunch Meeting HR/GDO/ONE/MSR: Caring Institutions & Leaders 311 AAA: AOM Affiliates & Associates 3244 O 331 AAA: Chairs, Fac. & 344 O 331 AAA: AOM Affiliates & Associates DOC/IM: OD&C Complex Social Issues 289 PTC and cosponsors: Leadership and Tango OB/HR/BPS: Research-Practice PDW 276 MC: Pathway to Positive Change 331 ICW: ASQ Board Meeting & Rece ICW: McGraw-Hill Teaching Workshops 331 ICW: 297 MEN: Enlightening by Mentoring . Say RMBPS: Ask the Experts: Macro Methods | PTC/ODC/OMT/CM: Trust 308 OB/OCIS/HR: Second Life Tutorial PTC/OCIS/OMT/TIM/OM: P-Commerce HR/IM: Global 305 CM: Negotiate Your Job Offer MC: MC Consortium Networking Lunch 319 HR/BPS/RM: The HR-Performance linkar OB: OB Research Incubator GDO: GDO Doctoral Consortium CM: Jr. Faculty Research Incubator HR: HR Doit Doctoral Consortium HR: HR Doctoral Consortium OB: OB Jr Fac Workshop-Saturday OB: OB Doc Consortium-Saturday 275 MC: MC - Norms and Risks 322 PTC and cosponsors: Investing in 296 OB: Associate to Full and Beyond 335 MC: Educati ODC: Doctoral Student Consortium HR: HR/GDO/ONE/MSR: Caring Institutions & Leaders 310 AAA: Chairs, Fac. & 344 OB/BPS/HR/IM 311 AAA: AOM Affiliates & Associates 337 OB: OB New NDSC: NDSC ODC/IM: OD&C Complex Social Issues 289 PTC and cosponsors: Leadership and Tango OB/HR/BPS: Research-Practice PDW 276 MC: Pathway to Positive Change 331 ICW: JABS Associates 331 ICW: JABS Associates 331 ICW: JABS Associates 331 ICW: JABS Associates 333 ICW: JABS Associates 333 ICW: JABS Associates 333 ICW: JABS Associates 334 ICW: JABS Associates 335 ICW: ASQ Board Meeting & Reception JICW: McGraw-Hill Teaching Workshops 336 MSR: Corpo | PTC/ODC/OMT/CM: Trust 308 OB/OCIS/HR: Second Life Tutorial PTC/OCIS/OMT/TIM/OM: P-Commerce 312 CAR/ITC/OB/D&ITC/HCM: French-Anglo Research 3. HR/IM: Global 305 CM: Negotiate Your Job Offer 3. MC: MC Consortium Networking Lunch 319 HR/BPS/RM: The HR-Performance linkage 351 HR OB: OB Research Incubator GDO: GDO Doctoral Consortium CM: Jr. Faculty Research Incubator HR: HR Div. Jr. Faculty Consortium OB: OB Jr Fac Workshop-Saturday OB: OB Doc Consortium-Saturday OB: OB Doc Consortium-Saturday 275 MC: MC - Norms and Risks 322 PTC and cosponsors: Investing in Human Cap 296 OB: Associate to Full and Beyond 335 MC: Educating Consulta ODC: Doctoral Student Consortium HR/GDO/ONE/MSR: Caring Institutions & Leaders 339 AAA: 2011 Progra CAR/OB: Early Career Consortium HR/GDO/ONE/MSR: Caring Institutions & Leaders 339 AAA: 2011 Progra 309 PTC: PTC Lunch Meeting 310 AAA: Chairs, Fac. & 344 OB/BPS/HR/IM/MOC: Under 311 AAA: AOM Affiliates & Associates 297 OB: OB Teaching Incubator NDSC: NDSC ODC/IM: OD&C Complex Social Issues 289 PTC and cosponsors: Leadership and Tango ODC/IM: OD&C Complex Social Issues 315 ICW: ASQ Board Meeting & Reception ICW: McGraw-Hill Teaching Workshops 331 ICW: JABS Associate Editors 277 MEN: Enlightening by Mentoring 299 RW/BPS: Ask the Experts: Macro Methods 336 MSR: Corporate Mystic I |

| SAC: Exhibit Hall B Conference bre | eak | 323 AAA: | | |
|------------------------------------|------------------------------|---|---------------------------|----------------------------|
| SAC: Exhibit Hall B Registration | . AAA: Conference Registra | tion | | |
| SAC: Room 006 D | . OM: OM Doctoral/ Jr Fac C | Consortium | | |
| SAC: Room 007 B | | 301 OCIS and cosponsors: A Socio-Technical Perspect | ive | |
| SAC: Room 007 C | | 314 ENT: ENT Ambassadors Prog | ıram | |
| SAC: Room 007 D | . 287 OMT/BPS/EN | NT/TIM: Category Dynamics | 348 OMT | /ENT/BPS: Management i |
| SAC: Room 008 A | 293 | ENT: Data for Soc.Ent. Research | | |
| SAC: Room 008 B | | 316 IM/MED: Foreign Study Tours | 1 | |
| SAC: Room 101 B | . AAA: San Antonio 2011 LA | C | | |
| SAC: Room 201 | . BPS: BPS Doctoral | 304 BPS and cosponsors: Funding Opportunities | 346 BPS | and cosponsors: Data |
| SAC: Room 202 A | 294 | ICW: USASBE Board Mtg. | | |
| SAC: Room 202 B | . BPS: BPS New Faculty Co | nsortium | | |
| SAC: Room 203 A | | | 343 IM/RM/BPS: Cau | sal Inference in IB Models |
| SAC: Room 203 B | . OCIS and | | | |
| SAC: Room 204 A | | | 35 | 3 IM/TTC/BPS: Teaching · |
| SAC: Room 204 B | | OMT and cosponsors: Advanced Networks PDW | | |
| SAC: Room 205 | . TIM: TIM Distinguished Sci | holar Awar | | |
| SAC: Room 206 A | | 317 TIM/BPS: Meet the Editors | | |
| SAC: Room 206 B | 295 | M: Devel. CtryTraining Workshops | 347 ENT. | /IM/BPS: West Meets East - |
| SAC: Room 207 A | . ENT: Entrepreneurship | 302 BPS: Firm Scope | | |
| SAC: Room 207 B | 278 BPS: BPS M | anaging your Dissertation | | |
| SAC: Room 208 | 279 BPS/TIM/OM | T/IM: Patent PDW | 345 AAM | I/BPS: Korean Business . |
| SAC: Room 209 | . BPS and cosponsors: | | 35 | 6 OM/RM/IM: Research · |
| SAC: Room 210 A | | | 35 | 2 IM: IM Meet the Editors |
| SAC: Room 210 B | | | | |
| SAC: Room 211 | . AAA: Membership | | | |
| SAC: Room 211. | | 307 ICW: JME Editorial | | |
| SAC: Room 212 A | 281 ENT/BPS/ON | AT: Austrian econ. & Ent. studies 324 ENT/RN | 1: Entrepreneurs` Behavio | r |
| SAC: Room 212 B | 274 BPS/OMT/OB/MOC | Behavioral Strategy | 340 BPS/OMT/T | IM: Inter-firm Contract |
| SAC: Room 213 B | . TIM/OMT/BPS/OB: | 303 BPS: Teaching Strategic Management | | |
| SAC: Room 216 A | . ENT: 4th Annual EO3 Rese | earch PDW 318 TIM/BPS/ENT: Managing Eco | os y stems | |
| SAC: Room 216 B | 282 ENT/MEN: W | /omen/Minority Ent. Research | 341 BPS/OMT/T | IM: Neurosciences & |
| SAC: Room 217 B | . IM: IM Doctoral Consortium | 1 | | |
| SAC: Room 217 C | . IM: IM Junior Faculty Cons | ortium | | |
| SAC: Room 217 D | | 332 | TC/IM/AAM: Research fro | m Emerging Markets |
| SAC: Room 218 | . BPS/IM/IAM: | | | |

| | Satu | rday | Fve | nino | A 110 | 11st 1 | 3 20 | 11 | |
|---|---|---|---|---|--|---------------|----------------|---------------------|-------------|
| | | | | | | | | | |
| GH: Bonham B | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | |
| | CDO/D®ITC/ | MENIOD: LODIC | | MMD Debriefing | | | | | |
| GH: Bonham C | | MEN/OB: LGBTC | | darias | | | | | |
| GH: Bonham D | | onsors: Creativity | beyond Boun | daries | | | | | |
| GH: Crockett A & B | . CM: Jr. | | | | | | | | |
| GH: Lone Star B GH: Lone Star C | . HR: HR Div. | | | | | | | | |
| SH: Lone Star C | . HR: HR | | | | | | | | |
| 6H: Lone Star D 6H: Lone Star F | OB: OB Doc | | | | | | | | |
| 5H. Lone Star F 5H: Presidio A | . MC: | 000 000451 | A.1 | 1 1: D | 1 | | | | |
| | | | | eadership Resea | rcn | | | | |
| GH: Presidio B | | C Reception and | | _ | | | | | |
| GH: Republic B | 361 AAA: 20 | 12 Program Chair | ., | | | | | | |
| GH: Texas Ballroom A | | 365 OB: OB a | and HK Welco | me Reception | | | | | 5 . |
| GH: Texas Ballroom B | | | | | | | 386 GDC |): LGBTQ and Friend | s Reception |
| GH: Texas Ballroom C | OB: | | 377 ODC: I | New Member Re | ception | | | | |
| GH: Texas Ballroom D | • | 20.0 | | | | | | | |
| GH: Travis A | . ODC/IM: OD8 | &C Complex 3: Your Work-Life | | | | | | | |
| GH: Travis B | * | | • | | | | | | |
| GH: Travis C | ODC: Creatin | | | | | | | | |
| GH: Travis D | . HR/NDSC: H | | | | | | | | |
| _Q: Combined A&B | | on and Mediation | | | | | | | |
| Q: Combined C&D | . MSR: | | | | | | | | |
| Q: Crockett East | . RM: | | | | | | | | |
| Q: Crockett West | | Systematic Review | N | | | | | | |
| _Q: Fiesta F | . MOC: Think | | | | | | | | |
| MRC: Salon A | . SIM/MSR: | : | | | | | | | |
| MRC: Salon B | . MED: Educat | ing About Integrit | y | | | | | | |
| MRC: Salon E | | | | | | Chinese Schol | ars Reunion | | |
| MRC: Salon I | | | | luman Relations | | | | | |
| MRC: Salon J | CMC: Doul | | 372 ICW: F | Routledge Recep | | 21.2.11.1 | | | |
| MRC: Salon L | . CMS: Dark | | | | | CMS Welcom | | | |
| MRC: Salon M | | | | | 384 ONE: | ONE Welcome | e Reception | | |
| MRW: Bowie | | | | | | | | | |
| | | 2041150 1/ | | | | _ | | | |
| MRW: Salon B | | 364 MED: Va | | • | | | | | |
| MRW: Salon B MRW: Salon D | | 364 MED: Va | 374 MED: I | MED/NDSC Eve | ning Reception | | | | |
| MRW: Salon B MRW: Salon D MRW: Salon D. | | 364 MED: Va | 374 MED: I | • | ning Reception | | | | |
| MRW: Salon B MRW: Salon D MRW: Salon D. MRW: Salon E | | | 374 MED: I 375 NDSC | MED/NDSC Evel : NDSC/ MED Re | ning Reception | | | | |
| MRW: Salon B MRW: Salon D MRW: Salon D. MRW: Salon E DS: Biga on the Banks | . ENT: New Me | 364 MED: Va | 374 MED: I 375 NDSC 368 ENT: E | MED/NDSC Evel : NDSC/ MED Re Entrepreneurship | ning Reception eception Social Event | | | | |
| MRW: Salon B MRW: Salon D MRW: Salon D. MRW: Salon E DS: Biga on the Banks DS: Las Ramblas at the Ho | . ENT: New Me | | 374 MED: I 375 NDSC 368 ENT: E | MED/NDSC Evel : NDSC/ MED Re | ning Reception eception Social Event | | | | |
| MRW: Salon B MRW: Salon D MRW: Salon D. MRW: Salon E DS: Biga on the Banks DS: Las Ramblas at the Ho DS: Sazos Latin Grill | . ENT: New Me | | 374 MED: I 375 NDSC 368 ENT: E 369 HCM: | MED/NDSC Ever NDSC/ MED Re Entrepreneurship HCMD PDW Soc | ning Reception eception Social Event | | 385 CAR | CCAR Division PDW | Social |
| MRW: Salon B MRW: Salon D MRW: Salon D. MRW: Salon E DS: Biga on the Banks DS: Las Ramblas at the Ho DS: Sazos Latin Grill DS: The Contessa | . ENT: New Me | | 374 MED: 1 375 NDSC 368 ENT: E 369 HCM: 379 SIM: S | MED/NDSC Ever NDSC/ MED Re Entrepreneurship HCMD PDW Soc | ning Reception ecception Social Event | | 385 CAR | C: CAR Division PDW | Social |
| MRW: Salon B MRW: Salon D MRW: Salon D. MRW: Salon E DS: Biga on the Banks DS: Las Ramblas at the Ho DS: Sazos Latin Grill DS: The Contessa SAC: Mission 103 A | . ENT: New Me | | 374 MED: I 375 NDSC 368 ENT: E 369 HCM: 379 SIM: S 376 OCIS: | MED/NDSC Ever NDSC/ MED Re Entrepreneurship HCMD PDW Soc IM/SBE Keynote OCIS PhD and N | ning Reception ecception Social Event sial Event | ion | 385 CAR | CCAR Division PDW | Social |
| MRW: Salon B MRW: Salon D MRW: Salon D MRW: Salon E DS: Biga on the Banks DS: Las Ramblas at the Ho DS: Sazos Latin Grill DS: The Contessa SAC: Mission 103 A SAC: Mission 103 B | . ENT: New Me | | 374 MED: I 375 NDSC 368 ENT: E 369 HCM: 379 SIM: S 376 OCIS: | MED/NDSC Evei NDSC/ MED Re Entrepreneurship HCMD PDW Soo IM/SBE Keynote OCIS PhD and N Division PDW R | ning Reception eception Social Event sial Event Member Reception | | 385 CAF | CCAR Division PDW | Social |
| MRW: Salon B MRW: Salon D MRW: Salon D MRW: Salon E DS: Biga on the Banks DS: Las Ramblas at the Ho DS: Sazos Latin Grill DS: The Contessa SAC: Mission 103 A SAC: Mission 103 B SAC: Room 006 C & D | ENT: New Me tel Contessa | ember Meeting | 374 MED: I 375 NDSC 368 ENT: E 369 HCM: 379 SIM: S 376 OCIS: | MED/NDSC Evei NDSC/ MED Re Entrepreneurship HCMD PDW Soo IM/SBE Keynote OCIS PhD and N Division PDW R | ning Reception ecception Social Event sial Event | | 385 CAF | R: CAR Division PDW | Social |
| ARW: Salon B ARW: Salon D ARW: Salon D ARW: Salon D ARW: Salon E DS: Biga on the Banks DS: Las Ramblas at the Ho DS: Sazos Latin Grill DS: The Contessa SAC: Mission 103 A SAC: Mission 103 B SAC: Room 006 C & D SAC: Room 007 D | . ENT: New Metel Contessa | ember Meeting | 374 MED: I 375 NDSC 368 ENT: E 369 HCM: 379 SIM: S 376 OCIS: | MED/NDSC Evei NDSC/ MED Re Entrepreneurship HCMD PDW Soo IM/SBE Keynote OCIS PhD and N Division PDW R | ning Reception eception Social Event sial Event Member Reception | | 385 CAP | CCAR Division PDW | Social |
| ARW: Salon B ARW: Salon D ARW: Salon D ARW: Salon D ARW: Salon E ARW: Mission 103 A ARW: Mission 103 B ARW: Room 006 C & D ARW: Room 007 D ARW: Room 201 | . ENT: New Metel Contessa . OMT/ENT/BF . BPS and cos | ember Meeting | 374 MED: I 375 NDSC 368 ENT: E 369 HCM: 379 SIM: S 376 OCIS: | MED/NDSC Evei NDSC/ MED Re Entrepreneurship HCMD PDW Soo IM/SBE Keynote OCIS PhD and N Division PDW R | ning Reception eception Social Event sial Event Member Reception | | 385 CAP | R: CAR Division PDW | Social |
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| SAC: Room 216 B | . BPS/OMT/TIM: Neurosciences & Strategy |
|-----------------|---|
| SAC: Room 217 D | . ITC/IM/AAM: Research from |



| | 8:00 | 8:30 | 9.00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 |
|--------------------------------------|-----------------|-------------------|----------------|-------------------|-------------------------|------------------|-----------------|--------------------|
| GH: Crockett A | 0.00 | 0.00 | 0.00 | | A: AMJ Editors` Me | | 11.00 | 11.00 |
| GH: Crockett B | | | | | A: AMR Editors Or | | 412 ΔΔΔ | AMLE Editors` |
| | POS Gathering | | | 402700 | t. / tivii t Editors Or | ily Wiccurig | 4127000 | TIVILL Editors |
| GH: Republic B | T OO Outhorning | | | | | | 413 ΔΔΔ | AMP Editorial Boa |
| GH: Texas Ballroom | 394 AAA | : All-Academy | 4 00 AA | A: President's Ad | Idress & Awards | | 7107000 | / Lattorial Boa |
| HPR: Corte Real A/B | 00-17000 | | Org. Studies E | | aross a rivaras | | | |
| HPR: Corte Real C | | 033 1011. | Org. Otdaics L | IND meeting | | 409 880 | Southwest AOM | 1 Meeting |
| HPR: Corte Real F | | | | | 404 AAC: | Midwest AOM N | | i wiccurig |
| HPR: El Mirador East | | | | | -10-17010 | | | of Management |
| HPR: El Mirador West | | 397 AAC: | SMA Board M | eeting | | -1107010. | malan / todaom | or Management |
| HR: Bowie C | 395 ICW | : McGraw-Hill Tea | | | | | | |
| _Q: Crockett West | 222.011 | | | | 406 ICW: | JTR Board Meet | tina | |
| MRC: Reg Desk 1 | | 396 AAA | Placement Se | rvices | | | | |
| MRC: Salon C | | | | ·- | 405 ICW: | JMI Ed Board M | lta | |
| MRC: Salon D | | | | | | | | ET&P Luncheon |
| MRC: Salon K | | 398 CMS: | CMS Executiv | ve Meetina | | | | |
| MRC: Salon L | | | | • • | 407 TTC: | TTC Business M | Meeting | |
| SAC: Exhibit Hall B | 390 AAA | : Exhibits | | | | | | |
| SAC: Exhibit Hall B Conference break | | | | | 40 | 18 AAA: | | |
| SAC: Exhibit Hall B Registration | 391 AAA | : Conference Reg | istration | | | | | |
| SAC: Room 006 A | | | | | | | | 417 AAA: |
| SAC: Room 006 D | | | | | | | | 419 AAT: |
| SAC: Room 007 A | | | | | | | | 420 AAT: No |
| SAC: Room 007 D | | | | | | | | 421 AAT: |
| SAC: Room 008 A | | | | | | | | 422 AAT: |
| SAC: Room 008 B | | | | | | | | 423 AAT: |
| SAC: Room 101 B | 392 AAA | : San Antonio 201 | I1 LAC | | | | | |
| SAC: Room 202 A | | | | | | | | 424 AAT: |
| SAC: Room 202 B | | | | | | | | 425 AAT: |
| SAC: Room 204 B | | | | | | | | 426 AAT: |
| SAC: Room 206 A | | | | | | | 416 AAA | : Div/IG Incoming |
| SAC: Room 207 A | | | | | | | | 418 AAA: |
| SAC: Room 208 | | | | | 403 AAC: | EEC Meeting | | |
| SAC: Room 211 | 393 AAA | : Membership | | | | | | |
| SAC: Room 212 A | | | | | | | 414 ICW: | EJIM informal get- |
| SAC: Room 214 A | | | | | | | | 427 AAT: |
| SAC: Room 214 C | | | | | | | | 428 AAT: A |
| SAC: Room 215 | | | | | | | | 429 AAT: |
| SAC: Room 216 A | | | | | | 411 OM: 0 | OM Executive Co | ommittee Meeting |
| SAC: Room 217 C | | | | | | | | 430 AAT: |
| SAC: Room 217 D | | | | | | | | 431 AAT: |

| S | un | day | Aft | erno | on, A | lugi | ıst 14 | , 201 | 11 | |
|----------------------------------|---------|-----------------|---------------|------------------|----------------|---------------------|---------------------|-------------------|----------------|----------------------|
| 1 | 2:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 |
| GH: Bonham B | 2.00 | 12.00 | 1.00 | 1.00 | 2.00 | 2.00 | 0.00 | | 0: GDO EC I | |
| GH: Bonham C | | | | | | | | | | Board Meeting |
| GH: Bowie B | | | | | | | 482 MC | : MC Executive | | board Meeting |
| GH: Crockett C & D | | | | | | | | V: Meet the ON | | |
| GH: Lone Star A | ΔΔΔ | : AMLE Boar | d 444 | AAA: AMLE Boar | ·d | | 400 ICV | v. ivicet the Oiv | 10 | |
| GH: Lone Star B | . 700 | . / (IVILL DOGI | <u> </u> | AAA. AIVILE DUAI | | A . A N A 1 = -1:4: | aial Danad Markin | | | |
| GH: Lone Star C | | | | | 4 33 AA | A. AIVIJ EUIU | orial Board Meetir | | N. AMD E-1:4- | aial Danad Janaanian |
| | | | | | | | | | | rial Board- Incoming |
| GH: Lone Star F | | | | | | | | | : MC EC Mee | • |
| GH: Presidio A | | | | | | | | 492 HR | : HR Executiv | ve Committee |
| GH: Presidio B | | | | | 454 CA | R: CAR Exe | cutive Meeting | | | |
| GH: Republic B | | | | | | | | | OB EC Mee | ting |
| GH: Texas Ballroom A | | | | | 456 IC | N: LQ Board | 481 ICV | V: NLS Meeting | 1 | |
| GH: Texas Ballroom B | | | | | | | | | 503 IC | W: NLS Award |
| GH: Texas Ballroom F | | | | | | | | 493 ICV | 1: Jour. of Ma | nang. Board Meeting |
| HPR: Corte Real D/E | | | | CW: CGIR Edito | rial Board Mee | ting | | | | |
| HPR: Terrace Gardens | . ICW | : JMS Recep | tion | | | | | | | |
| HR: Maverick A | | 438 ICV | V: GOM ER | B Meeting | 458 IC | N: JABS ERI | 3 Meeting | | | |
| LQ: Combined A&B | | | | | | | | 500 RM | : RMD Execu | tive Committee |
| LQ: Combined Crockett | | | | | 459 IC | N: AKMS Jui | nior Faculty Cons | ortium | | |
| LQ: Crockett West | | | | | 460 IC | N: Organizat | ion Board Meetin | a | | |
| MRC: Conference Room 15 | | | | | 457 IC | N: IACMR E: | cec Meeting | | | |
| MRC: Conference Room 16 | | | | | 101 10 | | too mooting | 488 CM | S: CMS Busi | ness Meeting |
| MRC: Conference Room 17 | | | | | | | | 100 0111 | | M: B & S Board |
| MRC: Reg Desk 1 | AAA | : Placement | Services | | | | | | 301 01 | IVI. D & O DOUIG |
| MRC: Salon C | . , , , | I Idoomoni | 00.1.000 | | | | | 400 ON | E: ONE Evoc | tutive Committee |
| MRC: Salon D | ICW | : ET&P Lunc | heon | | | | | 499 ON | | NP: Business & |
| MRC: Salon J | . 1011 | . LTQT LUTTO | ilcon | | | | | | | W: ESMT Reception |
| MRC: Salon K | | 420 CIN | A. CIM EC N | Anntina | | | | | 30410 | W. ESIVIT Reception |
| MRC: Salon L | | 439 511 | 1: SIM EC N | reeung | 4C 4 D\ | ID. DND EO I | A 4: | | | |
| MRC: Salon M | | | | | | IP: PNP EC I | | | O CIM. D | 4 Di |
| | | | | | | | Crossing Border | s 50 | JZ SIM: Bes | t Dissertation |
| MRW: Salon A | | | | | 463 M | H: MH Exec (| Comm Meeting | | | |
| MRW: Salon B | | | | | | | | | | c. Com. Meet |
| MRW: Salon E | | | | | | | | | | ve Committee |
| MRW: Salon F | | | | | | | | 494 ICV | I: SIE Board | Meeting & Reception |
| OS: TBA | - | Past Officer | s Lunch | | | | | | | |
| SAC: Exhibit Hall B | | : Exhibits | | | | | | | | |
| SAC: Exhibit Hall B Conference b | | | | | | | 466 AAA: | | | |
| SAC: Exhibit Hall B Registration | . AAA | : Conference | Registration | n | | | | | | |
| SAC: Exhibit Hall B. | | | | | | | | | | 509 AAA: |
| SAC: Mission 103 A | | | | | | | | 484 AA | A: AOM Strat | egic Plan |
| SAC: Room 006 A | . AAA | : 2012 PDW | | 452 AA | A: PD Training | for PDW Ch | airs | | | |
| SAC: Room 006 B | . AAA | : PD&CR Tra | aining for Pr | og Chairs | | | | | | <u> </u> |
| SAC: Room 006 D | . AAT | : Innovation i | in 4 | 43 AAT: Strate | y,Innovation.L | eadership | | | | 510 AAT: |
| SAC: Room 007 A | . AAT | : Next | | | | | | | | 511 AAT: |
| SAC: Room 007 B | | | | | | | 467 AAT: BC | P: Opportunity | No. 1 | |
| SAC: Room 007 C | | | | | | | 468 AAT: En | | | 512 AAT: |
| SAC: Room 007 D | . AAT | : Creating Sc | cial Value | | | | /VII. EII | Jaay Cast | | / W. (1. |
| SAC: Room 008 A | | : Collaboration | | 44 AAT: Using | Snort as a Lon | e | 469 AAT: Th | e Civil-Military | Divide | 513 AAT: |
| SAC: Room 008 B | | : Rebelling | | 45 AAT: Learni | | J | 470 AAT: Cr | | | JIJ AAT. |
| SAC: Room 101 B | _ | : San Antonio | | | ig ironi Japan | | 410 AAT. CR | ossing East-W | ะงเ | |
| | . AAA | . Jan Antolii | | | | | | | | FACAAT |
| SAC: Room 201 | A A T | · Clobal Ta | | 46 AAT: Respo | nsible Manage | ment Edu. | 45.4.4.5 | 0 11 15 | 1: | 514 AAT: |
| SAC: Room 202 A | | : Global Tead | | | | | 471 AAT: Cr | | | |
| SAC: Room 202 B | . AAT | : Greatest | | 47 AAT: Wisdo | | | 472 AAT: Inc | | | 515 AAT: AOI |
| SAC: Room 203 A | | | 4 | 48 AAT: Univer | salism and Pa | ticularism | 473 AAT: Wo | | | 516 AAT: |
| SAC: Room 204 A | | | | | | | 474 AAT: Sc | holars Transce | end the Divide | 517 AAT: |

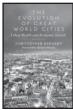
| SAC: Room 204 B | . AAT: Asian Challeng | es & | | | |
|-----------------|------------------------|---|--------------------|----------------------------|-----------------------|
| SAC: Room 205 | | 440 AAA: AOM Leadership Forum | | | |
| SAC: Room 206 A | | | | | |
| SAC: Room 206 B | . AAA: Division | | | | |
| SAC: Room 207 A | . AAA: Ethics | | | | |
| SAC: Room 207 B | | 461 IM: Booz | &Co Eminent | | |
| SAC: Room 210 B | . ITC: (ITC) Exec Busi | ness Meeting | | 508 TIM: TIM Execu | tive Committee |
| SAC: Room 211 | . AAA: Membership | | | | |
| SAC: Room 212 A | . ICW: | | | 498 OMT: OMT Executive Cor | mmittee Meetin |
| SAC: Room 212 B | | | | 505 OCI | S: OCIS Exec. |
| SAC: Room 213 A | | | 483 O | M: JOM Best Paper Session | 522 OM: OM · |
| SAC: Room 214 A | . AAT: Business | 449 AAT: HTC and Peter Chou | 475 AAT: F | Researchers Changing the | 518 AAT: AOI · |
| SAC: Room 214 B | | 462 ITC: Dex | ter&Emerald | 489 ENT: ENT Executiv | ve Committee |
| SAC: Room 214 C | . AAT: A School of | | | | 519 AAT: • |
| SAC: Room 214 D | | 450 AAT: Information Acculturation | 476 AAT: E | Employee Participation | |
| SAC: Room 215 | . AAT: Buddha to | 451 AAT: Consciousness and | 477 AAT: L | eading, Managing and Self | 520 AAT: Pea · |
| SAC: Room 216 A | | | | | 521 IM: IM · |
| SAC: Room 217 B | | | 465 BPS: BPS Globa | al 486 BPS: BPS Exec Co | ommittee |
| SAC: Room 217 C | . AAT: Mindful Leaders | ship | 478 AAT: \ | oga and Effectiveness | |
| SAC: Room 217 D | . AAT: Town Hall on Ir | nclusion in AOM | 479 AAT: (| Guiding Change | |
| SAC: Room 218 | · | | | 501 SAP: SAP Executiv | ve Committee |



| | Su | nday | Eve | ning, | Aug | ust 1 | 4, 201 | 11 |
|----------------------------|------------------|-------------------|-----------------|-------------------|-------------------------|-------------------|-----------------|---------------------------------|
| | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 |
| GH: Bonham B | | | 544 ICW | : MMD Debriefin | g | | | |
| GH: Lone Star A | 523 AAA: | AMR Editorial B | oard Meeting | | | | | |
| GH: Lone Star B | | | | 549 ICW | : San Antonio R | eception | | |
| GH: Lone Star C | | | | | | 558 ICW | : Honors Recept | ion |
| GH: Lone Star D | | | 543 HR: | HR Business M | eeting/Reception | 1 | | |
| GH: Lone Star E | 531 MC: N | MC Division Soci | ial Hour | | | | | |
| GH: Lone Star F | | | | 550 ICW | : Pol y U MM - C | ocktail Reception | | |
| GH: Texas Ballroom A | | | | | | | 560 ICW | : The HKUST Reception, 14/8/201 |
| GH: Texas Ballroom C | 527 ICW: | NLS Reception | | | | | | |
| GH: Texas Ballroom D | 528 ICW: | City U of HK Re | eception | | | | | |
| GH: Texas Ballroom F | . ICW: Jour | of Manang. Box | ard Meeting | | | | | |
| HPR: Corte Real A/B | | 536 ICW: | lvey Alumni Re | eception | | | | |
| HR: Rio Grande Ballroom Ea | ıst | | 545 ICW | /: Ifera @ aom 20 | 011 | | | |
| LQ: Combined A&B | . RM: RMD | | 546 MO | C: MOC EC Mee | ting | | | |
| LQ: Crockett East | · | | 547 MSF | R: MSR Busines: | 3 | | | |
| LQ: Fiesta C | | | | | 556 MS | R: MSR Social | | <u> </u> |
| LQ: Fiesta E | 532 MSR: | : MSR EC Meetin | ng | | | - | - | |
| MRC: Conference Room 15 | | 537 SIM: | IABS Board Me | eeting | | | | |
| MRC: Conference Room 16 | 529 ICW: | MOR Board Me | eting | | | | | |
| MRC: Conference Room 17 | . SIM: B & S | S Board Meeting | | | | | | |
| MRC: Salon A | | | | 552 PNF | : Social | | | |
| MRC: Salon B | | | | 5 | 53 SIM: SIM W | elcome | | |
| MRC: Salon C | | | | 551 ICW | I: Smu | | | |
| MRC: Salon D | . PNP: Busi | iness & Awards | | | | | | |
| MRC: Salon I | | 534 CMS | : Organizing CN | MS | | | | |
| MRC: Salon J | . ICW: ESM | IT Reception | | | 555 CM | S: CMS Welcom | e Social | |
| MRC: Salon K | | 535 ICW: | IACMR Busine | ss Meeting | | | | |
| MRC: Salon L | 530 ICW: | Management Le | arning Journal | | | 559 ICW | : IACMR Recept | ion |
| MRC: Salon M | 533 SIM: | SIM Research S | ymposium | | | | | |
| MRW: Salon D | | CM Business Me | | | | | | |
| MRW: Salon F | . ICW: SIE | Board Meeting 8 | Reception | | | | | |
| OS: .TBA | | | 541 CM: | : CM Social | | | | |
| OS: TBA | | | | | 557 ON | E: oikos Alumni [| Dinner | |
| OS: TBD | | | 542 GD0 | D: Executive Cor | nmittee Dinner | | | |
| OS: The Menger Hotel | | | | | | | 561 MC: | MC Members & Friends Dinner |
| SAC: Exhibit Hall B. | . AAA: AON | A Social Network | | | | | | |
| SAC: Grotto | | | | | 554 AA | A: President's Re | ception | |
| SAC: Mission 103 B | | | TIM Business a | and Social | | | | |
| SAC: Room 006 D | • | vation Managem | | | | | | |
| SAC: Room 007 A | | uptive Innovation | ı at | | | | | |
| SAC: Room 007 C | | rging Econ | | | | | | |
| SAC: Room 008 A | | s Management | | | | | | |
| SAC: Room 201 | . AAT: Wes | | | | | | | |
| SAC: Room 202 B | | // Ambassadors | | | | | | |
| SAC: Room 203 A | . AAT: Glob | | | | | | | |
| SAC: Room 204 A | . AAT: Asia | ns in North Ame | | | | | | |
| SAC: Room 205 | | | | M: AAM/APJM R | eception | | | |
| SAC: Room 206 A | 524 AAM: | AAM Board Me | | | | | | |
| SAC: Room 207 A | | | 548 OM | : OM Division So | cial | | | |
| SAC: Room 210 B | . TIM: TIM | | | | | | | |
| SAC: Room 212 A | . OMT: OM | | | | | | | |
| SAC: Room 212 B | | IS Exec. Comm. | | | | | | |
| SAC: Room 213 A | | Division Business | | | | | | |
| SAC: Room 213 B | | Business Meetin | | | | | | |
| SAC: Room 214 A | . AAT: AON | A Award Winners | 3 | | | | | |

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

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| M | onday Morning, Au | gust 15, 2011 |
|------------------------------|---|--|
| 7:30 | 8:00 8:30 9:00 9:3 | |
| GH: Bonham B | 642 OB: Support at Work and Outcomes | |
| GH: Bonham C | 600 CM/OB: Collectives & Social Identity | 705 CM: Power, Status & Leadership |
| GH: Bonham D | 626 HR/IM: Pay Differences & Variability | 728 HR: Expats & Host Country National |
| GH: Bowie A | | 743 OB: Creativity: Teams & Leaders |
| GH: Bowie B | 585 CAR: Mentoring | 737 MC: Executives, Teams, Commitment |
| GH: Bowie C | 643 OB: Justice Perceptions | 744 OB: Justice and Social Relations |
| GH: Crockett A | 655 ODC: Dynamic Capability & Lock-in | 760 ODC/PNP: Evolving Commitment Foci |
| GH: Crockett B | 644 OB: Surface & Deep Diversity | 745 OB: Fit Antecedents and Outcomes |
| GH: Crockett C | 645 OB: Knowledge & Learning | 746 OB: Guilt and Forgiveness |
| GH: Crockett D | 646 OB: Authentic Leaders and Outcomes | 747 OB: Ethical Leadership |
| GH: Independence | 628 HR/OCIS/OB: New Ways of Organizing Work | 729 HR: Indiv Difference & Pay Systems |
| GH: Lone Star A | 658 ODC/MC: Reframing "Evidence" | 759 ODC/MC/OB: Useful Research |
| GH: Lone Star B | 587 CAR/OB: Generativity and Legacy | 689 CAR/OB/HR: Job Search Self-Regulation |
| GH: Lone Star C | 621 GDO: Race and Social Dominance | 725 GDO: Diversity and Firm Performance |
| GH: Lone Star D | 627 HR/OB: Self-Regulation at Work | 730 HR: HPWS & Firm Performance |
| GH: Lone Star E | 650 OB/CM/OMT: Negative Ties and Networks | 752 OB/MOC: Organizational Fit |
| GH: Lone Star F | 629 ICW: Berkeley Breakfast | |
| GH: Mission A | 625 HR: Creativity, Innovation, HRM | 731 HR: Leadership & HRM |
| GH: Presidio A | 599 CM: Negotiation Tactics | 706 CM/GDO/OB: Navigating Gendered |
| GH: Presidio B | 656 ODC: Improvisation and Org Agility | 758 ODC: Innovation and Emotions |
| GH: Republic A | 647 OB: Fit in Multiple Forms | 754 OB/OMT/HR: Org. Culture and Climate |
| GH: Republic B | 648 OB: Routes to Employability | 748 OB: Team Processes |
| GH: Republic C | | 749 OB: Negative Behaviors at Work |
| GH: Seguin A | 651 OB/HR: Reactions to Envy | 750 OB: Effects of Psych Contracts |
| GH: Seguin B | 652 OB/HR/CAR: Outcomes of Job Insecurity | 753 OB/MOC: Psychological Distance at Work |
| GH: Texas Ballroom A | 657 ODC: ODC Kick-Off Session | |
| GH: Texas Ballroom D 568 | AAA: Current/Incoming Committees | |
| GH: Texas Ballroom E | 622 GDO: GDO Welcome | |
| GH: Texas Ballroom F 569 | HR: HR Div Breakfast & Awards | |
| GH: Travis A | 586 CAR: Finding Meaning in Careers | 688 CAR: International Contexts |
| GH: Travis B | 623 GDO: Identity and Firm Outcomes | 726 GDO: Ties, Networks and Diversity |
| GH: Travis C | 649 OB: Psychological Contracts | 751 OB: Situational Strength |
| GH: Travis D | 630 ICW: CDI board meeting | |
| HPR: Corte Real A/B | | 696 CDP: Production Innovation & Dev. |
| HPR: Corte Real C | | 697 CDP: Union effects on Organizations |
| HPR: Corte Real D/E | | 698 CDP: Leadership, Succession & Perf. |
| HPR: Corte Real F | 592 CDP: Effective Performance | 699 CDP: Building Capabilities & Adv. |
| HPR: El Mirador East | 593 CDP: Org. Citizenship Behavior | 700 CDP: Old Problems and New Avenues |
| HPR: El Mirador West | 594 CDP: Effective Comm. in Teamwork | |
| HPR: La Duquesa North | 588 CAU: Emerging Market Firm Growth | 690 CAU: Int'l Research Networks |
| HPR: La Duquesa South | | 691 CAU: Authentic Leadership Caucus |
| IPR: La Espada | 595 CDP: Managing Change | 701 CDP: Ambidexterity in Organizations |
| HPR: La Reina North & Center | 589 CAU: Cult. Balancing Sustainability | 692 CAU: People for People |
| HPR: La Reina South | | 693 CAU: Ethics in Publishing/Teaching |
| HPR: La Vista North & Center | 590 CAU: Errors, Reliability, Safety | 694 CAU: Indian Academy of Management |
| IPR: La Vista South | 591 CAU: Integrating East and West | 695 CAU: Dynamic Stakeholder Networks |
| IPR: Salon Del Re y C | 596 CDP: Int't Business in China | 702 CDP: Emerging Economy & MNC |
| IPR: Salon Del Rey N | 597 CDP: Social Networks, Trust, ID | 703 CDP: Goals and Value Creation |
| IPR: Salon Del Rey S | 598 CDP: Institutional Change &Pressure | 704 CDP: Growth, Regulation & Culture |
| HR: Blanco | 603 DISC: Transformational Leadership | 709 DISC: Leadership |
| HR: Bowie A | 604 DISC: HRTraining & Practice | 710 DISC: HR Hiring & Recruiting |
| IR: Bowie B | 605 DISC: Social Governance | 711 DISC: Social Responsibility |
| HR: Bowie C | 606 DISC: Going Green | 712 DISC: Focus on Preservation |
| HR: Frio | 607 DISC: Inst. Theory & Industry | 713 DISC: Inst. Theory & Organization |
| <u> </u> | Dioo, mot. moory a madotry | - 10 Dioo, mot. moory a organization |

| HR: Llano | COO DICO: Correll/Ferrite D | 744 DICO: Februare and February |
|--------------------------------------|--|--|
| HR: Maverick A | 609 DISC: Small/Family Business 610 DISC: CMS: Research and Practice | 714 DISC: Entrepreneurial Education 715 DISC: Making Work Pos & Meaningful |
| HR: Maverick B | | |
| HR: Navarro | 611 DISC: Intercultural Issues | 716 DISC: Gender Research |
| HR: Nueces | 612 DISC: Emerging Markets Effects | 717 DISC: International Managers |
| | 613 DISC: Knowledge Flows and Strategy | 718 DISC: Change, Inno & New Products |
| HR: Segin | 614 DISC: Strategic Signaling | 719 DISC: Biz Models & Strategies |
| | 638 MOC: Work Orientation and Context | |
| LQ: Combined E&F 570 ICW: IES | | 744 NOD OLL 10 131 Fr |
| LQ: Crockett East | 641 MSR: Bringing Ethics to Life | 741 MSR: Global Spirituality |
| LQ: Crockett West . MSR: MSR | 639 MOC: Reputation, Legitimacy & Loss | |
| LQ: Fiesta C | 640 MOC: Organizational Identity | 740 MOC: MOC Welcome Session |
| LQ: Fiesta D | 669 RM: LCA, Dominance Analysis, Outli | 773 RM: Construct Validation |
| MRC: Conference Room 15 | 636 MED: Online Lrn & Social Networks | 738 MED: Behav Skill Dev in Mgt Ed & Dv |
| MRC: Conference Room 16 | 601 CMS: CSR and Political Economy | 707 CMS: Politics of Management |
| MRC: Conference Room 17 | 671 SIM: Ethics: Multiple Contexts | 775 SIM: BGR: Envt. and Sustainability |
| MRC: Reg Desk 1 | 679 AAA: Placement Services | |
| MRC: Salon B 571 SIM: | 672 SIM: Corporate Responsibility | 776 SIM: CSR and Stakeholder Management |
| MRC: Salon C | 637 MED: What to Teach – How to Teach | 742 MSR/MC/MED: Integral Approaches |
| MRC: Salon K | 624 HCM: Employee Retention | 727 HCM: Healthcare Leadership |
| MRC: Salon L | 602 CMS: CMS Meets the East | 708 CMS: From CSRs toward Communities |
| MRC: Salon M | 673 SIM/OB/CM: Unethical Work Behavior | 777 SIM: Ethics: Normative |
| MRW: Bowie | | 739 MH: Time and Culture |
| MRW: Salon A | 666 ONE: Org. Design & the Nat. Env. | 770 ONE: Env. Mgt.: East Meets West |
| MRW: Salon C | 667 PNP: Collaboration | 772 PNP: Centro San Antonio |
| MRW: Salon E | | 771 ONE: Sustainable Supply Chains |
| MRW: Salon F | 668 PNP: Motivation, Wages & Incentives | |
| SAC: Exhibit Hall B | 572 AAA: Exhibits | |
| SAC: Exhibit Hall B Conference break | | 783 AAA: |
| SAC: Exhibit Hall B Registration | 573 AAA: Conference Registration | |
| SAC: Room 006 A | 674 TIM: Innovation and the CEO | 778 TIM: Technology Licensing |
| SAC: Room 006 B | 675 TIM: Industry lifecycles | 779 TIM: New Firm Formation |
| SAC: Room 006 C | 676 TIM: Technological Alliances | 780 TIM: Competition and Cooperation |
| SAC: Room 006 D | 678 TIM/BPS: Organizing Open Innovation | 781 TIM: Technological Ecosystems |
| SAC: Room 007 A | 615 ENT: Entrepreneurial Capabilities | 762 OMT: TMTs, Agency & Turnover |
| SAC: Room 007 B | 616 ENT: Board Strategies | 720 ENT: Strategic Entrepreneurship |
| SAC: Room 007 C | 617 ENT: Venture Formation &Performance | 721 ENT: New Business Creation |
| SAC: Room 007 D | 618 ENT: Passion and Entrepreneurship | 722 ENT: New Theoretical Directions |
| SAC: Room 008 A | 677 TIM: IP Measurement and Value | 782 TIM: NPD and Adoption |
| SAC: Room 008 B | 619 ENT: UnivBased Entrepreneurship | 723 ENT: Diversity and Entrepreneurship |
| SAC: Room 101 B | 574 AAA: San Antonio 2011 LAC | |
| SAC: Room 201 | 576 BPS: Board Effect on Org Actions | 680 BPS: Earnings, Analysts, and Information |
| SAC: Room 202 A | 577 BPS: Drivers of Innovation | 681 BPS: Strategic Renewal and Ambidexterity |
| SAC: Room 202 B | 578 BPS: Managing Diversification | 682 BPS: Corp. Investment Strategies |
| SAC: Room 203 A | 579 BPS: Alliance Governance | 683 BPS: Learning and Capability Development |
| SAC: Room 203 B | 580 BPS: Governance in Intl Contexts | 684 BPS: Institutions and Firm Performance |
| SAC: Room 204 A | 584 BPS/OMT/TIM: Dynamic Capabilities | 685 BPS: Competitive Action |
| SAC: Room 204 B | 581 BPS: Behavioral Views on Strategic Decis | 686 BPS: Learning and Absorptive Capacity |
| SAC: Room 205 . TIM: TIM Breakfas | | BBB BFS. Learning and Absolptive Capacity |
| SAC: Room 206 A | | 757 OCIS/TIM: Mirroring in Open Production |
| SAC: Room 206 B | 653 OCIS: IS and Org Learning | 757 OCIS/TIM: Mirroring in Open Production |
| SAC: Room 207 A | 660 OMT: Origins & Attributions of CSR | 768 OMT/BPS: Organizational Misconduct |
| | 661 OMT: Politics and Bargaining | 763 OMT: Heterogeneity & Innovation |
| SAC: Room 207 B | 631 IM: Cultural Values and IM | 732 IM: Internationalization Processes |
| SAC: Room 208 | 632 IM: Social Network Management | 733 IM: Cross Cultural Influences & IM |
| SAC: Room 209 | 633 IM: Home and Host Country Effects | 734 IM: M&A and IM Research |
| SAC: Room 210 A | 634 IM: Power Structure and Distance | 735 IM: Global Strategy and Tactics |
| SAC: Room 210 B | 635 IM: Top Management Teams and IM | 736 IM/ENT: Diaspora Entrepreneurs&Capital |
| SAC: Room 211 | 575 AAA: Membership | |
| SAC: Room 212 A | 654 OCIS: Feedback and IT | 755 OCIS: E-commerce |
| SAC: Room 212 B | | 756 OCIS: IT and Value |

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



| Mond | Early Afternoon, August 15, 2011 | | | | | |
|------------------------------|--|--|--|--|--|--|
| | 11:30 12:00 12:30 | 1:00 1:30 2:00 2:30 | | | | |
| GH: Bonham B | 12.00 | 886 AAA: AOM Open-Sources Case Reposito | | | | |
| GH: Bonham C | 808 CM/OB: Hierarchy and Moral Behavior | 910 CM: Task Conflict in Teams | | | | |
| GH: Bonham D | 830 HR: The Line Manager Role in HRM | 939 HR/RM: HR Practices and Systems | | | | |
| GH: Bowie A | 848 OB: Teams and Innovation | 959 HRYRM. HR Practices and Systems 951 OB: Toward Creativity & Innovation | | | | |
| GH: Bowle B | | | | | | |
| GH: Bowie C | 839 MC: Consulting, Change & Culture | 945 MC/ODC: Innovation for Sustainability | | | | |
| GH: Crockett A | 849 OB: Fairness and Justice 862 ODC/OB: Power of Vision | 952 OB: Leaders & Follower Outcomes 966 ODC/TIM/OCIS: Virtual R&D Organizations | | | | |
| GH: Crockett B | | | | | | |
| GH: Crockett C | 850 OB: Culture and Climate Strength | 953 OB: Cross-Level Models of Trust | | | | |
| GH: Crockett D | 851 OB: Self-Regulation and Outcomes | 954 OB: Shared Learning and Knowledge | | | | |
| | 852 OB: Leader Abuse: A Follower Focus | 955 OB: Abusive Leaders & Followers | | | | |
| GH: Independence | 833 HR/ODC: Cultural boundary spanners | 938 HR/OB: Core Self-Evaluations at Work | | | | |
| GH: Lone Star A | 861 ODC: Vitality & Org Change Research | 965 ODC/OB: Reactions to Change | | | | |
| GH: Lone Star B | 791 CAR: Career Success | 897 CAR: Career Aspirations, Job search | | | | |
| GH: Lone Star C | 828 GDO/CAR: Women in STEM Workforce | 930 GDO: Redefining the Black Experienc | | | | |
| GH: Lone Star D | 831 HR: Executive Compensation | 935 HR: Knowledge Sharing | | | | |
| GH: Lone Star E | | 956 OB: Understanding Customer Service | | | | |
| GH: Lone Star F | 884 ICW: JO | | | | | |
| GH: Mission A | 832 HR: Employee Withdrawal Behavior | 936 HR: Employee Selection | | | | |
| GH: Presidio A | 826 GDO: Age Diversity & Org Context | 932 GDO/IM: Similarities Among Differences | | | | |
| GH: Presidio B | | 937 HR: SHRM Grants | | | | |
| GH: Presidio C | | 887 ICW: Jmp Eab | | | | |
| GH: Republic A | 853 OB: Support in Work Environments | 957 OB: Multi-levels of Climate | | | | |
| GH: Republic B | 857 OB/MOC/CAR: Leadership Identity | 958 OB: Leader Effectiveness | | | | |
| GH: Republic C | 854 OB: Counterproductive Behaviors | 959 OB: Incivility in Work & Family | | | | |
| GH: Seguin A | 855 OB: Emotion and Its Outcomes | 960 OB: Emotion & Environment | | | | |
| GH: Seguin B | 856 OB: Engaged and Healthy Employees | 962 OB/HR/RM: Challenging P-O Fit | | | | |
| GH: Texas Ballroom B | | 992 HR: HR Div Ice Cream | | | | |
| GH: Travis A | 792 CAR: Career Behaviours | 911 CM: Bad Behavior in the Workplace | | | | |
| GH: Travis B | 827 GDO: Gender Roles and Pay Inequity | 931 GDO: International Women | | | | |
| GH: Travis C | 858 OB/OMT/ODC: Learning to Coordinate | 961 OB: Political and Social Behavior | | | | |
| GH: Travis D | | 990 AAA: AOM Annals | | | | |
| HPR: Corte Real A/B | 799 CDP: Cross Collaboration & Interact | 903 CDP: Alliances, Competititon & Team | | | | |
| HPR: Corte Real C | 800 CDP: Creativity and Innovation | 904 CDP: Learning through Experience | | | | |
| HPR: Corte Real D/E | 801 CDP: Religion, Emotions, Workplace | 905 CDP: Social Relationships & Costs | | | | |
| HPR: Corte Real F | 802 CDP: Challenges in Int'l Business | 906 CDP: Mng Multibusiness Portfolio | | | | |
| HPR: El Mirador East | 803 CDP: CSR thru Globalization & Gov. | | | | | |
| HPR: El Mirador West | 804 CDP: Identity & Communication | 907 CDP: Org. & Individual Learning | | | | |
| HPR: La Corona | | 991 AAA: AOM Editors | | | | |
| HPR: La Duquesa North | 793 CAU: AOL in Study Abroad Programs | 898 CAU: Dual-Career Couples | | | | |
| HPR: La Duquesa South | 794 CAU: West-East Trust Development | 899 CAU: Culture and Primed Goals | | | | |
| HPR: La Espada | | 908 CDP: Critical Thinking in Org. | | | | |
| HPR: La Reina North & Center | 795 CAU: Russia & CIS Research Caucus | 900 CAU: Digital Social Networks in LA | | | | |
| HPR: La Reina South | 796 CAU: Biculturalism and Thriving | 901 CAU: Context for Entrepreneurship | | | | |
| HPR: La Vista North & Center | 797 CAU: ASEAN Trade Agreements | 902 CAU: Experiential Learning | | | | |
| HPR: La Vista South | 798 CAU: 'Invisible Immigrants' | | | | | |
| HPR: Salon Del Re y C | 805 CDP: Strategy Execution & Comp. | 909 CDP: Technology ventures | | | | |
| HPR: Salon Del Re y N | 806 CDP: Non-Profit & Public Org | | | | | |
| HPR: Salon Del Re y S | 807 CDP: Interorganizational Networks | | | | | |
| HR: Blanco | 811 DISC: Incivility, Turnover & Deviance | 913 DISC: Creativity | | | | |
| HR: Bowie A | 812 DISC: Leadership, Cognition & DM | 914 DISC: Expectations and Injustice | | | | |
| HR: Bowie B | 813 DISC: Social Ethics | 915 DISC: Learning, Cognition & Identity | | | | |
| HR: Bowie C | 814 DISC: Philanthropy | 916 DISC: Public & Nonprofit Performance | | | | |
| HR: Frio | | 917 DISC: CEO and Corporate Governance | | | | |
| HR: Live Oak | 815 DISC: Social Construction | 918 DISC: Identity and Behavior | | | | |
| HR: Llano | 816 DISC: New Ventures & Innovation | 919 DISC: Human Capital and Opportunity | | | | |

| HR: Maverick A | 0.47 DICO: L | 000 DICO. HIII. T. L. C.O. P. | | | | | |
|---|---|---|-----------------|--|--|--|--|
| HR: Maverick B | 817 DISC: Learning from Mgmt History 818 DISC: Managing Diversity | 920 DISC: Healthcare Tech & Quality 921 DISC: RM: Models and Analyses | | | | | |
| HR: Navarro | 819 DISC: Int'l Leaders & Employees | 922 DISC: Learning from Foreign Techno | | | | | |
| HR: Nueces | 820 DISC: Innovation and Its Users | 923 DISC: Intraorg. Knowledge Sharing | | | | | |
| HR: Rio Grande Ballroom Center | | IS Editorial Board Meeting | | | | | |
| HR: Segin | 821 DISC: Principals & Agency Problems | 924 DISC: Alliances & Firm Performance | | | | | |
| LQ: Combined A&B | 844 MOC: Organizational Change | 949 MOC: Emotions at Work | | | | | |
| LQ: Crockett East | 847 MSR: Workplace Spirituality | 349 MOC. EIHOUOIIS AT WORK | | | | | |
| LQ: Crockett West | 845 MOC: Intuition | 950 MOC: Identity and Organizations | | | | | |
| LQ: Fiesta C | 846 MOC/OB/MSR: Leadership and Identity | 930 MOO. Identity and Organizations | | | | | |
| LQ: Fiesta D | 875 RM: Writing & Publishing in RM | 980 RM/OB: Trust in Relationships | | | | | |
| MRC: Conference Room 15 | 840 MED: Reseach to Adv Mgt Ed & Dev | 946 MED: Institu Issues in Mgt Ed | | | | | |
| MRC: Conference Room 16 | 809 CMS: West-East and North-South | 933 HCM: EHRs and Technology | | | | | |
| MRC: Conference Room 17 | 877 SIM: Corporate Governance | 982 SIM: CSR and SM: Strategies | | | | | |
| MRC: Reg Desk 1 . AAA: Placement | | ODE Office Oct valid Office Office October O | | | | | |
| MRC: Salon B | 878 SIM: CSR Strategies | 983 SIM: CSR/BGR: Competitive Advantage | | | | | |
| MRC: Salon C | 841 MED: Issues & Coaching in MED | 947 MED: Muticult & Experient Lrn Persp | | | | | |
| MRC: Salon D | S I I MED. Journal of Godding III MED | 888 MED: Past Chairs Lunch and Exec Mee | | | | | |
| MRC: Salon J | 842 MED: MED Keynote Address | | | | | | |
| MRC: Salon K | 829 HCM: Health System Improvement | 934 HCM: Change and Learning | | | | | |
| MRC: Salon L | 810 CMS/IM: Postcolonial Encounters | 912 CMS/SIM: BoP: Critical Exploration | | | | | |
| MRC: Salon M | 879 SIM: Ethics : Misconduct | 984 SIM: Ethics: Empirical | | | | | |
| MRW: Bowie | | 948 MH: Historic Exploration | | | | | |
| MRW: Salon A | 873 PNP: Disasters | 978 PNP: Leadership and Change | | | | | |
| MRW: Salon B | 843 MH/HR: Cross-National HRM Evolution | 1 9 | | | | | |
| MRW: Salon E | 872 ONE: Regulation and Cleantech | 977 ONE: Climate Change and the Financi | | | | | |
| MRW: Salon F | 874 PNP: Leadership and Motivation | 979 PNP: Entrepeuneuership | | | | | |
| SAC: Exhibit Hall B . AAA: Exhibits | · | | | | | | |
| SAC: Exhibit Hall B Conference break | | | 993 AAA: | | | | |
| SAC: Exhibit Hall B RegistratienA: Conference | Registration | | | | | | |
| SAC: Room 006 A | 880 TIM: R&D Management | 985 TIM: Open Innovation | | | | | |
| SAC: Room 006 B | 881 TIM: Organizational Learning | 986 TIM: Absorptive Capacity | | | | | |
| SAC: Room 006 C | 882 TIM: Innovative Partnerships | 987 TIM: Types of Innovation | | | | | |
| SAC: Room 006 D | 883 TIM: Drivers of Innovation | 989 TIM/HCM: KT and Innovation Management | | | | | |
| SAC: Room 007 A | 864 OMT: Dynamics & Impact of TMTs | 969 OMT: Social Influences on Pricing | | | | | |
| SAC: Room 007 B | 822 ENT: Venture Capital | 925 ENT: Entrepreneurial Capabilities | | | | | |
| SAC: Room 007 C | 823 ENT: Liability of Newness | 926 ENT: Founders and Performance | | | | | |
| SAC: Room 007 D | | 927 ENT: New Research Directions | | | | | |
| SAC: Room 008 A | | 988 TIM: Human Capital and Learning | | | | | |
| SAC: Room 008 B | 824 ENT: Networkers in Entrepreneurship | 928 ENT: Social Context | | | | | |
| SAC: Room 101 B . AAA: San Antonio | 2011 LAC | | | | | | |
| SAC: Room 201 | 784 BPS: Psych Foundations of Decisions | 889 BPS: Executive and Director | | | | | |
| SAC: Room 202 A | 785 BPS: Structuring and Restructuring | 890 BPS: Perspectives on Contracting | | | | | |
| SAC: Room 202 B | 786 BPS: Mergers, Acquisitions, and Firm | 891 BPS: Corporate Diversification Strategie | | | | | |
| SAC: Room 203 A | 787 BPS: Alliance Portfolios | 892 BPS: Alliance Formation and Partner | | | | | |
| SAC: Room 203 B | 788 BPS: Dynamic Capabilities and | 893 BPS: Resources and Competitive | | | | | |
| SAC: Room 204 A | 789 BPS: Firm Knowledge Flows | 894 BPS: Business Group Performance | | | | | |
| SAC: Room 204 B | 790 BPS: Ambidexterity and Dynamic | 895 BPS: Resource Development | | | | | |
| SAC: Room 206 A | 860 OCIS/BPS: Crowdsourcing Ecology | 964 OCIS/OB/HR: Building Virtual Teams | | | | | |
| SAC: Room 206 B | 871 OMT/SIM: Inside the CSR black box | 976 OMT/MOC/SIM: Social Enterprises | | | | | |
| SAC: Room 207 A | 865 OMT: Emergence of Innovation | 970 OMT: Predictors of Ambidexterity | | | | | |
| SAC: Room 207 B | 834 IM: Cross-Cultural Studies | 940 IM: Cross Culturalism and Values | | | | | |
| SAC: Room 208 | 835 IM: Strategies in Emerging Economy | 941 IM: International HRM | | | | | |
| SAC: Room 209 | 836 IM: Strategic Global Offshoring | 942 IM: Organizational Knowledge | | | | | |
| SAC: Room 210 A | 837 IM: Entrepreneurship & New Venture | 943 IM: Market Information & Dynamics | | | | | |
| SAC: Room 210 B | 838 IM: Emerging Market MNCs | 944 IM: Cross-Cultural Comparision | | | | | |
| SAC: Room 211 . AAA: Membership | 0 | | | | | | |
| SAC: Room 212 A | 863 OM: SCM: Collaboration and Trust | 967 OM: New Approaches to OM Models | | | | | |
| SAC: Room 212 B | 859 OCIS: IS Development | 963 OCIS: Leadership Commuication | | | | | |

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

| Mond | ay Late Afterr | ioon, | Augus | t 15, 2 | 2011 |
|--|---|-------------|-------------------------|--|---------------------------|
| | 3:00 3:30 4:00 | | 5:00 | 5:30 | 6:00 |
| GH: Bonham B , AAA: AOM | Open-Sources Case Reposito | 4.00 | 3.00 | 0.00 | 1196 ICW: MMD Debriefing |
| GH: Bonham C | 1019 CM: Forgiveness & Reconcili | ation | 1121 CM/OB/IM: | Cross Cultural Ne | |
| GH: Bonham D | 1047 HR/IM/OB: HRM in the Middle | | 1139 HR: Effects | | goliation |
| GH: Bowie A | 1061 OB: Creativity, Teams & Lead | | 1154 OB: Creativ | | 3 |
| GH: Bowie B | 1053 MC: Professional Service Fire | | 1148 MC: MC Dis | • | |
| GH: Bowie C | 1062 OB: Injustice and Retribution | 110 | 1165 OB/RM/HR: | | |
| GH: Crockett A | 1074 ODC: Assumption University | Bangkok | 1167 ODC: Comp | • | |
| GH: Crockett B | 1063 OB: Contracts and Contract E | ., | 1155 OB: Cross-0 | | |
| GH: Crockett C | 1064 OB: Social Networks and Out | | 1156 OB: Percept | | |
| GH: Crockett D | 1065 OB: Power Politics and Beha | | 1157 OB: LMX Re | | |
| GH: Independence | 1043 HR: Perf Ratings & Raters | | 2101 05. 2.11/(1.0 | ola de l'origina de la composition della composi | |
| GH: Lone Star A | 1075 ODC: ODC Distinguished Sp | eaker | 1168 ODC: ODC | Division Business | Meeting |
| GH: Lone Star B | 1002 CAR: E.Cherrington Hughes | | 1106 CAR: CAR | | The String |
| GH: Lone Star C | 1039 GDO: Equal Opp From a Cro | | 1136 GDO/HR/O | | Issues |
| GH: Lone Star D | 1044 HR: Social Capital, Human C | • | | V: MFCA Business | |
| GH: Lone Star E | 1068 OB/GDO/CM: Faultlines in W | | 1163 OB/HR/RM: | | |
| GH: Lone Star F | TOO OB/OBO/OW. Fautumes III VV | one reams | TIOO OBJITI OTAWI. | | Research Meets Practice . |
| GH: Mission A | 1045 HR: Ora & Instit. Processes | | 1140 HR: HR Imp | | ACCOUNT WICE ST TACTICE |
| GH: Presidio A | 1040 GDO: Race, Justice and Toke | anism | 1135 GDO: GDO | | |
| GH: Presidio B | 1003 CAR/HR/OB: Work-Family D | | 1107 CAR: Chang | | |
| GH: Republic A | 1069 OB/GDO/CM: Managing Stat | | 1158 OB: Diversit | | |
| GH: Republic B | 1071 OB/ODC: Leadership in the F | | 1159 OB: Leader | | TY . |
| GH: Republic C | 1066 OB: Unethical Behavior | iuiai | 1160 OB: Ostraci | | |
| GH: Seguin A | 1072 OB/ODC/CM: Change and El | motions | 1164 OB/MOC: A | | na Edae |
| GH: Seguin B | 1070 OB/HR: Loving a Job/Passion | | 1161 OB: Employ | | ig Luge |
| | R: HR Div Ice Cream Social | TIOI WOIK | TTO T OB. Liliploy | ee Liigagement | |
| GH: Travis A | 1020 CM: Cognition Accuracy | | 1120 CM: Conflic | t in Teams | |
| GH: Travis B | 1046 HR: Performance Appraisal | | 1141 HR: Group 8 | | |
| GH: Travis C | 1067 OB: Culture and Shared Pers | nective | 1162 OB: OCB's | | |
| HPR: Corte Real A/B | 1010 CDP: Trust, Coordination &C | | 1113 CDP: Confid | | nce |
| HPR: Corte Real C | 1011 CDP: Making mentoring effect | | TTTO ODI . OOIIII | derice & Competer | nice |
| HPR: Corte Real D/E | 1012 CDP: Careers, Jobs & Socia | | | | |
| HPR: Corte Real F | 1013 CDP: Strategy Practice as Pr | | 1114 CDP: Perfor | rmanco Evaluation | |
| HPR: El Mirador East | 1014 CDP: Conflict Management a | | 1115 CDP: Politic | | |
| HPR: El Mirador West | 1015 CDP: Ethical Practices | IL VVOIK | 1116 CDP: Work, | | |
| HPR: La Condesa East | 1004 CAU: Embodied Awareness a | and Loadore | TTTO CDI . WOIK, | i allili y allu Gellu | СІ |
| HPR: La Duguesa North | 1005 CAU: New Organizational Mo | | 1108 CAU: Resea | arch Stratogics In | nan |
| HPR: La Duquesa South | 1006 CAU: Venture Creation Pane | | 1109 CAU: Consu | | |
| HPR: La Espada | 1016 CDP: Managing Human Capi | | 1117 CDP: Size. | | |
| HPR: La Reina North & Center | TO TO CDF. Managing Human Capi | lai | 1110 CAU: Native | | • |
| HPR: La Reina South | 4007 CALL Management and Days | lanmant | 1111 CAU: Native | | |
| HPR: La Vista North & Center | 1007 CAU: Management and Deve | • | ., | | es |
| HPR: La Vista South | 1008 CAU: Eastern Mindfulness Di | SCUSSION | 1112 CAU: Africa | Bridge | |
| | 1009 CAU: Regulating rare events | ENT | | | |
| HPR: Salon Del Rey C HPR: Salon Del Rey N | 1017 CDP: Social, Female & Corp | EIN I | 4449 CDD: 5 | stional Landara | |
| · · · · · · · · · · · · · · · · · · · | 1018 CDP: Work-Life Balance | | 1118 CDP: Except | | |
| HPR: Salon Del Re y S HR: Blanco | 1022 DISC: Emotions | | 1119 CDP: Susta | | ont |
| | 1022 DISC: Emotions | | 1124 DISC: Powe | anu ⊑mpowerm | eni |
| HR: Bowie A HR: Bowie B | 1023 DISC: Health and Stressors | | | | |
| | 1024 DISC: Consulting Firms | Change | 449F DIOC 0 " | and D I | |
| HR: Bowie C | 1025 DISC: Leading and Enduring | | 1125 DISC: Cultu | · · · · · · · · · · · · · · · · · · · | ent |
| HR: Frio | 1026 DISC: Status and Social Stru | cture | 1126 DISC: OMT | | |
| HR: Live Oak | 1027 DISC: Intuition and Luck | | 1127 DISC: Relat | | |
| HR: Llano | 1028 DISC: ENT Analysis & Design | | 1128 DISC: Enha | | |
| HR: Maverick A | 1029 DISC: Careers Success & Pla | anning | 1129 DISC: Unde | erstanding & Mng (| Jonflict |
| HR: Maverick B | 1030 DISC: RM Guidance | | | | |

| HD: Nevers | | | |
|---|---|---|------------------------|
| HR: Navarro HR: Nueces | 1031 DISC: Developing Country Firms | 1130 DISC: Int'l & Tech Learning | |
| | 4022 DICO: MOA O.:4 | 1131 DISC: Contributions to Knowledge Exc | |
| HR: Segin | 1032 DISC: M&A Outcomes | 1132 DISC: Firm Scope and Performance | |
| LQ: Combined A&B | 1057 MOC: New Directions in MOC Research | 1153 MOC/OB: Intuition in Organizations | DM: Dunings M. C |
| LQ: Combined E&F | 40F0 MOO: 0 | | RM: Business Meeting |
| LQ: Crockett East LQ: Crockett West | 1058 MOC: Cognition in Teams | 1184 RM/OB: Measuring Team Constructs | |
| LQ: Fiesta C | | 1100 ICW: ORM ERB Meeting | |
| | 1060 MOC/OB: Transitions in Understanding | 1152 MOC: Creativity and Cognition | |
| LQ: Fiesta D MRC: Conference Room 15 | 40F4 MED. I dealer Don O Decetion in MED. | 1183 RM: Personality, sampling & survey | |
| MRC: Conference Room 16 | 1054 MED: Ldrshp Dev & Practice in MED | 1149 MED: Internat Persp on Mgt Ed & Dev | |
| MRC: Conference Room 17 | 1041 HCM: Evidence-Based Care 1091 SIM: System Change & Social Repair | 1137 HCM: Organization and Delivery | |
| | ment Services | 1185 SIM: Ethics: Education & Leadership | |
| MRC: Salon B | 1092 SIM: BGR: CPA & Stakeholder Power | 1186 SIM: SIM Business Meeting | |
| MRC: Salon C | 1055 MED: Finance and Sustainability | 1150 MED: Interpersonal Skills Symposium | 1200 MED: MED · |
| MRC: Salon G | 1033 MED. Finance and Sustamability | | 1200 MED. MED. |
| MRC: Salon K | 1042 HCM/PNP: Health Reform & Mgmt. | 1122 CMS: Keynote Spirit Returns to East 1138 HCM: Distinguished Speaker | |
| MRC: Salon L | 1021 CMS: Critical Management at Work | 1123 CMS: West-East in a Narrative World | |
| MRC: Salon M | 1093 SIM: Ethics: Rights and Development | 1123 CIVIS. West-East III a Natiative World | |
| MRW: Salon A | 1083 SIW. Etnics. Rights and Development | 1181 PNP: Networks & Collaboration | |
| MRW: Salon B | 1088 PNP: HRM 1056 MH: Then and Now | 1151 MH: NH Division Business Meeting | |
| MRW: Salon C | 1087 ONE/ENT/TIM: Deploying Renewable | 1179 ONE: ONE Business Meeting | |
| MRW: Salon D | 1007 ONDENTITION. Deploying Nenewable | " | MOC: Social Hour an · |
| MRW: Salon E | 1086 ONE: Events and Org. Performance | 1180 ONE: Inst. Logics of Sustainability | IVIOC. Social Hour arr |
| MRW: Salon F | 1089 PNP: Innovations and Transfer | 1182 PNP/CAR: Change in Health and | |
| SAC: Exhibit Hall B . AAA: Exhibit | | 1102 FNF/CAR. Change in Health and | |
| SAC: Exhibit Hall B Conference break | | | |
| SAC: Exhibit Hall B Registration A: Confe | | | |
| SAC: Mission 103 A | | 1099 ENT: ENT IDEA Awards | |
| SAC: Room 006 A | 1094 TIM: Open Source | 1187 TIM: Geography and Innovation | |
| SAC: Room 006 B | 1095 TIM: Innovative Human Capital | 1188 TIM: Product Innovation | |
| SAC: Room 006 C | 1096 TIM: Knowledge Integration | 1189 TIM: Technological Leaders | |
| SAC: Room 006 D | 1097 TIM: TIM Dissertation Best Paper | 1190 TIM: TIM Distinguished Speaker | |
| SAC: Room 007 A | 1078 OMT: Boards in Crisis | 1171 OMT: Structural Contingency | |
| SAC: Room 007 B | 1033 ENT: Entrepreneurial Strategy | TTT OWN. Structural Continuency | |
| SAC: Room 007 C | 1034 ENT: SME Performance | | |
| SAC: Room 007 D | 1035 ENT: Creativity & Entrepreneurship | 1133 ENT: Passion & Psych Ownership | |
| SAC: Room 008 A | 1098 TIM: Managing Alliances | 1191 TIM: IP Strategy | |
| SAC: Room 008 B | 1036 ENT: Global Entrepreneurship: | 1134 ENT: International Entrepreneurship | |
| | ntonio 2011 LAC | 1134 LIVI: IIIternational Entrepreneurship | |
| SAC: Room 201 | 994 BPS: Executive Succession | 1101 BPS: Opening the Black Box of Board | |
| SAC: Room 202 A | 995 BPS: Is This Alliance Working? | 1102 BPS: Alliance Learning and Cap. | |
| SAC: Room 202 B | 996 BPS: Firm Boundaries: Bridging RBV and | 1192 TIM: Technological Evolution | |
| SAC: Room 203 A | 997 BPS: Performance Implications of Allianc | 1192 HW. Technological Evolution | |
| SAC: Room 203 B | 998 BPS: Knowledge and Competitive | | |
| SAC: Room 204 A | 999 BPS: Acq. and Spin-Off Processes | 1103 BPS: Experience in Gov Alternatives | |
| SAC: Room 204 B | 1001 BPS/SIM: Andrews's Concept of | 1104 BPS: Role of Employees in | |
| SAC: Room 205 | 100 I Di 3/3/W. Allulews 3 Golicept of | 1193 ICW: Northeastern-Moscow Stat | ٩ |
| SAC: Room 206 A | 1073 OCIS: IT and change | 1166 OCIS: OCIS Keynote Address | е |
| SAC: Room 206 B | 1085 OMT/ONE/SIM: Inst! Sustainability | 1172 OMT: Organizational Identity | |
| SAC: Room 207 A | 1079 OMT: Structures & Knowledge | 1173 OMT: Evolution & Use of Technology | |
| SAC: Room 207 B | 1048 IM: Schaffer Award for Applied IM | 1173 OM1. Evolution & Ose of Technology 1142 IM: Richmond Dissertation Award | |
| SAC: Room 208 | 1049 IM: Emerging Market MNCs | 1143 IM: Internationalization Process | |
| SAC: Room 209 | 1050 IM: Cross Cultural Management | 1144 IM: Social Network | |
| SAC: Room 210 A | | | |
| SAC: Room 210 B | 1051 IM: Global Outsourcing | 1145 IM: Internationalization Process | |
| SAC: Room 211 . AAA: Memb | 1052 IM: International HRM | 1146 IM: Learning and Strategic Change | |
| SAC: Room 211 . AAA. Mellib | • | 4460 OM: Cumby Chain Management | |
| | 1076 OM: Eco & CSR Performance Analysis | 1169 OM: Supply Chain Management | |
| SAC: Room 212 B | 1037 ENT: Entrepreneurial Opportunities | | |

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

| | Mor | ıdav | Eve | ning | A 110 | rust 1 | 5, 20 | 11 | |
|-------------------------------|-----------------|-------------------|----------------|----------------|------------------|------------------|----------------|----------------|-------|
| | | | | | | | | | |
| | | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 |
| GH: Bonham B | 1196 ICW: MM | MD Debriefing | | | | | | | |
| GH: Lone Star A | | | | | | 1227 IC | W: Weatherhead | CWRU Reception | on |
| GH: Lone Star C | | | | 1221 GI | 00: GDO Dvisior | Reception | | | |
| GH: Lone Star E | | 1209 MC: N | MC Business | | | | | | |
| GH: Lone Star F | . HR: Research | Meets Practice | Э | | | | | | |
| GH: Presidio A | | 1205 GDO: | GDO Busines | s | | | | | |
| GH: Texas Ballroom B | | 1207 ICW: | MFCA Recepti | ion | | | | | |
| GH: Texas Ballroom C | | 1213 ODC: | ODC Division | Reception | | | | | |
| GH: Texas Ballroom D | | 1202 CAR: | CAR Social Ho | our | | | | | |
| GH: Texas Ballroom E & F | | 1211 OB: D | ivision Awards | and Reception | | | | | |
| LQ: Combined E&F | 1198 RM: Bus | iness Meeting | | | | | | | |
| _Q: Fiesta D | | | 12 | 17 RM: RMD | Social Event | | | | |
| MRC: Salon A | | 1210 MH: N | MH Division So | cial | | | | | |
| MRC: Salon C | 1200 | MED: MED Bu | s Meeting and | Awards Pre | 1226 M | ED: MED Social | Event | | |
| MRC: Salon D | | | | 1218 AA | C: Indian Acade | emy of Mgt Socia | l | | |
| MRC: Salon J | | 1203 CMS: | CMS Social H | our | | | | | |
| MRC: Salon K | | 1206 HCM: | Business Mee | eting | | | | | |
| MRC: Salon L | | | | 1222 HO | CM: HCM Divisio | n Reception | | | |
| MRC: Salon M | | 1215 SIM: S | Social | | | | | | |
| MRW: Salon D | 1197 MOC: S | ocial Hour and | Business Mee | eti | | | | | |
| OS: Institute of Texas Cultur | res | | 1216 ON | E: ONE Social | | | | | |
| SAC: Room 006 D | | 1212 OCIS | OCIS Busines | SS | | | | | |
| SAC: Room 007 B | | 1204 ENT: | ENT Business | | | | | | |
| SAC: Room 007 C | | | | 1220 EN | IT: ENT Social R | Reception | | | |
| SAC: Room 204 B | | 1201 BPS: | BPS Business | | | | | | |
| SAC: Room 205 | . ICW: Northeas | tern-Moscow | | | | | | | |
| SAC: Room 206 A | | _ | | 12240 | CIS: OCIS Recep | otion | | | |
| SAC: Room 207 B | | 1208 IM: IM | Business Me | eting | | | | | |
| SAC: Room 213 B | 1199 SAP: SA | P Business M | leeting and Pa | rty | | | | | |
| SAC: Room 214 C | | 1214 OMT: | Business Mee | eting | | | | | |
| SAC: Room 217 A | | | | 1219 BF | S: BPS Social | | | | |
| SAC: Room 217 B | | | | 1225 Of | MT: OMT Social | Hour | | | |
| SAC: Room 217 D | | | | 1223 IC | W: U. of Michiga | n Reception | | | |

| Tue | sday Morning, Au | ugust 16, 2011 | |
|------------------------------|--|--|--|
| 7:30 | | 9:30 10:00 10:30 11:00 | |
| GH: Bonham B | 1276 MC: Global Consulting Challenges | 1373 MC: Balancing Consulting | |
| GH: Bonham C | 1251 CM/OB: Trust in Bargaining | 1345 CM: Group Structure | |
| GH: Bonham D | 1268 HR: Employee Creativity | 1365 HR: Employee Recruiting | |
| GH: Bowie A | 1284 OB: Fostering Innovation | 1382 OB: Individual and Team Creativity | |
| GH: Bowie C | 1285 OB: Leader Attributes | 1393 OB/HR/SAP: Shared Leadership | |
| GH: Crockett A | 1297 ODC: Virtue. Virtuousness. or Vice | TO SO SENTINO AT . STILLED ECUACIONIP | |
| GH: Crockett B . MC: MC EC | 1286 OB: Support in Work-Life Balance | 1383 OB: Work-Life Conflict | |
| GH: Crockett C | 1287 OB: Emotion Labor and Regulation | 1384 OB: Cognition & Decision Making | |
| GH: Crockett D | 1288 OB: Motivation: The Self & Others | 1385 OB: Goals and Motivation | |
| GH: Lone Star A | 1298 ODC: Emotions and Org Effectiveness | 1396 ODC: Research in Org Change & Dev't | |
| GH: Lone Star B | 1244 CAR/HR/OB: Sustainable Careers | 1328 CAR: Work Family Relationships | |
| GH: Lone Star C | 1266 GDO/OB/IM: Women Leaders across the | 1363 GDO/IM/OB: Women at Work in the Arab | |
| GH: Lone Star D | 1269 HR: HR & CSR | 1366 HR: Org-Level Outcomes | |
| GH: Lone Star E | 1200 III.CIII (Q OOI) | 1391 OB/HR: Global Leadership Development | |
| GH: Mission A | 1270 HR: HR & Organizational Strategy | 1367 HR: Pay Structure | |
| GH: Presidio A | 1265 GDO: Diversity in Teams | 1361 GDO: Exploring Stereotype Threat | |
| GH: Presidio A | 1245 CAR/OMT/HR: Structures of Opportunity | 1329 CAR: Social Networks and Careers | |
| GH: Republic A | 1289 OB: Voice and Prosocial Behavior | 1386 OB: New Methods of OCBs | |
| GH: Republic B | 1290 OB: Shared Leadership | 1387 OB: Leader Impact on Followers | |
| GH: Republic C | 1291 OB: Intragroup Relationships Norms | 1390 OB/CM: New Perspectives on Team I-P-O | |
| GH: Seguin A | 1293 OB/HR: Silence and Voice | 1392 OB/HR: Developments in Voice Research | |
| GH: Seguin B | 1292 OB: Job Stress & Coping Processes | 1388 OB: Stress Management | |
| GH: Texas Ballroom B | 1319 OB: Lifetin | | |
| GH: Travis A | 1250 CM: Negotiator Effectiveness | 1362 GDO: Women and Leadership Roles | |
| GH: Travis B | 1299 ODC: Dynamics of Sustainable Change | 1397 ODC: Strategies for Engagement | |
| GH: Travis C | 1294 OB/HR: Socialization and Newcomers | 1389 OB: Work Relationships & Outcomes | |
| HPR: Corte Real A/B | TEO-T OBJETT C. GOGIANZARON ANA HOMOGINGIO | 1336 CDP: Managing Health & Healthcare | |
| HPR: Corte Real C | | 1337 CDP: Internal & External Antecedent | |
| HPR: Corte Real D/E | | 1338 CDP: Career Dev. & Satisfaction | |
| HPR: El Mirador East | | 1339 CDP: Leadership and its Trap | |
| HPR: El Mirador West | | 1340 CDP: Succession & Job Attachment | |
| HPR: La Duguesa North | | 1330 CAU: Exploring Career Scholarship | |
| HPR: La Duquesa South | | 1331 CAU: Complexity Theory in Org. Res. | |
| HPR: La Espada | 1249 CDP: HR in Emerging Economies | 1341 CDP: Foresight and Uncertainty | |
| HPR: La Reina North & Center | - 10 OST : THE CHIRT SING CONTRACTOR | 1332 CAU: Meso-Paradigm Research | |
| HPR: La Reina South | 1246 CAU: Developmental Networks Caucus | 1333 CAU: Publishing in the Top Tier | |
| HPR: La Vista North & Center | 1247 CAU: Promoting Faculty Diversity | 1334 CAU: Emonet | |
| HPR: La Vista South | 1248 CAU: Evidence-Based Mgt Gathering | 1335 CAU: Strategy Measures | |
| HPR: Salon Del Re y C | TE 10 0/10. Evidence Based mg. Gameing | 1342 CDP: Job Embeddedness & Mgr Perf. | |
| HPR: Salon Del Re y N | | 1343 CDP: Impression & Influence | |
| HPR: Salon Del Rey S | | 1344 CDP: Organizational Outcomes | |
| HR: Blanco | 1253 DISC: Identity | 1347 DISC: Individual Differences | |
| HR: Bowie A | 1254 DISC: Training & Exp. Learning | 1348 DISC: Management Education | |
| HR: Bowie B | 1255 DISC: OT in Operations Mgmt | 1349 DISC: Challenges in Measuring Costs | |
| HR: Frio | 1256 DISC: OMT and Method | 1350 DISC: Stability and Embeddedness | |
| HR: Llano | TEO BIOG. CIMT dire moniod | 1351 DISC: Entrepreneurship & Globalizati | |
| HR: Maverick B | 1257 DISC: Information and Technology | 1352 DISC: Understanding& Using Knowledge | |
| HR: Navarro | 1258 DISC: Int'lization & Innovation | 1353 DISC: MNC Strategies | |
| HR: Segin | 1259 DISC: Cooperation and Competition | 1354 DISC: New Views in Strategy | |
| LQ: Combined A&B | 1279 MOC: Interaction & Knowledge | 1378 MOC: Mental Models and Goals | |
| LQ: Crockett East | · · | | |
| LQ: Crockett West . MSR: MSR | 1282 MSR: Corporate mystic at work | 1381 MSR: Religion in the Workplace | |
| | 1280 MOC: Cognition and Performance | 1379 MOC: Team Cognition | |
| LQ: Fiesta C | 1281 MOC/OB: Sensegiving: Sensemaking | 1380 MOC: Organizational Context | |
| LQ: Fiesta D | 1283 MSR: Work, Religion & Spirituality | 4400 ON OO T 1 1 T | |
| MRC: Conference Room 15 | | 1408 SIM: CG: Trust and Transparency | |

| MRC: Conference Room 16 | 1277 MED: Innova & Experien Approach MED | 1374 MED: Ethics, Ldrshp, & Learn Envir |
|----------------------------------|---|---|
| MRC: Conference Room 17 | 1311 SIM: BGR: Corp. Political Activity | 1409 SIM: CSR: Institutional Level |
| MRC: Salon B | 1233 SIM: SIM1312 SIM: BGR: CPA at Firm Level | 1410 SIM: BGR: Policy and Social Change |
| MRC: Salon C | 1278 MED: Executive Coaching Research | 1376 MED/OB/PNP: Leader Developmental |
| MRC: Salon D | 1232 MED: MED Exec Com Planning Meeting | · |
| MRC: Salon J | | 1375 MED: Soc Respon & Experient Lrn |
| MRC: Salon K | 1267 HCM: Management Practices to Improve | 1364 HCM: Physician Practice |
| MRC: Salon L | 1252 CMS: New Critical Vistas | 1346 CMS: Global Financial Crisis |
| MRC: Salon M | 1313 SIM/OMT/BPS: Organizational Legitimacy | 1411 SIM/OB/CM: Cognitive Approaches to |
| MRW: Salon B | | 1377 MH: Deep Historic Lessons |
| MRW: Salon E | 1309 ONE: Supply Chains and Standards | 1405 ONE: Env. Performance and Investors |
| MRW: Salon F | | 1406 PNP: Innovations |
| SAC: Exhibit Hall B Registration | 1234 AAA: Conference Registration | |
| SAC: Mission 103 B | 1231 AAA: AOM Past | |
| SAC: Room 006 A | 1314 TIM: Innovation Performance | 1412 TIM: Incentives & Innovation |
| SAC: Room 006 B | 1315 TIM: Innovation in Asia | 1413 TIM: Feedback and Adaptation |
| SAC: Room 006 C | 1316 TIM: Innovation Dynamics | 1414 TIM: Managing R&D |
| SAC: Room 006 D | 1318 TIM/IM/ENT: Innovations for Inclusion | 1417 TIM/ONE/ENT: Cleantech Emergence |
| SAC: Room 007 A | 1307 OMT/BPS/TIM: Enabling Innovation Outside | 1402 OMT/BPS/ODC: Org Design in Global Env |
| SAC: Room 007 B | 1260 ENT: Networks | 1355 ENT: Regional Entrepreneurship |
| SAC: Room 007 C | 1261 ENT: Learning and Entrepreneurship | 1356 ENT: Markets |
| SAC: Room 007 D | 1262 ENT: Management of Family Firms | 1357 ENT: Gender Issues |
| SAC: Room 008 A | 1317 TIM: Open Innovation | 1415 TIM: Modularity and NPD |
| SAC: Room 008 B | 1263 ENT: Finance Issues | 1358 ENT: Entrepreneurial Finance |
| SAC: Room 101 B | 1235 AAA: 2011 LAC | |
| SAC: Room 201 | 1237 BPS: Governance and Corporate-Level | 1327 BPS/OMT: Analysts in Mgmt. Research |
| SAC: Room 202 A | 1238 BPS: Entrepreneurship, Innovation and Ne | 1320 BPS: Unpacking Governance |
| SAC: Room 202 B | 1239 BPS: Antecedents of Organizational | 1321 BPS: Decision Processes in Organizations |
| SAC: Room 203 A | 1240 BPS: Governing Multi-Business Firms | 1322 BPS: Industry Dynamics and Competitive |
| SAC: Room 203 B | <u> </u> | 1323 BPS: Top Management Teams and |
| SAC: Room 204 A | 1241 BPS: Downsizing and Divestment | 1324 BPS: Technology and Competitive |
| SAC: Room 204 B | 1242 BPS: Competitive Heterogeneity | 1325 BPS: Dynamic Fit between the Firm and It |
| SAC: Room 206 A | 1295 OCIS: IT and Dialogue | 1394 OCIS: New Media |
| SAC: Room 206 B | 1301 OMT: Responses to State Pressure | 1403 OMT/SIM/HR: U.S. Employment |
| SAC: Room 207 A | 1302 OMT: Team Networks | 1398 OMT: Alliance Formation |
| SAC: Room 207 B | 1271 IM: Mergers and Acquisitions | 1368 IM: Entry Mode Choice and Dynamics |
| SAC: Room 208 | 1272 IM: Cultural Impact & Leadership | 1369 IM: Knowledge Management |
| SAC: Room 209 | 1273 IM: Base of Pyramid Research | 1370 IM: MNC-Subsidiary Relationships |
| SAC: Room 210 A | 1274 IM: MNC Governance | 1372 IM/MED/GDO: Scientific Mindfulness |
| SAC: Room 210 B | 1275 IM/OB: A South Asian Perspective | 1371 IM: Cross-Cultural Comparison |
| SAC: Room 211 | 1236 AAA: Membership | |
| SAC: Room 212 A | 1310 SAP: Strategy Work | 1407 SAP: What is Practice? |
| SAC: Room 212 B | 1264 ENT: Stress in Unique Contexts | 1360 ENT/GDO: Entrepreneurs of 21st century |
| SAC: Room 213 A | <u> </u> | 1359 ENT: SME Strategies and Performance |
| SAC: Room 213 B | | 1416 TIM: Knowledge Creation Capability |
| SAC: Room 214 A . IN | 1: IM Leadership | |
| SAC: Room 214 B | 1303 OMT: Normative Pillar - Professions | 1404 OMT/TIM: Expert Work and Organizations |
| SAC: Room 214 C | 1308 OMT/OB/OCIS: Horizontal Coordination | 1399 OMT: New Applications in Networks |
| SAC: Room 215 | 1300 OM: Supply Chain Integration | |
| SAC: Room 216 A | 1304 OMT: Legitimacy/Illegitimacy in Org | 1400 OMT: Institutions & Individuals |
| SAC: Room 216 B | 1296 OCIS: Virtual teams | 1395 OCIS: IT Management |
| SAC: Room 217 A | 1243 BPS/MOC: The Fog of Feedback | 1326 BPS/MOC/TIM: Strategy Meets |
| SAC: Room 217 B | 1305 OMT: Complexity Theory | |
| SAC: Room 218 | 1306 OMT: Category Distinctiveness | 1401 OMT: Resource Partitioning & Org Fo |
| | | |

| Tuesda | y Early Afternoon, | August 16, 2011 |
|--|---|---|
| Tucsua | <u> </u> | |
| | 11:30 | 00 1:30 2:00 2:30 |
| GH: Bonham B | 1462 MC: Knowledge, Justice, Diagnosis | ATATOMOR T. I. C. I. C. |
| GH: Bonham C | 1436 CM: Fairness Perceptions | 1517 CM/OB: Trends in Org. Justice |
| GH: Bonham D | 1452 HR: Changing Nature of HR | 1528 HR: Top Performers in Orgs. |
| GH: Bowie A | 1467 OB: Abusive Supervision | 1551 OB/MOC/OCIS: You've Got Me Feeling |
| GH: Bowie C | 1468 OB: Contingent Leadership | 1550 OB/MOC/HR: Focusing on Followership |
| GH: Crockett B | 1469 OB: Work-Family Conflict | 1540 OB: Self Regulation & Performance |
| GH: Crockett C | 1470 OB: Proactivity and Initiative | 1541 OB: Antecedents of Proactivity |
| GH: Crockett D | 1471 OB: Employee Commitment | 1542 OB: Job Satisfaction |
| GH: Lone Star A | 1480 ODC/OB/TIM: Emergent Innovation | 1554 ODC: Responses to Org Change |
| GH: Lone Star B | 1429 CAR/HR/OB: Protean Careers Today | 1513 CAR/OB/OMT: Profiting from Career Capital |
| GH: Lone Star C | 1448 GDO: What We Know About Diversity | 1524 GDO: Academia As A 2nd Career |
| GH: Lone Star D | 1453 HR: Personality & Selection | 1529 HR: Employee Mobility |
| GH: Lone Star E | 1475 OB/HR: Senior Level Leaders | 1549 OB/IM: Leading Across Cultures |
| GH: Mission A | 1454 HR: Socialization & Relationships | 1530 HR: Darkside of HR |
| GH: Presidio A | 1449 GDO: Gender Expression & Difference | |
| GH: Presidio B | 1428 CAR/CMS/HR: West Meets North and South | 1512 CAR: Context and Career Experiences |
| GH: Republic A | | 1547 OB/HR: Contrasting OCB |
| GH: Republic B | 1472 OB: Transformational Leadership | 1543 OB: Leadership Styles |
| GH: Republic C | 1473 OB: Team Design | 1544 OB: Conflicts in Teams |
| GH: Seguin A | 1476 OB/HR: Costs of Proactivity | 1548 OB/HR/CAR: Work-Life Balance |
| GH: Seguin B | 1455 HR/MOC: Learning and Performance Goals | 1545 OB: Stress Effects on Behavior |
| GH: Travis A | 1450 GDO: Org Climate and Diversity | 1525 GDO: Disabilities and Work Context |
| GH: Travis B | 1479 ODC: Exploring Responses to Change | 1555 ODC: Managing Paradoxes of Change |
| GH: Travis C | 1474 OB: Work Significance and Deviance | 1546 OB: Cognitions and Social Exchange |
| HPR: La Duguesa North | 1430 CAU: Women on Boards of HEIs | 1514 CAU: CSR in the Middle East |
| HPR: La Duquesa South | | 13 14 CAO. CSR III tile Middle East |
| HPR: La Espada | 1431 CAU: Innovation Barrier Theory | |
| HPR: La Espaua HPR: La Reina South | 1434 CDP: MC, Conflicts & Growth | APAP ONLY |
| | 4400 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | 1515 CAU: Law and employee management |
| HPR: La Vista North & Center | 1432 CAU: Humanistic Management Network | 4=40 0W 5 4 11 0 W |
| HPR: La Vista South | 1433 CAU: Researching Human Capital | 1516 CAU: Enterprising Communities |
| HPR: Salon Del Rey S | 1435 CDP: Mgr Transformation in China | |
| HR: Blanco | 1438 DISC: Commitment, Collaboration, etc | 1518 DISC: Cognition and Processes |
| HR: Frio | 1439 DISC: Behavior and Control | |
| HR: Navarro | 1440 DISC: Institutional Issues in IM | |
| HR: Segin | 1441 DISC: Mgr Impact on Change & Inno | 1519 DISC: Dynamic Capabilities |
| LQ: Combined A&B | 1466 MOC: Decision Making | |
| LQ: Crockett West | 1492 RM: Networks, Simulations, Entrepr | 1565 RM: Advances Qualitative Methods |
| LQ: Fiesta D | | 1539 MOC: Work and Identity |
| MRC: Conference Room 15 | 1494 SIM: BGR: CPA and Corp. Governance | 1567 SIM: CG and Boards |
| MRC: Conference Room 16 | 1463 MED: Institut Dilem & Issues in MED | 1536 MED: Online and On-Site Lrn Envir |
| MRC: Conference Room 17 | 1495 SIM: CSR: Firms and Markets | 1568 SIM: CSR: Firm and Manager Levels |
| MRC: Salon B | 1496 SIM: Governance& Political Activity | 1569 SIM: CG: Governance and Performance |
| MRC: Salon C | 1464 MED/ODC/HCM: Learning from Innovative | 1537 MED/OB: Team-Based Learning |
| MRC: Salon K | 1451 HCM: Survey Methods | 1526 HCM: Innovation in Healthcare |
| MRC: Salon L | 1437 CMS/IM: Sustainable Dev and Location | 1527 HCM: Professional Practice |
| MRC: Salon M | 1497 SIM: CSP and Financial Performance | 1570 SIM: CSP and Employees |
| MRW: Salon A | 1490 PNP: Motivation and Satisfaction | |
| MRW: Salon B | 1465 MH: Radical Contexts | 1538 MH: Risk and Negotiation |
| MRW: Salon E | 1489 ONE: Motivation & Env. Performance | 1563 ONE: Values and the Environment |
| MRW: Salon F | 1491 PNP: Giving and Social Marketing | 1564 PNP/HR: Voluntary Sector HRM |
| SAC: Exhibit Hall B RegistrationA: Confe | | - 30-1111 ATT C VOIGHTAIN OCCION THAN |
| SAC: Room 006 A | 1498 TIM: Networks and Evolution | 1571 TIM: Service Industry Innovation |
| SAC: Room 006 B | | |
| SAC: Room 006 C | 1499 TIM: Social Networks and Innovation | 1572 TIM: Technological Search |
| | 1500 TIM: Learning Environments | AEZA TIMOMT. Distributed Commission |
| SAC: Room 006 D | 1502 TIM/OMT/ONE: Sustainable Construction | 1574 TIM/OMT: Distributed Organization |

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

| | 3:00 3:30 | 4.00 | 4:30 | 5:00 | 5:30 | 6:00 |
|---|-----------------------------|---|------|----------------|------------------|----------|
| Bonham D | 1591 HR: Org Factors | | 1.00 | 0.00 | 0.00 | 0.00 |
| Bowie A | 1602 OB: LMX Perspe | | | | | |
| Bowie B | 1597 MC: MC free se | | | | | |
| Bowie C | 1603 OB: Behavioral | | | | | |
| Crockett B | 1604 OB: Individual a | | | | | |
| Crockett C | 1605 OB: Exchange A | | | | | |
| Crockett D | 1606 OB: Turnover: F | | ; | | | |
| Lone Star A | 1615 ODC: Paradox a | • | | | | |
| Lone Star B | 1579 CAR/OB/MOC: | | | | | |
| Lone Star C | | • | | | | |
| | 1587 GDO: Gender In | | | | | |
| Lone Star D Mission A | 1623 ONE/HR/ODC: I | | | | | |
| Presidio B | 1592 HR: Global HRN | | | | | |
| | 1578 CAR/HR: Yin & | | | | | |
| Republic A | 1610 OB/HR: Effects | | | | | |
| Republic B | 1607 OB: Leadership | · · · · · · · · · · · · · · · · · · · | | | | |
| Republic C | 1608 OB: Top Manag | | | | | |
| Seguin A | 1612 OB/SIM: Corpor | | | | | |
| Seguin B | 1611 OB/HR/CAR: Tu | irnover/Turnover | | | | |
| Travis A | 1588 GDO: Work Bala | | | | | |
| ravis C | 1609 OB: Cognitions | of Context | | | | |
| Prockett East | 1601 MSR: Sprituality | and Performance | | | | |
| iesta D | 1600 MOC: Strategy a | and Cognition | | | | |
| Conference Room 16 | 1598 MED: Internat T | rnds & Issues in MED | | | | |
| Conference Room 17 | 1625 SIM: CSR: Stake | eholders | | | | |
| : Grand Ballroom | | | | 1632 A/ | AA: AA Closing R | eception |
| : Salon B | 1627 SIM/HR: An Eth | ical Future for HRM | | | | |
| : Salon C | 1599 MED: Teaching | on the Border | | | | |
| : Salon K | 1589 HCM: Efficiency | and Quality | | | | |
| : Salon L | 1590 HCM: Employee | Engagement | | | | |
| Salon M | 1626 SIM: CSP and 1 | | | | | |
| Salon E | 1622 ONE: Time & Er | | | | | |
| Salon F | 1624 PNP: Unpacking | | | | | |
| Exhibit Hall B Registrati &A A: Conference | , , | | | | | |
| Room 006 A | 1628 TIM: Innovation | Policy | | | | |
| Room 006 B | 1629 TIM: Product De | | | | | |
| Room 006 C | 1630 TIM: Business C | • | | | | |
| : Room 006 D | 1631 TIM/ENT: Emer | | | | | |
| Room 007 A | 1616 OMT: Boundarie | | | | | |
| Room 007 B | | | | | | |
| Room 007 C | 1580 ENT: Corporate | | | | | |
| Room 007 D | 1581 ENT: ENT and U | | | | | |
| | 1582 ENT: Sustaining | | | | | |
| Room 008 B | 1583 ENT: Research | on Family Business | | | | |
| Room 101 B . AAA: 2011 LAC | | | | | | |
| Room 201 | 1575 BPS: The Deter | | | | | |
| Room 204 A | 1576 BPS: Integration | | | | | |
| Room 204 B | 1577 BPS: Innovation | for Diseases | | | | |
| Room 206 A | 1614 OCIS/MH: Mana | agement and Social | | | | |
| Room 206 B | 1617 OMT: Rule Brea | king/Deviance in Orgs | | | | |
| Room 207 A | 1618 OMT: Conseque | ences of Status | | | | |
| Room 207 B | 1593 IM: National Cul | ture and FDI | | | | |
| Room 208 | 1584 ENT: Entrepren | eurial Process | | | | |
| Room 209 | 1594 IM: Technologic | al Exploration | | | | |
| Room 210 A | 1596 IM/OB/MOC: Bi/ | | 3 | | | |
| | | | | | | |
| m 210 B | 1595 IM/BPS: Linking | Politics and Business | | | | |

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

| Notes |
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| Notes |
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Academy of Management 2011 Annual Meeting

All Academy Activities

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

| Day | Start | # | Location | Session Information |
|-------------|---------|-----|-------------------------------------|---|
| Fri | 8:00am | 2 | SAC:Exhibit Hall B Registration | Conference Registration |
| | 3 | | SAC:Room 101 B | San Antonio 2011 LAC |
| | | 4 | SAC:Room 211 | AOM Membership |
| • | 9:00am | 43 | HPR:Corte Real C | Writing Theoretical Papers |
| | 11:30am | 78 | HPR:Corte Real F | Reviewing Theoretical Papers |
| | 1:00pm | 102 | HPR:El Mirador & La Condesa | Publishing in AMJ: Tips from the Editors |
| | | 103 | HPR:Salon Del Rey N | 2011 AMLE Writers Workshop (Invitation Only) |
| | 2:00pm | 119 | SAC:Room 204 B | Connecting the Academy through Technology |
| | 3:00pm | 134 | MRC:Salon G | The Ins and Outs of Faculty Recruiting |
| | 3:30pm | 138 | HPR:Corte Real D/E | 2011 AMLE "Town Hall" |
| | | 149 | MRC:Salon G | The Academic Job Search: Workshop for Applicants |
| • | 5:30pm | 155 | SAC:Room 214 | New Member Orientation: Session 1 |
| Sat | 7:00am | 164 | GH:Mission A | AOM Journals Committee Meeting |
| • | 8:00am | 167 | SAC:Exhibit Hall B | Conference Exhibits |
| | | 168 | SAC:Exhibit Hall B Registration | Conference Registration |
| | | 169 | SAC:Room 101 B | San Antonio 2011 LAC |
| | | 170 | SAC:Room 211 | AOM Membership |
| | | 171 | SAC:Room 211. | Membership Committee Opening Meeting & Breakfast |
| | 8:30am | 218 | MRC:Reg Desk 1 | Placement Services |
| | 10:15am | 239 | SAC:Exhibit Hall B Conference break | Conference Break |
| | 2:00pm | 310 | GH:Texas Ballroom A | Chairs, Fac. & Discussants |
| | | 311 | GH:Texas Ballroom C | Academy of Management Affiliates & Associates |
| | 2:45pm | 323 | SAC:Exhibit Hall B Conference break | Conference Break |
| | 3:30pm | 339 | GH:Republic B | 2011 Program Chairs' Meeting |
| | 5:00pm | 361 | GH:Republic B | 2012 Program Chairs' Meeting |
| | 5:30pm | 363 | SAC:Room 214 | New Member Orientation: Session 2 |
| | 7:00pm | 381 | SAC:Room 214 | President's Reception |
| Sun | 8:00am | 390 | SAC:Exhibit Hall B | Conference Exhibits |
| | | 391 | SAC:Exhibit Hall B Registration | Conference Registration |
| | | 392 | SAC:Room 101 B | San Antonio 2011 LAC |
| | | 393 | SAC:Room 211 | AOM Membership |
| | | 394 | GH:Texas Ballroom | All-Academy Welcome Breakfast |
| | 8:30am | 396 | MRC:Reg Desk 1 | Placement Services |
| | 9:00am | 400 | GH:Texas Ballroom | President's Address & Awards |
| | 9:30am | 401 | GH:Crockett A | AMJ Editors` Meeting |
| , | | 402 | GH:Crockett B | AMR Editors Only Meeting |
| | 10:15am | 408 | SAC:Exhibit Hall B Conference break | Conference Break |
| | 11:00am | 412 | GH:Crockett B | AMLE Editors` Meeting |
| | | 413 | GH:Republic B | AMP Editorial Board Meeting |
| | 11:15am | 416 | SAC:Room 206 A | Div/IG Incoming Chairs |
| | 11:30am | 417 | SAC:Room 006 A | 2012 PDW Chairs Meeting |
| , | 10.00 | 418 | SAC:Room 207 A | AOM Ethics Committee Meeting |
| | 12:00pm | 432 | SAC:Room 006 B | PD&CR Training for Prog Chairs |
| | | 433 | SAC:Room 206 B | Division Treasurers' Meeting |
| | 1.00 | 434 | GH:Lone Star A | AMLE Board Meeting-Outgoing |
| | 1:00pm | 440 | SAC:Room 205 | AOM Leadership Forum |
| | 1.30 | 441 | GH:Lone Star A | AMLE Board Meeting- Incoming |
| | 1:30pm | 452 | SAC:Room 006 A | Program Developer Training Session for PDW Chairs |
| | 2:00pm | 453 | GH:Lone Star B | AMJ Editorial Board Meeting |
| | 2:45pm | 466 | SAC:Exhibit Hall B Conference break | Conference Break |
| | 3:30pm | 484 | SAC:Mission 103 A | Town Hall: AOM Strategic Plan |
| | | 485 | GH:Lone Star C | AMR Editorial Board- Incoming |

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

Affiliate Activities & Committees

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

| | Start | # | Location | Session Information |
|-----|---------|------------|-------------------------|---|
| Fri | 8:00am | 5 | SAC:Room 210 B | AAM: Unique Indian Video Cases on Social Innovations |
| | | 11 | GH:Lone Star A | D&ITC: Africa Management Scholarship |
| | | 31 | GH:Travis B | PTC: Creativity and Innovation |
| _ | | 38 | MRW:Salon F | TTC: Fink`s Taxonomy |
| _ | 10:15am | 66 | GH:Presidio B | NDSC: Asians in the Western Class |
| | 1:00pm | 105 | GH:Lone Star D | D&ITC: Panel on Inclusion in the AOM |
| | 2:00pm | 120 | SAC:Room 007 C | AAM: India and China |
| _ | | 121 | GH:Texas Ballroom A | D&ITC: Let's Get Real about Racism |
| _ | 2:15pm | 126 | GH:Bonham C | PTC: Approaches for Studying Management Practices |
| | 2:45pm | 129 | SAC:Room 008 B | IAM: Anxious Tiger, Astute Dragon |
| | 6:30pm | 162 | OS:TBD | NDSC: NDSC: Friday Night Social |
| Sat | 8:00am | 172 | SAC:Room 212 A | AAM: What motivates people? |
| | | 173 | SAC:Room 209 | AAM: Chinese emotional issues |
| | | 180 | GH:Presidio B | D&ITC: Action Learning in Action |
| | | 187 | SAC:Room 206 A | IAM: Industry Transformation Ibero |
| | | 193 | SAC:Room 007 D | ITC: Neither West nor East |
| | | 194 | SAC:Room 210 B | ITC: Ancient Indian Management |
| | | 213 | GH:Travis C | PTC: Managing Change in the Aftermath of Extreme Events |
| | | 217 | MRW:Salon A | TTC: Teaching with Technology |
| | 8:30am | 225 | GH:Texas Ballroom E & F | NDSC: New Doctoral Students Consortium |
| = | 9:00am | 232 | SAC:Room 007 C | ITC: Where West Hears East |
| | 10:15am | 246 | SAC:Room 208 | IAM: KM & Transferenc Iberoamerica |
| | | 259 | MRC:Salon C | TTC: Online Teaching Best Practices |
| _ | 11:15am | 267 | GH:Bonham B | PTC: Trust the Essential Element |
| _ | 11:45am | 269 | GH:Bonham C | PTC: P-Commerce |
| _ | 12:15pm | 277 | LQ:Fiesta A&B | MEN: Knowledge is Power: Enlightening by Mentoring |
| _ | 12:30pm | 289 | GH:Travis B | PTC: Leadership and Tango Dance |
| | | 291 | MRC:Salon C | TTC: Discussing the Undiscussable |
| _ | 1:30pm | 309 | GH:Seguin A & B | PTC: Practice Theme Committee Lunch Meeting |
| _ | 2:30pm | 322 | GH:Mission B | PTC: Investing in Human Capital |
| _ | 2:45pm | 329 | MRC:Salon C | TTC: Food & Cultural Diversity |
| _ | 3:00pm | 332 | SAC:Room 217 D | ITC: Research from Emerging Markets |
| _ | 3:45pm | 345 | SAC:Room 208 | AAM: Korean Business Families |
| _ | 5:00pm | 362 | GH:Presidio B | PTC: PTC Reception and Awards |
| - | 6:00pm | 375 | MRW:Salon D. | NDSC: NDSC/MED Evening Reception |
| Sun | 8:30am | 397 | HPR:EI Mirador West | AAC: SMA Board Meeting |
| _ | 10:00am | 403 | SAC:Room 208 | AAC: Ethics Education Committee Meeting |
| | | 404 | HPR:Corte Real F | AAC: Midwest Academy of Management Officers Meeting |
| | | 407 | MRC:Salon L | TTC: Teaching Theme Committee Meeting |
| _ | 10:30am | 409 | HPR:Corte Real C | AAC: Southwest Academy of Management Officers Meeting |
| | | 410 | HPR:EI Mirador East | AAC: Indian Academy of Management Business Meeting |
| - | 12:00pm | 436 | SAC:Room 210 B | ITC: (ITC) Exec Business Meeting |
| - | 2:00pm | 462 | SAC:Room 214 B | ITC: Carolyn Dexter Award and Emerald Award Reception |
| - | 5:00pm | 524 | SAC:Room 206 A | AAM: AAM and APJM Boards and APJM Editors Meeting |
| | 2.22p | 524 526 | SAC:Room 213 B | IAM: Business Meeting IAM |
| _ | 6:00pm | 539 | SAC:Room 205 | AAM: AAM/APJM Reception |
| | piii | 333 | J, (J.) (UUIII 200 | / v tivi. Activitat sivi (teceptioti |

All Academy Theme

Program Chair: Jan W. Rivkin, Harvard U. Committee: Tieying Yu, Boston College, Petra Christmann, Rutgers U., Ishtiaq Mahmoud, National U. of Singapore

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

Showcase Symposia

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

| Day S | Start | # | Location | Session Information |
|-------|---------------------|--------------|----------------|---|
| Mon | 8:00am | 582 | SAC:Room 217 A | SHCS: Entrepreneurship in Public Interest |
| | | 583 | SAC:Room 217 B | SHCS: Bounded Rationality & Org Econ |
| | | 587 | GH:Lone Star B | SHCS: Generativity and Legacy |
| | | 649 | GH:Travis C | SHCS: Psychological Contracts |
| _ | | 652 | GH:Seguin B | SHCS: Behavioral Outcomes of Job Insecurity |
| | 9: 45am | 689 | GH:Lone Star B | SHCS: Job Search Self-Regulation |
| | | 736 | SAC:Room 210 B | SHCS: Diaspora Investment & Entrepreneurship |
| | | 754 | GH:Republic A | SHCS: Org. Culture and Climate |
| | | 759 | GH:Lone Star A | SHCS: Useful Research |
| | | 761 | SAC:Room 215 | SHCS: Lean/TPS when West Meets Easts |
| | | 773 | LQ:Fiesta D | SHCS: Construct Validation |
| _ | 11:30am | 808 | GH:Bonham C | SHCS: Hierarchy and Moral Behavior in Organizations |
| | | 828 | GH:Lone Star C | SHCS: Women in STEM Workforce |
| | | 846 | LQ:Fiesta C | SHCS: Leadership and Identity |
| | | 856 | GH:Seguin B | SHCS: Resources for Engaged and Healthy Employees |
| | | 869 | SAC:Room 218 | SHCS: Learning from Failure &Success |
| _ | 1:15pm | 912 | MRC:Salon L | SHCS: BoP: Critical Exploration |
| | • | 930 | GH:Lone Star C | SHCS: Redefining the Black Experienc |
| | | 945 | GH:Bowie B | SHCS: Innovation for Sustainability |
| | | 965 | GH:Lone Star A | SHCS: Reactions to Change |
| | | 966 | GH:Crockett A | SHCS: Virtual R&D Organizations |
| _ | | 981 | SAC:Room 213 B | SHCS: Enhancing Relevance |
| | 3:00pm | 1000 | SAC:Room 217 A | SHCS: Microfoundations of Strategy |
| | | 1001 | SAC:Room 204 B | SHCS: Andrews's Concept of Strategy |
| | | 1003 | GH:Presidio B | SHCS: Work-Family Dyadic Research |
| | | 1035 | SAC:Room 007 D | SHCS: Creativity & Entrepreneurship |
| | | 1042 | MRC:Salon K | SHCS: Health Reform & Mgmt. Research |
| | | 1056 | MRW:Salon B | SHCS: Then and Now in Management History |
| | | 1071 | GH:Republic B | SHCS: Leadership in the Plural |
| | | 1085 | SAC:Room 206 B | SHCS: Instl Sustainability |
| _ | 4:45pm | 1150 | MRC:Salon C | SHCS: Interpersonal Skills Symposium |
| Tue | 8:00am | 1303 | SAC:Room 214 B | SHCS: The Normative Pillar of the Professions |
| | 0.000111 | 1303 | SAC:Room 007 A | SHCS: Enabling Innovation Outside the Firm |
| | | 1307 | SAC:Room 214 C | • |
| _ | 9:45am | 1360 | SAC:Room 214 C | SHCS: Fortranspage of State continue |
| | 9. 4 0am | 1360 | GH:Presidio A | SHCS: Entrepreneurs of 21st century |
| | | | | SHCS: Exploring Stereotype Threat |
| | | 1391 | GH:Lone Star E | SHCS: New Directions in Global Leadership Development |
| - | 11:30am | 1403 1429 | SAC:Room 206 B | SHCS: U.S. Employment Relationship |
| | 11.504111 | | GH:Lone Star B | SHCS: Protean Careers Today |
| | | 1460 | SAC:Room 212 B | SHCS: Leadership across Societies |
| | | 1475 | GH:Lone Star E | SHCS: Senior Level Leaders |
| _ | 1:15nm | 1488 | SAC:Room 206 B | SHCS: The Local and The Global in Community Dynamics |
| | 1:15pm | 1511 | SAC:Room 217 A | SHCS: Inside the Learning Curve |
| | | 1547 | GH:Republic A | SHCS: Contrasting OCB |
| _ | 0.00 | 1548 | GH:Seguin A | SHCS: Work-Life Balance |
| | 3:00pm | 1582 | SAC:Room 007 D | SHCS: Sustaining the Family Business |
| | | 1586 | SAC:Room 215 | SHCS: Entrepreneurial Entry Dynamics |
| | | 1596 | SAC:Room 210 A | SHCS: Bi/Multicultural Employees |
| | | 1602 | GH:Bowie A | SHCS: LMX Perspectives on Creativity |
| | | 1624 | MRW:Salon F | SHCS: Unpacking Capacity |
| | | 1631 | SAC:Room 006 D | SHCS: Emerging Industries: Theory and Evidence |

Cross Division Papers

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

| | Start | # | Location | Session Information |
|-----|---------|------|---------------------|---|
| Mon | 8:00am | 592 | HPR:Corte Real F | CDP: The Myths of Effective Performance Evaluation |
| | | 593 | HPR:El Mirador East | CDP: Org. Citizenship Behavior |
| | | 594 | HPR:El Mirador West | CDP: Effective Communications in Teamwork |
| | | 595 | HPR:La Espada | CDP: Managing Change and Disruption in Organizations |
| | | 596 | HPR:Salon Del Rey C | CDP: Int'l Business in China |
| | | 597 | HPR:Salon Del Rey N | CDP: Social Networks, Trust, ID |
| _ | | 598 | HPR:Salon Del Rey S | CDP: Institutions, Institutional Change and Pressure |
| | 9:45am | 696 | HPR:Corte Real A/B | CDP: Production Innovation & Dev. |
| | | 697 | HPR:Corte Real C | CDP: Understanding Union Effects in Organizations |
| | | 698 | HPR:Corte Real D/E | CDP: Leadership, Succession and Performance |
| | | 699 | HPR:Corte Real F | CDP: Building Capabilities & Adv. |
| | | 700 | HPR:El Mirador East | CDP: Old Problems and New Avenues |
| | | 701 | HPR:La Espada | CDP: Ambidexterity in Organizations |
| | | 702 | HPR:Salon Del Rey C | CDP: Emerging Economy & MNC |
| | | 703 | HPR:Salon Del Rey N | CDP: Goals, Commitments, and Value Creation |
| _ | | 704 | HPR:Salon Del Rey S | CDP: Firm Growth, Regulatory Oversight and Culture |
| _ | 11:30am | 799 | HPR:Corte Real A/B | CDP: Collaboration and Interaction Across Boundaries |
| | | 800 | HPR:Corte Real C | CDP: Explorations in Creativity and Innovation |
| | | 801 | HPR:Corte Real D/E | CDP: Religion, Emotions, and the Workplace |
| | | 802 | HPR:Corte Real F | CDP: Challenges in International Business |
| | | 803 | HPR:El Mirador East | CDP: CSR thru Globalization & Gov. |
| | | 804 | HPR:El Mirador West | CDP: Identity, Communication and Helping at Work |
| | | 805 | HPR:Salon Del Rey C | CDP: Strategy Execution & Comp. |
| | | 806 | HPR:Salon Del Rey N | CDP: Non-Profit & Public Org. |
| | | 807 | HPR:Salon Del Rey S | CDP: Interorganizational Networks |
| | 1:15pm | 903 | HPR:Corte Real A/B | CDP: Alliances, Competition, and Management Teams |
| | | 904 | HPR:Corte Real C | CDP: Learning through Experience |
| | | 905 | HPR:Corte Real D/E | CDP: Social Relationships & Costs |
| | | 906 | HPR:Corte Real F | CDP: Managing the Multibusiness Portfolio |
| | | 907 | HPR:El Mirador West | CDP: Organizational and Individual Learning |
| | | 908 | HPR:La Espada | CDP: Critical Thinking in Org. |
| | | 909 | HPR:Salon Del Rey C | CDP: Technology Ventures |
| _ | 3:00pm | 1010 | HPR:Corte Real A/B | CDP: Trust, Coordination & Comp. |
| | | 1011 | HPR:Corte Real C | CDP: How to Make Mentoring Effective? |
| | | 1012 | HPR:Corte Real D/E | CDP: Careers, Jobs, and Social Divisions |
| | | 1013 | HPR:Corte Real F | CDP: Strategy Practice as Process |
| | | 1014 | HPR:El Mirador East | CDP: Conflict Management at Work |
| | | 1015 | HPR:El Mirador West | CDP: In Search of Ethical Practices |
| | | 1016 | HPR:La Espada | CDP: Managing Human Capital |
| | | 1017 | HPR:Salon Del Rey C | CDP: Social, Female and Corporate Entrepreneurship |
| | | 1018 | HPR:Salon Del Rey N | CDP: Work-Life Balance |
| _ | 4:45pm | 1113 | HPR:Corte Real A/B | CDP: Confidence & Competence |
| | | 1114 | HPR:Corte Real F | CDP: Ratings, Rankings, and Performance Evaluation |
| | | 1115 | HPR:El Mirador East | CDP: Office Politics, Conflicts, and Career |
| | | 1116 | HPR:El Mirador West | CDP: Work, Family and Gender |
| | | 1117 | HPR:La Espada | CDP: Size, Scale, and Rationality |
| | | 1118 | HPR:Salon Del Rey N | CDP: Understanding Development of Exceptional Leaders |
| | | 1119 | HPR:Salon Del Rey S | CDP: Sustainability Practices |
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| Day | Start | # | Location | Session Information |
|-----|---------|------|---------------------|--|
| Tue | 9:45am | 1336 | HPR:Corte Real A/B | CDP: Managing Health and Healthcare |
| | | 1337 | HPR:Corte Real C | CDP: Internal & External Antecedent |
| | | 1338 | HPR:Corte Real D/E | CDP: Career Development, Work and Job Satisfaction |
| | | 1339 | HPR:El Mirador East | CDP: Leadership and its Trap |
| | | 1340 | HPR:El Mirador West | CDP: Succession, Job Attachment and Embeddedness |
| | | 1341 | HPR:La Espada | CDP: Foresight and Uncertainty |
| | | 1342 | HPR:Salon Del Rey C | CDP: Job Embeddedness & Mgr Perf. |
| | | 1343 | HPR:Salon Del Rey N | CDP: Building an Impression and Exerting Influence |
| | | 1344 | HPR:Salon Del Rey S | CDP: Organizational Outcomes |
| | 11:30am | 1434 | HPR:La Espada | CDP: MC, Conflicts & Growth |
| | | 1435 | HPR:Salon Del Rey S | CDP: Mgr Transformation in China |

Discussion Papers

Program Chair: Dorota Piaskowska, U. College Dublin

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

| Day | | # | Location | Session Information |
|-----|---------|------|---------------|---|
| Mon | 3:00pm | 1022 | HR:Blanco | DISC: Emotions |
| | | 1023 | HR:Bowie A | DISC: Health and Stressors |
| | | 1024 | HR:Bowie B | DISC: Organization and Strategy of Consulting Firms |
| | | 1025 | HR:Bowie C | DISC: Leading and Enduring Change |
| | | 1026 | HR:Frio | DISC: Status and Social Structure |
| | | 1027 | HR:Live Oak | DISC: Intuition and Luck |
| | | 1028 | HR:Llano | DISC: Entrepreneurship Analysis and Design |
| | | 1029 | HR:Maverick A | DISC: Careers Motivation, Success, and Planning |
| - | | 1030 | HR:Maverick B | DISC: Research Methods: Guidance |
| | | 1031 | HR:Navarro | DISC: Internationalization of Developing Country Firms |
| | | 1032 | HR:Segin | DISC: M&A Outcomes |
| | 4:45pm | 1124 | HR:Blanco | DISC: Power and Empowerment |
| | | 1125 | HR:Bowie C | DISC: Culture and Development |
| | | 1126 | HR:Frio | DISC: OMT and Change |
| | | 1127 | HR:Live Oak | DISC: Relationships |
| | | 1128 | HR:Llano | DISC: Enhancing Entrepreneurship |
| | | 1129 | HR:Maverick A | DISC: Understanding and Managing Conflict |
| | | 1130 | HR:Navarro | DISC: Internationalization and Technological Learning |
| | | 1131 | HR:Nueces | DISC: Contributions to Knowledge Exc |
| | | 1132 | HR:Segin | DISC: Firm Scope and Performance |
| Tue | 8:00am | 1253 | HR:Blanco | DISC: Identity |
| | | 1254 | HR:Bowie A | DISC: Training and Experiential Learning |
| | | 1255 | HR:Bowie B | DISC: Organizational Theories in Operations Management |
| | | 1256 | HR:Frio | DISC: OMT and Method |
| | | 1257 | HR:Maverick B | DISC: Information and Technology |
| | | 1258 | HR:Navarro | DISC: Internationalization and Innovation |
| | | 1259 | HR:Segin | DISC: Cooperation and Competition |
| - | 9:45am | 1347 | HR:Blanco | DISC: Individual Differences |
| | | 1348 | HR:Bowie A | DISC: Management Education |
| | | 1349 | HR:Bowie B | DISC: Challenges in Measuring Costs |
| | | 1350 | HR:Frio | DISC: Stability and Embeddedness |
| | | 1351 | HR:Llano | DISC: Entrepreneurship and Globalization |
| | | 1352 | HR:Maverick B | DISC: Understanding and Using Knowledge |
| | | 1353 | HR:Navarro | DISC: MNC Strategies |
| | | 1354 | HR:Segin | DISC: New Theoretical Perspectives in Strategy |
| - | 11:30am | 1438 | HR:Blanco | DISC: Commitment, Collaboration, and Communication |
| | | 1439 | HR:Frio | DISC: Behavior and Control |
| | | 1440 | HR:Navarro | DISC: Institutional Issues in International Management |
| | | 1441 | HR:Segin | DISC: Managerial Impact on Change and Innovation |
| - | 1:15pm | 1518 | HR:Blanco | DISC: Cognition and Processes |
| | • | 1519 | HR:Segin | DISC: Development and Deployment of Dynamic Capabilities |
| | | .0.3 | | Biod. Botolophicit and Boploymont of Bynamic Oupabilities |

Caucuses

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

| Day | Start | # | Location | Session Information |
|-----|---------|------|-----------------------------|---|
| Mon | 8:00am | 588 | HPR:La Duquesa North | CAU: Emerging Market Firm Growth |
| | | 589 | HPR:La Reina North & Center | CAU: Cult. Balancing Sustainability |
| | | 590 | HPR:La Vista North & Center | CAU: Errors, Reliability, Safety |
| | | 591 | HPR:La Vista South | CAU: Integrating East and West |
| - | 9:45am | 690 | HPR:La Duquesa North | CAU: Int'l Research Networks |
| | | 691 | HPR:La Duquesa South | CAU: Authentic Leadership Caucus |
| | | 692 | HPR:La Reina North & Center | CAU: People for People |
| | | 693 | HPR:La Reina South | CAU: East Meets West: Ethics in Teaching and Publishing |
| | | 694 | HPR:La Vista North & Center | CAU: Indian Academy of Management |
| _ | | 695 | HPR:La Vista South | CAU: Dynamic Stakeholder Networks in Global Contexts |
| - | 11:30am | 793 | HPR:La Duquesa North | CAU: AOL in Study Abroad Programs |
| | | 794 | HPR:La Duquesa South | CAU: West-East Trust Development |
| | | 795 | HPR:La Reina North & Center | CAU: Russia and CIS Managmeent Reseach Caucus |
| | | 796 | HPR:La Reina South | CAU: Biculturalism and Thriving |
| | | 797 | HPR:La Vista North & Center | CAU: ASEAN Trade Agreements |
| _ | | 798 | HPR:La Vista South | CAU: 'Invisible Immigrants' |
| | 1:15pm | 898 | HPR:La Duquesa North | CAU: Dual-Career Couples: Navigating Academia |
| | | 899 | HPR:La Duquesa South | CAU: Culture and Primed Goals |
| | | 900 | HPR:La Reina North & Center | CAU: Digital Social Networks in LA |
| | | 901 | HPR:La Reina South | CAU: Entrepreneurship and Its Context |
| | | 902 | HPR:La Vista North & Center | CAU: Experiential Learning |
| | 3:00pm | 1004 | HPR:La Condesa East | CAU: Embodied Awareness and Leaders |
| | | 1005 | HPR:La Duquesa North | CAU: New Organizational Models |
| | | 1006 | HPR:La Duquesa South | CAU: Venture Creation Panel Data |
| | | 1007 | HPR:La Reina South | CAU: Management and Development |
| | | 1008 | HPR:La Vista North & Center | CAU: Eastern Mindfulness Discussion |
| | | 1009 | HPR:La Vista South | CAU: Regulating rare events |
| | 4:45pm | 1108 | HPR:La Duquesa North | CAU: Research Strategies Japan |
| | | 1109 | HPR:La Duquesa South | CAU: Consulting in the Middle East |
| | | 1110 | HPR:La Reina North & Center | CAU: Natives Meet The West |
| | | 1111 | HPR:La Reina South | CAU: Organizational Paradoxes |
| | | 1112 | HPR:La Vista North & Center | CAU: Africa Bridge |
| Tue | 8:00am | 1246 | HPR:La Reina South | CAU: Developmental Networks Caucus |
| | | 1247 | HPR:La Vista North & Center | CAU: Promoting Faculty Diversity |
| | | 1248 | HPR:La Vista South | CAU: Evidence-Based Mgt Gathering |
| | 9:45am | 1330 | HPR:La Duquesa North | CAU: Exploring Career Scholarship |
| | | 1331 | HPR:La Duquesa South | CAU: Complexity Theory in Org. Res. |
| | | 1332 | HPR:La Reina North & Center | CAU: Meso-Paradigm Research |
| | | 1333 | HPR:La Reina South | CAU: Publishing in the Top Tier |
| | | 1334 | HPR:La Vista North & Center | CAU: Emonet |
| | | 1335 | HPR:La Vista South | CAU: Strategy Measures |
| | 11:30am | 1430 | HPR:La Duquesa North | CAU: Women on Boards of Higher Education Institutions |
| | | 1431 | HPR:La Duquesa South | CAU: In Search for Theory: What Hampers Innovation? |
| | | 1432 | HPR:La Vista North & Center | CAU: The Humanistic Management Network |
| | 4.45 | 1433 | HPR:La Vista South | CAU: Researching Human Capital |
| | 1:15pm | 1514 | HPR:La Duquesa North | CAU: CSR in the Middle East |
| | | 1515 | HPR:La Reina South | CAU: Law and employee management |
| | | 1516 | HPR:La Vista South | CAU: Enterprising Communities |

Business Policy & Strategy

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

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

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

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

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

Careers

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

| Day | Start | # | Location | Session Information |
|-----|------------------|------|----------------------|--|
| Fri | 10:15am | 57 | GH:Travis A | Careers in the Rough |
| | | 63 | MRW:Salon D | Tricky Coaching |
| - | 12:15pm | 90 | GH:Lone Star C | Advice for 3rd-4th Yr Students |
| - | 12:30pm | 92 | GH:Presidio A | Responding to R&R |
| - | 1:00pm | 104 | GH:Bonham D | Managing the Tenure Process: Getting Past No |
| - | 1:30pm | 116 | MRC:Salon L & M | Reviewing in the Rough |
| - | 2:30pm | 127 | GH:Bonham B | Careers & Executive Education |
| Sat | 8:00am | 177 | GH:Bonham B | Publishing Careers Research |
| Sat | | 184 | MRW:Salon E | Job Search Considerations |
| - | 9:00am | 234 | GH:Travis A | The 19th Annual Craft of Reviewing Workshop |
| = | 11:15am | 264 | | Ţ , |
| - | 2:00pm | | GH:Republic A | CAR Early Academic Career Consortium |
| - | 2:00pm 2:15pm | 312 | GH:Bonham C | French-Anglo Research Collabor |
| - | | 320 | GH:Presidio C | A Practical Guide to Causal Mapping |
| - | 4:00pm | 350 | GH:Travis B | Your Work-Life Research Stream |
| | 8:00pm | 385 | OS:Sazos Latin Grill | CAR Division PDW Social |
| un | 2:00pm | 454 | GH:Presidio B | CAR Executive Meeting |
| lon | 8:00am | 585 | GH:Bowie B | Why Mentoring Still Matters For Careers |
| | | 586 | GH:Travis A | DRP: Finding Meaning in Careers |
| | | 587 | GH:Lone Star B | SHCS: Generativity and Legacy |
| | | 597 | HPR:Salon Del Rey N | CDP: Social Networks, Trust, ID |
| _ | | 652 | GH:Seguin B | SHCS: Behavioral Outcomes of Job Insecurity |
| | 9:45am | 688 | GH:Travis A | DRP: Exploring Careers In International Contexts |
| | | 689 | GH:Lone Star B | SHCS: Job Search Self-Regulation |
| | | 696 | HPR:Corte Real A/B | CDP: Production Innovation & Dev. |
| - | | 715 | HR:Maverick A | DISC: Making Work Positive and Meaningful |
| | 11:30am | 791 | GH:Lone Star B | Career Success |
| | | 792 | GH:Travis A | DRP: Examining Career Behaviours and Outcomes |
| | | 802 | HPR:Corte Real F | CDP: Challenges in International Business |
| | | 828 | GH:Lone Star C | SHCS: Women in STEM Workforce |
| | | 857 | GH:Republic B | JS: Leadership Identity |
| - | 1:15pm | 897 | GH:Lone Star B | Looking Ahead: Career Aspirations and Job Search |
| | | 907 | HPR:El Mirador West | CDP: Organizational and Individual Learning |
| - | 3:00pm | 1002 | GH:Lone Star B | Everett Cherrington Hughes Award |
| | | 1003 | GH:Presidio B | SHCS: Work-Family Dyadic Research |
| | | 1011 | HPR:Corte Real C | CDP: How to Make Mentoring Effective? |
| | | 1012 | HPR:Corte Real D/E | CDP: Careers, Jobs, and Social Divisions |
| | | 1029 | HR:Maverick A | DISC: Careers Motivation, Success, and Planning |
| - | 4:45pm | 1106 | GH:Lone Star B | CAR Business Meeting |
| | · | 1107 | GH:Presidio B | Changing Work Practices |
| | | 1115 | HPR:El Mirador East | CDP: Office Politics, Conflicts, and Career |
| | | 1182 | MRW:Salon F | JS: Change in Health and Education |
| = | 6:30pm | 1202 | GH:Texas Ballroom D | CAR Social Hour |
| ue | 8:00am | 1244 | GH:Lone Star B | JS: Sustainable Careers |
| | 0.000 | | | |
| - | 9:45am | 1245 | GH:Presidio B | JS: Structures of Opportunity |
| | J. Toaiii | 1328 | GH:Lone Star B | Work Family Enrichment, Conflict and Life Balance |
| | | 1329 | GH:Presidio B | Does 'Knowing Who' Still Matter? |
| - | 11:30am | 1338 | HPR:Corte Real D/E | CDP: Career Development, Work and Job Satisfaction |
| | 11:30am | 1428 | GH:Presidio B | JS: West Meets North and South |
| | | 1429 | GH:Lone Star B | SHCS: Protean Careers Today |
| - | 1.45 | 1435 | HPR:Salon Del Rey S | CDP: Mgr Transformation in China |
| | 1:15pm | 1512 | GH:Presidio B | Context and Career Experiences |
| | | 1513 | GH:Lone Star B | JS: Profiting from Career Capital |
| | | 1548 | GH:Seguin A | SHCS: Work-Life Balance |

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

Conflict Management

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

| Day | Start | # | Location | Session Information |
|-------------|---------|------|---------------------|---|
| Fri | 9:00am | 45 | SAC:Room 213 B | Teaching International Negotiation |
| ' <u>-</u> | 12:15pm | 90 | GH:Lone Star C | Advice for 3rd-4th Yr Students |
| _ | 5:30pm | 156 | OS:.TBA | CM Junior Faculty Reception |
| Sat | 8:00am | 178 | GH:Texas Ballroom C | New Directions in Org Justice |
| | | 209 | SAC:Room 204 B | Introduction to Social Network Analysis |
| _ | 9:00am | 231 | GH:Lone Star B | Jr. Faculty Research Incubator |
| _ | 11:15am | 267 | GH:Bonham B | Trust the Essential Element |
| _ | 1:00pm | 298 | SAC:Room 204 B | Advanced Networks PDW |
| _ | 1:30pm | 305 | GH:Bonham D | How to Negotiate Your (First) Job Offer |
| Sun | 3:30pm | 487 | MRW:Salon E | Conflict Management Executive Committee Meeting |
| _ | 5:00pm | 525 | MRW:Salon D | Conflict Management Business Meeting |
| _ | 6:00pm | 541 | OS:.TBA | Conflict Management Division Social |
| Mon | 8:00am | 597 | HPR:Salon Del Rey N | CDP: Social Networks, Trust, ID |
| | | 599 | GH:Presidio A | Negotiation Tactics |
| | | 600 | GH:Bonham C | JS: Collectives & Social Identity |
| | | 650 | GH:Lone Star E | JS: Negative Ties and Networks |
| | | 673 | MRC:Salon M | JS: Unethical Work Behavior |
| - | 9:45am | 698 | HPR:Corte Real D/E | CDP: Leadership, Succession and Performance |
| | | 702 | HPR:Salon Del Rey C | CDP: Emerging Economy & MNC |
| | | 705 | GH:Bonham C | Power, Status & Leadership |
| _ | | 706 | GH:Presidio A | JS: Navigating Gendered Landscapes |
| | 11:30am | 804 | HPR:El Mirador West | CDP: Identity, Communication and Helping at Work |
| _ | | 808 | GH:Bonham C | SHCS: Hierarchy and Moral Behavior in Organizations |
| | 1:15pm | 903 | HPR:Corte Real A/B | CDP: Alliances, Competition, and Management Teams |
| | | 905 | HPR:Corte Real D/E | CDP: Social Relationships & Costs |
| | | 910 | GH:Bonham C | Task Conflict in Teams |
| _ | | 911 | GH:Travis A | DRP: Bad Behavior in the Workplace |
| | 3:00pm | 1014 | HPR:El Mirador East | CDP: Conflict Management at Work |
| | | 1015 | HPR:El Mirador West | CDP: In Search of Ethical Practices |
| | | 1019 | GH:Bonham C | Forgiveness & Reconciliation |
| | | 1020 | GH:Travis A | DRP: Cognition Accuracy |
| | | 1025 | HR:Bowie C | DISC: Leading and Enduring Change |
| | | 1068 | GH:Lone Star E | JS: Faultlines in Work Teams |
| | | 1069 | GH:Republic A | JS: Managing Status Differentials |
| _ | 4.45 | 1072 | GH:Seguin A | JS: Organizational Change and Emotions |
| | 4:45pm | 1115 | HPR:El Mirador East | CDP: Office Politics, Conflicts, and Career |
| | | 1120 | GH:Travis A | DRP: Conflict in Teams: A Multi-level Perspective |
| | | 1121 | GH:Bonham C | JS: Cross-Cultural Differences in Negotiation |
| | 0.00 | 1129 | HR:Maverick A | DISC: Understanding and Managing Conflict |
| Tue | 8:00am | 1250 | GH:Travis A | DRP: Negotiator Effectiveness |
| - | 9:45am | 1251 | GH:Bonham C | JS: Trust in Bargaining |
| | 9.40am | 1345 | GH:Bonham C | Group Structure |
| | | 1390 | GH:Republic C | JS: New Perspectives on Team I-P-O |
| - | 11:30am | 1411 | MRC:Salon M | JS: Cognitive Approaches to Behavioral Ethics |
| - | | 1436 | GH:Bonham C | Fairness Perceptions |
| | 1:15pm | 1517 | GH:Bonham C | JS: Trends in Org. Justice |

Critical Management Studies

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

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

Entrepreneurship

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

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

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

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

Gender & Diversity in Organizations

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

| Day : | Start | # | Location | Session Information |
|-------|-------------------|------|------------------------------------|---|
| Fri | 8:00am | 12 | GH:Presidio C | Integral Cultural Learning |
| | | 13 | GH:Presidio B | Comparative Employment Equity around the World |
| _ | 10:15am | 59 | GH:Travis B | Generational Diversity |
| - | 12:30pm | 94 | GH:Travis B | Publishing Diversity Research Workshop |
| - | 1:30pm | 114 | MRC:Conference Room 15 | Frontiers of Critique |
| - | 2:45pm | 130 | MRW:Salon D | Diversity Icebreaker |
| _ | 4:15pm | 144 | GH:Lone Star A | Black Experience in Orgs |
| - | 6:00pm | 157 | GH:Texas Ballroom B | GDO Pre-Conference Social Hour |
| Sat | 8:00am | 177 | GH:Bonham B | |
| Jat | 0.00am | | | Publishing Careers Research |
| | | 180 | GH:Presidio B | Action Learning in Action |
| | | 182 | GH:Presidio A | Diversity Assessments Workshop |
| _ | 8:30am | 183 | GH:Texas Ballroom D GH:Lone Star A | Boundary Spanning Leadership |
| _ | | 222 | | GDO Doctoral Consortium |
| _ | 9:00am 10:15am | 234 | GH:Travis A | The 19th Annual Craft of Reviewing Workshop |
| _ | | 243 | GH:Republic B | Caring Institutions & Leaders |
| | 12:30pm | 280 | MRC:Conference Room 17 | Political Foundations of Organizational Research |
| | | 289 | GH:Travis B | Leadership and Tango Dance |
| _ | 0.00 | 291 | MRC:Salon C | Discussing the Undiscussable |
| _ | 2:30pm | 322 | GH:Mission B | Investing in Human Capital |
| _ | 4:00pm | 350 | GH:Travis B | Your Work-Life Research Stream |
| _ | 4:15pm | 357 | GH:Bonham C | LGBTQ Teaching Incubator |
| | 8:00pm | 386 | GH:Texas Ballroom B | LGBTQ and Friends Reception |
| Sun | 3:30pm | 490 | GH:Bonham B | GDO Executive Committee Meeting |
| | 6:00pm | 542 | OS:TBD | GDO Executive Committee Dinner |
| Mon | 8:00am | 611 | HR:Maverick B | DISC: Intercultural Issues |
| | | 621 | GH:Lone Star C | Racism, Social Dominance and Citizenship Behaviors |
| | | 622 | GH:Texas Ballroom E | GDO Welcome Coffee/Tea |
| _ | | 623 | GH:Travis B | DRP: Identity and Firm Outcomes |
| | 9:45 am | 703 | HPR:Salon Del Rey N | CDP: Goals, Commitments, and Value Creation |
| | | 706 | GH:Presidio A | JS: Navigating Gendered Landscapes |
| | | 716 | HR:Maverick B | DISC: Gender Research |
| | | 725 | GH:Lone Star C | Diversity and Firm Performance |
| _ | | 726 | GH:Travis B | DRP: Ties, Networks and Diversity |
| | 11:30am | 801 | HPR:Corte Real D/E | CDP: Religion, Emotions, and the Workplace |
| | | 818 | HR:Maverick B | DISC: Managing Diversity |
| | | 826 | GH:Presidio A | Age Diversity & Organizational Context |
| | | 827 | GH:Travis B | DRP: Gender Roles and Pay Inequity |
| _ | | 828 | GH:Lone Star C | SHCS: Women in STEM Workforce |
| | 1:15pm | 930 | GH:Lone Star C | SHCS: Redefining the Black Experienc |
| | | 931 | GH:Travis B | DRP: International Women and Work Place Experiences |
| _ | | 932 | GH:Presidio A | JS: Similarities Among Differences |
| | 3:00pm | 1012 | HPR:Corte Real D/E | CDP: Careers, Jobs, and Social Divisions |
| | | 1017 | HPR:Salon Del Rey C | CDP: Social, Female and Corporate Entrepreneurship |
| | | 1039 | GH:Lone Star C | Equal Opportunity From Cross Country Perspectives |
| | | 1040 | GH:Presidio A | Race, Justice and Tokenism |
| | | 1068 | GH:Lone Star E | JS: Faultlines in Work Teams |
| _ | 4.45 | 1069 | GH:Republic A | JS: Managing Status Differentials |
| | 4:45pm | 1116 | HPR:El Mirador West | CDP: Work, Family and Gender |
| | | 1135 | GH:Presidio A | GDO Townhall Meeting |
| _ | | 1136 | GH:Lone Star C | JS: Hispanic Work Issues |
| _ | 6:30pm | 1205 | GH:Presidio A | GDO Business Meeting. |
| | 7:30pm | 1221 | GH:Lone Star C | GDO Division Reception |
| | | | | |

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

Health Care Management

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

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

Human Resources

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

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

| Day : | Start | # | Location | Session Information |
|-------|----------|--------------|--------------------------------|--|
| Mon | 8:00am | 593 | HPR:El Mirador East | CDP: Org. Citizenship Behavior |
| | | 604 | HR:Bowie A | DISC: Human Resources: Training & Practice |
| | | 625 | GH:Mission A | DRP: Creativity and Innovation in HRM |
| | | 626 | GH:Bonham D | JS: Pay Differences & Variability |
| - | | 627 | GH:Lone Star D | JS: Self-Regulation at Work |
| | | 628 | GH:Independence | JS: New Ways of Organizing Work |
| | | 651 | GH:Seguin A | JS: The Dark and Bright Sides of Workplace Envy |
| | | 652 | GH:Seguin B | SHCS: Behavioral Outcomes of Job Insecurity |
| | 9:45am | 689 | GH:Lone Star B | SHCS: Job Search Self-Regulation |
| | | 697 | HPR:Corte Real C | CDP: Understanding Union Effects in Organizations |
| | | 710 | HR:Bowie A | DISC: Human Resources: Hiring and Recruiting |
| | | 728 | GH:Bonham D | Expats & Host Country National |
| | | 729 | GH:Independence | Indiv Difference & Pay Systems |
| | | 730 | GH:Lone Star D | High Performance Work Systems and Firm Performance |
| | | 731 | GH:Mission A | DRP: Leadership and Human Resource Management |
| _ | | 754 | GH:Republic A | SHCS: Org. Culture and Climate |
| | 11:30am | 804 | HPR:El Mirador West | CDP: Identity, Communication and Helping at Work |
| | | 830 | GH:Bonham D | The Line Manager Role in HRM |
| | | 831 | GH:Lone Star D | Executive Compensation |
| | | 832 | GH:Mission A | DRP: Understanding Employee Withdrawal Behavior |
| | | 833 | GH:Independence | JS: Cultural boundary spanners |
| _ | | 843 | MRW:Salon B | JS: Cross-National HRM Evolution |
| | 1:15pm | 905 | HPR:Corte Real D/E | CDP: Social Relationships & Costs |
| | | 914 | HR:Bowie A | DISC: Expectations and Injustice |
| | | 935 | GH:Lone Star D | Sharing Knowledge about Knowledge Sharing |
| | | 936 | GH:Mission A | DRP: Overlooked Topics in Employee Selection Research |
| | | 937 | GH:Presidio B | SHRM Foundation Dissertation Grant Recipients |
| | | 938 | GH:Independence | JS: A Closer Look at Core Self-Evaluations |
| | | 939 | GH:Bonham D | JS: HR Practices and Systems |
| | | 962 | GH:Seguin B | JS: Challenging P-O Fit |
| _ | 0.00 | 964 | SAC:Room 206 A | JS: Building Virtual Teams |
| - | 2:30pm | 992 | GH:Texas Ballroom B | HR Division Ice Cream Social |
| | 3:00pm | 1003 | GH:Presidio B | SHCS: Work-Family Dyadic Research |
| | | 1016 | HPR:La Espada | CDP: Managing Human Capital |
| | | 1023 | HR:Bowie A | DISC: Health and Stressors |
| | | 1043 | GH:Independence | Performance Ratings and Raters |
| | | 1044 1045 | GH:Lone Star D GH:Mission A | Social Capital, Human Capital |
| | | 1045 | GH:Travis B | DRP: Org & Instit. Processes DRP: Rethinking Employee Performance Appraisal |
| | | 1040 | GH:Bonham D | JS: HRM in the Middle East |
| | | 1047 | GH:Seguin B | JS: Loving a Job/Passion for Work |
| - | 4:45pm | 1116 | HPR:El Mirador West | - |
| | т. торит | 1116 | GH:Lone Star C | CDP: Work, Family and Gender JS: Hispanic Work Issues |
| | | 1139 | GH:Bonham D | The Effects of Downsizing |
| | | 1140 | GH:Mission A | DRP: HR Implementation and Strategic Fit |
| | | 1141 | GH:Travis B | DRP: Group- and Firm-Based Incentives |
| | | 1163 | GH:Lone Star E | JS: Research Ethics and Integrity |
| | | 1165 | GH:Bowie C | JS: Implicit Measures in Management Research |
| - | 5:30pm | 1195 | GH:Lone Star F | Research Meets Practice |
| Tue | 8:00am | 1244 | GH:Lone Star B | JS: Sustainable Careers |
| | | 1245 | GH:Presidio B | JS: Structures of Opportunity |
| | | 1249 | HPR:La Espada | CDP: HR in Emerging Economies |
| | | 1268 | GH:Bonham D | Employee Creativity |
| | | 1269 | GH:Lone Star D | HR and Corporate Social Responsibility |
| | | 1270 | GH:Mission A | DRP: Integrating HR into Organizational Strategy |
| | | 1293 | GH:Seguin A | JS: Silence and Voice |
| | | 1294 | GH:Travis C | JS: Socialization and Newcomers |
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| Day S | Start | # | Location | Session Information |
|-------|---------|------|---------------------|---|
| Mon | 8:00am | 593 | HPR:El Mirador East | CDP: Org. Citizenship Behavior |
| | | 604 | HR:Bowie A | DISC: Human Resources: Training & Practice |
| | | 625 | GH:Mission A | DRP: Creativity and Innovation in HRM |
| | | 626 | GH:Bonham D | JS: Pay Differences & Variability |
| | | 627 | GH:Lone Star D | JS: Self-Regulation at Work |
| | | 628 | GH:Independence | JS: New Ways of Organizing Work |
| | | 651 | GH:Seguin A | JS: The Dark and Bright Sides of Workplace Envy |
| _ | | 652 | GH:Seguin B | SHCS: Behavioral Outcomes of Job Insecurity |
| | 9:45am | 689 | GH:Lone Star B | SHCS: Job Search Self-Regulation |
| | | 697 | HPR:Corte Real C | CDP: Understanding Union Effects in Organizations |
| | | 710 | HR:Bowie A | DISC: Human Resources: Hiring and Recruiting |
| | | 728 | GH:Bonham D | Expats & Host Country National |
| | | 729 | GH:Independence | Indiv Difference & Pay Systems |
| | | 730 | GH:Lone Star D | High Performance Work Systems and Firm Performance |
| | | 731 | GH:Mission A | DRP: Leadership and Human Resource Management |
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| | 11:30am | 804 | HPR:El Mirador West | CDP: Identity, Communication and Helping at Work |
| | | 830 | GH:Bonham D | The Line Manager Role in HRM |
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| | | 832 | GH:Mission A | DRP: Understanding Employee Withdrawal Behavior |
| | | 833 | GH:Independence | JS: Cultural boundary spanners |
| | | 843 | MRW:Salon B | JS: Cross-National HRM Evolution |
| _ | 1:15pm | 905 | HPR:Corte Real D/E | CDP: Social Relationships & Costs |
| | | 914 | HR:Bowie A | DISC: Expectations and Injustice |
| | | 935 | GH:Lone Star D | Sharing Knowledge about Knowledge Sharing |
| | | 936 | GH:Mission A | DRP: Overlooked Topics in Employee Selection Research |
| | | 937 | GH:Presidio B | SHRM Foundation Dissertation Grant Recipients |
| | | 938 | GH:Independence | JS: A Closer Look at Core Self-Evaluations |
| | | 939 | GH:Bonham D | JS: HR Practices and Systems |
| | | 962 | GH:Seguin B | JS: Challenging P-O Fit |
| | | 964 | SAC:Room 206 A | JS: Building Virtual Teams |
| | 2:30pm | 992 | GH:Texas Ballroom B | HR Division Ice Cream Social |
| | 3:00pm | 1003 | GH:Presidio B | SHCS: Work-Family Dyadic Research |
| | | 1016 | HPR:La Espada | CDP: Managing Human Capital |
| | | 1023 | HR:Bowie A | DISC: Health and Stressors |
| | | 1043 | GH:Independence | Performance Ratings and Raters |
| | | 1044 | GH:Lone Star D | Social Capital, Human Capital |
| | | 1045 | GH:Mission A | DRP: Org & Instit. Processes |
| | | 1046 | GH:Travis B | DRP: Rethinking Employee Performance Appraisal |
| | | 1047 | GH:Bonham D | JS: HRM in the Middle East |
| _ | | 1070 | GH:Seguin B | JS: Loving a Job/Passion for Work |
| | 4:45pm | 1116 | HPR:El Mirador West | CDP: Work, Family and Gender |
| | | 1136 | GH:Lone Star C | JS: Hispanic Work Issues |
| | | 1139 | GH:Bonham D | The Effects of Downsizing |
| | | 1140 | GH:Mission A | DRP: HR Implementation and Strategic Fit |
| | | 1141 | GH:Travis B | DRP: Group- and Firm-Based Incentives |
| | | 1163 | GH:Lone Star E | JS: Research Ethics and Integrity |
| _ | | 1165 | GH:Bowie C | JS: Implicit Measures in Management Research |
| | 5:30pm | 1195 | GH:Lone Star F | Research Meets Practice |
| Tue | 8:00am | 1244 | GH:Lone Star B | JS: Sustainable Careers |
| | | 1245 | GH:Presidio B | JS: Structures of Opportunity |
| | | 1249 | HPR:La Espada | CDP: HR in Emerging Economies |
| | | 1268 | GH:Bonham D | Employee Creativity |
| | | 1269 | GH:Lone Star D | HR and Corporate Social Responsibility |
| | | 1270 | GH:Mission A | DRP: Integrating HR into Organizational Strategy |
| | | 1293 | GH:Seguin A | JS: Silence and Voice |
| | | 1294 | GH:Travis C | JS: Socialization and Newcomers |
| | _ | | | |

International Management

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

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

| Day S | | # | Location | Session Information |
|-------|---------|------|---------------------|--|
| Mon | 8:00am | 596 | HPR:Salon Del Rey C | CDP: Int't Business in China |
| | | 598 | HPR:Salon Del Rey S | CDP: Institutions, Institutional Change and Pressure |
| | | 614 | HR:Segin | DISC: Strategic Signaling |
| | | 626 | GH:Bonham D | JS: Pay Differences & Variability |
| | | 631 | SAC:Room 207 B | Cultural Values and IM |
| | | 632 | SAC:Room 208 | DRP: Social Network Management |
| | | 633 | SAC:Room 209 | Home and Host Country Effects |
| | | 634 | SAC:Room 210 A | Power Structure and Distance |
| | | 635 | SAC:Room 210 B | Top Management Teams and Internationalization |
| | | 665 | SAC:Room 214 C | JS: Culture and Performance |
| _ | 9:45am | 702 | HPR:Salon Del Rey C | CDP: Emerging Economy & MNC |
| | | 704 | HPR:Salon Del Rey S | CDP: Firm Growth, Regulatory Oversight and Culture |
| | | 717 | HR:Navarro | DISC: International Managers |
| | | 732 | SAC:Room 207 B | Internationalization Processes and Strategies |
| | | 733 | SAC:Room 208 | DRP: Cross Cultural Influences & IM |
| | | 734 | SAC:Room 209 | Capturing Value in Mergers and Acquisition |
| | | 735 | SAC:Room 210 A | Global Strategy and Tactics |
| | | 736 | SAC:Room 210 B | SHCS: Diaspora Investment & Entrepreneurship |
| _ | 11:30am | 802 | HPR:Corte Real F | CDP: Challenges in International Business |
| | | 803 | HPR:El Mirador East | CDP: Challenges in International Business CDP: CSR thru Globalization & Gov. |
| | | 810 | MRC:Salon L | JS: Postcolonial Encounters |
| | | 819 | | |
| | | | HR:Navarro | DISC: International Leadership and Employees |
| | | 834 | SAC:Room 207 B | Cross-Cultural Studies |
| | | 835 | SAC:Room 208 | DRP: Emerging Economies and Development Strategies |
| | | 836 | SAC:Room 209 | Strategic Global Offshoring |
| | | 837 | SAC:Room 210 A | Entrepreneurship & New Venture |
| _ | 4.45 | 838 | SAC:Room 210 B | Emerging Market MNCs and Internationalization |
| | 1:15pm | 922 | HR:Navarro | DISC: Learning from Foreign Technologies |
| | | 923 | HR:Nueces | DISC: Intraorganizational Knowledge Sharing |
| | | 932 | GH:Presidio A | JS: Similarities Among Differences |
| | | 940 | SAC:Room 207 B | Cross Culturalism and Values |
| | | 941 | SAC:Room 208 | DRP: International HRM |
| | | 942 | SAC:Room 209 | Organizational Knowledge in International World |
| | | 943 | SAC:Room 210 A | Market Information & Dynamics |
| _ | | 944 | SAC:Room 210 B | Cross-Cultural Comparision |
| | 3:00pm | 1014 | HPR:El Mirador East | CDP: Conflict Management at Work |
| | | 1031 | HR:Navarro | DISC: Internationalization of Developing Country Firms |
| | | 1047 | GH:Bonham D | JS: HRM in the Middle East |
| | | 1048 | SAC:Room 207 B | Schaffer Award for Applied IM |
| | | 1049 | SAC:Room 208 | DRP: Emerging Market MNCs |
| | | 1050 | SAC:Room 209 | Cross Cultural Management |
| | | 1051 | SAC:Room 210 A | Global Outsourcing |
| | | 1052 | SAC:Room 210 B | International HRM |
| | 4:45pm | 1121 | GH:Bonham C | JS: Cross-Cultural Differences in Negotiation |
| | | 1130 | HR:Navarro | DISC: Internationalization and Technological Learning |
| | | 1142 | SAC:Room 207 B | Barry Richmond Dissertation Award Session |
| | | 1143 | SAC:Room 208 | DRP: Internationalization Process |
| | | 1144 | SAC:Room 209 | Social Network |
| | | 1145 | SAC:Room 210 A | Internationalization Process |
| | | 1146 | SAC:Room 210 B | Learning and Strategic Change |
| | | 1147 | SAC:Room 216 B | Executive Compensation Mgt |
| - | 6:30pm | 1208 | SAC:Room 207 B | IM Business Meeting |
| | | | | |

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

Management Consulting

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

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

Management Education & Development

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

| Day | Start | # | Location | Session Information |
|-----|----------------|-----|------------------------|-----------------------------------|
| Fri | 8:00am | | GH:Lone Star A | Africa Management Scholarship |
| | | 15 | MRW:Salon E | Management Comics |
| | | 22 | GH:Republic B | Teaching Organization Culture |
| | | 25 | GH:Travis A | Action Research |
| - | 8:30am | 41 | MRC:Salon A | The Process is the Bridge |
| - | 9:00am | 46 | MRC:Salon K | SimulationLearning Experiences |
| | | 47 | MRC:Salon L & M | Developing Global Leaders |
| - | 10:15am | 61 | MRW:Salon F | East Meets West |
| | | 63 | MRW:Salon D | Tricky Coaching |
| - | 11:00am | 73 | MRC:Salon J | The Pacific Production Game |
| - | 11:45am | 81 | MRC:Conference Room 17 | The Perfect Class |
| - | 12:30pm | 97 | MRW:Bowie | Ethics Tools in Class |
| - | 1:30pm | 115 | OS:Texas Hill Country | Texas Winery Tour |
| - | 1:45pm | 118 | MRC:Salon D | Material Story Lab |
| - | 2:30pm | 127 | GH:Bonham B | Careers & Executive Education |
| - | 2:45pm | 130 | MRW:Salon D | Diversity Icebreaker |
| | | 131 | MRW:Salon B | Critical Thinking & Writing |
| - | 5:00pm | 151 | MRC:Salon C | MED Writer's Workshop |
| Sat | 8:00am | 185 | MRW:Bowie | On-line Learning Techniques |
| ou. | 0.004111 | 193 | SAC:Room 007 D | Neither West nor East |
| | | 194 | SAC:Room 210 B | Ancient Indian Management |
| | | 197 | MRC:Conference Room 16 | Case Teaching Workshop |
| | | 210 | MRC:Salon A | Sust Mgt Ed 1: Approaches |
| | 9:00am | 232 | SAC:Room 007 C | Where West Hears East |
| - | 9:30am | 236 | GH:Seguin A & B | The Leadership Mirror |
| | 10:00am | 238 | MRW:Salon D | Org. Knowledge Creation |
| - | 10:15am | 248 | MRW:Salon A | Cognitive Skills-Global Class |
| | | 250 | GH:Texas Ballroom D | Implications for Practice |
| | | 253 | MRC:Salon A | Sust Mgt Ed 2: Course Design |
| | | 259 | MRC:Salon C | Online Teaching Best Practices |
| - | 12:30pm | 283 | MRW:Bowie | Making learning tangible |
| | | 285 | MRW:Salon A | Doctoral Edu & Career Success |
| | | 286 | MRC:Salon D | Evidence-Based Management |
| - | 2:00pm | 316 | SAC:Room 008 B | Foreign Study Tours |
| - | 2:45pm | 325 | MRW:Bowie | Leadership Simulations |
| | | 326 | MRW:Salon E | Education and Competitiveness |
| | | 327 | MRW:Salon F | Live In-class CEO Intervention |
| | | 329 | MRC:Salon C | Food & Cultural Diversity |
| - | 3:00pm | 333 | MRC:Salon B | Educating About Integrity |
| - | 5:30pm | 364 | MRW:Salon B | Values-Based Leadership |
| • | 6:00pm | 374 | MRW:Salon D | MED/NDSC Evening Reception |
| Mon | 8:00am | 636 | MRC:Conference Room 15 | Online Lrn & Social Networks |
| | | 637 | MRC:Salon C | What to Teach – How to Teach |
| - | 9:45 am | 700 | HPR:El Mirador East | CDP: Old Problems and New Avenues |
| | | 738 | MRC:Conference Room 15 | Behav Skill Dev in Mgt Ed & Dv |
| | | 742 | MRC:Salon C | JS: Integral Approaches |
| - | 11:30am | 840 | MRC:Conference Room 15 | Reseach to Adv Mgt Ed & Dev |
| | | 841 | MRC:Salon C | Issues & Coaching in MED |
| | | 842 | MRC:Salon J | MED Keynote Address |
| - | 1:00pm | 888 | MRC:Salon D | Past Chairs Lunch and Exec Mee |
| | | | | |

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

Management History

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

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

Management Spirituality & Religion

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

| | Start | # | Location | Session Information |
|-------------|---------|------|------------------------|---|
| Fri | 7:00am | 1 | LQ:Crockett West | MSR Morning Meditation Session |
| - - - | 8:00am | 18 | SAC: Room 202B | Job Crafting Spiritual Growth |
| | | 19 | SAC: Room 203B | Trust Your Instincts |
| | 9:00am | 49 | SAC: Room 202A | Should Leaders be Benevolent? |
| | 9:30am | 52 | MRC:Salon D | Postcolonial Futures |
| | 10:15am | 65 | MRW:Salon E | Whole Person Leader Development |
| | 11:15am | 75 | SAC: Room 202A | Nurturing the Prophet |
| | 12:30pm | 98 | SAC: Room 202B | Lectio and Religious Pluralism |
| | | 99 | SAC: Room 203A | TM Refresher Course |
| | 2:00pm | 122 | SAC: 202A | MSR Doctoral Student and New Faculty Consortium |
| - | 4:15pm | 146 | SAC: Room 203B | Trust Your Instincts |
| - | 7:00pm | 163 | OS:Casa Rio Restaurant | MSR Dinner |
| Sat | 7:00am | 165 | LQ:Crockett West | MSR Morning Meditation Session |
| - | 8:00am | 194 | SAC:Room 210 B | Ancient Indian Management |
| | | 196 | GH:Mission B | The Sensei Way |
| | | 199 | LQ:Crockett West | MSR Research Incubator |
| | | 200 | LQ:Fiesta E | The Spirit of Shinise |
| - | 10:15am | 243 | GH:Republic B | Caring Institutions & Leaders |
| - | 10:45am | 261 | LQ:Crockett West | Moments of Waking Up |
| - | 12:30pm | 289 | GH:Travis B | Leadership and Tango Dance |
| - | 3:00pm | 334 | MRC:Salon A | Conscious Responsibility |
| - | 3:15pm | 336 | LQ:Fiesta C&D | Corporate Mystic Practices |
| Sun | 7:00am | 388 | LQ:Crockett West | MSR Morning Meditation Session |
| - | 5:00pm | 532 | LQ:Fiesta E | MSR Executive Committee Meeting |
| - | 6:00pm | 547 | LQ:Crockett East | MSR Business Meeting |
| - | 7:00pm | 556 | LQ:Fiesta C | MSR Social |
| lon | 7:00am | 565 | LQ:Crockett West | MSR Morning Meditation Session |
| - | 8:00am | 641 | LQ:Crockett East | Bringing Ethics to Life |
| - | 9:45am | 715 | HR:Maverick A | DISC: Making Work Positive and Meaningful |
| | | 741 | LQ:Crockett East | Global Spirituality |
| | | 742 | MRC:Salon C | JS: Integral Approaches |
| - | 11:30am | 801 | HPR:Corte Real D/E | CDP: Religion, Emotions, and the Workplace |
| | | 846 | LQ:Fiesta C | SHCS: Leadership and Identity |
| | | 847 | LQ:Crockett East | Workplace Spirituality |
| Tue | 7:00am | 1230 | LQ:Crockett West | MSR Morning Meditation Session |
| - | 8:00am | 1282 | LQ:Crockett East | Corporate mystic at work |
| | | 1283 | LQ:Fiesta D | DRP: Work, Religion and Spirituality Roundtable |
| - | 9:45am | 1381 | LQ:Crockett East | Religion in the Workplace |
| | | | | Sprituality and Organizational Performance |

Managerial & Organizational Cognition

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

| Day | | # | Location | Session Information |
|-------------|----------|--------------------|------------------------------------|---|
| Fri | 8:00am | 17 | GH:Lone Star D | Content Analysis |
| _ | | 29 | SAC:Room 217 D | OMT/MOC Doctoral Student Consortium |
| | | 32 | LQ:Fiesta B | Against Significance Tests |
| | | 33 | LQ:Fiesta C&D | Scale Development Workshop |
| | 10:15am | 64 | SAC: Room 201 | Measuring Cultural Knowledge |
| | 1:30pm | 116 | MRC:Salon L & M | Reviewing in the Rough |
| Sat | 8:00am | 198 | LQ:Fiesta A&B | The Cognition in the Rough Workshop |
| - - - | 12:00pm | 272 | LQ:Fiesta F | Collecting, Developing, and Using Group Cognition |
| | 12:15pm | 274 | SAC:Room 212 B | Behavioral Strategy: West Meets East |
| | 1:30pm | 304 | SAC:Room 201 | Funding Opportunities from NSF |
| | 2:15pm | 320 | GH:Presidio C | A Practical Guide to Causal Mapping |
| - | 3:30pm | 344 | GH:Texas Ballroom B | Understanding Scholarly Impact |
| - | 4:00pm | 354 | LQ:Fiesta F | Think About It Over a Beer or a Glass of Wine |
| - | 4:15pm | 358 | GH:Bonham D | Creativity beyond Boundaries |
| Sun | 6:00pm | 546 | LQ:Fiesta A&B | MOC Executive Committee Meeting |
| Mon | 8:00am | 598 | HPR:Salon Del Rey S | CDP: Institutions, Institutional Change and Pressure |
| | O.OOdiii | 608 | HR:Live Oak | DISC: Safety and Protection |
| | | 638 | LQ:Fiesta A&B | Work Orientation, Cognition, and Context |
| | | 639 | LQ:Crockett West | DRP: Reputation, Legitimacy & Loss |
| | | 640 | LQ:Fiesta C | Organizational Identity |
| - | 9:45am | 703 | HPR:Salon Del Rey N | CDP: Goals, Commitments, and Value Creation |
| - | 5.40am | 703 740 | LQ:Fiesta C | MOC Welcome Session |
| | | 740 752 | GH:Lone Star E | JS: New Directions in Organizational Fit |
| | | 752 753 | | <u> </u> |
| | | 753 769 | GH:Seguin B | JS: Psychological Distance at Work |
| | 11:30am | 801 | SAC:Room 214 B HPR:Corte Real D/E | JS: Leadership & Institutions |
| | 11.00am | 807 | | CDP: Religion, Emotions, and the Workplace |
| | | 80 <i>7</i> 815 | HPR:Salon Del Rey S HR:Live Oak | CDP: Interorganizational Networks DISC: Social Construction |
| | | 844 | LQ:Fiesta A&B | Organizational Change and Cognition |
| | | 845 | LQ:Crockett West | DRP: Intuition in Organizations |
| | | 846 | LQ:Fiesta C | SHCS: Leadership and Identity |
| | | 857 | GH:Republic B | JS: Leadership Identity |
| | | 870 | SAC:Room 214 B | JS: Emotions & Institutions |
| | | 876 | SAC:Room 213 B | |
| - | 1:15pm | 903 | HPR:Corte Real A/B | JS: Agency and Emergence: On the Origins of Strategy |
| | ттории | 906 | HPR:Corte Real F | CDP: Managing the Multibusiness Portfolio |
| | | 908 | HPR:La Espada | CDP: Managing the Multibusiness Portfolio |
| | | 918 | HR:Live Oak | CDP: Critical Thinking in Org. DISC: Identity and Behavior |
| | | 949 | LQ:Fiesta A&B | Emotions at Work |
| | | 950 | LQ:Crockett West | DRP: Identity and Organizations |
| | | 976 | SAC:Room 206 B | JS: Theoretical Approaches to Social Enterprises |
| - | 3:00pm | 1014 | HPR:El Mirador East | CDP: Conflict Management at Work |
| | о.оории | 1014 | HPR:La Espada | CDP: Managing Human Capital |
| | | | | |
| | | 1018 1027 | HPR:Salon Del Rey N HR:Live Oak | CDP: Work-Life Balance DISC: Intuition and Luck |
| | | 1027 | LQ:Fiesta A&B | Extensions and Applications of Cognitive Theories |
| | | 1057 | LQ:Crockett East | Cognition in Teams |
| | | 1058 | LQ:Crockett West | DRP: Making Sense of Organizational Identity |
| | | 1059 | LQ:Fiesta C | JS: Transitions in Understanding |
| - | 4:45pm | | | · |
| | т.торііі | 1127 | HR:Live Oak | DISC: Relationships |
| | | 1152 | LQ:Fiesta C | Creativity and Cognition |
| | | 1153 | LQ:Fiesta A&B | JS: Intuition in Organizations |
| | | 1164 | GH:Seguin A | JS: Affect at the Beeping Edge |

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

Operations Management

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

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

Organization & Management Theory

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

| Day | Start | # | Location | Session Information |
|-----|---------|------|------------------------|---|
| Fri | 8:00am | 7 | SAC:Room 007 D | Alliance Portfolios |
| | | 8 | SAC:Room 006 D | Strategic Human Capital |
| | | 17 | GH:Lone Star D | Content Analysis |
| | | 27 | SAC:Room 217 A | OMT Junior Faculty Consortium |
| | | 28 | SAC:Room 207 A | System Theory on the Ground |
| | | 29 | SAC:Room 217 D | OMT/MOC Doctoral Student Consortium |
| | | 31 | GH:Travis B | Creativity and Innovation |
| | | 34 | SAC:Room 207 B | Strategy-as-Practice Research |
| - | 10:15am | 56 | SAC:Room 007 C | The Appropriation of Value |
| | | 64 | LQ:Fiesta C&D | Measuring Cultural Knowledge |
| - | 11:45am | 79 | SAC:Room 006 B | US PSED II – 5-Year Update |
| - | 12:00pm | 87 | MRC:Salon C | Leadership and CSR in 'Messy' Contexts |
| - | 12:15pm | 91 | SAC:Room 207 A | Social Studies of Finance |
| - | 12:30pm | 101 | LQ:Fiesta E&F | Qualitative Comparative Analysis |
| - | 1:00pm | 109 | OS:Toyota Texas Plant | Toyota Texas Plant Tour |
| - | 1:30pm | 114 | MRC:Conference Room 15 | Frontiers of Critique |
| | | 116 | MRC:Salon L & M | Reviewing in the Rough |
| | | 117 | LQ:Fiesta C&D | Emergence in Process Research |
| - | 2:00pm | 124 | GH:Lone Star B | Publish Qualitative Research |
| - | 2:15pm | 126 | GH:Bonham C | Approaches for Studying Management Practices |
| - | 3:00pm | 136 | SAC:Room 216 A & B | OMT Teaching Roundtables |
| - | 3:30pm | 139 | SAC:Room 207 A | Revealing the Cultural |
| - | 6:00pm | 161 | SAC:Mission 103 A & B | |
| Sat | 8:00am | 181 | SAC:Room 207 A | Meet OMT Reception |
| Jat | O.OOam | 207 | SAC:Room 217 A | Coherent Careers via Theory |
| | | 207 | SAC:Room 217 D | Int'l Jr. Faculty Paper Dvlpmt |
| | | 209 | SAC:Room 204 B | OMT Dissertation Proposal Workshop Introduction to Social Network Analysis |
| | | 213 | GH:Travis C | Managing Change in the Aftermath of Extreme Events |
| | | 214 | LQ:Fiesta C&D | Ask the Experts: Qualitative Methods |
| - | 8:30am | 227 | SAC:Room 008 A | Publishing Qualitative Res. |
| - | 10:15am | 242 | SAC:Room 206 A | Corporate Opportunities |
| | | 251 | SAC:Room 007 D | East-West OMT-ENT Research |
| | | 252 | SAC:Room 206 B | Being There/Being Them: Producing Ethnographies |
| | | 253 | MRC:Salon A | Sust Mgt Ed 2: Course Design |
| | | 258 | SAC:Room 213 B | Research on Universities |
| - | 11:00am | 262 | SAC:Room 209 | Learning from Big Science |
| - | 11:15am | 267 | GH:Bonham B | Trust the Essential Element |
| - | 11:45am | 269 | GH:Bonham C | P-Commerce |
| - | 12:15pm | 274 | SAC:Room 212 B | Behavioral Strategy: West Meets East |
| - | 12:30pm | 279 | SAC:Room 208 | Patent PDW |
| | • | 280 | MRC:Conference Room 17 | Political Foundations of Organizational Research |
| | | 281 | SAC:Room 212 A | Austrian Economics and Entrepreneurship Studies |
| | | 287 | SAC:Room 007 D | Category Dynamics |
| - | 1:00pm | 298 | SAC:Room 204 B | Advanced Networks PDW |
| - | 1:15pm | 301 | SAC:Room 007 B | A Socio-Technical Perspective |
| - | 1:30pm | 304 | SAC:Room 201 | Funding Opportunities from NSF |
| - | 2:30pm | 322 | GH:Mission B | Investing in Human Capital |
| - | 3:30pm | 340 | SAC:Room 212 B | Inter-firm Contract Research |
| | e | 341 | SAC:Room 216 B | Neurosciences & Strategy |
| - | 3:45pm | 346 | SAC:Room 201 | Data Resources from NSF |
| | • | 348 | SAC:Room 007 D | Theory and the Practice of Management in China |
| - | 4:15pm | 358 | GH:Bonham D | Creativity beyond Boundaries |
| Sun | 3:30pm | 498 | SAC:Room 212 A | OMT Executive Committee Meeting |
| | | -730 | 5, (5.1(00III £12 A | Civil Excodure Committee Miceting |

| | tart | # | Location | Session Information |
|-----|---------|------------|---------------------------------|--|
| lon | 8:00am | 584 | SAC:Room 204 A | JS: Dynamic Capabilities |
| | | 592 | HPR:Corte Real F | CDP: The Myths of Effective Performance Evaluation |
| | | 594 | HPR:El Mirador West | CDP: Effective Communications in Teamwork |
| | | 597 | HPR:Salon Del Rey N | CDP: Social Networks, Trust, ID |
| | | 607 | HR:Frio | DISC: Institutional Theory and Industry |
| | | 650 | GH:Lone Star E | JS: Negative Ties and Networks |
| | | 660 | SAC:Room 206 B | DRP: Origins & Attributions of CSR |
| | | 661 | SAC:Room 207 A | DRP: Politics and Bargaining |
| | | 662 | SAC:Room 214 B | OMT Breakfast and Distinguished Scholar |
| | | 663 | SAC:Room 216 A | DRP: Isomorphism & Institutional Pressure |
| | | 664 | SAC:Room 218 | Exploration and Exploitation |
| | | 665 | SAC:Room 214 C | JS: Culture and Performance |
| _ | 9:45am | 697 | HPR:Corte Real C | CDP: Understanding Union Effects in Organizations |
| | | 699 | HPR:Corte Real F | CDP: Building Capabilities & Adv. |
| | | 713 | HR:Frio | DISC: Institutional Theory and Organization |
| | | 713 754 | | SHCS: Org. Culture and Climate |
| | | 762 | GH:Republic A SAC:Room 007 A | _ |
| | | | | DRP: Top Management Teams, Agency and Turnover |
| | | 763 764 | SAC:Room 207 A | DRP: Heterogeneity and Innovation |
| | | 764 | SAC:Room 214 C | The Spread of Practices |
| | | 765 | SAC:Room 216 A | DRP: Multiple Institutional Logics |
| | | 766 | SAC:Room 217 B | Markets and Institutional Logics |
| | | 767 | SAC:Room 218 | Learning and the Adoption of Innovations |
| | | 768 | SAC:Room 206 B | JS: Organizational Misconduct |
| _ | 11.00 | 769 | SAC:Room 214 B | JS: Leadership & Institutions |
| | 11:30am | 806 | HPR:Salon Del Rey N | CDP: Non-Profit & Public Org |
| | | 807 | HPR:Salon Del Rey S | CDP: Interorganizational Networks |
| | | 858 | GH:Travis C | JS: Learning to Coordinate |
| | | 864 | SAC:Room 007 A | DRP: Dynamics and Impact of Top Management Teams |
| | | 865 | SAC:Room 207 A | DRP: Conditions for the Emergence of Innovation |
| | | 866 | SAC:Room 214 C | Network Diffusion: Geography and Prior Experience |
| | | 867 | SAC:Room 216 A | DRP: Framing and Audience Impact on Diffusion |
| | | 868 | SAC:Room 217 B | Institutional Pluralism |
| | | 869 | SAC:Room 218 | SHCS: Learning from Failure &Success |
| | | 870 | SAC:Room 214 B | JS: Emotions & Institutions |
| | | 871 | SAC:Room 206 B | JS: Inside the CSR black box |
| | 1:15pm | 917 | HR:Frio | DISC: CEO and Corporate Governance |
| | | 969 | SAC:Room 007 A | DRP: Social Influences on Pricing and Markets |
| | | 970 | SAC:Room 207 A | DRP: Predictors of Ambidexterity |
| | | 971 | SAC:Room 214 B | Category Dynamics |
| | | 972 | SAC:Room 214 C | Interorganizational Mobility |
| | | 973 | SAC:Room 216 A | DRP: Decoupling and Symbolic Compliance |
| | | 974 | SAC:Room 217 B | Narrative, Storytelling and Self Expression |
| | | 975 | SAC:Room 218 | Learning from Failure |
| | | 976 | SAC:Room 206 B | JS: Theoretical Approaches to Social Enterprises |
| _ | 3:00pm | 1000 | SAC:Room 217 A | SHCS: Microfoundations of Strategy |
| | о.оории | | | |
| | | 1010 | HPR:Corte Real A/B | CDP: Trust, Coordination &Competiti |
| | | 1016 | HPR:La Espada | CDP: Managing Human Capital |
| | | 1026 | HR:Frio | DISC: Status and Social Structure |
| | | 1078 | SAC:Room 007 A | DRP: Boards in Crisis |
| | | 1079 | SAC:Room 207 A | DRP: Structures & Knowledge |
| | | 1080 | SAC:Room 214 B | Events and Institutional Change |
| | | 1081 | SAC:Room 214 C | Community Networks |
| | | 1082 | SAC:Room 216 A | DRP: Logics at Different Levels |
| | | 1083 | SAC:Room 217 B | Institutions and Identity |
| | | 1084 | SAC:Room 218 | Learning and Performance Feedback |
| | | 1085 | SAC:Room 206 B | SHCS: InstI Sustainability |

| Day | | # | Location | Session Information |
|-----|---------|--------------|--------------------------------|--|
| Mon | 4:45pm | 1105 | SAC:Room 217 A | JS: Category Effects in Industries |
| | | 1118 | HPR:Salon Del Rey N | CDP: Understanding Development of Exceptional Leaders |
| | | 1126 | HR:Frio | DISC: OMT and Change |
| | | 1171 | SAC:Room 007 A | DRP: Structural Contingency at Different Levels |
| | | 1172 | SAC:Room 206 B | Organizational Identity |
| | | 1173 | SAC:Room 207 A | DRP: Evolution and Use of Technology |
| | | 1174 | SAC:Room 214 B | Institutional Maintenance and Decay |
| | | 1175 | SAC:Room 214 C | Interactions, Homophily, & Stratification |
| | | 1176 | SAC:Room 216 A | DRP: Dynamics of Institutional Entrepreneurship |
| | | 1177 | SAC:Room 217 B | DRP: Inst'l Work of Professions |
| | | 1178 | SAC:Room 218 | DRP: Early Experiences and Imprinting in Organizations |
| | 6:30pm | 1214 | SAC:Room 214 C | OMT Business Meeting and Artifact |
| | 7:30pm | 1225 | SAC:Room 217 B | OMT Social Hour |
| Tue | 8:00am | 1245 | GH:Presidio B | JS: Structures of Opportunity |
| | | 1256 | HR:Frio | DISC: OMT and Method |
| | | 1301 | SAC:Room 206 B | Various Responses to State Pressure |
| | | 1302 | SAC:Room 207 A | DRP: Team Networks |
| | | 1303 | SAC:Room 214 B | SHCS: The Normative Pillar of the Professions |
| | | 1304 | SAC:Room 216 A | DRP: Legitimacy and Illegitimacy in Organizations |
| | | 1305 | SAC:Room 217 B | Complexity Theory at the Macro Level |
| | | 1306 | SAC:Room 218 | The Value of Category Distinctiveness |
| | | 1307 | SAC:Room 007 A | SHCS: Enabling Innovation Outside the Firm |
| | | 1308 | SAC:Room 214 C | SHCS: Horizontal Coordination |
| | | 1313 | MRC:Salon M | JS: Organizational Legitimacy |
| _ | 9:45am | 1327 | SAC:Room 201 | JS: Analysts in Mgmt. Research |
| | | 1339 | HPR:El Mirador East | CDP: Leadership and its Trap |
| | | 1341 | HPR:La Espada | CDP: Foresight and Uncertainty |
| | | 1344 | HPR:Salon Del Rey S | CDP: Organizational Outcomes |
| | | 1350 | HR:Frio | DISC: Stability and Embeddedness |
| | | 1398 | SAC:Room 207 A | DRP: Alliance Formation |
| | | 1399 | SAC:Room 214 C | New Applications and Questions in Network Research |
| | | 1400 | SAC:Room 216 A | DRP: Institutions & Individuals |
| | | 1401 | SAC:Room 218 | Resource Partitioning and Organizational Forms |
| | | 1402 | SAC:Room 007 A | JS: Org Design in Global Env |
| | | 1403 | SAC:Room 206 B | SHCS: U.S. Employment Relationship |
| | | 1404 | SAC:Room 214 B | JS: Expert Work and Organizations |
| _ | 11:30am | 1427 | SAC:Room 217 A | JS: Org. Learning & Capabilities |
| | | 1439 | HR:Frio | DISC: Behavior and Control |
| | | 1482 | SAC:Room 007 A | The Role of CEOs in Organizations |
| | | 1483 | SAC:Room 207 A | DRP: Trust and Reciprocity |
| | | 1484 | SAC:Room 214 B | Discourse in Emerging Fields |
| | | 1485 | SAC:Room 214 C | Tie Formation |
| | | 1486 | SAC:Room 216 A | DRP: Organizational Responses to Social Movements |
| | | 1487 | SAC:Room 218 | Contrast and Overlap in Categories |
| | | 1488 | SAC:Room 206 B | SHCS: The Local and The Global in Community Dynamics |
| | | 1502 | SAC:Room 006 D | JS: Sustainable Construction |
| - | 1:15pm | 1511 | SAC:Room 217 A | SHCS: Inside the Learning Curve |
| | | 1513 | GH:Lone Star B | JS: Profiting from Career Capital |
| | | 1557 | SAC:Room 007 A | Capabilities and Competencies |
| | | 1558 | SAC:Room 207 A | DRP: Dynamics of Status |
| | | 1559 | SAC:Room 214 B | Social Movements: Mobilization and Coordination |
| | | | SAC:Room 214 C | Brokerage and Networks |
| | | 7560 | | |
| | | 1560 1561 | | _ |
| | | 1561 1562 | SAC:Room 218 SAC:Room 206 B | Firm Survival and Response to Shocks JS: Innovation & Identity |

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

Organization Development & Change

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

| Day : | Start | # | Location | Session Information |
|-------|---------|-----|-----------------------|--|
| Fri | 8:00am | 21 | GH:Lone Star C | Caring Cultures & Strategies |
| | | 22 | GH:Republic B | Teaching Organization Culture |
| | | 25 | GH:Travis A | Action Research |
| | | 31 | GH:Travis B | Creativity and Innovation |
| | | 32 | LQ:Fiesta B | Against Significance Tests |
| _ | | 36 | SAC:Room 007 C | Mitigate Technology Change |
| _ | 8:30am | 42 | GH:Bonham C | ODC Doctoral Student Consortium |
| | 10:15am | 63 | MRW:Salon D | Tricky Coaching |
| _ | | 67 | GH:Republic B | Positive,Talent-Based ODC |
| _ | 11:45am | 82 | GH:Lone Star B | High Impact Change Exercises |
| _ | 1:00pm | 109 | OS:Toyota Texas Plant | Toyota Texas Plant Tour |
| _ | 1:30pm | 117 | LQ:Fiesta C&D | Emergence in Process Research |
| _ | 1:45pm | 118 | MRC:Salon D | Material Story Lab |
| | 2:00pm | 123 | GH:Lone Star A | Developing Organizations |
| _ | | 124 | GH:Lone Star B | Publish Qualitative Research |
| _ | 2:15pm | 126 | GH:Bonham C | Approaches for Studying Management Practices |
| | 2:45pm | 133 | LQ:Crockett West | Why We Should All Be Bayesians |
| Sat | 8:00am | 205 | GH:Bonham C | Theory and Practice of Dialogic OD |
| | | 206 | GH:Travis B | Cultivating Paradoxical Mindsets in Leadership |
| | | 209 | SAC:Room 204 B | Introduction to Social Network Analysis |
| | | 211 | MRC:Salon D | QI for Public/Nonprofits |
| _ | | 213 | GH:Travis C | Managing Change in the Aftermath of Extreme Events |
| | 8:30am | 226 | SAC:Room 203 B | Sequence Analysis |
| _ | | 228 | GH:Presidio C | ODC Doctoral Student Consortium |
| _ | 9:30am | 236 | GH:Seguin A & B | The Leadership Mirror |
| | 10:15am | 250 | GH:Texas Ballroom D | Implications for Practice |
| _ | | 253 | MRC:Salon A | Sust Mgt Ed 2: Course Design |
| _ | 11:00am | 262 | SAC:Room 209 | Learning from Big Science |
| _ | 11:15am | 267 | GH:Bonham B | Trust the Essential Element |
| | 12:00pm | 272 | LQ:Fiesta F | Collecting, Developing, and Using Group Cognition |
| _ | 10.00 | 273 | GH:Travis A | OD&C Complex Social Issues |
| _ | 12:30pm | 286 | MRC:Salon D | Evidence-Based Management |
| _ | 1:00pm | 298 | SAC:Room 204 B | Advanced Networks PDW |
| _ | 1:15pm | 301 | SAC:Room 007 B | A Socio-Technical Perspective |
| _ | 2:15pm | 320 | GH:Presidio C | A Practical Guide to Causal Mapping |
| _ | 2:30pm | 322 | GH:Mission B | Investing in Human Capital |
| _ | 2:45pm | 327 | MRW:Salon F | Live In-class CEO Intervention |
| _ | 4:00pm | 355 | GH:Travis C | Creating the Future of ODC |
| _ | 4:15pm | 358 | GH:Bonham D | Creativity beyond Boundaries |
| | 6:00pm | 377 | GH:Texas Ballroom C | ODC Doctoral Student and New Member Reception |
| Sun | 3:30pm | 497 | GH:Bonham C | ODC Executive Board Meeting |
| Mon | 8:00am | 592 | HPR:Corte Real F | CDP: The Myths of Effective Performance Evaluation |
| | | 595 | HPR:La Espada | CDP: Managing Change and Disruption in Organizations |
| | | 596 | HPR:Salon Del Rey C | CDP: Int't Business in China |
| | | 655 | GH:Crockett A | Dynamic Capability & Lock-in |
| | | 656 | GH:Presidio B | Improvisation and Org Agility |
| | | 657 | GH:Texas Ballroom A | ODC Kick-Off Session |
| | | 658 | GH:Lone Star A | JS: Reframing "Evidence" |
| | | 665 | SAC:Room 214 C | JS: Culture and Performance |

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

Organizational Behavior

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

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

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

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

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

| Day S | Start | # | Location | Session Information |
|-------|----------------|------|---------------------------|---|
| Tue | 9: 45am | 1337 | HPR:Corte Real C | CDP: Internal & External Antecedent |
| | | 1340 | HPR:El Mirador West | CDP: Succession, Job Attachment and Embeddedness |
| | | 1342 | HPR:Salon Del Rey C | CDP: Job Embeddedness & Mgr Perf. |
| | | 1343 | HPR:Salon Del Rey N | CDP: Building an Impression and Exerting Influence |
| | | 1347 | HR:Blanco | DISC: Individual Differences |
| | | 1363 | GH:Lone Star C | JS: Women at Work in the Arab MENA |
| | | 1376 | MRC:Salon C | JS: Leader Developmental Readiness |
| | | 1382 | GH:Bowie A | Individual and Team Creativity |
| | | 1383 | GH:Crockett B | DRP: Work-Life Conflict |
| | | 1384 | GH:Crockett C | DRP: Cognition & Decision Making |
| | | 1385 | GH:Crockett D | DRP: Goals and Motivation |
| | | 1386 | GH:Republic A | New Methods of OCBs |
| | | 1387 | GH:Republic B | Leader Impact on Followers |
| | | 1388 | GH:Seguin B | Stress Management |
| | | 1389 | GH:Travis C | Work Relationships & Outcomes |
| | | 1390 | GH:Republic C | JS: New Perspectives on Team I-P-O |
| | | 1391 | GH:Lone Star E | SHCS: New Directions in Global Leadership Development |
| | | 1392 | | |
| | | 1392 | GH:Seguin A GH:Bowie C | JS: Developments in Voice Research |
| | | | | JS: Shared Leadership |
| _ | 10:10am | 1411 | MRC:Salon M | JS: Cognitive Approaches to Behavioral Ethics |
| _ | 11:30am | 1418 | GH:Texas Ballroom B | Making Connections Coffee |
| | 11:50am | 1429 | GH:Lone Star B | SHCS: Protean Careers Today |
| | | 1435 | HPR:Salon Del Rey S | CDP: Mgr Transformation in China |
| | | 1438 | HR:Blanco | DISC: Commitment, Collaboration, and Communication |
| | | 1467 | GH:Bowie A | Abusive Supervision |
| | | 1468 | GH:Bowie C | Contingent Leadership |
| | | 1469 | GH:Crockett B | DRP: Work-Family Conflict |
| | | 1470 | GH:Crockett C | DRP: Proactivity and Initiative |
| | | 1471 | GH:Crockett D | DRP: Employee Commitment |
| | | 1472 | GH:Republic B | Transformational Leadership |
| | | 1473 | GH:Republic C | Team Design |
| | | 1474 | GH:Travis C | Work Significance and Deviance |
| | | 1475 | GH:Lone Star E | SHCS: Senior Level Leaders |
| | | 1476 | GH:Seguin A | JS: Costs of Proactivity in Organizations |
| | | 1480 | GH:Lone Star A | JS: Emergent Innovation through a Complexity Lens |
| | 1:15pm | 1511 | SAC:Room 217 A | SHCS: Inside the Learning Curve |
| | | 1513 | GH:Lone Star B | JS: Profiting from Career Capital |
| | | 1517 | GH:Bonham C | JS: Trends in Org. Justice |
| | | 1518 | HR:Blanco | DISC: Cognition and Processes |
| | | 1537 | MRC:Salon C | JS: Team-Based Learning |
| | | 1540 | GH:Crockett B | DRP: Self Regulation & Performance |
| | | 1541 | GH:Crockett C | DRP: Antecedents of Proactivity |
| | | 1542 | GH:Crockett D | DRP: Job Satisfaction |
| | | 1543 | GH:Republic B | Leadership Styles |
| | | 1544 | GH:Republic C | Conflicts in Teams |
| | | 1545 | GH:Seguin B | Stress Effects on Behavior |
| | | 1546 | GH:Travis C | Cognitions and Social Exchange |
| | | 1547 | GH:Republic A | SHCS: Contrasting OCB |
| | | 1548 | GH:Seguin A | SHCS: Work-Life Balance |
| | | 1549 | GH:Lone Star E | JS: Leading Across Cultures |
| | | 1550 | GH:Bowie C | JS: Focusing on Followership |
| | | 1551 | GH:Bowie A | JS: You've Got Me Feeling |
| | | 1551 | SAC:Room 206 A | JS: Virtual Organizations |

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

Organizational Communication & Information Systems

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

| Day | Start | # | Location | Session Information |
|-----|----------|------|---------------------|--|
| Fri | 8:00am | 23 | SAC:Room 212 A | OCIS Junior Faculty Consortium Breakfast |
| | | 24 | SAC:Room 212 B | OCIS Doctoral Consortium Breakfast |
| | | 36 | SAC:Room 007 C | Mitigate Technology Change |
| | 9:00am | 50 | SAC:Room 212 A | OCIS Junior Faculty Consortium |
| | | 51 | SAC:Room 212 B | OCIS Doctoral Consortium |
| | 12:00pm | 85 | SAC:Room 216 A & B | OCIS Joint Consortia Lunch |
| | 1:30pm | 117 | LQ:Fiesta C&D | Emergence in Process Research |
| | 5:00pm | 153 | SAC:Room 006 D | OCIS International Paper Development Workshop |
| | 6:00pm | 160 | OS:TBA | OCIS Jr Faculty Consortium |
| Sat | 8:00am | 209 | SAC:Room 204 B | Introduction to Social Network Analysis |
| | | 217 | MRW:Salon A | Teaching with Technology |
| | 8:30am | 226 | SAC:Room 203 B | Sequence Analysis |
| | | 227 | SAC:Room 008 A | Publishing Qualitative Res. |
| | 11:00am | 262 | SAC:Room 209 | Learning from Big Science |
| | 11:45am | 269 | GH:Bonham C | P-Commerce |
| | 1:00pm | 298 | SAC:Room 204 B | Advanced Networks PDW |
| | 1:15pm | 301 | SAC:Room 007 B | A Socio-Technical Perspective |
| | 1:30pm | 304 | SAC:Room 201 | Funding Opportunities from NSF |
| | | 308 | GH:Bonham B | Second Life Tutorial |
| | 6:00pm | 376 | SAC:Mission 103 A | OCIS PhD and Member Reception |
| Sun | 4:00pm | 505 | SAC:Room 212 B | OCIS Executive Committee Meeting |
| Mon | 8:00am | 594 | HPR:El Mirador West | CDP: Effective Communications in Teamwork |
| | | 628 | GH:Independence | JS: New Ways of Organizing Work |
| | | 653 | SAC:Room 206 A | Information Systems and Organizational Learning |
| | | 654 | SAC:Room 212 A | DRP: Communication Feedback and Information Technology |
| | 9:45am | 699 | HPR:Corte Real F | CDP: Building Capabilities & Adv. |
| | | 755 | SAC:Room 212 A | DRP: E-commerce and Service Innovation |
| | | 756 | SAC:Room 212 B | IT, Value Creation and Collaboration |
| | | 757 | SAC:Room 206 A | JS: Mirroring in Open Production |
| | 11:30am | 799 | HPR:Corte Real A/B | CDP: Collaboration and Interaction Across Boundaries |
| | | 801 | HPR:Corte Real D/E | CDP: Religion, Emotions, and the Workplace |
| | | 805 | HPR:Salon Del Rey C | CDP: Strategy Execution & Comp. |
| | | 859 | SAC:Room 212 B | IS Development in the New Millennium |
| | | 860 | SAC:Room 206 A | JS: The Global Ecology of Crowdsourcing |
| | 1:15pm | 906 | HPR:Corte Real F | CDP: Managing the Multibusiness Portfolio |
| | | 963 | SAC:Room 212 B | Leadership, Communication, and Cultural Divides |
| | | 964 | SAC:Room 206 A | JS: Building Virtual Teams |
| | 3:000000 | 966 | GH:Crockett A | SHCS: Virtual R&D Organizations |
| | 3:00pm | 1012 | HPR:Corte Real D/E | CDP: Careers, Jobs, and Social Divisions |
| | 4:45pm | 1073 | SAC:Room 206 A | Information Technology and Organizational Change |
| | 4.45pm | 1115 | HPR:El Mirador East | CDP: Office Politics, Conflicts, and Career |
| | | 1118 | HPR:Salon Del Rey N | CDP: Understanding Development of Exceptional Leaders |
| | 6:30pm | 1166 | SAC:Room 206 A | OCIS Keynote Address |
| | 7:30pm | 1212 | SAC:Room 006 D | OCIS Business Meeting (Following Keynote) |
| Tue | 8:00am | 1224 | SAC:Room 206 A | OCIS Reception and Social Event |
| ıue | 0.004111 | 1257 | HR:Maverick B | DISC: Information and Technology |
| | | 1295 | SAC:Room 206 A | IT and Dialogue |
| | | 1296 | SAC:Room 216 B | DRP: Virtual Teams |
| | | 1308 | SAC:Room 214 C | SHCS: Horizontal Coordination |

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

Organizations & the Natural Environment

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

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

Public & Nonprofit

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

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

Research Methods

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

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

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

Social Issues in Management

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

| Day 3 | Start | # | Location | Session Information |
|-------|---------|------------|----------------------------|--|
| Fri | 8:00am | 5 | SAC:Room 210 B | Unique Indian Video Cases on Social Innovations |
| | | 30 | MRW:Salon C | Cross Sector Partnerships |
| _ | | 35 | MRC:Salon B | SIM Doctoral Consortium |
| _ | 10:15am | 62 | SAC:Room 210 B | Business in Emerging Markets |
| _ | | 71 | MRC:Salon C | Pedagogical Techniques in SIM |
| | 11:45am | 80 | GH:Lone Star A | Consulting Across Boundaries |
| | 12:00pm | 86 | MRC:Salon D | Teaching SIM II: Using Reflection Techniques |
| _ | | 87 | MRC:Salon C | Leadership and CSR in 'Messy' Contexts |
| _ | 12:30pm | 97 | MRW:Bowie | Ethics Tools in Class |
| | 3:30pm | 140 | MRW:Salon A | BOP Research Methods |
| Sat | 8:00am | 178 | GH:Texas Ballroom C | New Directions in Org Justice |
| _ | | 212 | OS:Haven for Hope | Haven for Hope Experience |
| | 8:30am | 219 | SAC:Room 216 A | Social Entrepreneurship in China: East Meets West |
| _ | | 220 | SAC:Room 008 B | Social E-Ship+Broader Theories |
| _ | 9:00am | 232 | SAC:Room 007 C | Where West Hears East |
| _ | 9:30am | 237 | MRC:Salon B | SIM Manuscript Development Workshop |
| _ | 10:15am | 256 | MRC:Salon D | Ethics and Compliance |
| _ | 11:15am | 268 | MRC:Salon B | Ask the Experts |
| | 12:30pm | 288 | MRC:Salon J | ONE & SIM Junior Faculty Consortium |
| _ | | 289 | GH:Travis B | Leadership and Tango Dance |
| _ | 1:00pm | 300 | MRC:Salon B | SIM Research Roundtables |
| _ | 2:45pm | 328 | MRC:Salon D | Env. and Soc. Issues in Africa |
| _ | 3:00pm | 334 | MRC:Salon A | Conscious Responsibility |
| | 6:00pm | 379 | OS:The Contessa | SIM/SBE Keynote Speaker |
| Sun | 12:30pm | 439 | MRC:Salon K | SIM Executive Committee Meeting |
| _ | 3:45pm | 502 | MRC:Salon M | SIM Best Dissertation Finalists |
| _ | 4:00pm | 507 | MRC:Conference Room 17 | Business & Society Editorial Board Meeting |
| _ | 5:00pm | 533 | MRC:Salon M | SIM Research Symposium |
| _ | 5:30pm | 537 | MRC:Conference Room 15 | IABS Board Meeting |
| | 6:45pm | 553 | MRC:Salon B | SIM Sunday Welcome Reception |
| Mon | 7:30am | 571 | MRC:Salon B | Welcome and Chair's Address |
| | 8:00am | 605 | HR:Bowie B | DISC: Social Governance |
| | | 671 | MRC:Conference Room 17 | DRP: Ethics at Multiple Levels of Analysis and Contexts |
| | | 672 | MRC:Salon B | Corporate Responsibility |
| _ | | 673 | MRC:Salon M | JS: Unethical Work Behavior |
| | 9:45am | 703 | HPR:Salon Del Rey N | CDP: Goals, Commitments, and Value Creation |
| | | 711 | HR:Bowie B | DISC: Social Responsibility |
| | | 775 | MRC:Conference Room 17 | DRP: BGR: Envt. and Sustainability |
| | | 776 | MRC:Salon B | CSR and Stakeholder Management |
| _ | 11.200 | 777 | MRC:Salon M | Ethics: Business Ethics from a Normative Approach |
| | 11:30am | 799 | HPR:Corte Real A/B | CDP: Collaboration and Interaction Across Boundaries |
| | | 802 | HPR:Corte Real F | CDP: Challenges in International Business |
| | | 803 | HPR:El Mirador East | CDP: CSR thru Globalization & Gov. |
| | | 813 | HR:Bowie B | DISC: Social Ethics |
| | | 871 877 | SAC:Room 206 B | JS: Inside the CSR black box |
| | | 877 878 | MRC:Conference Room 17 | DRP: Corporate Governance |
| | | 878 879 | MRC:Salon B MRC:Salon M | Corporate Social Responsibility Strategies Ethics: Misconduct and Corruption |
| | | 019 | IVING.SAIUII IVI | Eurics, ivisconduct and Corruption |

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

Strategizing Activities and Practice

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

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

Technology & Innovation Management

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

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

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

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

In Conjunction With Activities

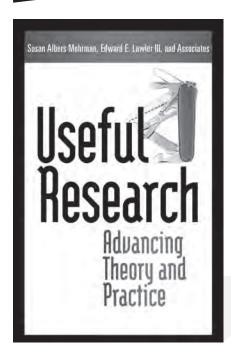
Program Chair: Ming-Jer Chen, U. of Virginia
Professional Development Workshop Chair: R. Duane Ireland, Texas A&M U.
Program Manager: Jimmy Le, Academy of Management
Program Coordinator: Valerie Concepcion, Academy of Management

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

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



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Join the authors and several contributors for their session, Transcending Divides: Case Examples of Doing Research That Advances Theory and Practice

Monday, August 15

9:45–11:15 am

Grand Hyatt, Lone Star A

Susan Albers Mohrman, Edward E. Lawler III, and Associates April 2011, \$49.95, Hardcover 448 pages, ISBN 978-1-60509-600-1 The contributors to this book argue that in order to keep organizational research relevant to both theory and practice, it must deviate from the orthodoxy of traditional positivistic research, producing knowledge that is theoretically impactful and results in improved organizational effectiveness.

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

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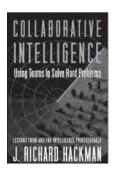
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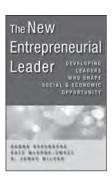
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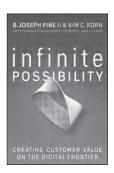
Building on his pioneering work in *Leading Teams*, Harvard University professor and U.S. Intelligence Science Board member J. Richard Hackman reveals how to make teams more effective in solving hard, complex problems in intelligence work, offering lessons that can be applied to any challenging, high-pressure area.

J. Richard Hackman May 2011, \$29.95, hardcover, 240 pages, 978-1-60509-990-3



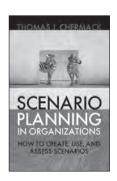
This book shows how higher education can develop a new generation of business leaders—able to make ethical decisions in the face of strategic unknowns, understand how their personality and social context impact their leadership, and simultaneously serve the needs of the environment, society, investors, and shareholders.

Danna Greenberg, Kate McKone-Sweet, and H. James Wilson September 2011, \$34.95, hardcover, 288 pages, 978-1-60509-344-4



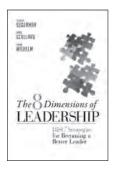
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B. Joseph Pine II and Kim C. Korn August 2011, \$26.95, hardcover, 288 pages, 978-1-60509-563-9



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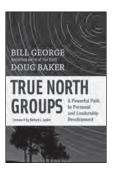


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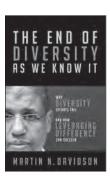
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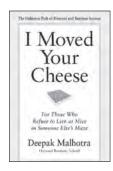
Bestselling author and Harvard professor Bill George and longtime corporate executive Doug Baker explore the critical role of what they term True North groups—small groups that gather regularly to explore their members' greatest challenges—in leadership and personal development and offer detailed guidance in setting one up.

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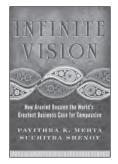
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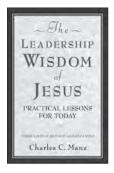
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| 10:00, 1:00, 4:00 |
| 11:00, 12:00, 2:00 |
| 9:00, 1:00, 3:00 |
| 12:00, 3:00, 4:00 |
| 9:00, 11:00 |
| |

| Sunday, Aug. 14 |
|--------------------|
| 9:00, 1:00, 3:00 |
| 12:00, 2:00, 4:00 |
| 10:00, 2:00 |
| 11:00, 12:00, 1:00 |
| 9:00, 11:00, 4:00 |
| 10:00, 3:00 |
| |

| | Monday, Aug. 15 |
|---|--------------------|
| | 10:00, 11:00, 3:00 |
| | 9:00, 1:00 |
| | 12:00, 1:00, 4:00 |
| , | 10:00, 2:00, 4:00 |
| | 9:00, 11:00, 3:00 |
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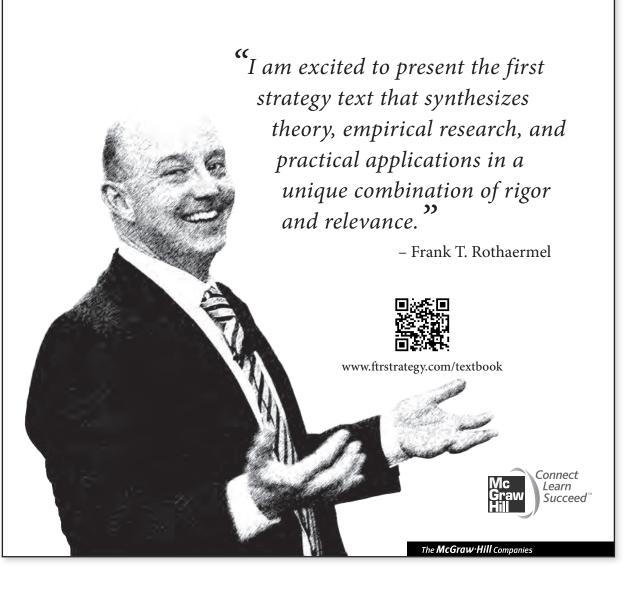
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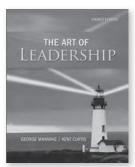
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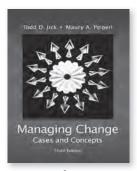
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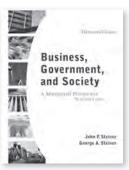
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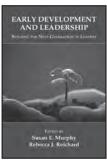


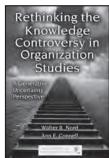
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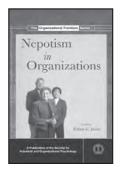


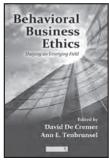
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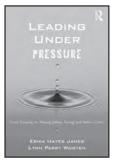












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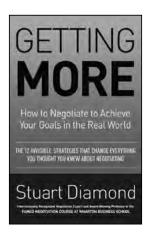
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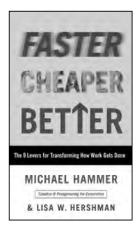
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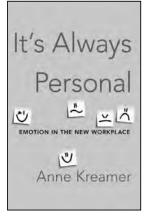
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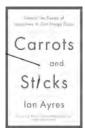
—Clare McHugh, The Wall Street Journal

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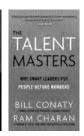
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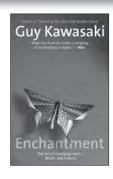
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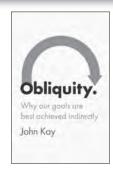
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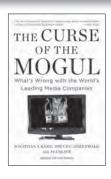
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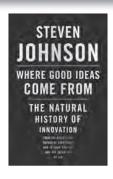
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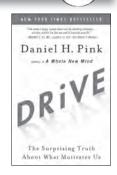












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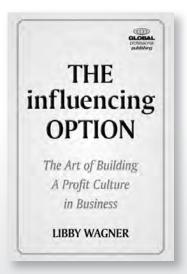
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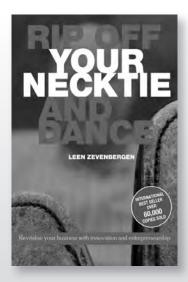
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Paper, \$20.00

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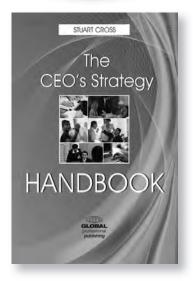


N E W RIP OFF YOUR NECKTIE AND DANCE

Leen Zevenbergen

March 2011 Paper, \$25.00

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



FORTHCOMING THE CEO'S STRATEGY HANDBOOK Stuart Cross

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Friday 7:00AM

1 : (MSR) MSR Morning Meditation Session

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

Tweet this session: #AOM2011 1

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

Organizer: Gerald Biberman, U. of Scranton

Friday 8:00AM

2: (AAA) Conference Registration

8:00am - 5:00pm San Antonio Convention Center: Exhibit Hall B Registration Tweet this session: #AOM2011 2

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

3: (AAA) San Antonio 2011 LAC

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

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

4: (AAA) AOM Membership

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

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

Organizer: Stephanie Case Henagan, Northern Illinois U.

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

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

Tweet this session: #AOM2011 5

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

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

6 □ □: (BPS) BPS Doctoral Consortium I

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

Tweet this session: #AOM2011 6

By invitation only

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

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

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

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

Tweet this session: #AOM2011 7

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

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

Discussant: Dovev Lavie, Technion Israel Institute of Technology

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

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

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Organizer: Craig E. Armstrong, U. of Alabama

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

9 ⊕→ ← \((CMS)\) Does West Meet East in Arts and Heritage Management?

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

Tweet this session: #AOM2011 9

Organizers: Maria Lusiani, U. of Bologna; Emmanuel Coblence, U. of Paris, Ouest Nanterre; Frédéric Kletz, MINES ParisTech;

Serge Poisson de Haro, HEC Montreal

Chair: Luca Zan, U. of Bologna

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

10 □ • → • □: (CMS) CMS Doctoral Consortium

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

Tweet this session: #AOM2011 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 10, 2011.

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

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

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

Tweet this session: #AOM2011 11

Under the Aegis of the Africa Academy of Management Organizers: David B. Zoogah, Morgan State U.; Stella M. Nkomo, U. of Pretoria; Moses Acquaah, U. of North Carolina, Greensboro Facilitators: Peet Venter, U. of South Africa; Paul A Sears, U. of Findlay; Moses Acquaah, U. of North Carolina, Greensboro Moderator: David B. Zoogah. Morgan State U.

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

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

12 □ ♥ • → •: (GDO) Experiencing Artful Collaboration: Integral Cultural Learning

8:00am - 11:00am Grand Hyatt: Presidio C Tweet this session: #AOM2011 12

Coordinator: Ilene Carol Wasserman, ICW Consulting Group Participants: Placida Velasquez Gallegos, Fielding Graduate Institute; Anita Perez-Ferguson, Fielding Graduate Institute

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

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

Tweet this session: #AOM2011 13 Chair: Harish C. Jain, McMaster U.

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

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

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

Tweet this session: #AOM2011 14

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

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

8:00am - 10:00am Marriott Riverwalk: Salon E Tweet this session: #AOM2011 15

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

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

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

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

Tweet this session: #AOM2011 16

Organizer: Regina A. Greenwood, Nova Southeastern U.

Chair: Silvia Ines Monserrat, Unicen

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

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

8:00am - 12:00pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 17

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

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

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

8:00am - 10:00am San Antonio Convention Center: Room 202B Tweet this session: #AOM2011 18

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

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

8:00am - 10:00am La Quinta Inn & Suites: Fiesta E&F Tweet this session: #AOM2011 19

Pre-registration is required for this workshop. To accommodate more attendees, this session is being held twice on Friday August 12th, once at 8am (session #12145), and then repeated again at 4:15pm (session #18196). Please preregister for one session only. To register online, please visit

https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Chair: Arthur L. Jue, U. of Phoenix

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

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

8:00am - 12:00pm Grand Hyatt: Lone Star E Tweet this session: #AOM2011 20

If attending, please send email to Abbie Shipp

(ashipp@mays.tamu.edu) with your name, title, school affiliation, and 2-3 questions for the panel.

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

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

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

21 □ • → • □: (OB, MC, ODC, BPS) Shaping Caring **Cultures and Strategies in Organizations**

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

Tweet this session: #AOM2011 21

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

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

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

8:00am - 10:00am Grand Hyatt: Republic B Tweet this session: #AOM2011 22

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

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

23 : (OC/S) OCIS Junior Faculty Consortium Breakfast

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

Tweet this session: #AOM2011 23

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

Host: Manju K Ahuja, U. of Louisville

24: (OCIS) OCIS Doctoral Consortium Breakfast

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

Tweet this session: #AOM2011 24

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

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

25 □ • → • □: (ODC, MED, MC) Action Research

8:00am - 10:00am Grand Hyatt: Travis A Tweet this session: **#AOM2011 25**

Coordinator: David Coghlan, Trinity College Dublin

26 □ © □: (OM, T/M) Managing Projects with Knowledge: Defining a Robust Interdisciplinary Toolset

8:00am - 10:00am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 26

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

27 : (OMT) OMT Junior Faculty Consortium

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

Tweet this session: #AOM2011 27 invitation only based on application.
Organizer: Martin Gargiulo, INSEAD

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

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

8:00am - 12:00pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 28

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

Organizers: Andre Reichel, U. of Stuttgart; Lukas Scheiber, U. of Stuttgart

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

Presenters: David Nils Seidl, U. of Zurich; Dennis Schoeneborn, U. of Zurich; Felix Langenmayr, U. of Zurich; Harald Heinz Tuckermann, U. of St. Gallen; Donald Neumann, U. of Stuttgart

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

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

Tweet this session: #AOM2011 29

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

Organizers: Bill McEvily, U. of Toronto; Shelley Brickson, U. of Illinois, Chicago

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

30 □ ○ → 【□: (PNP, SIM, ONE, CMS, BPS, HCM) Cross-Sector Partnerships for Social Innovation: Processes, Perspectives and Positioning

8:00am - 11:30am Marriott Riverwalk: Salon C Tweet this session: **#AOM2011 30**

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

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

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

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

8:00am - 10:00am Grand Hyatt: Travis B Tweet this session: **#AOM2011 31**

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

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

8:00am - 10:00am San Antonio Convention Center: Room 203A

Tweet this session: #AOM2011 32

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

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

8:00am - 10:00am San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 33

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

Organizer: Ben Hardy, U. of Cambridge

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

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

8:00am - 11:00am San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 34

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

Chairs: Richard Whittington, Said Business School; Charlotte Cloutier, HEC Montreal

Discussant: Sarah Kaplan, U. of Toronto

Speakers: Julia Balogun, Lancaster U.; Saku Mantere, Hanken School of Economics; Paula Jarzabkowski, Aston U.; Patrick Regner, Stockholm School of Economics; David Nils Seidl, U. of Zurich; Claus D Jacobs, U. of St. Gallen

35 □ → □: (S/M) SIM Doctoral Consortium

8:00am - 6:00pm Marriott Rivercenter: Salon B Tweet this session: #AOM2011 35

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

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

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

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

Tweet this session: #AOM2011 36

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

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

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

Tweet this session: #AOM2011 37

Chair: Ronald G Cheek, Academy of Entrepreneurship Journal

Presenter: Tamela Ferguson, U. of Louisiana

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

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

8:00am - 10:00am Marriott Riverwalk: Salon F Tweet this session: #AOM2011 38

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

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

Friday 8:30AM

39 ☐: (BPS) BPS Dissertation Consortium

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

Tweet this session: #AOM2011 39

By Invitation Only

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

Michigan

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

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

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

Tweet this session: #AOM2011 40

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

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

8:30am - 12:30pm Marriott Rivercenter: Salon A Tweet this session: #AOM2011 41

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain Wave account information and the approval code. The deadline to register online is July 29, 2011. Chair: Henri Johan Eduard Roberts. Norwegian School of Management

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

42 : (ODC) ODC Doctoral Student Consortium

8:30am - 2:00pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 42

By invitation only

Friday 9:00AM

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

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

Tweet this session: #AOM2011 43

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

44: (ICW) ASQ Editors Meeting

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

Tweet this session: #AOM2011 44

Organizer: Sally A. lacovelli, Administrative Science Quarterly

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

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

Tweet this session: #AOM2011 45

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

Organizer: Stephen E Weiss, York U.

Presenter: Raymond Saner, Center For Socio-Economic

Development

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

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

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

Tweet this session: #AOM2011 46

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

Organizer: Shobha S. Das, Qatar U. Chair: Shobha S. Das. Qatar U. Facilitator: Veijo Kyosti, Cesim

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

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

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

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

Tweet this session: #AOM2011 47

Organizers: Allan Bird, Northeastern U.; Iris Berdrow, Bentley U. Facilitators: Davina E. Vora, State U. of New York, New Paltz;

Norihito Furuya, IGB Network Co., Ltd.

Presenters: Schon Beechler, Duke Corporate Education; Mark E. Mendenhall, U. of Tennessee, Chattanooga; Joyce Osland, San Jose State U.; Jeffrey L. Herman, Booz Allen Hamilton

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

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

Tweet this session: #AOM2011 48 Organizer: Andrew Cardow, Massey U.

Participants: Cristina Marie Giannantonio, Chapman U.; Catherine Jo Hand, U.S. Department of Defense; Karl Moore, McGill U.; Lizze Summerfield, U. of Adelaide

49 ⊕→ ← .: (MSR) Should Leaders be Benevolent?

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

Tweet this session: #AOM2011 49

Chair: André Habisch, Catholic U. of Eichstaett-Ingolstadt Discussant: Lenette Schuijt, Crystal River Consultancy Coordinator: Catherine Voynnet Fourboul. U. of Paris II. Speaker: Lynne Sedgmore, Centre for Excellence in Leadership Participant: Nathalie Estellat, U. of Paris II

50 □ □: (OC/S) OCIS Junior Faculty Consortium

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

Tweet this session: #AOM2011 50

Coordinator: Manju K Ahuja, U. of Louisville

Participants: Laurie J. Kirsch, U. of Pittsburgh; Kalle Lyytinen, Case Western Reserve U.; Cathy Urquhart, Manchester Metropolitan U.; JoAnne Yates, Massachusetts Institute of Technology; Molly Wasko, Florida State U.

51 📖 🖃 : (OC/S) OCIS Doctoral Consortium

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

Tweet this session: #AOM2011 51 Interested participants must apply at http://crowston.syr.edu/ocisdcapp. Coordinator: Kevin Crowston, Syracuse U.

Participants: Diana L. Burley, George Washington U.; Pamela Hinds, Stanford U.; Robert D. Galliers, Bentley U.; Paul Hart, Florida Atlantic U.; Claudia Loebbecke, U. of Cologne

Friday 9:30AM

52 □ • → • □: (CMS, ONE, MSR) Imagining Otherwise: Postcolonial Critique and the Search for Alternative **Futures**

9:30am - 11:30am Marriott Rivercenter: Salon D Tweet this session: #AOM2011 52

This interactive PDW imagines postcolonial futures that look beyond the parameters imposed by Western modernity and Euro-American capitalism.

Organizer: Anshuman Prasad, U. of New Haven Chair: Anshuman Prasad, U. of New Haven Presenters: Pushkala Prasad, Skidmore College; Jessica Heineman-Pieper, George Mason U.; Param Srikantia, Baldwin Wallace College; Khadija Al Arkoubi, U. of New Haven; Sangeeta Parameshwar, U. of Illinois, Springfield: Anshuman Prasad, U. of

53 → ← .: (ENT, D&ITC) Empowering Women Through Entrepreneurship

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

Tweet this session: #AOM2011 53

Organizers: Shaker A. Zahra, U. of Minnesota, Twin Cities; Sharon

Alvarez, The Ohio State U.

Presenters: Sondos Gamal Abdelgawad, ESADE; Celine Abecassis-Moedas, U. Catolica Portuguesa; Sihem Ben Mahmoud-Jouini, HEC Paris; Cristina Bettinelli, Bergamo U.; Naga Lakshmi Damaraju, Indian School of Business; Samuel Dawa, Makerere U.; Giovanna Dossena, U. of Bergamo; Carin Holmquist, Stockholm School of Economics; Shoko Kato, Syracuse U.; Hyunsuk Lee, Seoul National U. of Science and Technology; Miri Lerner, Tel Aviv Jaffa Academic Collgege; Fiona Mulira, Makerere U.; Rebecca Namatovu, Makerere U.; Nina Rosenbusch, U. of Western Ontario; Hamieda Parker, U. of Cape Town; Silviya Svejenova, ESADE; Natalia Weisz, Austral U.; Shaker A. Zahra, U. of Minnesota, Twin Cities; Marina Yue Zhang, Tsinghua U.; Roxanne Zolin, Queensland U. of Technology

54 □ • → • : (HR) HR Corporate Tour: Trip to Valero

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

Tweet this session: #AOM2011 54

Pre-registration is required. To register online, visit https://secure.aomonline.org/PDWReg. The deadline to register is July 1, 2011. Cost is \$30.

Organizer: David G. Allen, U. of Memphis

Friday 10:15AM

56 届: (BPS, TIM, OMT) Value Creation, Value Appropriation and Bargaining: Micro, Macro and Dynamic **Perspectives**

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

Tweet this session: #AOM2011 56

Organizer: Claudio Panico, Bocconi U.

Facilitators: Russell Coff, U. of Wisconsin, Madison; Martin Ganco, U. of Minnesota; William S Hesterly, U. of Utah; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Michael Ryall, U. of

57 ☐: (CAR, OB) Careers in the Rough: A Research **Development Workshop**

10:15am - 12:15pm Grand Hyatt: Travis A Tweet this session: #AOM2011 57

Please contact the workshop organizer at lois.shelton@csun.edu before July 15 to obtain the approval code & submit your research overview & challenge.

Chair: Lois Shelton, California State U. Northridge

Participants: Amy Wrzesniewski, Yale U.; Peter A. Heslin, U. of New South Wales: Jeffrev H. Greenhaus. Drexel U.: Barbara S. Lawrence, U. of California, Los Angeles; Maury Peiperl, IMD; Shoshana Dobrow, Fordham U.; Berrin Erdogan, Portland State U.; Hugh P. Gunz, U. of Toronto; Katharina Chudzikowski, WU Vienna; Kimberly Eddleston, Northeastern U.; Jon P. Briscoe, Northern Illinois U.; Yehuda Baruch, Rouen Business School; Hetty Van Emmerik, Maastricht U.; Wolfgang Mayrhofer, WU Vienna; Julia Richardson, York U.

58 : (ENT, OB) New Horizons in Individual Differences Research

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

Tweet this session: #AOM2011 58

Entrepreneurship Division Research Committee-sponsored

empirical PDW

Moderator: Keith Hmieleski, Texas Christian U.

Section D

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

59 ♥♥ □: (GDO, OB, HR) Research into Generational Diversity at Work: Its Value and Future Directions

10:15am - 12:15pm Grand Hyatt: Travis B Tweet this session: **#AOM2011 59** *Chair:* **Emma Parry**, Cranfield U.

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

60 € → ●□: (HCM) Strategy Structuring Process in the Healthcare Market: Risks and Consequences

10:15am - 12:15pm Marriott Riverwalk: Salon B Tweet this session: **#AOM2011 60**

Trends in International Healthcare Management, discursive and

critical analysis of current practices

Chair: Zilá Guimarães Horta, Fundacao Getulio Vargas Moderator: Tania Furtado, Fundacao Getulio Vargas Speakers: Attila J. Hertelendy, Texas State U.; Flavia Malta,

Fundação Getulio Vargas

61 □: (HCM, MED) East Meets West: Traditional Teaching Meets Online Learning

10:15am - 12:15pm Marriott Riverwalk: Salon F Tweet this session: #AOM2011 61

Coordinator: Reid Oetjen, U. of Central Florida

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

62 ♥→ ◆: (IM, BPS, SIM) EJIM Scholar-Practitioner Forum on Emerging Markets: Economic Imperatives & Societal Needs

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

Tweet this session: #AOM2011 62

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

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

63 □ • → □: (MED, ODC, CAR) Tricky Coaching: Dealing with Difficult Cases in Leadership Coaching

10:15am - 12:15pm Marriott Riverwalk: Salon D Tweet this session: **#AOM2011 63**

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

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

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

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

Tweet this session: #AOM2011 64

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

Organizers: Jeffrey Loewenstein, U. of Illinois,

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

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

65 € €: (MSR) Whole Person Leader Development

10:15am - 12:15pm Marriott Riverwalk: Salon E Tweet this session: **#AOM2011 65**

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

66 →: (NDSC) East Meets West in the Doctoral Classroom: Challenges Facing Asians in American Doctoral Seminars

10:15am - 12:15pm Grand Hyatt: Presidio B Tweet this session: **#AOM2011 66**

Moderator: M. Blake Hargrove, U. of Texas, Arlington Participants: Tae Seok Yang, U. of Texas, Arlington; Pakorn Sujchaphong, U. of Texas, Arlington

67 ♥ 🖃 : (ODC, OB, MC, HR, PTC) Positive, Dynamic, Talent-Based Organizational Change

10:15am - 2:15pm Grand Hyatt: Republic B Tweet this session: #AOM2011 67

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

Organizer: Carolyn M. Youssef, Bellevue U. Moderator: Carolyn M. Youssef, Bellevue U.

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

68 ⊟: (RM) Reliability of Data in Management Research through Ethnostatistics and Qualimetrics

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

Tweet this session: #AOM2011 68

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

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

10:15am - 12:15pm San Antonio Convention Center: Room 202B

Tweet this session: #AOM2011 69

Please bring your laptop computer to this PDW.

Participants: Sola O. Lawal, Indiana U., Bloomington; Herman Aguinis, Indiana U., Bloomington

70 🖃: (RM, OB, HR) Estimating Interrater Agreement and Interrater Reliability in Organizational Research

10:15am - 12:15pm San Antonio Convention CeOnter: Room 203A

Tweet this session: **#AOM2011 703 Chair: James M. LeBreton**, Purdue U.

Coordinator: Jenell Lynn-Senter Wittmer, U. of Toledo

71 (SIM, CMS) Teaching SIM I: Tricky Topics for MBA & Undergraduate Courses

10:15am - 11:45am Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 71**

Organizer: Tara L. Ceranic, U. of San Diego

Participants: Jill Ann Brown, Lehigh U.: Howard Harris, U. of South Australia; Joseph P. Gaspar, Rutgers U.; Johanne Grosvold, U. of Bath

Friday 10:45AM

72 → \(\text{(MH)}\) Getting Published: Scholarly Articles, Books, Conference Presentations, and Lessons Learned

10:45am - 12:45pm Marriott Rivercenter: Conference Room 16 Tweet this session: #AOM2011 72

Chair: Julia Teahen, Baker College

Presenters: Robert C. Ford, U. of Central Florida; David A. Lamond, Victoria U.; Kenneth R. Thompson, DePaul U.; Peter B. Petersen, Johns Hopkins U.: Jane Whitney Gibson, Nova Southeastern U.

Friday 11:00AM

73 📖 🖃 : (MED) Incorporating a Team Activity into University-Wide Learning Goals via the Pacific **Production Game**

11:00am - 1:00pm Marriott Rivercenter: Salon J Tweet this session: #AOM2011 73

Organizer: Chris J. Sablynski, U. of the Pacific

Participants: Chris J. Sablynski, U. of the Pacific; Stefanie E Naumann, U. of the Pacific; Craig Richard Seal, U. of the Pacific

74 □→ □: (TIM) TIM Doctoral Consortium

11:00am - 6:00pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 74

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Andrea Prencipe, G. D'Annunzio U.; Marco Giarratana, U. Carlos III de Madrid

Presenters: Ron Adner, Dartmouth College; Ashish Arora, Duke U.; Gautam Ahuja, U. of Michigan; Stefano Brusoni, Bocconi U.; Steven White, China Europe International Business School; Wei Zhang, Tsinghua U.

Friday 11:15AM

75 ©: (MSR) Nurturing the Organizational Prophet: **Turning Critics into Healthy Change Agents**

11:15am - 1:15pm San Antonio Convention Center: Room 202A

Tweet this session: #AOM2011 75

Presenters: Anthony L. Blair, Eastern U.; Jo Ann Kunz, Eastern

76 □ • COB, MH) Motivational Scholarship: Enlightening, Balanced, and Transcending Traditional Approaches

11:15am - 1:15pm Grand Hyatt: Presidio C Tweet this session: #AOM2011 76

Email 1 page submission to mprovitera@mail.barry.edu.

Pre-registration is required: https://secure.aomonline.org/PDWReg.

Contact organizer for code.

Participant: Michael J. Provitera, Barry U.

77 □ • → •: (TIM, BPS) Creating a Global Network of **Design Thinkers**

11:15am - 3:15pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 77

Organizers: Katharina Hoelzle, Berlin Institute of Technology; Niels Billou, U. of Western Ontario; Ulrich Weinberg, Hasso Plattner Institute

Facilitators: Jochen Schweitzer, U. of Technology, Sydney; Claudia Nicolai, Hasso Plattner Institute; Thomas Both, Stanford

Friday 11:30AM

78: (AAA) Reviewing Theoretical Papers – A Workshop with the Editors

11:30am - 12:30pm Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 78

Organizers: Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison; Jeffery LePine, Arizona State U.

Friday 11:45AM

79 =: (ENT, OMT, RM) U.S. Panel Study of Entrepreneurial Dynamics II [US PSED II] Five Year Update and Overview

11:45am - 1:45pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 79

No registration or fees required. CDs with full documentation and data set including all follow-up interviews will be provided at the

Discussant: Per Davidsson, Queensland U. of Technology Presenters: Paul D Reynolds, George Washington U.; Richard Curtin, U. of Michigan, Ann Arbor

80 □ • → • □: (MC, SIM) West Meets East: Consulting **Across National Boundaries**

11:45am - 1:45pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 80 Chair: Therese F. Yaeger, Benedictine U.

Participants: Peter Sorensen, Benedictine U.; Thomas C. Head, Roosevelt U.; Flemming Poulfelt, Copenhagen Business School; Dalitso Samson Sulamoyo, Illinois Association of Community Action Agencies; Robert Kjar, Takeda Pharmaceuticals

81 ☐ →: (MED) The Perfect Class: Meeting **Teacher-Student Expectations Across Cultures**

11:45am - 1:45pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 81

Chair: Sumita Raghuram, Pennsylvania State U.

Coordinators: Henrik Holt Larsen, Copenhagen Business School; Jian Min Sun, Renmin U. of China

82 (ODC, MC, OB) "That Was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change

11:45am - 1:45pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 82

No Registration required.

Participants: Gavin M. Schwarz. U. of New South Wales: Richard Dunford, U. of Sydney; Ian Palmer, RMIT U.; Susan M. Adams, Bentley U.; Anthony F. Buono, Bentley U.; Jeff Klem, Healthways; Gary Wagenheim, Simon Fraser U.; Therese F. Yaeger, Benedictine U

Friday 12:00PM

83: (CMS) CMS Doctoral Lunch

12:00pm - 1:00pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 83

84 → □: (IM, ITC, OB, HR) Innovative Approaches to **Understanding Management in Africa**

12:00pm - 2:00pm San Antonio Convention Center: Room 007 A Tweet this session: #AOM2011 84

An exciting hands on workshop to encourage research partnerships and the development of research agendas focusing on Africa and the African diaspora.

Chair: Betty Jane Punnett, U. of West Indies

Presenters: Terri R Lituchy, Concordia U.; David L Ford Jr, U. of Texas, Dallas; Akhentoolove Corbin, U. of West Indies; Bill Buenar Puplampu, U. of Ghana; Paul A Sears, U. of Findlay; Elham Kamal Metwally, American U. in Cairo

85: (OCIS) OCIS Joint Doctoral and Junior Faculty Consortia Lunch

12:00pm - 1:30pm San Antonio Convention Center: Room 216 A & B

Tweet this session: #AOM2011 85

By invitation only

Hosts: Manju K Ahuja, U. of Louisville; Kevin Crowston, Syracuse

86 (S/M, CMS) Teaching SIM II: Using Reflection **Techniques**

12:00pm - 1:30pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 86

Organizer: Tara L. Ceranic, U. of San Diego

Participants: Howard Harris, U. of South Australia; Michael E Johnson-Cramer, Bucknell U.: Joseph P. Gaspar, Rutgers U.

87 (SIM, ONE, OMT) Leadership and CSR in 'Messy' Contexts

12:00pm - 2:00pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 87 Organizer: Rumina Dhalla, U. of Guelph

Presenters: Rumina Dhalla, U. of Guelph; Michael Cox, U. of Guelph; James Robert Warn, UNSW; Colin Magee, U. of Guelph

88 □→ □: (TIM) TIM Junior Faculty Consortium

12:00pm - 6:00pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 88

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Corey Phelps, HEC Paris; Keld Laursen, Copenhagen **Business School**

Presenters: Rosemarie Ziedonis, U. of Oregon; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Melissa A Schilling, New York U.; Alfonso Gambardella, Bocconi U.; Raishree Agarwal. U. of Marvland: Riitta Katila. Stanford U.

Friday 12:15PM

89 ©: (MC) Consulting is More Than Hanging Out a **Shingle: Creating Your Consulting Practice**

12:15pm - 2:15pm Grand Hvatt: Bonham B Tweet this session: #AOM2011 89

Participants: David Jamieson, U. of St. Thomas: Deborah Colwill. Benedictine U.

90 ☐: (OB, CM, CAR) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students

12:15pm - 4:15pm Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 90

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

Organizers: Cindy P. Zapata, Georgia Institute of Technology; Ned Wellman, U. of Michigan, Ann Arbor

Presenters: Cindy P. Zapata, Georgia Institute of Technology; Thomas Lee, U. of Washington; Benjamin Herndon, U. of Texas, Austin; Donald E. Conlon, Michigan State U.; Brent A. Scott, Michigan State U.

91 =: (OMT, BPS) Primer on Performativity and the Social Studies of Finance: Theory, Methods and Controversy

12:15pm - 3:15pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 91

Organizers: Yuval Millo, London School of Economics; Daniel Beunza, London School of Economics

Friday 12:30PM

92 : (CAR, HR) Lost in Translation: Responding to 'Revise and Resubmit'

12:30pm - 2:30pm Grand Hyatt: Presidio A Tweet this session: #AOM2011 92

Contact monica.kennedy@canberra.edu.au by August 1 to register and submit some challenging 'revise and resubmit' feedback you have received.

Organizer: Monica Therese Kennedy, U. of Canberra Facilitators: Deborah A. Blackman, U. of Canberra; Stephen A

Leybourne, Boston U.; Julia Richardson, York U. Presenters: Allan Macpherson, De Montfort U.; Mustafa F Ozbilgin, Brunel U.; Pawan S. Budhwar, Aston U.; Peter A. Heslin, U. of New South Wales; Russ Vince, U. of Bath; Stephen T.T. Teo, Curtin U.; Robert P. Gephart, U. of Alberta

93 ⊕ → •: (ENT) Closing the Start-Ups Equity Gap in West and East: Lessons for Public Authorities

12:30pm - 2:30pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 93 Organizer: Veronica Vecchi, Bocconi U.

Chair: Eric C. Martin, Bucknell U.

Participants: Manuela Brusoni, Bocconi U.; Veronica Vecchi, Bocconi U.; Paolo Anselmo, Iban; Blaz Kos, Venturelab; David Maasz, Chamber of Commerce, Gyor; Pradeep Randiwela, U. of

94 → 🖐 💻: (GDO, MEN) Publishing Diversity Research Workshop

12:30pm - 3:30pm Grand Hyatt: Travis B Tweet this session: #AOM2011 94

Deadline for submission of manuscripts is June 1st, 2011. Please contact Raymond Trau (raymond.trau@sydney.edu.au) for manuscript submission and registration approval code. Additional online registration is required for this workshop at https://secure.aomonline.org/PDWReg. The deadline to register

online is July 1, 2011.

Organizer: Raymond N. C. Trau, U. of Sydney

Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Elv. Harvard U.

Discussants: Derek R. Avery, Temple U.; Jean M. Bartunek,
Boston College; Prithviraj Chattopadhyay, Hong Kong U. of
Science and Technology; Judith A. Clair, Boston College; Martin
N. Davidson, U. of Virginia; Charmine E. J. Hartel, U. of
Queensland; Michelle R. Hebl, Rice U.; Alison M. Konrad, U. of
Western Ontario; David A. Kravitz, George Mason U.; Carol T.
Kulik, U. of South Australia; Barbara S. Lawrence, U. of California,
Los Angeles; Stella M. Nkomo, U. of Pretoria; Katherine W.
Phillips, Northwestern U.; Dianna L. Stone, U. of Texas, San
Antonio; Patrick F. McKay, Rutgers U.

95 © ← □: (HCM, RM) Transcending Industry & Academic Boundaries: Conducting Real-Time, Evidence-Based Management Research

12:30pm - 2:30pm Marriott Riverwalk: Salon F Tweet this session: **#AOM2011 95**

Presenters: Larry Gamm, Texas A&M Health Science Center; Diane Brannon, Pennsylvania State U.

Participants: Christopher Johnson, Texas A&M Health Science Center; James Benneyan, Northeastern U.; Jeana O'Brien, Scott

96 € ⊒: (HR) Evaluating Learning and Development Interventions in Higher Education: A Case Study from the

12:30pm - 2:30pm Grand Hyatt: Presidio B Tweet this session: **#AOM2011 96**

Presenters: Fiona Robson, Northumbria U.; Sharon Mavin,

97 (MED SIM TTC) Eth

97 ☐ ♥: (MED, SIM, TTC) Ethics Tools to Support the Management Professor: The 'What' and the 'How' 12:30pm - 3:00pm Marriott Riverwalk: Bowie

Tweet this session: #AOM2011 97

Co-organized by the Ethics Education Committee

Facilitators: Kathy Lund Dean, Idaho State U.; Thomas F Hawk, Frostburg State U.; Gerard Beenen, California State U., Fullerton; Albert Erisman. Seattle Pacific U.

98 (MSR) Hosting Religious Pluralism Through East-West Meditation: An Experiential Symposium

12:30pm - 2:30pm San Antonio Convention Center: Room 202B Tweet this session: #AOM2011 98 Participant: Andre L Delbecq, Santa Clara U.

99 **■**: (MSR) Refresher Course for Practitioners of the Transcendental Meditation® Program

12:30pm - 2:30pm San Antonio Convention Center: Room 203A

Tweet this session: #AOM2011 99

A refresher course for participants at the Academy meetings who have learned the Transcendental Meditation technique any time in the past.

Facilitators: Scott Robert Herriott, Maharishi U.; Victoria Alexander Herriott, Maharishi U.; Jane Schmidt-Wilk, Maharishi II

100 □ ② → ■: (PNP) Captains of Lives - Transformation of Singapore Prison Service

12:30pm - 2:30pm Marriott Riverwalk: Salon D Tweet this session: **#AOM2011** 100 Organizer: Thomas Hellwig, INSEAD Speakers: Elisabeth Florent-Treacy, INSEAD; Chin Kiat Chua, Aetos Security Management Pte Ltd, Singapore

101 ■: (RM, OMT, BPS) Qualitative Comparative Analysis

12:30pm - 4:00pm San Antonio Convention Center: Room 203B

Tweet this session: #AOM2011 101

Although not required, we strongly recommend pre-registration for this workshop. Those who register will be emailed preparatory reading beforehand.

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

Friday 1:00PM

102: (AAA) Publishing in AMJ: Tips from the Editors

1:00pm - 4:00pm Hilton Palacio del Rio: El Mirador & La Condesa Tweet this session: #AOM2011 102

This workshop gives Academy members a chance to hear tips, advice, and suggestions on publishing in Academy of Management Journal from the current editorial team. Editors will make presentations on four issues that are critical regardless of content area: topic choice, making a theoretical contribution, writing an Introduction, and learning from rejections. The workshop will then transition to a panel discussion focused on both the review process and attendee questions. The workshop will then conclude with a set of table topics focused on submission-specific research design issues, including qualitative studies, laboratory experiments, field surveys, guasi and field experiments, cross-level and nested studies, network studies, archival studies, and studies in international/emerging markets. The session is of interest to members who are new submitters to AMJ, members who have gotten their work rejected from the journal, and members who would like to maximize the quality of their next AMJ submission. Organizers: Jason Colquitt. U. of Georgia: Joyce Bono. U. of Minnesota; Adam M. Grant, U. of Pennsylvania; Tim Pollock, Pennsylvania State U.; Jason D. Shaw, U. of Minnesota Facilitators: Pratima Bansal, U. of Western Ontario; Raymond T Sparrowe, Washington U. in St. Louis; Gerard George, Imperial College London

103 : (AAA) 2011 AMLE Writers Workshop (Invitation Only)

1:00pm - 3:00pm Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 103

Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh
Facilitators: Holly H Brower, Wake Forest U.; Alvin Hwang, Pace
U.; David Jacobs, Morgan State U.; Tim O Peterson, North Dakota
State U.; Robert S. Rubin, DePaul U.; James C Spee, U. of
Redlands; Christine Quinn Trank, Texas Tech U.; Joann Krauss
Williams, Judson College

Presenter: Kenneth G. Brown, U. of Iowa

104: (CAR) Managing the Tenure Process: Getting Past No

1:00pm - 3:00pm Grand Hyatt: Bonham D Tweet this session: **#AOM2011 104**

Coordinator: Millicent F. Nelson, Middle Tennessee State U. Presenters: Arlise P. Mckinney, Coastal Carolina U.; Matrecia S.L. James, Jacksonville U.; Angela Miles, North Carolina A & T State U.; Sally Sledge, Norfolk State U.; Jeff Brice, Texas Southern U.; Angela Murphy, Florida A & M U.; Peggy D. Lee, Indiana U., Indianapolis

105 ♥♥ ■: (D&ITC) Current and Future Inclusion Efforts in the Academy of Management: A Panel Discussion

1:00pm - 3:00pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 105

Organizer: Lynn Shore, San Diego State U. Coordinator: Christina L. Stamper, Western Michigan U. Speakers: Quinetta Roberson, Villanova U.; Angelo DeNisi, Tulane U.; Jeanette N. Cleveland, Pennsylvania State U.; Mary Yoko Brannen, INSEAD; John E. Delery, U. of Arkansas; Tammy L. Madsen, Santa Clara U.; Elizabeth Wolfe Morrison, New York U.; Diana Bilimoria, Case Western Reserve U.

106 (ENT) Creating Contexts at the Base of the Pyramid:

1:00pm - 3:00pm San Antonio Convention Center: Room 206 B Tweet this session: #AOM2011 106

Coordinator: Michael Scott Jackson, USAID

107 → 🖃: (IM) International Management Division Paper **Development Workshop**

1:00pm - 3:30pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 107

This workshop is By Invitation Only. Pre-registration is required for this workshop. To register online, please visit

https://secure.aomonline.org/PDWReg. Please contact the

workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizer: Susan Feinberg, Rutgers U.

Panelists: Alvaro Cuervo-Cazurra, Northeastern U.; Timothy Michael Devinney, U. of Technology, Sydney; Chao C. Chen,

Rutgers U.: Joanne Oxlev. U. of Toronto

108 ■: (MH) Management History as Your Other Research: A Hands-On Workshop for Early-Career Academics and Ph.D. Students

1:00pm - 3:00pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 108

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

Facilitator: Regina A. Greenwood, Nova Southeastern U. Coordinator: Russell W. Clayton, U. of North Carolina - Asheville Speakers: John Humphreys, Texas A&M U.-Commerce; Jane Whitney Gibson, Nova Southeastern U.; Patrick J. Murphy, DePaul U.

109 (III) OMT. IM. ODC) Plant Tour of the Tovota Texas San Antonio Assembly Plant

1:00pm - 4:00pm Offsite: Toyota Texas Plant Tweet this session: #AOM2011 109

Pre-registration is required for this workshop. To register online. please visit https://secure.aomonline.org/PDWReg. The cost to register is \$10.00 and the deadline to register online is August 10, 2011

Organizer: William James Sawaya, Texas A&M U.

110 □ → □: (ONE) ONE Doctoral Consortium

1:00pm - 5:00pm Marriott Rivercenter: Salon A Tweet this session: #AOM2011 110

Download an application form from http://one.aomonline.org/. Applications will be reviewed from May 30, 2011. Only 25 places

Organizers: Connie Van der Byl, U. of Calgary; Brent A McKnight, U. of Western Ontario; Shelley F. Mitchell, U. of New Hampshire; Patricia Mesquita, U. of st gallen: Asli Kozan, HEC Paris

Coordinator: Jessica Dillabough, U. of Calgary

Participants: Ralf Barkemeyer, U. of Leeds; Joerg S. Hofstetter, U. of St. Gallen; Qinqin Zheng, Fudan U.; Sukhbir Sandhu, U. of South Australia; Deborah E. de Lange, Memorial U. of Newfoundland: Pratima Bansal. U. of Western Ontario: Michael Lenox, U. of Virginia; Nicole Darnall, George Mason U.; Gordon P. Rands, Western Illinois U.; Monika Winn, U. of Victoria; Magali Delmas, U. of California, Los Angeles; James Weber, Duquesne U.; Stuart Hart, Cornell U.; Adam Fremeth, Ivey School of Business; Natalie Slawinski, Memorial U. of Newfoundland; Lisa Jones-Christensen, U. of North Carolina, Chapel Hill; Shih-Chi Chiu, Nanyang Technological U.

111 ■: (SAP) **Publishing Strategy as Practice Research**: Paper Development Workshop

1:00pm - 6:00pm San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 111

112 ♥ → ■: (TIM) Transcending Boundaries for Successful Continuous Innovation

1:00pm - 3:30pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 112

Coordinator: Frances Jørgensen, Aarhus U.

Speakers: Peter Kesting, Aarhus U.; Theresa Michl, Munich School of Management; Anne Kallio, Lappeenranta U. of

Technology

Participants: Rene Rohrbeck, Aarhus U.; Arnold Picot, Ludwig

Maximilians U.

Friday 1:15PM

113 : (RM) Theory Development Using Case-Studies

1:15pm - 5:15pm Marriott Rivercenter: Salon J

Tweet this session: #AOM2011 113

Pre-registration required if you have a well developed case to submit for this working session. Limited obervers allowed, based on space available.

Organizers: Mikael Sondergaard, Aarhus U.; Jyoti Bachani, Saint

Mary's College of California

Participants: Vijaya L Narapareddy, Denver U.; Chi Anyansi-Archibong, North Carolina A & T State U.; Marilyn L Taylor, U. of Missouri, Kansas City; William Naumes, U. of New

Hampshire; Winfried Ruigrok, U. of St. Gallen

Friday 1:30PM

114 □ → ← □: (CMS, OMT, GDO) Frontiers of Critique: **Debating Theories and Theorists in Critical Management Studies**

1:30pm - 3:30pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 114

This forum will discuss critical ethnography, feminism(s), and theoretical contributions of leading postcolonial scholars like Minh-ha and Spivak.

Organizer: Anshuman Prasad, U. of New Haven Chair: Anshuman Prasad, U. of New Haven

Presenters: Pushkala Prasad, Skidmore College; Karen Lee Ashcraft, U. of Colorado, Boulder; Deborah Jones, Victoria U. of Wellington; Anshuman Prasad, U. of New Haven

115 ©: (MED) Texas Winery Tour

1:30pm - 6:30pm Offsite: Texas Hill Country Tweet this session: #AOM2011 115

Pre-registration online is required. Please visit

https://secure.aomonline.org/PDWReg. The cost is \$40.00, the

deadline to register is August 10, 2011

Organizer: Thomas P. Bradley, Tarleton State U. Participant: Jacob Eisenberg, U. College Dublin

116 \(\subseteq : \text{(MOC, OB, OMT, BPS, CAR, HR, IM)} \) Reviewing In the Rough: A Professional Development Workshop for **Doctoral Students**

1:30pm - 3:30pm Marriott Rivercenter: Salon L & M Tweet this session: #AOM2011 116

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) at mocreview@gmail.com obtain the approval code. The deadline to register online is August 10, 2011. Organizers: Jeffrey Bednar, U. of Michigan; Kevin S. Cruz, U. of Texas, El Paso

Facilitators: S. Gayle Baugh, U. of West Florida; John B. Bingham, Brigham Young U.; Brayden G King, Northwestern U.; Ravi Madhavan, U. of Pittsburgh; Suzanne S. Masterson, U. of Cincinnati; David Mayer, U. of Michigan; Ryan Quinn, U. of Virginia; Nancy Rothbard, U. of Pennsylvania; Eduardo Salas, U. of Central Florida

Presenter: Daniel Scott DeRue, U. of Michigan Panelists: Martin J. Kilduff. U. of Cambridge: Michael G. Pratt. Boston College; Glen E. Kreiner, Pennsylvania State U.; Luis Martins, U. of Texas, Austin

117 → \(\Begin{aligned} \begin{aligned} \begi MH. OM) Following Emergence in Process Research: Conceptual Frameworks and Methodological Approaches

1:30pm - 5:30pm San Antonio Convention Center: Room 205

Tweet this session: #AOM2011 117

Participants for Part 2 should go to our web site www.processresearchmethods.org to download the form for submitting a short 1000-2000 word paper describing a process research project for round table discussion. They must then submit their paper to that website by 1 July 2011. On receipt of their paper, they will be issued with a code that allows them to register on the AoM website for Part 2 of the PDW. Full instructions and a form for submitting the papers are on the web site, and questions should be directed to Andy Van de Ven and his assistant Britta Swiderski (ahvstaff@umn.edu) who manages this web site. register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizers to obtain the approval code. The deadline to register online is August 10, 2011.

Chair: Paula Jarzabkowski, Aston U.

Facilitators: Karen Golden-Biddle, Boston U.; Clive Smallman, U. of Western Sydney; Scott Sonenshein, Rice U.; Andrew H. Van de Ven, U. of Minnesota; Steven W Floyd, McIntire School of Commerce, U. of Virginia

Discussants: Ann Langley, HEC Montreal; David Nils Seidl, U. of 7urich

Speakers: Raghu Garud, Pennsylvania State U.; Robin Holt, U. of Liverpool; Paul M. Leonardi, Northwestern U.

Friday 1:45PM

118 □ • → •: (MED, TTC, ODC) Material Story Lab

1:45pm - 4:45pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 118

Material storytelling is introduced as a methodology for a new paradigmatic take on leadership education and development.

Chair: Kenneth Mølbjerg Jørgensen, Aalborg U.

Facilitators: Anete M. Camille Strand, Aalborg U.; Stephen P

Fitzgerald, TUI U.

Friday 2:00PM

119: (AAA) Connecting the Academy through **Technology**

2:00pm - 4:00pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 119

Technology and social media are increasingly present in daily life. This session will include a mixture of presentations and table discussions centered on how we connect using technology from. within and through the Academy. During this time, we will address how to use these tools effectively for networking, research, teaching and more. Academy of Management staff will also present how the Academy is incorporating these tools to better reach out to and engage members. Topics will include: Use of Twitter in the Classroom; Management Blogging; Distance Education Best Practices; Building a Network through Social Media; Managing and Participating in AOM Connect Groups; and Digital Publishing on the

120 →: (AAM, IM, TIM) An Agenda for Innovation and Entrepreneurship Research in India and China

2:00pm - 6:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 120

There is considerable room for discussion and debate to initiate further research on entrepreneurship on China and India. In addition to the debate about the relevance of various theoretical frameworks to understanding the phenomenon, this PDW forum will also provide an opportunity for scholars to share ideas about data collection. notes on archival sources, development of surveys that can facilitate research on innovation and entrepreneurship in India and China. Facilitators: Irene Hau-siu Chow, Chinese U. of Hong Kong; Sanjay Jain, Santa Clara U.; Anil Nair, Old Dominion U.; Mb Sarkar. Temple U.

Coordinator: David Ahlstrom, Chinese U. of Hong Kong Presenters: Zhujun Ding, The Chinese U. of Hong Kong; Yuanyuan Gong, Chinese U. of Hong Kong; Weiwen Li, Sun Yat-sen U.; Linda Chang Wang, Michigan State U.

121 🖭 🖑 : (D&ITC) Let's Get Real about Racism: Cultural Competency Workshop

2:00pm - 4:00pm Grand Hyatt: Texas Ballroom A Tweet this session: #AOM2011 121

Presenter: Mun Wah Lee, StirFry Seminars & Consulting

122 □ • → □: (MSR) MSR Doctoral Student and New **Faculty Consortium**

2:00pm - 5:30pm San Antonio Convention Center: Room 202A

Tweet this session: #AOM2011 122

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

Host: J. Goosby Smith, Pepperdine U.

Chairs: Lee Robbins. Golden Gate U.: Leona Lobell. U. of Phoenix

123 □ • □: (ODC) Developing Organizations Based on Academic Knowledge: Insights from Multiple Perspectives

2:00pm - 4:00pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 123

Organizer: Sonja A. Sackmann, U. Bundeswehr, Munich Presenters: Margaret E Phillips, Pepperdine U.; Terri Egan, Pepperdine U.; Andre S. Avramchuk, Fielding Graduate Institute

124 → \(\): (ODC, SAP, BPS, OMT, RM, OB) Publishing Qualitative Research in Premier Academic Journals

2:00pm - 6:00pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 124 This session requires Pre-Registration Chair: Quy Nguyen Huy, INSEAD

Presenters: Julia Balogun, Lancaster U.; Marianne W. Lewis, U. of Cincinnati; Catherine A Maritan, Syracuse U.; Lotte Luscher, Clavis Consulting

125 🔾 🛨 🔙: (ONE, BPS, TIM, PTC, ENT) The Role of the Future in Strategy

2:00pm - 4:00pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 125

Pre-registration is required for this workshop

https://secure.aomonline.org/PDWReg before August 10, 2011. Organizers: Edeltraud Guenther, Technische U. Dresden; Alfred Allen Marcus, U. of Minnesota

Distinguished Speaker: Dennis Bushnell, NASA Langley Research Center

Facilitators: Peter C Bishop, U. of Houston; George Cairns, RMIT U.; Natalie Slawinski, Memorial U. of Newfoundland

Friday 2:15PM

126 ② → **□**: (PTC, OMT, SAP, ODC, OB, RM, CMS, MC)

Approaches for Studying Management Practices

2:15pm - 5:15pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 126

Organizers: Nic Beech, U. of St Andrews; David Denyer, Cranfield U.; Katy Jane Mason, Advanced Institute of Management Research and Aston Business School, UK

Presenter: Elena P. Antonacopoulou, U. of Liverpool Participants: Davide Nicolini, U. of Warwick; Jennifer Whyte, U. of Reading; Markus Perkmann, Imperial College London; Zoe Radnor, U. of Warwick; Robin Wensley, U. of Warwick; Joe O'Mahoney, Cardiff U.

Friday 2:30PM

127 (CAR, MED, OB) The Topics of Careers and "Reflective Space" in MBA and Executive Education

2:30pm - 5:00pm Grand Hyatt: Bonham B Tweet this session: #AOM2011 127

Organizers: Svetlana Khapova, VU U. Amsterdam; Konstantin Korotov, ESMT; Margriet Buseman, VU U. Amsterdam Speakers: Elizabeth Florent-Treacy, INSEAD; Konstantin Korotov, ESMT; Douglas T. Hall, Boston U.; Polly Parker, U. of Queensland; Kathy E. Kram, Boston U.; Andreas Bernhardt, European School of Management and Technology, Berlin; Laura Guillen, ESMT

Friday 2:45PM

128 □ • → • : (HR, OB, IM, ITC) Developing HRM & Mentoring Systems, Managing Diverse Workforce & Preparing Expatriates for India

2:45pm - 4:45pm Grand Hyatt: Presidio B Tweet this session: #AOM2011 128

Chairs: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago

Participants: Sumit Kumar Kundu, Florida International U.; Vasanthi Srinivasan, Indian Institute of Management, Bangalore; Aarti Ramaswami, ESSEC Business School; Charmi Patel, Aston

129 €→ ← \subseteq : (IAM, HR, IM, AAM) How the Indian and Chinese are influencing Latin-American Management style

2:45pm - 4:45pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 129 Organizer: Sandra Idrovo, INALDE

Chair: Jose Ramon Pin. IESE Business School

Coordinators: Lourdes Susaeta, IESE Business School; Angela

Gallifa, IESE Business School

Speaker: Enrique Taracena, IPADE, Mexico

Participants: Carlos Marti, IESE Business School; Erica Helena Salvai, U. del Desarrollo: Marisa Aquirre Nieto. PAD - U. de Piura: Wilson Aparecido Costa de Amorim, Fundação Instituto de Administração; Alvaro Espejo, U. Adolfo Ibanez; Alma Lazo, IPADE, Mexico; Jose Manuel Alcaraz, Barna Business School; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul; Maria Jesus Belizon, IESE Business School; Hector O. Rocha, Austral

130 🕮 ♥ → ■: (MED, IM, GDO) Common Classroom Culture: Application of the Diversity Icebreaker in **Multicultural Student Groups**

2:45pm - 4:45pm Marriott Riverwalk: Salon D Tweet this session: #AOM2011 130

We suggest to expand the theoretical dimensions in Diversity Icebreaker to include learning styles.

Organizers: Alexis Rossi, Loughborough U.; Marieke Christina van Egmond, Bremen Graduate School of Social Sciences Chair: Bjoern Z. Ekelund, Human Factors

131 (MED, OB) Exploring Critical Thinking in the Classroom Through Action Learning and Reflective Writing Practice

2:45pm - 4:45pm Marriott Riverwalk: Salon B Tweet this session: #AOM2011 131

Facilitators: Janice Witt Smith, Winston-Salem State U.; Kari D

Weaver, U. of South Carolina, Aiken

Presenters: Doria Kathy Stitts, Winston-Salem State U.; Gloria Clark, Winston-Salem State U.; Julie Kliegl, Wartburg College

132 ♥→ ← \subsection : (ONE) Beyond Traditional Perspectives on Economic Growth: Green Growth, Steady State, and Degrowth

2:45pm - 4:45pm Marriott Riverwalk: Salon C Tweet this session: #AOM2011 132 Organizer: Andre Reichel, U. of Stuttgart

Moderators: Paul Adler, U. of Southern California; Robert Perey, Macquarie U.

Discussants: John M Jermier, U. of South Florida; Bobby Banerjee, U. of Western Sydney; Carolyn P. Egri, Simon Fraser U. Speakers: Brian Czech, Virginia Tech; Anita Burke, The Catalyst

133 \((RM, BPS, OB, TIM, HR, ENT, ODC) \) Why We All Should Be Bayesians: Opportunities of Bayesian Statistics for Management Research

2:45pm - 5:15pm San Antonio Convention Center: Room 202B Tweet this session: #AOM2011 133 Organizer: David Krackhardt, Carnegie Mellon U. Coordinator: Andreas Schwab, Iowa State U.

Presenters: William H. Starbuck, U. of Oregon; Joern Hendrich Block, Erasmus U. Rotterdam; Miguel Sousa Lobo, INSEAD;

Ehsanola S. Soofi, U. of Wisconsin, Milwaukee

Friday 3:00PM

134: (AAA) The Ins and Outs of Faculty Recruiting

3:00pm - 4:30pm Marriott Rivercenter: Salon G Tweet this session: #AOM2011 134

Organizers: La Verne Hairston Higgins, Eastern Michigan U.; Wendy Kramer, Keystone College

135 (ENT) How NOT To Quit Your Day Job: Presentation & Discussion of a Short Film About Entrepreneurship

3:00pm - 6:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 135

Please contact David Croson at dcroson@cox.smu.edu if you will not be able to attend the PDW but would like a link to view an online version of the film.

Chair: David C Croson, Southern Methodist U. Discussant: Mark Kerins, Southern Methodist U.

136 (OMT) OMT Teaching Roundtables

3:00pm - 5:00pm San Antonio Convention Center: Room 216 A & B

Tweet this session: #AOM2011 136

Organizers: M. Diane Burton, Cornell U.; David Touve, Washington and Lee U.

Distinguished Speakers: Howard Aldrich, U. of North Carolina; Ellen R. Auster, York U.; Joseph Broschak, U. of Arizona; Wayne E Baker, U. of Michigan; Katherine K Chen, City U. of New York, City College; Martin Gargiulo, INSEAD; Tor Hernes, Copenhagen Business School; Andrew J. Hoffman, U. of Michigan; Rodney Lacey, Emory U.; William Ocasio, Northwestern U.; Charles A O'Reilly, Stanford U.; Claus Rerup, U. of Western Ontario; Sean Safford, U. of Chicago; Filipe Manuel Simoes Dos Santos, INSEAD: Marc Ventresca, NPS: Amv Wrzesniewski, Yale U.

Friday 3:15PM

137 € 🖃: (OB, HR) Leadership Development Challenges and Best Practices: A Scientist-Practitioner Forum

3:15pm - 5:45pm Grand Hyatt: Travis B Tweet this session: #AOM2011 137

Facilitators: Donna Chrobot-Mason, U. of Cincinnati; Ted K. Dass, U. of Cincinnati; Stacie Furst Holloway, U. of Cincinnati; Gail T Fairhurst, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati; Melanie Cohen, U.S. Department of Housing & Urban Development; Geoffery Seaver, National Defense U.; Katherine E Holt, Peakinsight LLC; Suzanne Boys, U. of Cincinnati

Friday 3:30PM

138: (AAA) 2011 AMLE "Town Hall": Conversations with **Provocative Authors**

3:30pm - 5:30pm Hilton Palacio del Rio: Corte Real D/E

Tweet this session: #AOM2011 138

Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh

Presenter: Kenneth G. Brown, U. of Iowa

Panelists: Herman Aguinis, Indiana U., Bloomington; Rhett Andrew Brymer, Texas A&M U.; S Trevis Certo, Arizona State U.; Erich C. Dierdorff, DePaul U.; Ryan K. Gottfredson, Indiana U., Bloomington; Robert S. Rubin, DePaul U.; David G. Sirmon, Texas A&M U.

139 : (OMT, ENT, BPS, TIM) Revealing the Cultural in Entrepreneurship and Innovation

3:30pm - 6:30pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 139

Organizers: Joep Cornelissen, U. of Leeds; Raghu Garud, Pennsylvania State U.; Tyler Earle Wry, Wharton School; Krsto

Pandza, Leeds U.; Jean Siobhan Clarke, Leeds U. Discussants: Davide Ravasi, Bocconi U.; Peter Karnoe,

Copenhagen Business School

Presenters: Robin Holt, U. of Liverpool; Joel Gehman,

Pennsylvania State U.; Antonio Paco Giuliani, U. of Bologna; Paul

Ellwood, U. of Leeds

140 €→ \(\): (SIM, ONE, IM, BPS, ITC) Base of the Pyramid Research Methods: Overcoming Perils and Pitfalls in the **Quest for Quality Data**

3:30pm - 10:00pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 140

Organizers: Moriah A. Meyskens, Babson College; Kevin

McKaque, York U.

Participants: Geoff Archer, Royal Roads U.; Alain Berranger, Schulich School of Business: Oana Branzei. U. of Western Ontario: Jo Crotty, Salford U.; Casey Jonathan Frid, Clemson U.; Douglas J. Gilbert, U. of Phoenix; Christopher James Hastings, U. of St. Thomas; Diane Holt, Queen's U. Belfast; Lisa Jones-Christensen, U. of North Carolina, Chapel Hill; Geoff Kistruck, The Ohio State U.: Arno Kourula. Stanford U.: Marlene J Le Ber. U. of Western Ontario; Jae Hwan Lee, Texas Tech U.; Ted London, U. of Michigan; Leif Willard Lundmark, U. of Utah; Mark B. Milstein, Cornell U.; Bruce Paton, Monterey Institute of International Studies; Miguel Rivera-Santos, Babson College; Ute Stephan, U. of Sheffield: Ethel R. Vesper. U. of Phoenix: Warner P. Woodworth. Brigham Young U.; Regina Frank, Loughborough U.; Niels Billou, U. of Western Ontario

Friday 3:45PM

141 → ← 🖃: (HR, IM, TIM) East - West Innovation

Rendezvous: The HR Perspective

3:45pm - 5:45pm Grand Hyatt: Travis A Tweet this session: #AOM2011 141

This PDW will serve as an initial stepping stone for understanding similarities and difference of existing HRM models.

Facilitator: John P Ulhoi, Aarhus U.

Coordinator: Frances Jørgensen, Aarhus U.

Speakers: Yu Zhou, Renmin U. of China; Hua Zhi Qin, Renmin U.

of China

Friday 4:00PM

142 □ • → □: (CMS) Enacting Process-relational Thinking in Critical Management Inquiry and Educative Discourse

4:00pm - 6:00pm Marriott Riverwalk: Bowie Tweet this session: **#AOM2011 142**

Facilitators: Martin Wood, RMIT U.; Martyna Anna Sliwa,

Newcastle U.

Coordinator: Robert Michael McMurray, Durham U.

143 □□: (OB) Organizational Behavior Doctoral Consortium - Friday Session (Invitation Only)

4:00pm - 7:00pm Grand Hyatt: Lone Star F Tweet this session: **#AOM2011 143**

Pre-registration is required: https://secure.aomonline.org/PDWReg. Please contact coordinators for approval code. Must also register for OBDC on Sat.

Facilitators: Timothy Baldwin, Indiana U., Bloomington; Deanne N. DenHartog, U. of Amsterdam; Bradley L. Kirkman, Texas A&M U.; Ana Sierra Leonard, U. of Cincinnati; Mara Olekalns, U. of Melbourne; Ronald F. Piccolo, Rollins College; Mathew L. Sheep, Illinois State U.; Michael Wesson, Texas A&M U.

Coordinators: Sharon K. Parker, U. of Western Australia; Joyce

Bono, U. of Minnesota

Speaker: Elaine C. Hollensbe, U. of Cincinnati

Friday 4:15PM

144 🖃: (GDO) Black Faces in White Places: New Approaches to Research on the Black Experience in Organizations

4:15pm - 6:45pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 144 Organizer: Jeffrey A. Robinson, Rutgers U. Chair: Jeffrey A. Robinson, Rutgers U.

Panelists: C Douglas Johnson, Georgia Gwinnett College; dt ogilvie, Rutgers U.; Patricia Faison Hewlin, McGill U.; Delmonize Antonio Smith, Rochester Institute of Technology; Laquita C Blockson, College of Charleston; Sammie L Robinson, Texas Southern U.; Monika Hudson, U. of San Francisco; J. Goosby Smith, Pepperdine U.; Rochelle Parks-Yancy, Texas Southern U.; Shalei V. K. Simms, Ramapo College

Participants: Darius Morse, Georgia Gwinnett College; Atira Cherise Charles, Florida State U.; Eden-Renee Pruitt, Bard College at Simons Rock; DeMarcus A. Pegues, U. of Tennessee, Chattanooga; Erika Verniece Richardson, Northwestern U.

145 →: (HCM, IM) International Comparison of Stakeholders in Healthcare Innovation: Developing a Conceptual Framework

4:15pm - 6:15pm Marriott Rivercenter: Salon K Tweet this session: **#AOM2011 145**

Chairs: Karin Sanders, U. of Twente; Sandra C. Buttigleg, U. of Malta; Helen Shipton, Aston U.

Participants: Judy Scully, Aston U.; Cheryl Rathert, U. of Missouri; Ricky Leung, U. of Missouri

146 : (MSR) Trust Your Instincts: A Neuroscience-Based Approach to Transforming Organizational Performance

4:15pm - 6:15pm San Antonio Convention Center: Room 203B

Tweet this session: #AOM2011 146

Pre-registration is required for this workshop. To accommodate more attendees, this session is being held twice on Friday August 12th, once at 8am (session #12145), and then repeated again at 4:15pm (session #18196). Please preregister for one session only. To register online, please visit

https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Chair: Arthur L. Jue, U. of Phoenix

Presenters: Kathy Kolbe, Kolbe Corp.; John F Regni, Lt. Gen

USAF (ret), Aerospace and Defense Initiative, SFAz

Friday 4:30PM

147 : (HR) HR Junior Faculty Consortium Icebreaker and Dinner

4:30pm - 7:30pm Offsite: To Be Determined
Tweet this session: #AOM2011 147
Organizers: Ingrid Fulmer, U. of South Carolina; Diane E.

Johnson, U. of Alabama, Tuscaloosa; Hui Liao, U. of Maryland; Sophie De Winne, Lessius U. College

148 ⓒ 届: (OB, OM, HCM) Dilemmas of Learning in Organizations: A Research Incubator to Explore Negative Effects of Learning

4:30pm - 7:30pm Grand Hyatt: Lone Star C Tweet this session: **#AOM2011 148**

Organizers: Tal Katz-Navon, Interdisciplinary Center; Eitan Naveh, Technion Israel Institute of Technology; Anita L. Tucker, Harvard U.

Distinguished Speakers: John S. Carroll, Massachusetts Institute of Technology; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor Presenters: Sara J. Singer, Harvard U.; Timothy J. Vogus, Vanderbilt U.

Friday 5:00PM

149 : (AAA) The Academic Job Search: Workshop for Applicants

5:00pm - 6:30pm Marriott Rivercenter: Salon G Tweet this session: **#AOM2011 149**

Organizers: La Verne Hairston Higgins, Eastern Michigan U.; Wendy Kramer, Keystone College

150 (□ ② → ◀□: (HR) HR Division Doctoral Consortium Dinner and Networking

5:00pm - 6:30pm Grand Hyatt: Texas Ballroom C Tweet this session: **#AOM2011 150**

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Bradford S Bell, Cornell U.; Jenny M. Hoobler, U. of Illinois, Chicago; Corine Boon, U. of Amsterdam; Mark V Roehling, Michigan State U.

151 □□□: (MED, TTC, NDSC) Management Education and Development Writer's Workshop

5:00pm - 7:30pm Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 151**

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is July 25, 2011.

Facilitators: Thomas F Hawk, Frostburg State U.; Jon Billsberry, Coventry U.; Thomas A. Bryant, Albion College; Jane Schmidt-Wilk, Maharishi U.; Carolyn Wiley, Roosevelt U.; Kathy Lund Dean, Idaho State U.; Charles J. Fornaciari, Florida Gulf Coast U.; John B Stark, California State U. Bakersfield; Stephen E Weiss, York U.; Jeanie Mannheimer Forray, Western New England College; V Seshan, Pepperdine U. Coordinator: Joann Krauss Williams, Judson College

152 🕮 🖳 : (OB) Organizational Behavior Junior Faculty Workshop - Friday Session (Invitation Only)

5:00pm - 9:30pm Grand Hyatt: Lone Star E Tweet this session: #AOM2011 152

Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the Organizational Behavior Junior Faculty Workshop on Saturday. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop coordinator(s) to obtain the approval code. The cost to register is \$150.00, and the deadline to register online is August 10, 2011.

Coordinators: Adam M. Grant, U. of Pennsylvania; Michele Williams, Cornell U.

Presenters: Deborah Ancona, Massachusetts Institute of Technology; Sigal Barsade, U. of Pennsylvania; Kimberly D. Elsbach, U. of California, Davis; Michele J. Gelfand, U. of Maryland; Cristina Gibson, U. of Western Australia; Avraham N. Kluger, Hebrew U. of Jerusalem; Keith Murnighan, Northwestern U.; Sim B. Sitkin, Duke U.; Barry M Staw, U. of California, Berkeley; David A. Thomas, Harvard U.

153: (OC/S) OCIS International Paper Development Workshop

5:00pm - 7:00pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 153

Pre-registration is required. To register online, visit https://secure.aomonline.org/PDWReg. Contact the workshop organizer for the approval code.

Chair: Katherine J. Stewart, U. of Maryland, College Park Facilitators: Bijan Azad. American U. of Beirut: Marleen Huvsman. VU U. Amsterdam; Sirkka Jarvenpaa, U. of Texas; Aalto U.; Atrevi Kankanhalli, National U. of Singapore; Shaila Miranda, U. of Oklahoma; Ulrike Schultze, Southern Methodist U.; Sandra Slaughter, Georgia Institute of Technology

No Deadlines And No Processes: The Successful Path To Healthcare IT Of An Italian Nursing Home | Andrea Carugati, Aarhus U.; Antonio Giangreco, IESEG; Antonio Sebastiano, U. Carlo Cattaneo

When Hard Facts Are Too Little: The Case Of Project Prioritization In A Financial Institution | Arisa Shollo. Copenhagen Business School; loanna Constantiou, Copenhagen Business School

Recruiters And The Dilemma Of Finding The Right Match In Our Flat World | Elfi Furtmueller, U. of Twente: Mary Tate. Victoria U. of Wellington

Using Knowledge Management Systems To Support Knowledge Sharing In MNCs: A Comparative Study | Mahmoud Abdelrahman, Manchester Business School; Simon French, U. of Manchester; K. Nadia Papamichail, U. of Manchester

A Research on Knowledge Recording Behavior: Based on Theory of Interpersonal Behavior I Kvungmi Chun. Yonsei U.; Yunhee Chang, Yonsei U.

Centralized IS and Organizational Creativity: Lessons Learned from the Energy Management Industry | Nassim Aissa Belbalv. GSCM. Montpellier Business School: Anis Khedhaouria, GSCM, Montpellier Business School

Match or Mess? An Experimental Study of Leadership Style Change in Virtual Context | Kai-Tang Fan, Lunghwa U. of Science and Technology

Online Value Creation and Social Networks Use by Cultural Institutions: The Case of the Museums | Antonio Padilla-Meléndez, U. of Málaga; Ana Rosa del Águila-Obra, Malaga U.; Aurora Garrido-Moreno, Malaga U.

Consumers, Online Users and Decision Makers: Individual Characteristics Affecting Purchase Processes | Sahar Karimi, U. of Manchester; K. Nadia Papamichail, U. of Manchester; Christopher Holland, U. of Manchester

IT-Enabled Organizational Disruption: Enterprise 2.0 on Organizational Design | Zhenyu Yang, Norwegian School of Management

154 ©: (SAP) Reconstructing Organizations Strategies Trough a Socio-Economic Approach to Strategy as **Practice**

5:00pm - 7:00pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 154

Participants: John Conbere, U. of St. Thomas; Alla Heorhiadi, U. of St. Thomas; Henri Savall, ISEOR; Emmanuel Beck, ISEOR; Marc Bonnet, ISEOR; Olivier Voyant, ISEOR

Friday 5:30PM

155: (AAA) New Member Orientation: Session 1

5:30pm - 7:00pm San Antonio Convention Center: Room 214

Tweet this session: #AOM2011 155

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage if this opportunity to learn more about your membership benefits, share ideas about how you can get the most out of your membership, and learn some tips for navigating the meeting in Montreal. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one. If you are unable to attend this session, it will be repeated on Saturday, August 13, 2011 at 5:30 pm.

Organizers: Stephanie Case Henagan, Northern Illinois U.; Kerry Ignatz, Academy of Management

156 : (CM) CM Division Junior Faculty Research Incubator Reception

5:30pm - 7:00pm Offsite: .TBA

Tweet this session: #AOM2011 156

This is an informal reception for those participating in the CM Division Research Incubator on Saturday.

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

Friday 6:00PM

157: (GDO) GDO Pre-Conference Social Hour

Section D

6:00pm - 7:30pm Grand Hyatt: Texas Ballroom B

Tweet this session: #AOM2011 157

Division Chair: David A. Kravitz, George Mason U.

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

Simmons College

Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.

Past Chair: Quinetta Roberson, Villanova U.

158 : (ICW) MMD Debriefing (1)

6:00pm - 7:00pm Grand Hyatt: Bonham B Tweet this session: **#AOM2011 158**

We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin, CBS.

Organizer: Lise Balslev, CBS/ MMD

159: (IM) IM Division PDW Welcome

6:00pm - 6:30pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 159

After a brief welcome, participants and Executive Committee members will head to area restaurants in small groups (each person buys their own dinner).

Organizer: Jennifer Spencer, George Washington U.

160 : (OCIS) OCIS Junior Faculty Consortium Dinner and Networking

6:00pm - 9:00pm Offsite: TBA Tweet this session: **#AOM2011 160**

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

Host: Manju K Ahuja, U. of Louisville

161: (OMT) Meet OMT Reception

6:00pm - 8:00pm San Antonio Convention Center: Mission 103 A & B

Tweet this session: **#AOM2011 161**Meet the OMT officers and members.

Friday 6:30PM

162: (NDSC) NDSC: Friday Night Social

6:30pm - 9:00pm Offsite: TBD Tweet this session: **#AOM2011 162**

Organizers: Preeti Wadhwa, U. of Kansas; Sean Rogers, Rutgers

U.

Friday 7:00PM

163 : (MSR) MSR Dinner

7:00pm - 10:00pm Offsite: Casa Rio Restaurant Tweet this session: **#AOM2011 163**

Pre-registration is required for this workshop. The dinner will be held at Casa Rio Restaurant at 430 Commerce Street. For more information about the venue, please visit the following site: http://www.casa-rio.com/index2.htm. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is \$10.00 and the deadline to register online is August 4, 2011.

Saturday 7:00AM

164: (AAA) AOM Journals Committee Meeting

7:00am - 8:00am Grand Hyatt: Mission A Tweet this session: #AOM2011 164

Organizer: Susan Zaid, Academy of Management

165: (MSR) MSR Morning Meditation Session

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

Tweet this session: #AOM2011 165

Organizer: Gerald Biberman, U. of Scranton

Saturday 7:30AM

166 (□) →: (ONE) Sustainability and Social Entrepreneurship Case Lab Breakfast: What Makes an **Excellent Case?**

7:30am - 9:00am Marriott Rivercenter: Salon B Tweet this session: #AOM2011 166

Breakfast will be served during this session. Please pre-register to give us an idea of numbers for catering purposes. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Organizer: Liudmila Nazarkina, U. of St. Gallen Facilitator: Michael Andreas Pirson, Fordham U.

Discussants: Kevin McKague, York U.; Francesco Perrini, Bocconi U.; Ezequiel Alejandro Martin Reficco, U. de los Andes,

Colombia

Saturday 8:00AM

167 : (AAA) Conference Exhibits

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

Tweet this session: #AOM2011 167

168: (AAA) Conference Registration

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

Tweet this session: #AOM2011 168

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

169: (AAA) San Antonio 2011 LAC

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

Tweet this session: #AOM2011 169

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

Miller, U. of Texas, San Antonio

170: (AAA) AOM Membership

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

Tweet this session: #AOM2011 170

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

Academy volunteer.

Organizer: Stephanie Case Henagan, Northern Illinois U.

171: (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am San Antonio Convention Center: Room 211.

Tweet this session: #AOM2011 171

Organizer: Stephanie Case Henagan, Northern Illinois U.

172 • 🖃: (AAM) Work Motivation and Work-Related Attitudes/Behaviors

8:00am - 10:00am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 172

Chair: Ping Ping Fu, Chinese U. of Hong Kong

Presenters: Lei Li, Xi'an Jiaotong U.; Yanxia Li, Shanghai Institute of Foreign Trade: Yi Qin. The Chinese U. of Hong Kong: Bilian Lin. The Chinese U. of Hong Kong; Le Tan, Xi'an Jiaotong U. Participants: Yufan Shang, Xi'an Jiaotong U.; Youmin Xi, Xi'an Jiaotong U.; Jiming Bao, Fudan U.; Ping Ping Fu, Chinese U. of Hong Kong; He Yi Song, Xi'an Jiaotong U.

173 € : (AAM, OB) Similarities and Differences between Western and Chinese Contexts for Emotional Issues

8:00am - 10:00am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 173

Similarities and differences in emotional issues in organizations in the Western and Chinese contexts is the key theme of this PDW Speakers: Chi-Sum Wong, Chinese U. of Hong Kong; Kelly Z. Peng, Hong Kong Shue Yan U.; Yina Mao, Chinese U. of Hong Kong; Majid Ghorbani, Simon Fraser U.; Yuan Liao, Simon Fraser

174 🕮 🖳: (BPS) BPS Doctoral Consortium II

8:00am - 1:00pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 174

By invitation only

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

Boston U.

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

175 🕮 🖳 : (BPS) BPS New Faculty Consortium

8:00am - 5:00pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 175 Pre-registration is required

Organizers: Sendil Ethiraj, U. of Michigan, Ann Arbor; Anne Marie

Knott, Washington U. in St. Louis

Participants: Nicholas Argyres, Washington U. in St. Louis; Mary J. Benner, U. of Minnesota; Ramon Casadesus-Masanell, Harvard U.; Melissa Graebner, U. of Texas, Austin; Michael Lenox, U. of Virginia; James Westphal, U. of Michigan; Hayagreeva Rao, Stanford U.; Edward Zajac, Northwestern U.; Bruno Cassiman, IESE Business School

176 → 🖃: (BPS, IM, IAM) Fostering Publication from Around the World in Leading Organization and Strategy **Journals**

8:00am - 1:00pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 176

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Roberto Vassolo, Austral U.; Tunji Adegbesan, Lagos Business School; Hans T. W. Frankort, City U. London; W Glenn Rowe, Richard Ivey School of Business; Pao-Lien Chen, National Tsing Hua U.

Distinguished Speakers: William G Mitchell, Duke U.; Adelaide Wilcox King, U. of Virginia; Alvaro Cuervo-Cazurra, Northeastern U.; Anita McGahan, U. of Toronto

Facilitators: Francisco Diaz Hermelo, IAE Business School Argentina; Thomas Mellewigt, Freie U. Berlin; Raffaele Oriani, Luiss Guido Carli U.

Speakers: Sergio Giovanetti Lazzarini, Insper Institute of Education and Research: Weiru Chen. INSEAD: Harry G. Barkema, London School of Economics

177 =: (CAR, GDO) Insights for Publishing Careers Research in Top Journals

8:00am - 11:00am Grand Hyatt: Bonham B Tweet this session: #AOM2011 177

Chair: Kimberly Eddleston, Northeastern U.

Presenters: Timothy Golden, Rensselaer Polytechnic Institute; Jeffrey H. Greenhaus, Drexel U.; Monica L. Forret, St. Ambrose U.; Terri A. Scandura, U. of Miami; Joy A. Schneer, Rider U.; Sherry E. Sullivan, Bowling Green State U.; Amy Wrzesniewski, Yale U.

178 ← !: (CM, OB, HR, SIM) **Organizational Justice**: Breaking the Boundaries and Forging New Directions

8:00am - 11:00am Grand Hyatt: Texas Ballroom C

Tweet this session: #AOM2011 178

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

Chair: Laurie J. Barclay, Wilfrid Laurier U.

Panelists: Maureen L. Ambrose, U. of Central Florida; Robert Bies, Georgetown U.; Ramona Bobocel, U. of Waterloo; Joel Brockner, Columbia U.; Robert Folger, U. of Central Florida; Jessica Rodell, U. of Georgia; Debra L. Shapiro, U. of Maryland; Linda Skitka, U. of Illinois, Chicago

179 : (CMS) How Do We Distinguish Ourselves? **Examples of Teaching Practice from CMS** Teachers/Rsearchers

8:00am - 10:00am Marriott Rivercenter: Salon J Tweet this session: #AOM2011 179

Current CMS Executive Members will provide practical and useful examples of learning exercises, methods and skills development from their teaching.

Professional Development Workshop Chairs: Craig Prichard, Massey U.; Jan Schapper, La Trobe U.

Participants: Gavin Jack, La Trobe U.; Sarah Stookey, Central Connecticut State U.; Marianna Fotaki, U. of Manchester; Pauline Fatien Diochon, U. of Lyon; Alex Faria, Fundação Getulio Vargas

180 🕮 ♥: (D&ITC, GDO) Action Learning in Action: A **Demonstration and Discussion**

8:00am - 10:00am Grand Hyatt: Presidio B Tweet this session: #AOM2011 180

Presenters: Michael Marquardt, George Washington U.; Pauline Albert, St. Edward's U.; Sara Henderson Gibson, Fielding Graduate Institute

181 : (ENT, OMT, BPS) Building Coherent Careers through Commitment to Theory

8:00am - 10:00am San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 181

Entrepreneurship Division Research Committee PDW

Chair: Ted Baker. North Carolina State U.

Participants: Howard Aldrich, U. of North Carolina; Jay B Barney, Ohio State U.; Anne S Miner, U. of Wisconsin, Madison

182 (GDO, IM) Using Individual Assessments to Explore Difference and Develop Skills: An Interactive Workshop

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

Tweet this session: #AOM2011 182

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. There is a \$10.00 registration fee, which covers the cost of assessments for participants. The deadline to register online is August 10, 2011. Organizer: Jeanie Mannheimer Forray, Western New England College

Participants: Kathy Lund Dean, Idaho State U.; Jeanie Mannheimer Forray, Western New England College; Ilene Carol Wasserman, ICW Consulting Group

183 ©: (GDO, OB) Boundary Spanning Leadership: Strategies to Transform Limiting Borders into Limitless **Frontiers**

8:00am - 10:00am Grand Hvatt: Texas Ballroom D Tweet this session: #AOM2011 183

Facilitator: Donna Chrobot-Mason, U. of Cincinnati

184 □: (HCM, CAR) Finding a Balance: Job Search Strategies and Considerations in the Small World of **Academics**

8:00am - 10:00am Marriott Riverwalk: Salon E Tweet this session: #AOM2011 184

Organizer: Ann Scheck McAlearney, Ohio State U.

Panelists: Robert Weech-Maldonado, U. of Alabama, Birmingham; Jami Leanne DelliFraine, U. of Texas; Julie Robbins, Ohio State

185: (HCM, MED) Innovative On-line Learning Techniques for Healthcare Managers: Mindful Approaches

8:00am - 10:00am Marriott Riverwalk: Bowie Tweet this session: #AOM2011 185

Presenters: Brenda Freshman, California State U. Long Beach; Mary Helen McSweeney-Feld, Towson U.; Carol Molinari, U. of Baltimore

186 ⊕ • → •: (HR, OB, IM) Multinational Perspectives on Teaching Strategic HRM

8:00am - 10:00am Grand Hyatt: Bonham D Tweet this session: #AOM2011 186

Organizers: Liza Castro Christiansen, U. of Reading; Karin

Sanders. U. of Twente

Presenters: Randall S. Schuler, Rutgers U.; Pawan S. Budhwar, Aston U.; Jian Min Sun, Renmin U. of China; Scott L Martin,

187 → ← \equiv : (IAM, ENT, ONE, TIM, BPS) Industry

Transformation and Impacts on Firms in Ibero America: **Research Opportunities**

8:00am - 10:00am San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 187

Goals of this PDW are: to generate questions to guide research and discover relevant variables for this topic in Latin American and the East.

Facilitators: Gaston Fornes, U. of Bristol; Patricia G. Vidal, U.

Presbiteriana MacKenzie

Coordinator: Silvia Novaes Zilber. UNINOVE

Participants: Julio O. DeCastro, Babson College; Mohamed Amal,

Regional U. of Blumenau- FURB; Luis Felipe Machado

Nascimento, PPGA - EA -UFRGS

188: (ICW) Teaching Your Management Classes: Technology as an engagement tool

8:00am - 4:30pm Hyatt Regency: Bowie C

Tweet this session: #AOM2011 188

Organizer: Anke Weekes, McGraw-Hill/Irwin

189 ☐→ ☐: (IM) International Management Division **Doctoral Consortium**

8:00am - 3:30pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 189

Organizer: Andrew Spicer, U. of South Carolina

Panelists: Paul Almeida, Georgetown U.; Jaideep Anand, Ohio State U.; Nicole Woolsey Biggart, U. of California, Davis; Mary Yoko Brannen, INSEAD; Rafael A. Corredoira, U. of Maryland, College Park; Carl F. Fey, Nottingham U. Business School China: Srividya Jandhyala, George Washington U.; Ilya Okhmatovskiy, McGill U.; Jone L. Pearce, U. of California, Irvine; Jordan Siegel, Harvard U.; Shige Makino, Chinese U. of Hong Kong

190 (JM) International Management Division Junior Faculty Consortium

8:00am - 3:30pm San Antonio Convention Center: Room 217 C

Tweet this session: #AOM2011 190

Organizer: William Newburry, Florida International U.

Panelists: Timothy Michael Devinney, U. of Technology, Sydney; Lorraine Eden, Texas A&M U.; Jean-Francois Hennart, Tilburg U.; Luiz F. Mesquita, Arizona State U.; James A. Robins, Singapore Management U.; Elizabeth L. Rose, Aalto U.; Robert Salomon, New York U.; Rosalie L. Tung, Simon Fraser U.; Stephen E Weiss, York U.; Katherine Xin, CEIBS; Lena Zander, Uppsala U.; Tagi Sagafi-nejad, Texas A&M International U.; Naomi A Gardberg, Baruch College

191 → 🖳: (IM, BPS) Frontiers of Cross Cultural Research

8:00am - 10:00am San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 191

Organizer: Carolina Gomez, Florida International U.

Panelists: Sharon Arieli, Hebrew U. of Jerusalem; Chi-Yue Chiu, Nanvang Technological U.: Peter W Dorfman, New Mexico State U.; Bradley L. Kirkman, Texas A&M U.; Juan I. Sanchez, Florida International U.

192 > (IM, BPS) New Theories to Explain Foreign Entry Structures

8:00am - 10:00am San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 192

Preregistration requested but not required

Coordinator: Keith D. Brouthers. North Carolina State U.

Participants: Lance Brouthers, Kennesaw State U.; Jean-Francois Hennart, Tilburg U.; Igor Filatotchev, City U. London

193 ☐ → •: (ITC, CMS, IAM, MED) Neither West nor East: Pursuing a Post-developmental Management Education for Developing Countries

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

Tweet this session: #AOM2011 193

Organizer: Luiz Antonio Joia, Fundação Getulio Vargas Presenters: Tojo Thatchenkery, George Mason U.; Alex Faria, Fundação Getulio Vargas; Guillermo Rodríguez Abitia, U. Nacional Autonoma de México; Gopakumar Gopalakrishnan, Infosys Technologies; Hanna Lehtimäki, U. of Tampere

194 □ • → • : (ITC, MED, MH, MSR) Management from Ancient Indian Texts: What the World Can Use To Manage **Contemporary Organizations**

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

Tweet this session: #AOM2011 194

Organizer: A. D. Amar, Seton Hall U.

Presenters: Radhakrishnan Pillai. U. of Mumbai: Swami Ishwarananda, Chinmaya Rameshwaram; A. D. Amar, Seton Hall

195 (MC) MC Doctoral Consortium - with Anne Huff

8:00am - 12:00pm Grand Hyatt: Crockett A & B Tweet this session: #AOM2011 195

Presenter: Matthew Semadeni, Indiana U., Bloomington

196 €: (MC, MSR, OM, AAM) East Meets West: Lean Leadership and the Sensei Way

8:00am - 12:00pm Grand Hyatt: Mission B Tweet this session: #AOM2011 196 Organizer: Dan Prock. Sensei Way LLC

197 📖 🖃 : (MED, RM) Case Teaching Workshop: Exploring the Potential of Case Studies

8:00am - 11:30am Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 197

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

Organizers: Chi Anyansi-Archibong, North Carolina A & T State U.; Marilyn L Taylor, U. of Missouri, Kansas City; Derrick E. D'Souza, U. of North Texas; Mark Jenkins, Cranfield U. Facilitators: Josh Daspit, U. of North Texas; Bill Joyce, Turning Technologies

Participants: Theresa Coates, Clarkson U.; Kenneth R. Thompson, DePaul U.; Gina Vega, Salem State U.; Richard McCracken, ecch

198 : (MOC) The Cognition in the Rough Workshop

8:00am - 12:00pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 198

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Morela Hernandez, U. of Washington; Jeffrey Bednar, U. of Michigan

Facilitators: Fran Ackermann, Strathclyde U.; Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.; Janet M. Dukerich, U. of Texas, Austin; Colin Eden, Strathclyde U.; Dov Eden, Tel Aviv U.; C. Marlena Fiol, U. of Colorado, Denver; Peer C. Fiss, U. of Southern California; Elizabeth George, Hong Kong U. of Science and Technology; Tor Hernes, Copenhagen Business School; Gerard P. Hodgkinson, U. of Leeds; George P. Huber, U. of Texas, Austin; Lynn A. Isabella, U. of Virginia; Sarah Kaplan, U. of Toronto; Glen E. Kreiner, Pennsylvania State U.; Theresa K Lant, Pace U.; Kyle Lewis, U. of Texas, Austin; Luis Martins, U. of Texas, Austin; Stephen Mezias, INSEAD; Chet Miller, U. of Houston; Frances J. Milliken, New York U.; Don Moore, U. of California, Berkeley; Sucheta Nadkarni, Drexel U.; Michael D. Pfarrer, U. of Georgia; Rhonda K. Reger, U. of Maryland; Violina Rindova, U. of Texas, Austin; David R. Schwandt, George Washington U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Subrahmaniam Tangirala, U. of Maryland, College Park; Mary J. Waller, York U.; David A. Whetten, Brigham Young U.

199 : (MSR) Management, Spirituality, and Religion Research Incubator

8:00am - 10:30am La Quinta Inn & Suites: Crockett West Tweet this session: #AOM2011 199

Organizers: Matthew C. Mitchell, Drake U.; Emily Lean, Union U.; Gilbert Tan, Singapore Management U.

Presenters: Mary Yoko Brannen, INSEAD; Thomas A. Bryant, Albion College; Peter Hill, Rosemead School of Psychology; Jody Fry, Tarleton State U.; Jane Schmidt-Wilk, Maharishi U.

200 € → •: (MSR) The Spirit of Shinise: What We Can Learn from Long-lived Japanese Companies

8:00am - 10:00am La Quinta Inn & Suites: Fiesta E Tweet this session: #AOM2011 200

Presenters: Keiko Krahnke. U. of Northern Colorado: Isaac Wanasika, U. of Northern Colorado; Yasuhiro Kanbe, Kobe U.

201: (OB) Organizational Behavior Junior Faculty Workshop - Saturday Session (Invitation Only)

8:00am - 5:00pm Grand Hvatt: Lone Star E Tweet this session: #AOM2011 201

Pre-registration is required for this workshop. If registering for this workshop, you MUST also be registered for the Organizational Behavior Junior Faculty Workshop on Friday. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop coordinator(s) to obtain the approval code. The cost to register is \$150.00, and the deadline to register online is August 10, 2011.

Coordinators: Adam M. Grant, U. of Pennsylvania; Michele Williams, Cornell U.

Presenters: Deborah Ancona, Massachusetts Institute of Technology; Sigal Barsade, U. of Pennsylvania; Kimberly D. Elsbach, U. of California, Davis; Michele J. Gelfand, U. of Maryland; Cristina Gibson, U. of Western Australia; Avraham N. Kluger, Hebrew U. of Jerusalem; Keith Murnighan, Northwestern U.; Sim B. Sitkin, Duke U.; Barry M Staw, U. of California, Berkeley; David A. Thomas, Harvard U.

202 🕮 🖳: (OB) Organizational Behavior Doctoral Consortium - Saturday Session (Invitation Only)

8:00am - 5:30pm Grand Hyatt: Lone Star F

Tweet this session: #AOM2011 202

Pre-registration is required: https://secure.aomonline.org/PDWReg. Please contact coordinators for approval code. Must also register for OBDC on Fri.

Facilitators: Paul Adler, U. of Southern California; Tammy D. Allen, U. of South Florida; Samuel Aryee, Aston U.; Gilad Chen, U. of Maryland; Xiao-Ping Chen, U. of Washington; Jose M. Cortina, George Mason U.; Jacqueline A-M. Coyle-Shapiro, London School of Economics; James H Davis, U. of Notre Dame; Daniel Scott DeRue, U. of Michigan: Brian R. Dineen, U. of Kentucky: Gail T Fairhurst, U. of Cincinnati; Donald L. Ferrin, Singapore Management U.; Michael Frese, National U. of Singapore; Cristina Gibson, U. of Western Australia; Lucy L. Gilson, U. of Connecticut; Karen Jansen, U. of Virginia; I. M. Jawahar, Illinois State U.; Ellen Ernst Kossek, Michigan State U.; Carol T. Kulik, U. of South Australia: Cvnthia Lee. Northeastern U.: Susan R. Madsen. Utah Valley U.; Mark J. Martinko, Florida State U.; Todd J. Maurer, Georgia State U.; Frederick P. Morgeson, Michigan State U.; Jayanth Narayanan, National U. of Singapore; Christopher O. L. H. Porter, Texas A&M U.; Christina E. Shalley, Georgia Institute of Technology: Lvnn Shore, San Diego State U.: Sabine Sonnentag. U. of Mannheim; Roy R Suddaby, Alberta U.; Susan M. Taylor, U. of Maryland; Amanuel G. Tekleab, Wayne State U.; Bennett J.

Tepper, Georgia State U.; Lois Tetrick, George Mason U.; Mary Uhl-Bien, U. of Nebraska: Elizabeth Eve Umphress, Texas A&M U.; Steffanie L. Wilk, Ohio State U.

Coordinators: Sharon K. Parker, U. of Western Australia; Joyce Bono, U. of Minnesota

Speakers: Murray R. Barrick, Texas A&M U.; Talya N. Bauer, Portland State U.: Kenneth G. Brown. U. of Iowa: Amy E. Colbert. U. of Iowa; Jason Colquitt, U. of Georgia; Amy L. Kristof-Brown,

203 (OB) Action Research, Coaching, and **Professional Development**

8:00am - 10:00am Grand Hyatt: Republic B Tweet this session: #AOM2011 203

Presenters: Desley Christine Lodwick, U. of Queensland; Leah

Kaye, Mt Eliza Business School

204 © \(\omega : (OB, PTC) \) Research in the Wild: Making the Most of Academic / Practitioner Collaborations

8:00am - 10:00am Grand Hyatt: Texas Ballroom A Tweet this session: #AOM2011 204

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

Chairs: Kathryn Dekas, Google; Jennifer Kurkoski, Google Participants: Adam M. Grant, U. of Pennsylvania; Lynn B. Miller, Center for Creative Leadership; Cade Massey, Yale U.; Jean M. Bartunek, Boston College; Richard Axelrod, Organization Consultant; Emily Axelrod, Organization Consultant; Jennifer Kurkoski, Google

205 □ © □: (ODC) Theory and Practice of Dialogic OD

8:00am - 11:30am Grand Hyatt: Bonham C

Tweet this session: #AOM2011 205

Participants: Gervase R Bushe, Simon Fraser U.; Robert J Marshak, American U.: Frank J. Barrett, Naval Postgraduate

206 • (ODC) Cultivating Paradoxical Mindsets in Leadership

8:00am - 10:00am Grand Hyatt: Travis B Tweet this session: #AOM2011 206

Presenters: Darren Good, Christopher Newport U.; Claudy Jules, Accenture, LLP

207 : (OMT) International Junior Faculty Paper **Development Workshop**

8:00am - 10:30am San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 207

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizer: Candace Jones, Boston College

208 : (OMT) OMT Dissertation Proposal Workshop

8:00am - 11:00am San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 208 Selection by Application

Organizer: Royston Greenwood, U. of Alberta

Presenters: Linda Argote, Carnegie Mellon U.; Henrich R. Greve, INSEAD; Martin J. Kilduff, U. of Cambridge; Donald A Palmer, U. of California, Davis; Tim Pollock, Pennsylvania State U.; Pamela S. Tolbert, Cornell U.; Ann Langley, HEC Montreal; James P. Walsh, U. of Michigan, Ann Arbor; Richard Whittington, Said Business School; Joel A.C. Baum, U. of Toronto

209 \(\subseteq : (OMT, OB, BPS, HR, RM, OCIS, CM, ODC, OM) \)

Introduction to Social Network Analysis 8:00am - 12:00pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 209

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

Presenters: Giuseppe Labianca, U. of Kentucky; Theresa Floyd, U. of Kentucky; Daniel Halgin, U. of Kentucky; Rich DeJordy, Northeastern U.; Maxim Sytch, U. of Michigan

210 □→ 🗨 🖃: (ONE, MED) Sustainability in Management **Education I: Transformative Approaches and Outcomes**

8:00am - 10:00am Marriott Rivercenter: Salon A Tweet this session: #AOM2011 210

Organizers: Mark Starik, George Washington U.; Gordon P.

Rands, Western Illinois U.

Speakers: Cathy Rusinko. Philadelphia U.: Luc K Audebrand. U. of British Columbia; Suzanne Benn, Macquarie U.; Alfred Allen Marcus, U. of Minnesota; Dennis P. Heaton, Maharishi U.; Helen Haugh, U. of Cambridge; Scot Holliday, George Washington U.; Daniel J. Slater, Union U.; Heather R. Dixon-Fowler, Appalachian State U.: Sully Taylor. Portland State U.: Nancy B Kurland. Franklin & Marshall College; Kate Kearins, Auckland U. of Technology: Jean Garner Stead, East Tennessee State U.: W Edward Stead, East Tennessee State U.

211 (PNP, ODC, HCM) A Quality Improvement Model that Works for the Public and NonProfit Sectors

8:00am - 10:00am Marriott Rivercenter: Salon D Tweet this session: #AOM2011 211

Organizer: Andrew Quanbeck, U. of Wisconsin, Madison Distinguished Speaker: David Gustafson, U. of Wisconsin, Madison

212 🕮 🌣 🖃 : (PNP, SIM) Executive Interaction, Tour, and Volunteering at Haven for Hope

8:00am - 2:00pm Offsite: Haven for Hope Tweet this session: #AOM2011 212

Schedule of Events on Saturday, August 13, 2011

Option A: Tour Only

8:00 am: Bus leaves Convention Center 8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and

Communications at Haven for Hope

10:10 am: Bus departs Haven for Hope for Convention Center

10:30 am: Bus arrives at Convention Center

Option B: Tour and Volunteering at San Antonio Food Bank on

Haven for Hope Campus

8:00 am: Bus leaves Convention Center 8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and

Communications at Haven for Hope

10:00 am: Volunteering Activities for San Antonio Food Bank 1:40 pm: Bus departs Haven for Hope for Convention Center

2:00 pm: Bus arrives at Convention Center

Option C: Tour and Volunteering in Prospects Courtyard Kitchen on Haven for Hope Campus

8:00 am: Bus leaves Convention Center 8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and

Communications at Haven for Hope

10:00 am: Volunteering Activities in Prospects Courtyard Kitchen 1:40 pm: Bus departs Haven for Hope for Convention Center

2:00 pm: Bus arrives at Convention Center

Option D: Tour and Volunteering for Clean-Up within Haven for Hope Campus

8:00 am: Bus leaves Convention Center 8:30 am: Haven for Hope Tour Begins

9:30 am: Presentation by Meghan Oswald, VP - Development and

Communications at Haven for Hope

10:00 am: Volunteering Activities within Haven for Hope Campus 11:10 am: Bus departs Haven for Hope for Convention Center

11:30 am: Bus arrives at Convention Center

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

Organizer: K. Matthew Gilley, St. Mary's U.

Participants: Stewart R. Miller, U. of Texas, San Antonio; Michael McDonald, U. of Texas, San Antonio

213 © \blacksquare : (PTC, ODC, OB, ONE, OMT, MC, PNP, HCM)

Managing Change in the Aftermath of Extreme Events 8:00am - 11:00am Grand Hyatt: Travis C

Tweet this session: #AOM2011 213

This Workshop will be supported by a dedicated interactive website: http://www.managingextremechange.com. Additional registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

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

Discussants: Alexander Fliaster, U. Bundeswehr, Munich; Kelly Fisher, Rowan U.; Elena P. Antonacopoulou, U. of Liverpool; Kuo Frank Yu, City U. of Hong Kong; Sotirios Paroutis, U. of Warwick; Robert P. Gephart, U. of Alberta

Presenters: Martina K. Linnenluecke, U. of Queensland; Dominic Elliott, U. of Liverpool; Allan Macpherson, De Montfort U.

214 : (RM, OMT, OB, ENT, MH) Ask the Experts:

Qualitative Methods

8:00am - 10:00am La Quinta Inn & Suites: Fiesta C&D

Tweet this session: #AOM2011 214

Chairs: Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson

Participants: Christopher B. Bingham, U. of North Carolina, Chapel Hill; Mark DeRond, U. of Cambridge; Karen Locke, College of William and Mary; Sanjay Jain, Santa Clara U.; Raza A Mir, William Paterson U.

215 □→ □: (TIM) TIM Doctoral Consortium

8:00am - 12:00pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 215

Organizers: Marco Giarratana, U. Carlos III de Madrid; Andrea

Prencipe, G. D'Annunzio U.

Presenters: Ron Adner, Dartmouth College; Ashish Arora, Duke U.; Gautam Ahuja, U. of Michigan; Stefano Brusoni, Bocconi U.; Marco Giarratana, U. Carlos III de Madrid; Steven White, China Europe International Business School; Wei Zhang, Tsinghua U.

216 ☐→ ☐: (TIM) TIM Junior Faculty Consortium 8:00am - 12:00pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 216

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Corey Phelps, HEC Paris; Keld Laursen, Copenhagen Business School

Presenters: Rosemarie Ziedonis, U. of Oregon; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Melissa A Schilling, New York U.; Alfonso Gambardella, Bocconi U.; Riitta Katila, Stanford U.; Raishree Agarwal, U. of Maryland

217 (ITC, HR, OB, OCIS, HCM) Teaching with Technology to Enlighten, Balance, and Transcend

8:00am - 10:00am Marriott Riverwalk: Salon A Tweet this session: #AOM2011 217

Learn to:Incorporate online film; partner with local experts; produce video cases; prepare large projects for delivery; "re-purpose" digital resources

Organizer: Randall G. Sleeth, Virginia Commonwealth U. Presenters: Joseph E Champoux, Emeritus U. of New Mexico; Randall B. Dunham, U. of Wisconsin, Madison; Martin L. Fogelman, State U. of New York, Albany; Joan L. Weiner, Drexel

Saturday 8:30AM

218: (AAA) Placement Services

8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1 Tweet this session: **#AOM2011 218**

Placement Services - Registration and Information

Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

219 → ← : (ENT, IM, SIM, BPS, AAM) Social Entrepreneurship in China: East Meets West

8:30am - 11:00am San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 219

Organizer: Regina Frank, Loughborough U. Discussant: Xiaoti Hu, Loughborough U.

Speakers: Jill Kickul, New York U.; Ronald Mitchell, Texas Tech U.; Saras D Sarasvathy, U. of Virginia; Justin Tan, Schulich School of Business; Warner P. Woodworth, Brigham Young U.

220 🖃: (ENT, PNP, SIM) Social Entrepreneurship and Broader Theories: Shedding New Light on the "Bigger Picture"

8:30am - 12:00pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 220

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDW/Reg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011. Further information will be provided on request by Anica Zeyen, anica.zeyen@uni.leuphana.de. Organizers: Susan Mueller, U. of St. Gallen; Markus Beckmann, Leuphana U. Lueneburg; Filipe Manuel Simoes Dos Santos, INSEAD; Anica Zeyen, Leuphana U. Lueneburg Presenter: J Gregory Dees, Duke U.

Participants: Christian Busch, London School of Economics; Robert S. D'Intino, Rowan U.; Pamela Hartigan, U. of Oxford; Jill Kickul, New York U.; Kenneth Wm. Kury, Saint Joseph's U.; Norris F. Krueger, Max Planck Institute of Economics; Jason C. Senjem, St. Norbert College; Paul Tracey, U. of Cambridge

221 : (ENT, RM) Using Simulation Experiments to Build and Test Entrepreneurship Theories

8:30am - 11:30am San Antonio Convention Center: Room 216 B Tweet this session: #AOM2011 221

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is \$20.00 and the deadline to register online is August 10,

Chairs: John M Mueller, U. of Louisville; G. Christopher Crawford, U. of Louisville

Presenters: Michael North, Argonne National Laboratory; Spiro Maroulis, Northwestern U.

Panelists: Christoph Zott, IESE Business School; Maria Minniti, Southern Methodist U.; Martin Ganco, U. of Minnesota; Jason Davis, Massachusetts Institute of Technology; Mike Provance, Old Dominion U.

222 □□: (GDO) Gender and Diversity in Organizations (GDO) Doctoral Consortium

8:30am - 4:00pm Grand Hyatt: Lone Star A Tweet this session: **#AOM2011 222**

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Chairs: Robyn A. Berkley, Southern Illinois U., Edwardsville; Lisa Hisae Nishii. Cornell U.

Speakers: Mustafa F Ozbilgin, Brunel U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Rae Andre, Northeastern U.; Alison M. Konrad, U. of Western Ontario; Michelle R. Hebl, Rice U.; Katherine Klein, U. of Pennsylvania; Bernardo M. Ferdman, Alliant International U.; Robin Ely, Harvard U.; Katherine W. Phillips, Northwestern U.; Ellen Ernst Kossek, Michigan State U.

223 □ • → • □: (HR) HR Division Junior Faculty Consortium

8:30am - 5:30pm Grand Hyatt: Lone Star C Tweet this session: **#AOM2011 223**

Organizers: Ingrid Fulmer, U. of South Carolina; Diane E. Johnson, U. of Alabama, Tuscaloosa; Hui Liao, U. of Maryland;

Sophie De Winne, Lessius U. College

Presenters: David Mayer, U. of Michigan; Wendy R. Boswell,
Texas A&M U.; Luc Sels, Katholieke U. Leuven; K. Michele
Kacmar, U. of Alabama; L A Witt, U. of Houston; Frederick P.
Morgeson, Michigan State U.; Raymond T Sparrowe, Washington
U. in St. Louis; Steve W. J. Kozlowski, Michigan State U.;
Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Roy R
Suddaby, Alberta U.; Myeong-Gu Seo, U. of Maryland; Greg L
Stewart, U. of Iowa; Barry Gerhart, U. of Wisconsin, Madison;
Bruce M. Meglino, U. of South Carolina; Cynthia Fukami, U. of
Denver; Talya N. Bauer, Portland State U.; Berrin Erdogan,
Portland State U.

224 □ • → • : (HR) HR Division Doctoral Consortium

8:30am - 5:30pm Grand Hyatt: Lone Star D Tweet this session: **#AOM2011 224**

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Bradford S Bell, Cornell U.; Jenny M. Hoobler, U. of Illinois, Chicago; Corine Boon, U. of Amsterdam; Mark V Roehling, Michigan State U.

Presenters: Rebecca R. Kehoe, Rutgers U.; Matthew J Pearsall, U. of North Carolina, Chapel Hill; Nathan Philip Podsakoff, U. of Arizona: Nathan J. Hiller. Florida International U.: Riki Takeuchi. Hong Kong U. of Science and Technology; Erich C. Dierdorff, DePaul U.; Beth Ann Livingston, Cornell U.; Piers Steel, U. of Calgary; Jennifer D. Nahrgang, Arizona State U.; Anthony J Nyberg, U. of South Carolina; Traci Sitzmann, U. of Colorado, Denver; Michal Biron, U. of Haifa & Tilburg U.; Bard Kuvaas, Norwegian School of Management; Elaine Farndale, Pennsylvania State U.; Eduardo Salas, U. of Central Florida; Xiao-Ping Chen, U. of Washington; Jose M. Cortina, George Mason U.; Rodger Griffeth, Ohio U.; Vivien KG Lim, National U. of Singapore; Frederick P. Morgeson, Michigan State U.; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Roy R Suddaby, Alberta U.; Bennett J. Tepper, Georgia State U.; Jing Zhou, Rice U.; Mark A. Clark, American U.; James Hamilton Dulebohn, Michigan State U.; Maria Fernanda Wagstaff, U. of Texas, El Paso; Jeff Ericksen, Michigan State U.; Barry Gerhart, U. of Wisconsin, Madison; David A Hofmann, U. of North Carolina, Chapel Hill; Janet H. Marler, State U. of New York, Albany; Dana Minbaeva, Copenhagen Business School; Chad H. Van Iddekinge, Florida State U.; Theresa Welbourne. U. of Southern California

225 □ • → • □: (NDSC) New Doctoral Students Consortium

8:30am - 5:00pm Grand Hyatt: Texas Ballroom E & F Tweet this session: #AOM2011 225

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011. You will be prompted to complete a one-item survey about your research interests/areas following your registration. It is IMPORTANT that you do so. We need that information to be able to assign you to different sessions during the workshop that best meet your needs. Failing to do so may result in a "not so relevant" session assignment for you.

Organizers: Matthew Zingoni, Syracuse U.; Nicholas Ryan Prince, U. Illinois; Anna Katherine Ward, U. of South Carolina; Amy Minto, U. of Oregon

Professional Development Workshop Chairs: Preeti Wadhwa, U. of Kansas: Sean Rogers. Rutgers U.

Facilitators: Craig Prichard, Massey U.; David A. Kravitz, George Mason U.; Eric S. Williams, U. of Alabama; Murray R. Barrick, Texas A&M U.; John E. Delery, U. of Arkansas; Gary Knight, Florida State U.; Ansgar Richter, EBS Business School; Margaret Diddams, Seattle Pacific U.; Laura Erskine, Illinois State U.; Audrey Korsgaard, U. of South Carolina; Carrie R. Leana, U. of Pittsburgh; Brian McNatt, Boise State U.; Marie-Claude Boudreau, U. of Georgia; Mark A. Griffin, U. of Western Australia; Marko Horn, Millsaps College; Barry M Mitnick, U. of Pittsburgh; Barbara A. Ritter, Coastal Carolina U.; Sucheta Nadkarni, Drexel U.; Arvids A Ziedonis, U. of Oregon; Nicholas Argyres, Washington U. in St. Louis; Philip Bromiley, U. of California, Irvine; Jeffrey J. Reuer, Purdue U.; Laurie J. Barclay, Wilfrid Laurier U.; Jerome Katz, Saint Louis U.; Diana Bilimoria, Case Western Reserve U.;

Anthony J Nyberg, U. of South Carolina; Nicholas Athanassiou, Northeastern U.; Henrich R. Greve, INSEAD; Andreas Schwab, Iowa State U.; David A. Whetten, Brigham Young U.; Gary A. Ballinger, U. of Virginia

Speakers: David G. Allen, U. of Memphis; Stephanie L. Castro, Florida Atlantic U.; Angelo DeNisi, Tulane U.; Mark Gavin, Oklahoma State U.; Janaki Gooty, U. of North Carolina, Charlotte; Bruce M. Meglino, U. of South Carolina; Janice C. Molloy, Michigan State U.; Anne S. Tsui, Arizona State U.

226 : (OCIS, RM, ODC, OM, OB, TIM) Decoding The DNA In Social Sciences: A Sequence Analysis Method For **Analyzing Complex Process Data**

8:30am - 1:00pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 226 Chairs: James Gaskin, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; Youngjin Yoo, Temple U. Facilitators: Veeresh Thummadi. Case Western Reserve U.: Yohan Choi, Temple U.; Omri Shiv, Case Western Reserve U.

227 ➡: (OCIS, TIM, RM, BPS, OMT) The Art of Publishing Qualitative Research on Information Technology, **Management and Organizations**

8:30am - 11:30am San Antonio Convention Center: Room 008 A Tweet this session: #AOM2011 227

Those wishing to attend this workshop are required to submit to the coordinators a 1,000 word paper by July 1, providing their reasons for and aims in attending, prior to registration. All applications will be screened prior to their attendance being confirmed. The number of participants will be restricted to 30 to enable active participation in the sessions. Priority will be given to iunior and international scholars seeking insights into publishing conventions and the quality standards of major journals. More specifically, applicants need to indicate the feedback they seek on up to three aspects of a qualitative research paper that s/he has authored:

- * Justifying the choice of qualitative methodology: what arguments has the author used to justify the chosen methodology?
- * Writing the method section: how has the author composed the section of the paper describing the sample, data collection, and data analysis?
- * Positioning theory: how has the author engaged theory, and is the theory positioned in the paper as an a priori choice or as a product of the research effort?

registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Facilitators: Ulrike Schultze, Southern Methodist U.; Ruey-Lin Hsiao, National Chengchi U.; Sue Newell, Bentley U.; Ann Majchrzak, U. of Southern California

Coordinators: Daniel Robey, Georgia State U.; Robert D. Galliers, Bentley U.

228 : (ODC) ODC Doctoral Student Consortium

8:30am - 2:00pm Grand Hyatt: Presidio C Tweet this session: #AOM2011 228 By invitation only

229 : (OM) Operations Management Division Doctoral Student and Junior Faculty Consortium

8:30am - 4:00pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 229

Open to Junior Faculty and Doctoral Students by application and admission only. Please see the call for applications at http://om.aomonline.org/

Organizers: **Hale Kaynak**, U. of Texas Pan American; **Arash Azadegan**, New Mexico State U.

230 🖃: (PNP) Public and Nonprofit Division 2011 Doctoral Student Professional Development Consortium

8:30am - 4:00pm Marriott Riverwalk: Salon B Tweet this session: **#AOM2011 230**

Chairs: Deneen M. Hatmaker, U. of Connecticut; Amy E. Smith, U. of Massachusetts, Boston

Presenters: R Karl Rethemeyer, Rockefeller College, U. at Albany - SUNY; Kimberley Roussin Isett, Columbia U.; Bradley E. Wright, U. of North Carolina, Charlotte; Keith G Provan, U. of Arizona; Mary K. Feeney, U. of Illinois, Chicago

Participants: Khaldoun AbouAssi, Syracuse U.; Jessica Terman, Florida State U.; Aisha Azhar, Florida State U.; Kerul Kassel, Fielding Graduate U.; Kai-Jo Fu, Florida State U.; Matthew John Xerri, Southern Cross U.; Wai-Hang Yee, U. of Southern California; Alison Colleen Minkus, U. of Alberta: Kathleen Gallagher, U. of Colorado, Denver; Jamie Levine Daniel, Ohio State U.; Pablo Sanabria, American U.; Hyang-Won Kwon, U. of Southern California; Hugh Sales, U. of Texas, Dallas; Barb Sido, George Washington U.; Hans Tokke, Eastern U.; Jessica Schicks, Solvay Business School U. Libre de Bruxelles; Yujin Choi, Syracuse U.; David Gastwirth, U. of Southern California; Galia Cohen, U. of Texas, Dallas; Sarah Nathan, Indiana U.; Ngechop Yvonne Clair Ndifor, the U. of hull; Kaiju Chang, Florida State U.; Jason Peek, The U. of Georgia; David Mitchell, Northern Illinois U.; John McCaskill, U. of Texas, Dallas; Søren Obed Madsen, Copenhagen Business School; Shafudin Mohd Yatim, the U. of hull; Aya Okada, U. of Pittsburgh; Eric Fotheringham, North Carolina State U.; Brent Lucas, North Carolina State U.; Hyung-Hoon Kim, Georgia State U.; Courtney Feldscher, Boston U.; Kirsten Bandyopadhyay, Georgia Institute of Technology; Susan Keltner, George Mason U.; Brendan Boler, U. of Virginia; Shalini Jain, U. of Washington, Seattle; Kristin Elizabeth Wilson, Harvard U.; Tae Wang, Florida State U.

Saturday 9:00AM

231 → ← □: (CM) Junior Faculty Research Incubator: West Meets East in the Negotiation of Conflicts and Deal-making

9:00am - 5:30pm Grand Hyatt: Lone Star B Tweet this session: **#AOM2011 231**

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

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

232 (ITC, CMS, SIM, MED) Where West Hears East: Context-Sensitive and System-Wide Management and Business Ethics Education

9:00am - 12:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 232

Organizers: Charlotte M. Karam, American U. of Beirut; Dima Jamali, American U. of Beirut; Danna Greenberg, Babson College; Bradley R. Agle, U. of Pittsburgh; Anthony F. Buono, Bentley U.; Jeanie Mannheimer Forray, Western New England College; Jennifer S. A. Leigh, Nazareth College; Richard P Nielsen, Boston College; Suzanne Young, La Trobe U.; Zucheng Zhou, Shanghai JiaoTong U.

233 (□ ②→ □: (MC) Breakthrough Consulting Skills – Consulting in Times of Disruption

9:00am - 11:00am Grand Hyatt: Republic A
Tweet this session: #AOM2011 233
Coordinator: Rickie A. Moore, EM Lyon
Presenters: Rickie A. Moore, EM Lyon: K

Presenters: Rickie A. Moore, EM Lyon; Kurt Motamedi, Pepperdine U.; Flemming Poulfelt, Copenhagen Business School; David Jamieson, U. of St. Thomas

234 © 🖃: (OB, RM, ENT, HR, GDO, IM, CAR) The 19th Annual Craft of Reviewing Workshop

9:00am - 11:00am Grand Hyatt: Travis A Tweet this session: #AOM2011 234

Coordinators: Kim Gower, Virginia State U.; Sheila Watters,

Virginia Commonwealth U.

Presenters: Jeffrey M. Pollack, U. of Richmond; Barbara A. Ritter, Coastal Carolina U.; Christopher Shook, Auburn U.; Margaret L. Williams, Wayne State U.

235 **©** ⊒: (*RM, MC*) From Convenience Sampling to Crowd Sourcing: Complexity Methods in Organizational Research

9:00am - 11:00am Marriott Riverwalk: Salon C Tweet this session: #AOM2011 235

FOR ADDITIONAL INFORMATION PLEASE SEE

http://complexityleadership.wikispaces.com. Participants should have some familiarity with Pareto distributions.

Organizer: James K. Hazy, Adelphi U.

Panelists: Max Boisot, ESADE; David Snowden, Cognitive Edge

Ltd; Bill McKelvey, U. of California, Los Angeles

Saturday 9:30AM

236 (ODC, MED) Looking in the Leadership Mirror: Developing Reflexivity for More Effective Leadership.

9:30am - 12:30pm Grand Hyatt: Seguin A & B Tweet this session: **#AOM2011 236**

Presenters: Melanie Elizabeth Lawler, Colorado Technical U.; Roland E. Livingston, Daniel Webster College

237 → 🖳: (SIM) SIM Manuscript Development Workshop

9:30am - 11:00am Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 237**

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Pursey Heugens, RSM Erasmus U.; Charlene E. Zietsma, U. of Victoria

Saturday 10:00AM

238 □ • → • □: (MED) Organizational Knowledge Creation: Conceptual Developments since Nonaka (1994)

10:00am - 12:00pm Marriott Riverwalk: Salon D Tweet this session: #AOM2011 238

Organizer: Hammad Akbar, U. of East Anglia

Presenters: Elena P. Antonacopoulou, U. of Liverpool; Ann L Cunliffe, U. of New Mexico; Ryoko Toyama, CHUO U.; Stephen

Gourlay, Kingston U.

Saturday 10:15AM

239: (AAA) Conference Break

10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break Tweet this session: #AOM2011 239

240 □ • → □: (CMS) Must CMS be hysterical? A Critical Analysis of Four Discourses of Jacques Lacan's Seminar XVII

10:15am - 12:15pm Marriott Rivercenter: Salon J Tweet this session: #AOM2011 240

Coordinator: Marianna Fotaki, U. of Manchester

Participants: Marianna Fotaki, U. of Manchester; Nancy Harding, Bradford School of Management; Howard S Schwartz, Oakland U.;

Michaela Driver, Western State College

241 (ENT) Cutting Edge Practices in Teaching Entrepreneurship

10:15am - 1:15pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 241

Presenters: James Vaughn Green, U. of Maryland, College Park; Michael H. Morris, Oklahoma State U.; Kevin Gadd, The Ohio

Participants: Gerald E Hills, Bradley U.; Jeffrey R Alves, Wilkes U.; Frank Hoy, Worcester Polytechnic Institute; Brad Hancock, Texas Christian U.

242 ← .: (ENT, BPS, TIM, OMT) Bridging Individual and Corporate Entrepreneurial Opportunities: Setting a Research Agenda

10:15am - 12:45pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 242

Organizer: Henri Burgers, Queensland U. of Technology

Panelist: G. T. Lumpkin, Syracuse U.

Participants: Per Davidsson, Queensland U. of Technology; Dimo Dimov, Newcastle U.; Zeki Simsek, U. of Connecticut; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute; Susan A Hill, London School of Economics; Tom Mom, Erasmus U.; Ciaran Heavey, U. College Dublin

243 □ • → • : (HR, GDO, ONE, MSR) Transforming Institutions & Leaders in Support of Caring Economics **Policies & Practices**

10:15am - 2:15pm Grand Hyatt: Republic B Tweet this session: #AOM2011 243

This PDW is one workshop in a two-part PDW series: Caring Economics. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

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

244 ♥→ ➡: (HR, IM) Global Competencies: East and West, The Pursuit of the Complementarities

10:15am - 1:15pm Grand Hyatt: Bonham D Tweet this session: #AOM2011 244

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

Organizers: Françoise Chevalier, HEC; Christine Marie Baldy Ngayo, HEC Paris

Chair: Rosana Silveira Reis, ISG Paris

Speakers: Tatiana Andreeva, St. Petersburg State U.; Dirk Buyens, U. of Ghent; Charles R. Greer, Texas Christian U.; Prasad L Kaipa, Indian School of Business; Elizabeth Sadova, Moscow School of Management Skolkovo: Randall S. Schuler. Rutgers U.; Katherine Xin, CEIBS; Theresa Welbourne, U. of Southern California; Yoshitaka Yamazaki, International U. of Japan

245 (HR. RM. OB) HR Research: New Directions in **Research Methods**

10:15am - 12:15pm Grand Hyatt: Texas Ballroom A

Tweet this session: #AOM2011 245

Organizers: Karin Sanders, U. of Twente; Liza Castro

Christiansen, U. of Reading

Participants: Ingmar Bjorkman, Hanken School of Economics; Kristiina Mäkelä, Hanken School of Economics; Steve Frenkel, Australian Graduate School of Management; Huadong Yang, U. of Twente; Robert Kaše, U. of Ljubljana; Julie Ann Cogin, AGSM-Australian School of Business; Hugh TJ Bainbridge, U. of New South Wales; Sunghoon Kim, U. of New South Wales

246 □ • → • : (IAM, ENT, BPS) Knowledge Management and Transference in Ibero America

10:15am - 12:15pm San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 246

This PDW presents differences in the practice of knowledge management in Iberoamerica

Presenters: Santiago Ibarreche, U. of Texas, El Paso; Aurora Maynez, U. Autonoma de Ciudad Juarez; Jose Sanchez-Gutierrez, U. de Guadalajara; Gonzalo Maldonado-Guzman, U. Autonoma de Aguascalientes; Judith Cavazos, U. Popular Autónoma Del Edo. de Puebla

247 (MC) Learning to Work with Multiple Perspectives on Change

10:15am - 12:15pm Grand Hyatt: Travis B Tweet this session: #AOM2011 247

Presenters: Leon De Caluwe, Vrije U., Twynstra; Hans Vermaak, Twynstra Management Consultants

248 □ • → • □: (MED, OB) Challenges of Attaining Bloom's Higher-Level Cognitive Skills in the Globalized Classroom

10:15am - 12:15pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 248

This workshop examines how instructors can implement active learning pedagogy in cultures which have not historically valued such approaches.

Organizer: John Phillip Hayes, Gulf U. of Science and Technology Presenters: Terry Rodriguez, Gulf U. of Science and Technology; Hiroaki Izumi, Gulf U. of Science and Technology

249: (MH) The Academy of Management in Hollywood:A Screening of the 1986 Film "A Question of Management"

10:15am - 12:15pm Marriott Riverwalk: Salon F Tweet this session: **#AOM2011 249**

Organizers: Regina A. Greenwood, Nova Southeastern U.; Roy J. Teahen, Baker College; Jacqueline Einstein, Nova Southeastern U.

250 © ☐: (ODC, PTC, MED, MC) Writing Implications for Practice that Truly Inform Practitioners

10:15am - 12:15pm Grand Hyatt: Texas Ballroom D Tweet this session: #AOM2011 250

Facilitator: W Warner Burke, Columbia U.

Presenters: Jean M. Bartunek, Boston College; William A

Pasmore, Columbia U.; Emily Axelrod, Organization Consultant;

Richard Axelrod, Organization Consultant; Jennifer Kurkoski,

Google; Kathryn Dekas, Google

251 → ←□: (OMT, ENT, BPS) Building East-West Bridges between OMT and Entrepreneurship

10:15am - 12:15pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 251

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact either Dev Jennings at Dev.Jennings@ualberta.ca or Dean Shepherd at shepherd@indiana.edu to obtain the approval code or for more details. The deadline to register online is July 15, 2011. Organizers: P. Devereaux Jennings, U. of Alberta; Dean A Shepherd, Indiana U.

Discussants: Gerard George, Imperial College London; Jennifer E Jennings, U. of Alberta; Mike Peng, U. of Texas, Dallas; Phillip H Phan, Johns Hopkins U.; Tim Pollock, Pennsylvania State U.; Anthea Yan Zhang, Rice U.; Ted Baker, North Carolina State U.; Violina Rindova, U. of Texas, Austin

252 🖃: (OMT, RM, SAP, OB) Being There/Being Them: Producing Ethnographies

10:15am - 12:45pm San Antonio Convention Center: Room 206 B Tweet this session: #AOM2011 252

Pre-registration is encouraged. Please email a brief description of your project to Joelle Evans (joelle@mit.edu) to pre-register.

Organizers: Joelle Evans, Massachusetts Institute of Technology;
Hila Lifshitz, Harvard Business School; Michel Anteby, Harvard U. Participants: Daniel Beunza, London School of Economics; Karen Ho, U. of Minnesota; Paul M. Leonardi, Northwestern U.; Michael G. Pratt, Boston College; Ofer Sharone, MIT Sloan; John Van Maanen, Massachusetts Institute of Technology

253 ⊕→: (ONE, OMT, BPS, MED, OB, IAM, ODC, MC) A Passion for Sustainability in Management Education:

Designing Sustainability Courses 10:15am - 12:15pm Marriott Rivercenter: Salon A Tweet this session: **#AOM2011 253**

Registration is required. Contact Deborah de Lange at debdelange@gmail.com by August 10, 2011 to join this PDW and to obtain the approval code.

Chairs: Deborah E. de Lange, Memorial U. of Newfoundland; Natalie Slawinski, Memorial U. of Newfoundland Facilitators: Oana Branzei, U. of Western Ontario; Timo Busch,

ETH Zurich

Participants: Mai Skjøtt Linneberg, Aarhus U.; Niels Billou, U. of Western Ontario; Claire A. Simmers, Saint Joseph's U.; Adela Jana McMurray, RMIT U.; Javier Delgado-Ceballos, U. of Granada; Daina Mazutis, U. of Western Ontario; Mary Catherine Gentile, Babson College; Bobby Banerjee, U. of Western Sydney;

Susan L. Young, Ohio State U.; Sukhbir Sandhu, U. of South Australia; Josephine Stomp, U. of Windsor; Patricia G. Vidal, U. Presbiteriana MacKenzie; Denise Cardoso Pereira, U. Presbiteriana MacKenzie; Marlene J Le Ber, U. of Western Ontario; Laurie Ingraham, U. of Calgary; Bryan Stinchfield, Franklin & Marshall College

254 ⓒ → ➡: (PNP) The Managerial Flow of Public Administration: Developments in the West and East

10:15am - 12:15pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 254 Organizer: Veronica Vecchi, Bocconi U. Chair: Elio Borgonovi, Bocconi U.

Participants: Manuela Brusoni, Bocconi U.; Eric C. Martin, Bucknell U.; Adrian T.H. Kuah, U. of Bradford; Veronica Vecchi, Bocconi U.

255 🗀 🖃: (RM, OB, HR, ENT) How to Define, Identify, and Handle Outliers

10:15am - 12:15pm La Quinta Inn & Suites: Fiesta E

Tweet this session: #AOM2011 255

Participants: Herman Aguinis, Indiana U., Bloomington; Ryan K. Gottfredson, Indiana U., Bloomington; Harry Joo, Indiana U., Bloomington

256 (SIM, OB) Ethics and Compliance: New Developments in Practice and Teaching

10:15am - 12:15pm Marriott Rivercenter: Salon D
Tweet this session: #AOM2011 256
Organizers: Jeanne M Logsdon, U. of New Mexico; Tim C Mazur,
Ethics and Compliance Officer Association
Presenters: Virginia Gerde, Duquesne U.; Linda K. Trevino,
Pennsylvania State U.

257 ⊕→ ← : (TIM, IM, ENT, BPS) Global Restructuring: Innovation and Organization in a Borderless World

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

Tweet this session: #AOM2011 257

Organizer: Gita Surie, Adelphi U. Panelists: Michael Useem. U. of Penns

Panelists: Michael Useem, U. of Pennsylvania; David Audretsch, Indiana U., Bloomington; Felipe Monteiro, U. of Pennsylvania; Yanbo Wang, Boston U.; Dan Breznitz, Georgia Tech

258 : (TIM, OMT, BPS, OB) Research on Universities and Commercialization: Contributions to Management Research

10:15am - 1:15pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 258

Organizers: Markus Perkmann, Imperial College London; Riccardo Fini, Imperial College London; Nicola Lacetera, U. of Toronto; Andrew Nelson, U. of Oregon; Henry Sauermann, Georgia Institute of Technology

Speakers: Arvids A Ziedonis, U. of Oregon; Maryann P Feldman, U. of Georgia; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Vangelis Souitaris, City U. London

259 (ITTC, MED) Online Teaching Best Practices: Building Community and High Performing Team Assignments

10:15am - 12:15pm Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 259**

Learn to build community and increase participation in online classes

Presenters: Christina A. Hannah, U. of Maryland, U. College; Toni Ungaretti, Johns Hopkins U.; Anna Andriasova, U. of Maryland, U. College

Saturday 10:30AM

260 : (RM, OB, HR) Ask the Experts: Quantitative Analyses (Micro-Level Methods)

10:30am - 12:30pm La Quinta Inn & Suites: Fiesta C&D Tweet this session: #AOM2011 260 Organizer: Michael Sturman, Cornell U.

Presenters: Jeffrey R. Edwards, U. of North Carolina; Jodi S. Goodman, U. of Connecticut; Mark A. Griffin, U. of Western Australia; Timothy Hinkin, Cornell U.; Lisa Schurer Lambert, Georgia State U.: James M. LeBreton, Purdue U.: Daniel A. Newman, U. of Illinois, Urbana-Champaign; Philip L. Roth, Clemson U.; Robert J. Vandenberg, U. of Georgia; Heidi Wechtler, IAE Paris; Larry J. Williams, Wayne State U.; Ryan D. Zimmerman, Texas A&M U.; In-Sue Oh, Virginia Commonwealth

Saturday 10:45AM

261 □ • **CONTINUE** : (MSR) Moments of Waking Up: Embodiment, Reflection, and Action in Consulting, Teaching, and Research

10:45am - 1:15pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 261

Presenters: Kathryn Goldman Schuyler, Alliant International U.; Susan Skjei, Naropa U.

Saturday 11:00AM

262 ⊕→ ■: (BPS, OMT, TIM, ODC, OCIS, ENT) What Could Modern Management Learn from Big Science? An **East-West Perspective on Trust**

11:00am - 1:00pm San Antonio Convention Center: Room 209 Tweet this session: #AOM2011 262

Chair: Martin Ihrig, U. of Pennsylvania

Panelists: Max Boisot, ESADE; Markus Nordberg, European Organization for Nuclear Research; lan C MacMillan, U. of Pennsylvania: Mariann Jelinek. College of William and Mary: Agusti Canals, U. Oberta de Catalunya; Marzio Nessi, CERN

263 🔙: (OB) "Help, I'm Stuck:" Organizational Behavior Research Incubator

11:00am - 1:30pm Grand Hyatt: Independence Tweet this session: #AOM2011 263

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact Pam Staub (pam.staub@cornell.edu) to obtain the approval code. The deadline to register online is July 13, 2011.

Organizers: Ronald F. Piccolo, Rollins College; Lisa Dragoni, Cornell U.

Facilitators: Neal M. Ashkanasy, U. of Queensland; Bruce J. Avolio, U. of Washington; Talya N. Bauer, Portland State U.; Mark C. Bolino, U. of Oklahoma: Gilad Chen, U. of Marvland: Mark

Gavin, Oklahoma State U.; Mark A. Griffin, U. of Western Australia; K. Michele Kacmar, U. of Alabama; Kerrie Unsworth, U. of Western Australia; Jing Zhou, Rice U.

Saturday 11:15AM

264 ♥→: (CAR, OB) CAR Early Academic Career Consortium

11:15am - 2:15pm Grand Hyatt: Republic A Tweet this session: #AOM2011 264 Pre-registration is required

Organizers: Svetlana Khapova, VU U. Amsterdam; Julia

Richardson, York U.

Facilitator: Peter A. Heslin, U. of New South Wales

Speakers: Hetty Van Emmerik, Maastricht U.; Uma Devi Jogulu, Deakin U.; Akram Al Ariss, Champagne School of Management; Barbara S. Lawrence, U. of California, Los Angeles; Yehuda Baruch, Rouen Business School; Sherry E. Sullivan, Bowling Green State U.; Deborah Anne O'Neil, Bowling Green State U.; Gina Dokko, U. of California, Davis; Noeleen Doherty, Cranfield U.; Barbara A. Ribbens, Illinois State U.

265 🖃: (ENT) Enlightening, Balancing and Transcending

Entrepreneurial Orientation, 4th Annual EO3 Research **PDW**

11:15am - 1:45pm San Antonio Convention Center: Room 216 A Tweet this session: #AOM2011 265

Organizer: Roxanne Zolin, Queensland U. of Technology Facilitators: Nathan S. Hartman, John Carroll U.; Daniel T. Holt, Mississippi State U.; Erik Monsen, U. of Strathclyde; Jeffrey M. Pollack, U. of Richmond; Sheryllynn Roberts, U. of Texas, Arlington; Ayman Tarabishy, George Washington U.; William

John Wales, James Madison U.

Panelists: Johan Wiklund, Syracuse U.; Shaker A. Zahra, U. of Minnesota, Twin Cities

266 € .: (OB, HR, BPS) Bridging the Divide: Doing Research that Impacts Practice and Building Effective **Partnerships**

11:15am - 3:15pm Grand Hyatt: Travis C Tweet this session: #AOM2011 266

Organizers: Paul E. Tesluk, U. of Maryland; Paul Green, Morning

Presenters: Deborah Ancona, Massachusetts Institute of Technology; Wendy R. Boswell, Texas A&M U.; Allan H Church, PepsiCo, Inc; Debra J. Cohen, Society for Human Resource Management: Rai Echambadi. U. of Central Florida: Garv P. Latham, U. of Toronto; Edward E. Lawler III, U. of Southern California; Tom Rauzi, Dell Inc.; Jennifer Saavedra, Dell Inc.; Gerard H Seijts, U. of Western Ontario; Tawfik Sharkasi, Wrigley Company; Jolene L Skinner, Northern Illinois U.

267 ♥→ ➡: (PTC, ODC, OMT, CM) Memorable or Dying Organizations: Trust the Essential Element

11:15am - 1:15pm Grand Hyatt: Bonham B

Tweet this session: #AOM2011 267 Chairs: Paulo Lopes Henriques, Technical U. of Lisbon; James Werbel, Iowa State U.; Carla Maria Marques Curado, Technical U.

268 → \(\subseteq : (S/M) Ask the Experts: Meet the Journal and **Book Editors**

11:15am - 12:45pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 268

Organizers: Pursey Heugens, RSM Erasmus U.; Charlene E.

Zietsma, U. of Victoria

Saturday 11:45AM

269 �→ 글: (PTC, OC/S, OMT, T/M, OM) Commercializing New Positioning Technology (p-commerce) – Implications for Research and Practice

11:45am - 1:45pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 269 Organizer: John P Ulhoi, Aarhus U.

Speakers: Peter Kesting, Aarhus U.; Charles C. Snow,
Pennsylvania State U.; Mats Magnusson, Royal Institute of
Technology - KTH; Andy Drysdale, Alexandra Institute, Denmark;
Camilla Kølsen, Alexandra Institute, Denmark

270: (TIM) TIM Distinguished Scholar Award

11:45am - 1:45pm San Antonio Convention Center: Room 205 Tweet this session: **#AOM2011 270**

Prof. Clay Christensen, author of the seminal book "The Innovator's Dilemma" and one of the most widely recognized authors in the technology and innovation management field, is the recipient of the 2011 TIM Distinguished Scholar Award. Food will be provided during this session.

Award Recipient: Clayton Christensen, Harvard U. Hosts: Fernando Suarez, Boston U.; Paul Olk, Denver U.

Saturday 12:00PM

271: (MC) MC Consortium Networking Lunch

12:00pm - 2:00pm Grand Hyatt: Crockett A & B Tweet this session: **#AOM2011 271** Participant: **Stephane Girod**, Accenture

272 ©→ =: (MOC, MC, SAP, RM, BPS, ODC) Collecting,

Developing, and Using Group Cognition 12:00pm - 2:00pm La Quinta Inn & Suites: Fiesta F

Tweet this session: #AOM2011 272

Participants: Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.

273 © → → (ODC, IM) Adapting Organization Development and Change to Tackle Complex [West-East] Social Issues

12:00pm - 6:00pm Grand Hyatt: Travis A Tweet this session: **#AOM2011 273**

Coordinator: Larry M. Starr, U. of Pennsylvania

Participants: Raymond Saner, Center For Socio-Economic Development; Lichia Saner-Yiu, Organization Consultant; Oguz Baburoglu, Sabanci U.; Yehia M. Kamel, American U. of Beirut;

Joyce S Falkenberg, U. of Agder

Saturday 12:15PM

274 → ←□: (BPS, OMT, OB, MOC) Behavioral Strategy: West Meets East

12:15pm - 3:15pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 274

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The cost to register is \$18.00 and the deadline to register online is August 10, 2011.

Chairs: Sheen S. Levine, Massachusetts Institute of Technology; Shayne Gary, U. of New South Wales

Speakers: Philip Bromiley, U. of California, Irvine; Emilio J. Castilla, Massachusetts Institute of Technology; Rachel Croson, U.

of Texas, Dallas; Jerker C. Denrell, U. of Oxford; Teppo Felin, Brigham Young U.; Giovanni Gavetti, Harvard U.; Gerard P. Hodgkinson, U. of Leeds; Theresa K Lant, Pace U.; Michael J. Prietula, Emory U.; Michael Lenox, U. of Virginia; Joseph Porac, New York U.; Rhonda K. Reger, U. of Maryland; Zur Shapira, New York U.; Mary Tripsas, Harvard U.

275 ©: (MC) Managing Norms and Risks: A New Field of Interest for Management Consulting (MC)

12:15pm - 2:15pm Grand Hyatt: Mission B Tweet this session: **#AOM2011 275**

Coordinator: Laurent Cappelletti, CNAM Paris (France)
Participants: Yuri Biondi, Cnrs - Ecole Polytechnique of Paris;
Madina Rival, CNAM Paris (France); Florence Noguera, U. of
Montpellier; Djamel Khouatra, ISEOR

276 ©: (MC) Pathway to Positive Change: Appreciative Coaching Skills for Organizations

12:15pm - 2:15pm Grand Hyatt: Travis D Tweet this session: **#AOM2011 276**

Presenters: Jacqueline Binkert, Appreciative Coaching Collaborative, LLC; Ann Leone Clancy, Appreciative Coaching Collaborative, LLC

277 ©: (MEN) Knowledge is Power: Enlightening by Mentoring

12:15pm - 4:15pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 277

Participants: Angélica S. Gutiérrez, U. of California, Los Angeles; Jermaine Vesey, U. of Texas, San Antonio; Oscar Holmes IV, The U. of Alabama; Anthony C. Hood, The U. of Alabama

Saturday 12:30PM

278 🖃: (BPS) BPS Managing your Dissertation Workshop 2011

12:30pm - 4:30pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 278

The workshop offers practical advice to advanced doctoral students on completing their dissertation and transitioning to the first academic position. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.

Organizer: Chuck Eesley, Stanford U.

Participants: Joanne Oxley, U. of Toronto; Frank T. Rothaermel, Georgia Institute of Technology; Felipe A. Csaszar, INSEAD; Denisa Mindruta, HEC Paris; Yi Tang, Hong Kong Polytechnic U.; Yen Tran, Heriot-Watt U.; Daniel Levinthal, U. of Pennsylvania; Glenn Hoetker, Arizona State U.; Rajshree Agarwal, U. of Maryland

12:30pm - 3:30pm San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 279

Organizers: Kenneth G Huang, Singapore Management U.; Stefan Wagner, ESMT European School of Management and Technology Discussants: Markus Reitzig, London Business School; Rosemarie Ziedonis, U. of Oregon

Presenters: Stefan Wagner, ESMT European School of Management and Technology; Kenneth G Huang, Singapore Management U.; Kwanghui Lim, U. of Melbourne; Tim Simcoe, U. of Toronto

280 🕮 🖃 : (CMS, OMT, GDO) Political Foundations of Organizational Research

12:30pm - 2:30pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 280

Facilitator: Raza A Mir, William Paterson U.

Participants: Ali Mir, William Paterson U.; Bobby Banerjee, U. of Western Sydney; Torkild Thanem, Stockholm U.; Hugh Willmott, Cardiff Business School, UK

281 =: (ENT, BPS, OMT) Austrian Economics and **Entrepreneurship Studies**

12:30pm - 2:30pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 281

Organizers: Henrik Berglund, Chalmers U. of Technology; Todd H Chiles, U. of Missouri; Peter G Klein, U. of Missouri; Steffen Korsgaard, Aarhus U.

282 : (ENT. MEN) Increasing the Quality of Women's and Minority Entrepreneurship Research

12:30pm - 2:30pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 282

Pre-registration required online at

https://secure.aomonline.org/PDWReg.Contact workshop organizers for approval code. Registration deadline August 10

Distinguished Speakers: Howard Aldrich, U. of North Carolina;

Robert W. Fairlie, U. of California, Santa Cruz

Chair: Alicia Robb, Ewing Marion Kauffman Foundation Discussants: John Watson, U. of Western Australia; Karen D. Hughes, U. of Alberta; Jennifer E Jennings, U. of Alberta; Susan

Coleman, U. of Hartford

283 (HCM, MED) Making Learning Tangible: **Experiential Exercises for Health Management Education**

12:30pm - 2:30pm Marriott Riverwalk: Bowie Tweet this session: #AOM2011 283

Participants: Victoria Anne Parker, Boston U.; Peter E. Rivard, Suffolk U.; Amy Yarbrough Landry, U. of Alabama, Birmingham

284 □ → <: (HCM, PNP) International Comparative Analysis in Healthcare Management: West and East

12:30pm - 2:30pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 284

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

Chair: Elio Borgonovi, Bocconi U.

Discussants: Federico Lega, Bocconi U.; Emanuele Vendramini,

Speakers: Ebbin Dotson, U. of Texas Health Science Center; Attila J. Hertelendy, Texas State U.: Zilá Guimarães Horta, Fundação

285 ☐→: (MED, NDSC, TTC) Building an Academic Career from Doctoral Program to Career Success: Questions. Answers, and Advice

12:30pm - 2:30pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 285

Bring your questions about academic careers and doctoral programs to this session. We are prepared to help you navigate the world of

Facilitator: Thomas P. Bradlev. Tarleton State U. Presenters: Karim J. Nasr, U. of Balamand; Rosa Nelly Trevinyo-Rodríguez, Tecnologico de Monterrey; Michael J. Provitera, Barry U.; Toni Ungaretti, Johns Hopkins U.; Rita J.

Shea-Van Fossen. Ramapo College: Darlene Alexander-Houle. **Hewlett Packard**

286 (MED, PTC, HR, ODC, OB) Evidence-Based Management: A New Approach to Teaching the Practice of Management

12:30pm - 2:30pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 286

Organizers: Eric Barends, VU U. Amsterdam; Rob B. Briner, U. of

London

Presenters: Denise M. Rousseau, Carnegie Mellon U.; Lori T. Peterson, Cleveland State U.; Roye Werner, Carnegie Mellon U.; R. Blake Jelley, U. of Prince Edward Island

287 \(\subseteq : (OMT, BPS, ENT, TIM) \) Exploring the Dynamics of Market Categories and Classification Systems

12:30pm - 3:30pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 287 Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to

register online is August 10, 2011.

Organizers: Gino Cattani, New York U.; Daniel Engler, New York

Discussants: Raghu Garud, Pennsylvania State U.; Joseph Porac, New York U.; Hayagreeva Rao, Stanford U.

Presenters: Gino Cattani, New York U.; Daniel Engler, New York U.; Simone Ferriani, U. of Bologna; Elisa Giuliani, U. of Pisa; Gordon Phillips, U. of Maryland; Elizabeth G. Pontikes, U. of Chicago; Andrea Maria Prado, New York U.

Participants: William P Barnett, Stanford U.; C. Moritz B. Fliescher, New York U.

288 🛄 🔙: (ONE, SIM) ONE & SIM Junior Faculty Consortium

12:30pm - 4:00pm Marriott Rivercenter: Salon J Tweet this session: #AOM2011 288

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Discussants: Pratima Bansal. U. of Western Ontario: Michael L. Barnett, Oxford U.; Mark Cordano, Ithaca College; Nicole Darnall, George Mason U.; Jorge Rivera, George Washington U.; Mark Starik, George Washington U.; Monika Winn, U. of Victoria; Ans Kolk, U. of Amsterdam; Miguel Rivera-Santos, Babson College; Shawn Berman, U. of New Mexico: Stephen Brammer, U. of Warwick; Jonathan P Doh, Villanova U.; Heather Elms, American U.; Pursey Heugens, RSM Erasmus U.; James E. Mattingly, U. of Northern Iowa; Jennifer Oetzel, American U.; Marshall Schminke, U. of Central Florida; Sandra Waddock, Boston College; James P. Walsh, U. of Michigan, Ann Arbor; James Weber, Duquesne U.; **Duane Windsor**, Rice U.; Robert A. Phillips, U. of Richmond; Bradley R. Agle, U. of Pittsburgh; Gary R. Weaver, U. of Delaware; Michael E Johnson-Cramer, Bucknell U. Coordinators: Stephanie Bertels, Simon Fraser U.; Mark P

289 □ • +: (PTC, OB, IAM, GDO, MSR, SIM) Practicing Transcendental Leadership with Tango: Mastering the **Balance between Progress and Harmony**

12:30pm - 2:30pm Grand Hyatt: Travis B Tweet this session: #AOM2011 289

Sharfman, U. of Oklahoma

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

Chairs: Jason R Pierce, Indiana U., Bloomington; Pamela Lirio, EDHEC Business School; Burak Koyuncu, Rouen Business School Coordinator: Andreea Daniela Gorbatai, Harvard U.

290 \((RM, BPS, ENT, HR, OB) \) Issues, Challenges, and **Future Directions in Meta-Analytic Research**

12:30pm - 2:30pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 290

Moderator: T Russell Crook, U. of Tennessee, Knoxville Participants: James G Combs, The U. of Alabama; David J Woehr, U. of North Carolina, Charlotte; Philip L. Roth, Clemson U.; Dan R. Dalton, Indiana U., Bloomington

291 🕮 🖐: (TTC, GDO, OB) Discussing the Undiscussables: **How to Introduce and Discuss Sensitive Classroom Topics**

12:30pm - 2:30pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 291 Organizer: Kim Gower, Virginia State U.

Facilitators: Barbara A. Ritter, Coastal Carolina U.; Sheila Watters, Virginia Commonwealth U.; Patricia R. Hedberg, U. of St. Thomas

Saturday 1:00PM

292 →: (CMS, BPS) A Critical Perspective on Strategic Management in a Globalized World

1:00pm - 3:00pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 292

Coordinators: Alex Faria, Fundação Getulio Vargas; Janann Joslin Medeiros, U. de Brasilia

Participants: Sergio Wanderley, EBAP-FGV; Ana Lucia Guedes, Fundação Getulio Vargas; Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Bill Cooke, Lancaster U.; Anshuman Prasad, U. of New Haven

293 🔙: (ENT) Collecting Data for Quantitative Methods of Analysis in Social Entrepreneurship Research

1:00pm - 3:00pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 293

Participants: G. T. Lumpkin, Syracuse U.; David Gras, Syracuse U.; Jeremy Collin Short, Texas Tech U.; Jill Kickul, New York U.; Geoff Kistruck, The Ohio State U.

294: (ICW) USASBE Mid-year Board Meeting

1:00pm - 4:00pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 294

By Invitation Only

Organizer: Becky Gann, USASBE

295 €→: (IM) Using International Engagement to **Broaden the Academic Enterprise: Integrating** International Management Research, Teaching, and **Social Initiatives**

1:00pm - 3:30pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 295

This PDW will focus on broadening and enriching the academic enterprise through international social engagement. Hands-on exercises and interactive discussion, will help participants apply panelists' insights to better understand obstacles to international social engagement, which will help translate participant experiences to actionable knowledge for research, teaching, and outreach.

Moderator: John Mezias. U. of Miami

Presenters: Madhubalan Viswanathan, U. of Illinois;; Tarun Khanna, Harvard U.; William G Mitchell, Duke U.; Lite Nartey, U. of South Carolina; Prithwiraj Choudhury, U. of Pennsylvania

296 📖 🖃 : (OB) From Associate to Full...and Beyond

1:00pm - 3:00pm Grand Hyatt: Presidio A

Tweet this session: #AOM2011 296

Organizers: Christopher O. L. H. Porter, Texas A&M U.; Mark C. Bolino, U. of Oklahoma; Mel Fugate, Southern Methodist U. Panelists: Blake E. Ashforth, Arizona State U.; Neal M. Ashkanasy, U. of Queensland; Angelo DeNisi, Tulane U.; Audrey Korsgaard, U. of South Carolina; Kevin B. Lowe, U. of North Carolina, Greensboro

297 (OB) OB Teaching Incubator

1:00pm - 3:00pm Grand Hyatt: Texas Ballroom D

Tweet this session: #AOM2011 297

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

Facilitators: Elaine C. Hollensbe, U. of Cincinnati; Niro Sivanathan, London Business School; Jennifer S. A. Leigh, Nazareth College

Coordinators: Robert Litchfield. Washington and Jefferson College; Michael D. Johnson, U. of Washington; Jennifer S. A. Leigh, Nazareth College

298 =: (OMT, OB, BPS, HR, ENT, CM, TIM, OCIS, ODC)

Advanced Networks PDW: Theoretical And Empirical **Applications Of Social Network Analysis**

1:00pm - 5:00pm San Antonio Convention Center: Room 204 B Tweet this session: #AOM2011 298

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact Theresa Floyd at theresa.floyd@uky.edu to obtain the approval code. The deadline to register online is August 10, 2011. Organizers: Giuseppe Labianca, U. of Kentucky; Andrew V. Shipilov, INSEAD; Jonathan Lewis Johnson, U. of Arkansas Presenters: Theresa Floyd, U. of Kentucky; Daniel J. Brass, U. of Kentucky

299 : (RM, BPS) Ask the Experts: Macro and **Cross-Level Methodologies**

1:00pm - 3:00pm La Quinta Inn & Suites: Fiesta C&D

Tweet this session: #AOM2011 299

Organizer: Michael Sturman, Cornell U.

Presenters: Herman Aguinis, Indiana U., Bloomington; Donald D Bergh, Denver U.; Brian Boyd, Arizona State U.; S Trevis Certo, Arizona State U.; Dan R. Dalton, Indiana U., Bloomington; Mark Gavin, Oklahoma State U.; James G Combs, The U. of Alabama; Ming Li, ESC Rennes School of Business

300 → \(\sigma\): (SIM) SIM Research Roundtables

1:00pm - 2:30pm Marriott Rivercenter: Salon B

Tweet this session: #AOM2011 300

No pre-registration required. Discover what's happening on the bleeding edge. Meet with others interested in your research area and discuss current projects and pressing questions. Facilitated by table leaders including Tima Bansal, Ivey, U. of Western Ontario; Mike Barnett, Said, University of Oxford; Nelson Phillips, Imperial College; and other distinguished scholars.

Organizer: Charlene E. Zietsma, U. of Victoria

Saturday 1:15PM

301 =: (OCIS, OMT, CMS, OB, ODC, TIM) Building Bridges through a Socio-Technical Perspective

1:15pm - 4:15pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 301

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The cost to register is \$25.00 and the deadline to register online is August 10, 2011.

Organizers: Brian S. Butler, U. of Pittsburgh; Steven L. Johnson, Temple U.; Steve Sawyer, Syracuse U.

Saturday 1:30PM

302 : (BPS) Firm Scope: Alignment, Coordination and Adaptation

1:30pm - 5:00pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 302

This PDW examines how changes in firm scope influence the present and future internal organization of the firm.

Organizers: Emilie Feldman, Wharton School; Evan Rawley, U. of Pennsylvania; Brian Wu, U. of Michigan, Ann Arbor

Distinguished Speaker: Todd Zenger, Washington U. in St. Louis Discussants: Jeff Macher, Georgetown U.; Phanish Puranam, London Business School

Presenters: Kira Fabrizio, Duke U.; Gabriel Natividad, New York U.; Yue Maggie Zhou, U. of Maryland

303 (BPS) Teaching Strategic Management and **Competitive Strategy**

1:30pm - 4:00pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 303

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

Distinguished Speakers: William S Hesterly, U. of Utah; Robert Grant, Bocconi U.; Frank T. Rothaermel, Georgia Institute of Technology

Coordinators: Daniel Walter Elfenbein, Washington U. in St. Louis; Margaret Cording, Rice U.

304 \(\subseteq : (BPS, TIM, OB, OMT, MOC, ENT, OCIS) Funding Opportunities for Academy of Management Scholars. from the National Science Foundation

1:30pm - 3:30pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 304

Chair: Jacqueline Meszaros, National Science Foundation Participants: Susan Winter, National Science Foundation; David C Croson, Southern Methodist U.; Joseph Porac, New York U.; Terri Griffith, Santa Clara U.; Kalle Lyytinen, Case Western Reserve U.; Dean A Shepherd. Indiana U.

305 ©: (CM) How to Negotiate Your (First) Job Offer

1:30pm - 4:00pm Grand Hyatt: Bonham D Tweet this session: #AOM2011 305

Organizer: Ronda R. Callister, Utah State U.

Distinguished Speaker: Donald E. Conlon, Michigan State U.

Panelists: Oluremi B. Avoko. U. of Queensland: Bruce Barry. Vanderbilt U.; Deanna Geddes, Temple U.; Dean Tjosvold, Lingnan U.; Daniel Turban, U. of Missouri at Columbia

306 ⊟: (HCM) Ph.D. Consortium: The Philosophy and Anatomy of a Research Manuscript

1:30pm - 3:30pm Marriott Riverwalk: Salon C

Tweet this session: #AOM2011 306

Sponsored by George McMillan Fleming Center for Healthcare Management at the University of Texas at Houston.

Presenters: Nir Menachemi, U. of Alabama, Birmingham; Peter M Ginter, U. of Alabama, Birmingham

307: (ICW) Journal of Management Education Editorial **Board Meeting**

1:30pm - 2:30pm San Antonio Convention Center: Room 211.

Tweet this session: #AOM2011 307

By invitation.

Organizer: Jane Schmidt-Wilk, Maharishi U.

308 📖 🖃 : (OB, OCIS, HR) Researching and Teaching a Second Life: A Tutorial on Virtual Worlds

1:30pm - 3:30pm Grand Hyatt: Bonham B Tweet this session: #AOM2011 308

Facilitator: Richard N. Landers, Old Dominion U.

309: (PTC) Practice Theme Committee Lunch Meeting

1:30pm - 3:00pm Grand Hyatt: Seguin A & B Tweet this session: #AOM2011 309

PTC members and organizers/participants of recent PTC-sponsored symposia and PDWs are welcome to attend and contribute new ideas. We will welcome our

Organizers: Tyrone S. Pitsis, U. of Technology, Sydney; Kuo Frank Yu, City U. of Hong Kong

Saturday 2:00PM

310: (AAA) 2011 Session Chairs, Facilitators & **Discussants Meeting**

2:00pm - 3:00pm Grand Hyatt: Texas Ballroom A Tweet this session: #AOM2011 310

Organizers: Ming-Jer Chen, U. of Virginia; R. Duane Ireland, Texas A&M U.: Jimmy Le. Academy of Management: Valerie Concepcion, Academy of Management

311: (AAA) Academy of Management Affiliates & **Associates**

2:00pm - 5:00pm Grand Hyatt: Texas Ballroom C

Tweet this session: #AOM2011 311

AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM,

IFSAM. ACACIA

Organizer: Susan E. Jackson, Rutgers U.

312 → 🔙: (CAR, ITC, OB, D&ITC, HCM) Opening the Door to the Francophone Community: Developing Successful Research Collaborations

2:00pm - 4:00pm Grand Hvatt: Bonham C Tweet this session: #AOM2011 312

A great opportunity for francophone scholars and those collaborating with them to learn about improving research collaboration Chairs: Monique Valcour, EDHEC Business School; Jean Pralong, Rouen Business School; Ariane Ollier-Malaterre, Rouen

Business School; Terri R Lituchy, Concordia U.; Jean-Luc Cerdin, ESSEC Business School; Yehuda Baruch, Rouen Business School

313 □ • → • □: (CMS) Globalized Work and Economy in San Antonio

2:00pm - 5:00pm Offsite: Lobby of Marriott Rivercenter

Tweet this session: #AOM2011 313

An off-site visit to a local community organization representing the extensive and important Hispanic immigrant community in San

Organizer: Sarah Stookey, Central Connecticut State U.

314 →: (ENT) ENT Ambassadors Program: The Global **Entrepreneurship Casebook and Research Project**

2:00pm - 4:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 314 Chair: Carlo Salvato, Bocconi U.

315 : (ICW) Administrative Science Quarterly Editoral **Board Meeting and Reception**

2:00pm - 5:00pm Hilton Palacio del Rio: El Mirador & La Condesa

Tweet this session: #AOM2011 315

Organizer: Sally A. lacovelli, Administrative Science Quarterly

316 □ → •: (IM, MED) East Meets West (and Everyone Else): Developing Effective Foreign Study Tours

2:00pm - 4:00pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 316

Presenters: David M Berg, Hamline U.; James M Hagen, Hamline U.; Randall B. Dunham, U. of Wisconsin, Madison; Lauren Reppa, Accent and TravelMBA; Deborah Beyer, U. of Wisconsin, Oshkosh; Janis Petronis, Tarleton State U.

317 → \((TIM, BPS) \) Meet the Editors

2:00pm - 4:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 317

Facilitator: Shawn M. Carraher. Minot State U.

318 🗨 🖃 : (TIM, BPS, ENT) Understanding and Managing

2:00pm - 4:00pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 318

Interested participants should register at

https://secure.aomonline.org/PDWReg and send a 3-5 page extended abstract to ecosystem@wharton.upenn.edu by July 19. Late submissions will not be considered and the slot will be released to individuals on the waitlist. The deadline to register online is August 10, 2011. To ensure high quality feedback and discussion. this workshop is limited to 40 participants.

Discussants: Ron Adner, Dartmouth College; Alfonso

Gambardella, Bocconi U.; Anita McGahan, U. of Toronto; William

G Mitchell, Duke U.; Harbir Singh, U. of Pennsylvania Coordinators: Rahul Kapoor, U. of Pennsylvania; Anne

Parmigiani, U. of Oregon

Saturday 2:15PM

319 □: (HR, BPS, RM) **Taking Stock and Looking Forward**: The HR-Performance Research Agenda over the Next **Twenty Years**

2:15pm - 5:15pm Grand Hyatt: Crockett A & B Tweet this session: #AOM2011 319

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

Facilitators: Wayne F. Cascio, U. of Colorado, Denver; Timothy M. Gardner, Vanderbilt U.; Barry Gerhart, U. of Wisconsin, Madison; David E Guest, King's College London; Bruce E Kaufman, Georgia State U.; John Paul MacDuffie, U. of Pennsylvania Coordinators: David P. Lepak, Rutgers U.; Ingrid Fulmer, U. of South Carolina; David Lewin, U. of California, Los Angeles

320 © >> \(\) \(\) (OB, RM, MOC, CAR, ODC) A Practical Guide to **Causal Mapping**

2:15pm - 4:15pm Grand Hyatt: Presidio C Tweet this session: #AOM2011 320

Organizers: Jon Billsberry, Coventry U.; Danielle Laurette Talbot, Coventry U.

Facilitators: Brenda Hollyoak, Coventry U.; Gary Connor, Coventry U.; Steve Godrich, Open U.; Sukhvir Kaur Manak,

Coventry U.; Rory Donnelly, Birmingham City U.

Presenters: Veronique Ambrosini, Birmingham U.; Fran

Ackermann, Strathclyde U.

Saturday 2:30PM

321 □ • → □: (HR, NDSC) HR Division Pre-Dissertation **Doctoral Student Professional Development Workshop**

2:30pm - 5:30pm Grand Hyatt: Travis D Tweet this session: #AOM2011 321

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

Chairs: David P. Lepak, Rutgers U.; Michal Biron, U. of Haifa & Tilburg U.; Clinton Chadwick, U. of Kansas

Participants: Jessica Methot, Rutgers U.; Rebecca R. Kehoe, Rutgers U.; Shay S Tzafrir, U. of Haifa; Riki Takeuchi, Hong Kong U. of Science and Technology; Janice Malloy, Michigan State U.

322 🚇 🖭 : (PTC, OMT, OB, ODC, GDO, MC) Investing in Human Capital: An integrative solution to Cross-cultural challenges

2:30pm - 4:30pm Grand Hyatt: Mission B Tweet this session: #AOM2011 322

Chairs: Carla Maria Marques Curado, Technical U. of Lisbon; Paulo Lopes Henriques, Technical U. of Lisbon

Saturday 2:45PM

323 : (AAA) Conference Break

2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break Tweet this session: #AOM2011 323

324 ■: (ENT, RM) Researching Entrepreneur's Behavior: Importance and Methods

2:45pm - 4:45pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 324

Organizer: Barbara Jean Bird, American U.

Participants: Kelly G Shaver, College of Charleston; Michael Frese, National U. of Singapore; Leon Schjoedt, U. of Central Florida; Helle Neergaard, Aarhus U.

325 □ • → • □: (MED, HR, IM) Simulation-Based Leadership Development: Research, Teaching and **Executive Development**

2:45pm - 5:15pm Marriott Riverwalk: Bowie Tweet this session: #AOM2011 325

Facilitators: Schon Beechler, Duke Corporate Education; Allan Bird, Northeastern U.; Camala A. Boyce, Alliant International U.; Jeremy J. Hirshberg, Booz Allen Hamilton; Ron Rembisz, Alliant International U.; Marissa Shuffler, Institute for Simulation & Training, UCF; **Torrey Wilkinson**, Booz Allen Hamilton Moderator: Jeffrey L. Herman, Booz Allen Hamilton Speakers: Stephen J. Zaccaro, George Mason U.; Eduardo Salas, U. of Central Florida; Susan Clayton, Internal Revenue Service

326 □ • → •: (MED, MC) Corporate Learning and Competitiveness: Lessons to Share when West Meets

2:45pm - 5:15pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 326 Organizer: Manuela Brusoni, Bocconi U. Chair: Elio Borgonovi, Bocconi U.

Participants: Veronica Vecchi, Bocconi U.; Manuela Brusoni, Bocconi U.; Mauro Meda, Associazione Italiana per la Formazione Manageriale; Ed Skoneki, Corporate U. Xchange; Claudio Carnevale, Landi Renzo Spa; Milenko Gudic, Ceeman; Sergei

Filonovich, State U. - Higher School of Economics

327 (MED, ODC, OB) The Live In-class CEO Intervention An Experiential Learning Technique for Leadership Development

2:45pm - 4:45pm Marriott Riverwalk: Salon F Tweet this session: #AOM2011 327

Presenters: Nicholas Rashford, Saint Joseph's U.; Joao Neiva De Figueiredo, Saint Joseph's U.

328 → ■: (ONE, IM, SIM, ITC) Where West Meets East and South: Environmental and Social Issues in Africa

2:45pm - 4:45pm Marriott Rivercenter: Salon D Tweet this session: #AOM2011 328

Organizer: Miguel Rivera-Santos, Babson College

Panelists: Robert Grosse, Thunderbird; Dima Jamali, American U. of Beirut; Ans Kolk, U. of Amsterdam; David B. Zoogah, Morgan State U.

329 🕮 🖐: (TTC, MED, D&ITC) Are You Hungry for Knowledge? Using Food to Explore Diversity and Further **Cultural Understanding**

2:45pm - 4:45pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 329 Organizer: Lisa T. Stickney, U. of Baltimore

Participants: Beverly J. DeMarr, Ferris State U.; Jason Fertig, U.

of Southern Indiana

Saturday 3:00PM

330 □ • □ : (HCM) Exploring the Journey from Dissertation to Tenure Through Networking

3:00pm - 5:00pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 330 Chair: Barbara Bigelow, Clark U.

Facilitators: Margarete Arndt, Clark U.; Jon Chilingerian, Brandeis U.; Kathleen Montgomery, U. of California, Riverside; Grant T. Savage, U. of Alabama, Birmingham

331: (ICW) Journal of Applied Behavioral Science Associate Editors Meeting

3:00pm - 4:30pm Hyatt Regency: Maverick B

Tweet this session: #AOM2011 331

Organizer: Cynthia Nalevanko, Sage Publications

332 →: (ITC, IM, AAM) West Meets South: Challenges and Opportunities for Academics Working in Emerging Markets

3:00pm - 6:00pm San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 332

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10, 2011.registration required Coordinator: Roberto Martin Nolan Galang, Ateneo de Manila U. Presenters: Anna Gryaznova, Moscow State U.; Erica Helena Salvaj, U. del Desarrollo; Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Helena Barnard, U. of Pretoria: Yuan Li. Shanghai Jiao Tong U.: Behlul Usdiken. Sabanci U.; Tunji Adegbesan, Lagos Business School

333 □→ •: (MED) Educating Managers About Integrity: Sensitizing Learners to Universal Values and Cultural Variation

3:00pm - 6:00pm Marriott Rivercenter: Salon B Tweet this session: #AOM2011 333

Organizers: Charles Wankel, St. John's U.; Leonardo Liberman Yaconi, U. de los Andes; Patrick L. Onsando, Moi U.; Kathryn Pavlovich, U. of Waikato; Agata Stanusch, Silesian U. of

Technology: Jae Eon Yu. Korea U.

Presenters: Christopher Adkins, College of William and Mary; Mark J. Ahn, Willamette U.; Wolfgang Amann, Goethe U. Frankfurt; Heesoon Bai, City U. of Seattle, Vancouver; Paolo Canonico, U. degli Studi di Napoli Federico II; Susan S. Case, Case Western Reserve U.: Avraham Cohen. City U. of Seattle. Vancouver; Ernesto De Nito, Magna Graecia U.; Roger A Dean, Washington and Lee U.; Magda Donia, U. of Ottawa; Jay Finkelman, Alliant International U.; Karen Fiorini, Simon Fraser U.; Mary Catherine Gentile, Babson College; Ernestina Giudici, Cagliari U.: Lindsev Godwin. Champlain College: Michael G Goldsby, Ball State U.; Dennis P. Heaton, Maharishi U.; Tore Audun Høie, Fringilla; Heh Jason Huang, National Sun Yat-sen U.; Li-Hwa Hung, Ching-Yun U.; Katherine Elizabeth Hyatt, Reinhardt U.; Gazi Islam, Insper Institute of Education and Research; Dima Jamali, American U. of Beirut: Kenneth Mølbierg Jørgensen. Aalborg U.; Hamid H Kazeroony, U. of Phoenix; Louise Kelly, Alliant International U.; Leanna Lawter, Sacred Heart U.; Mark M. Lennon, Frostburg State U.; Alfred Lewis, Hamline U.; Leonardo Liberman Yaconi, U. de los Andes, Colombia; Chieh-Yu Lin, Chang Jung Christian U.; Romie Frederick Littrell, Auckland U. of Technology; Gianluigi Mangia, U. degli Studi di Napoli Federico II; Daniel E. Martin, California State U. East Bay; Mary Grace Neville, Southwestern U.; Ruth Norman, Wilmington U.; Sharon Norris, Spring Arbor U.; Peter Odrakiewicz, Global Partnership Management Institute; Patrick L. Onsando, Moi U.; Gregory Robert Park, Dublin City U.; Kathryn Pavlovich, U. of Waikato; Molly Pepper, Gonzaga U.; Richard Peregoy, U. of Dallas; Matias Petersen, U. de los Andes; Joseph A. Petrick, Wright State U.; Javier Ignacio Pinto, U. de los Andes; Tracy Porter, Cleveland State U.; Mark Pruett, U. of South Carolina, Upstate; Joop Remme, Maastricht U.; Jacob Dahl Rendtorff, Roskilde U.; Isabel Rimanoczy, Fairleigh Dickinson U.; Cynthia Roberts, Purdue U., North Central; Carolyn Roper, Purdue U., North Central; Tuvana Rua, Sacred Heart U.; Throstur Olaf Sigurjonsson, Reykjavik U.; Aditya Simha, Gonzaga U.; J. Goosby Smith, Pepperdine U.;

Agata Stanusch, Silesian U. of Technology; James A.F. Stoner, Fordham U.; Sarah Stookey, Central Connecticut State U.; Anete M. Camille Strand, Aalborg U.; Ravi Subramaniam, Maharishi U.; Kim Oliver Tokarski, Bern U. of Applied Sciences; Vlad Vaiman, Reykjavik U.; Jose G Vargas-Hernández, U. de Guadalajara; Charles Wankel, St. John's U.: Carolyn Wiley, Roosevelt U.: Jae Eon Yu, Korea U.; Muberra Yuksel, Kadir Has U.

334 ⊕ • → •: (SIM, MSR) Consciousness and Responsibility: The Inextricable Connection in Business

3:00pm - 5:30pm Marriott Rivercenter: Salon A Tweet this session: #AOM2011 334

Distinguished Speakers: Carol Sanford, Interoctave; Will Lynn,

Gryphon Investors

Chair: Kathryn Goldman Schuyler, Alliant International U.

Saturday 3:15PM

335 (MC) The Necessity of Life-long Education for Consultants & Academia's Role

3:15pm - 5:15pm Grand Hyatt: Presidio A Tweet this session: #AOM2011 335 Organizer: Susan M. Adams, Bentley U. Moderator: Alberto Zanzi, Suffolk U.

Panelists: Ralph Grossmann, U. of Klagenfurt; Miriam Y Lacey, Pepperdine U.; Kurt Mayer, Klagenfurt U.; Michel Peron, ISEOR; Hans Vermaak. Twynstra Management Consultants: Veronique Zardet, ISEOR

336 ©: (MSR) Corporate Mystic Spiritual Practices: **Eastern and Western Practices to Achieve** Transcendence

3:15pm - 5:15pm La Quinta Inn & Suites: Fiesta C&D

Tweet this session: #AOM2011 336

Facilitators: Gerald Biberman, U. of Scranton; Lynne Sedgmore, Centre for Excellence in Leadership

337 ☐: (OB) OB New Member Networking and Research Forum

3:15pm - 5:15pm Grand Hyatt: Texas Ballroom D Tweet this session: #AOM2011 337

Pre-registration is required for this workshop. To register online. please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: David M. Sluss, Georgia Institute of Technology; Jennifer D. Nahrgang, Arizona State U.

338 : (RM) Ask the Experts: Pursuing a Career in **Research Methods**

3:15pm - 5:15pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 338

Chair: Robert J. Vandenberg, U. of Georgia

Panelists: Larry J. Williams, Wayne State U.; Eugene F

Stone-Romero, U. of Texas, San Antonio; Jeffrey R. Edwards, U. of North Carolina; Neal Schmitt, Michigan State U.

Saturday 3:30PM

339: (AAA) 2011 Program Chairs' Meeting

3:30pm - 4:30pm Grand Hyatt: Republic B Tweet this session: #AOM2011 339

Organizers: Ming-Jer Chen. U. of Virginia: Jimmy Le. Academy of Management; Valerie Concepcion, Academy of Management

340 ☐: (BPS, OMT, TIM) Contracts, Relationships & Performance: Challenges & Opportunities in Studying Inter-firm Contracts

3:30pm - 6:00pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 340

Pre-registration is required. To register, please visit

https://secure.aomonline.org/PDWReg. The deadline to register is August 10, 2011

Organizers: Jason Pattit, U. of St. Thomas; Valérie Duplat,

EDHEC Business School

Presenters: Kyle J Mayer, U. of Southern California; Valérie Duplat, EDHEC Business School; Fabrice Lumineau, U. of Technology, Sydney; Jason Pattit, U. of St. Thomas; Bart Vanneste, INSEAD; Michael J Leiblein, Ohio State U.

341 ■: (BPS, OMT, TIM) Rethinking the Role of Neurosciences in Strategic Management

3:30pm - 6:30pm San Antonio Convention Center: Room 216 B Tweet this session: #AOM2011 341

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

Organizers: Daniella Laureiro-Martínez, Bocconi U.; Stefano Brusoni, Bocconi U.

Discussants: Giovanni Gavetti, Harvard U.; Gerard P. Hodgkinson, U. of Leeds; Sarah Kaplan, U. of Toronto Presenters: Pietro Cipresso, Applied Technology for Neuro-Psychology Lab (IRCCS Auxologico); Vinod Venkatraman,

342 □ • →: (CMS) "Dark Side X" Case-Writing Competition

3:30pm - 5:30pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 342

The Dark Side Case Competition encourages the writing of cases as class-room teaching materials that address the dark side of contemporary capitalism.

Coordinator: Pauline Fatien Diochon. U. of Lvon

343 → ← 🔙: (IM, RM, BPS) Causal Inference in International Business: An Intro to Instrumental Variables and Selection Bias

3:30pm - 5:30pm San Antonio Convention Center: Room 203 A Tweet this session: #AOM2011 343

Organizer: Meghana Ayyagari, George Washington U.

344 🔙: (OB, BPS, HR, IM, MOC) Understanding Scholarly Impact: What is a Scholarly Home Run and How Do I Hit One?

3:30pm - 5:30pm Grand Hyatt: Texas Ballroom B

Tweet this session: #AOM2011 344

Organizers: Daniel Scott DeRue, U. of Michigan; Christopher G.

Myers, U. of Michigan, Ann Arbor

Presenters: Susan J. Ashford, U. of Michigan; Murray R. Barrick, Texas A&M U.; Adam D. Galinsky, Northwestern U.; J. Keith Murnighan, Northwestern U.; Barry M Staw, U. of California,

Berkelev

Saturday 3:45PM

345 □ • → • : (AAM, BPS) Key Issues of Korean **Business Families: Current Status and Future Challenges**

3:45pm - 5:45pm San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 345

Chairs: Bongjin Kim, Ewha Womans U.; Yongsun Paik, Loyola Marymount U.

Panelists: Ji-Hwan Lee, Korea Advanced Institute of Science & Technology; Choonwoo Lee, U. of Seoul; Ji-young Ahn, Ewha Womans U.; Myung-Ho Chung, Ewha Womans U.; Jonathan Brookfield, Tufts U.; Chang-Yang Lee, KAIST; Tai-Young Kim, SKK Graduate School of Business; Hann Earl Kim, Hongik U.

346 🔙: (BPS, TIM, ENT, RM, OB, OMT) Data Resources for Academy of Management Scholars, from the National Science Foundation

3:45pm - 5:45pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 346

Chair: Jacqueline Meszaros, National Science Foundation Participants: David C Croson, Southern Methodist U.; Richard Curtin, U. of Michigan, Ann Arbor; John Jankowski, National Science Foundation

347 → ■: (ENT, IM, BPS) International Entrepreneurship: West Meets East

3:45pm - 5:45pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 347

Organizers: Yong Li, State U. of New York, Buffalo; Shaker A.

Zahra, U. of Minnesota, Twin Cities

Presenters: Sondos Gamal Abdelgawad, ESADE; Susan A Hill, London School of Economics; Markku V. J. Maula, Aalto U.; Patricia Phillips McDougall, Indiana U.; Harry J Sapienza, U. of Minnesota; Mike Wright, Nottingham U.

348 □ • → • : (OMT, ENT, BPS) Theory and the Practice of Management in China

3:45pm - 5:45pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 348

Organizers: Chris Marquis, Harvard U.; Andrew J. Hoffman, U. of

Michigan

Speakers: Regina Abrami, Harvard U.; Jiatao Li, Hong Kong U. of Science and Technology; Michael Morris, Columbia U.; Oded Shenkar, Ohio State U.

349 € .: (RM, OB, HR) Systematic Review and Research **Synthesis**

3:45pm - 6:45pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 349

Organizers: David Denyer, Cranfield U.; Rob B. Briner, U. of

London

Saturday 4:00PM

350 ☐: (CAR, GDO, OB) Crafting your Work-Life Research Stream: Reflection and Planning for Every Career Stage

4:00pm - 6:00pm Grand Hyatt: Travis B Tweet this session: #AOM2011 350

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

Organizers: Alyssa Friede Westring, DePaul U.; Monique Valcour, EDHEC Business School; Shaun Pichler, California State U., Fullerton

Facilitators: Steven A. Y. Poelmans, ESADE Business School; Douglas T. Hall, Boston U.; Jeffrey H. Greenhaus, Drexel U.

351 (HR) HR Division Innovative Teaching Award Presentation

4:00pm - 5:00pm Grand Hvatt: Crockett C & D Tweet this session: #AOM2011 351

352 → 🔙: (IM) IM Consortia Meet the Editors Panel

4:00pm - 5:30pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 352

The Meet the Editors panel is open only to participants in the IM division doctoral and junior faculty consortia.

353 ⊕→: (IM, TTC, BPS) Teaching about Liability of Foreignness: Promoting Understanding of Challenges Facing Foreign Firms

4:00pm - 6:00pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 353

Organizers: Mikelle A. Calhoun, Georgia Southern U.; John Mezias, U. of Miami

Participants: Mary Yoko Brannen, INSEAD; Jonathan P Doh, Villanova U.; Stewart R. Miller, U. of Texas, San Antonio; Mikelle A. Calhoun, Georgia Southern U.; John Mezias, U. of Miami

354: (MOC) Think About It ... Over a Beer or a Glass of Wine

4:00pm - 5:30pm La Quinta Inn & Suites: Fiesta F

Tweet this session: #AOM2011 354

Meet your MOC executive committee members and discuss how you can help contribute to a stronger and more vibrant community of MOC scholars.

355 ♥ 🖳: (ODC) Creating the Future of ODC

4:00pm - 6:00pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 355

Division Chair: Ronald Fry, Case Western Reserve U. Program Chair: James D Ludema, Benedictine U.

Division Chair-Elect: Inger G. Stensaker, Norwegian School of

Economics and Business Administration

Participant: Sonja A. Sackmann, U. Bundeswehr, Munich

356 → ← .: (OM, RM, IM) Conducting Research Across **Eastern and Western Countries**

4:00pm - 6:00pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 356

Chair: Dongli Zhang, Fordham U.

Panelists: Thomas Y. Choi. Arizona State U.: Barbara B. Flynn. Indiana U.; Mohan V. Tatikonda, Indiana U.; Doug Hales, U. of

Rhode Island

Saturday 4:15PM

357 □ • → • : (GDO, D&ITC, MEN, OB) Intersectionality and Cultural Context in LGBTQ-Inclusive Teaching

4:15pm - 6:15pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 357

For conversation and information sharing, join the "LGBTQ-Inclusive

Teaching" group on AoM Connect. Chairs: Ron Ophir, York U.; Roxanne Beard, Ohio Dominican U.;

Robyn A. Berkley, Southern Illinois U., Edwardsville Presenters: Lize A. Booysen, U. of Antioch; Bernardo M. Ferdman, Alliant International U.; C Douglas Johnson, Georgia Gwinnett College; David M. Kaplan, Saint Louis U.; Alison

Kemper, York U.; Angeline Lim, National U. of Singapore; Ron Ophir, York U.; Roxanne Beard, Ohio Dominican U.; Robyn A. Berkley. Southern Illinois U., Edwardsville

358 ☐: (OB, MOC, OMT, ENT, ODC, TIM) Creativity Research Beyond Boundaries: Multi- and Interdisciplinary Approaches

4:15pm - 7:15pm Grand Hyatt: Bonham D Tweet this session: **#AOM2011 358**

The PDW consists of two parts. The first part features presentations of state-of-the-art-research in creativity. In addition, we set up a panel of experts and discuss cutting edge research approaches. For this part, no approved registration is required. We invite all interested members of the Academy of Management. The second part is an intensive workshop on three tables with a maximum of eight participants facilitated each with two of our panellists to enable an in depth discussion of current research challenges in this area. The topics (different theoretical approaches to organizational creativity, organizational outcomes related to creativity, measurement and methodological issues in creativity research) and groups are specified according to the participants' interests. Pre-Registration is required including a short interest statement. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop chairs for approval code.

Chairs: Felix Arndt, U. of Lausanne; Darja Carl, U. of Groningen Moderator: Xavier Castañer, U. of Lausanne

Speakers: Patrick Cohendet, HEC Montreal; Daniel Hjorth, Copenhagen Business School; Babis Mainemelis, ALBA Graduate Business School; Bernard Nijstad, U. of Groningen; Christina E. Shalley, Georgia Institute of Technology; Richard W. Woodman, Texas A&M U.

Saturday 4:30PM

359: (ENT) New Member Meeting Point Event

4:30pm - 6:00pm Offsite: Biga on the Banks Tweet this session: **#AOM2011 359**

Big on the Banks, 203 South St. Marys Strseet, San Antonio,

Texas(San Jose and Alamo Rooms)

Organizers: Jennifer E Jennings, U. of Alberta; Dilene Crockett,

Northeastern State U.

Presenter: Donald O. Neubaum, Oregon State U.

360 ⊟: (RM) Methods for Integrating Moderation and Mediation

4:30pm - 6:30pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 360

Presenters: Jeffrey R. Edwards, U. of North Carolina; Lisa

Schurer Lambert, Georgia State U.

Saturday 5:00PM

361: (AAA) 2012 Program Chairs' Meeting

5:00pm - 6:30pm Grand Hyatt: Republic B Tweet this session: **#AOM2011 361**

Organizers: R. Duane Ireland, Texas A&M U.; Jimmy Le, Academy of Management; Valerie Concepcion, Academy of Management

362 : (PTC) Practice Theme Committee Welcoming Reception and Awards

5:00pm - 7:00pm Grand Hyatt: Presidio B Tweet this session: **#AOM2011 362** Organizers: Tyrone S. Pitsis, U. of Technology, Sydney; Kuo Frank Yu, City U. of Hong Kong

Saturday 5:30PM

363: (AAA) New Member Orientation: Session 2

5:30pm - 7:00pm San Antonio Convention Center: Room 214

Tweet this session: #AOM2011 363

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage if this opportunity to learn more about your membership benefits, share ideas about how you can get the most out of your membership, and learn some tips for navigating the meeting in Montreal. There will be refreshments and time for questions at each participative session. There are two (2) orientations offered during the Annual Meeting. Each session offers the same information, so it is only necessary to attend one. Organizers: Stephanie Case Henagan, Northern Illinois U.; Kerry Ignatz, Academy of Management

364 □ ② → • □: (MED) Creating Values-Based Leadership for Global Sustainability – A teaching resources focused workshop

5:30pm - 7:30pm Marriott Riverwalk: Salon B Tweet this session: **#AOM2011 364**

Organizers: James A.F. Stoner, Fordham U.; Kenneth R.

Thompson, DePaul U.

Chair: Ralph Grossmann, U. of Klagenfurt

Participants: Kent D. Fairfield, Fairleigh Dickinson U.; Joel I Harmon, Fairleigh Dickinson U.; Frank Werner, Fordham U.; Katherine A. Karl, U. of Tennessee, Chattanooga; Ann E. Feyerherm, Pepperdine U.; Kurt Mayer, Klagenfurt U.

365: (OB) OB and HR Members Welcome Reception

5:30pm - 7:00pm Grand Hyatt: Texas Ballroom A

Tweet this session: #AOM2011 365

All OB and HR Division members are invited to this reception. The Divisions' Chairs want to welcome you to San Antonio and the 2011 AoM Meeting.

Organizers: Maria Kraimer, U. of Iowa; Laura Erskine, Illinois State

366 ⊒: (OB, MEN) Enlightening Scholars to Advance Leadership Research: A Mentoring Session

5:30pm - 7:30pm Grand Hyatt: Presidio A Tweet this session: **#AOM2011 366**

Email research proposal to Dr. Dasborough by 6/1/11 before registering at https://secure.aomonline.org/PDWReg. Contact

organizer for approval code.

Organizer: Marie T. Dasborough, U. of Miami

Participants: Leanne E Atwater, U. of Houston; Bruce J. Avolio, U. of Washington; Claudia C. Cogliser, Texas Tech U.; William L. Gardner, Texas Tech U.; Kevin B. Lowe, U. of North Carolina, Greensboro; Ronald E. Riggio, Claremont McKenna College; Chester A. Schriesheim, U. of Miami; Mary Uhl-Bien, U. of Nebraska

Saturday 6:00PM

367 ☐ ☐: (BPS) BPS Mid-Career Workshop

6:00pm - 9:00pm San Antonio Convention Center: Room 216 A Tweet this session: #AOM2011 367

By invitation only

Organizers: Peggy M. Lee, Arizona State U.; Andrew Ward, Lehigh

Participants: Andrew H. Van de Ven, U. of Minnesota; William Q Judge, Old Dominion U.; Catherine A Maritan, Syracuse U.; Edward Zajac, Northwestern U.; Sharon F. Matusik, U. of Colorado, Boulder: Tina Dacin, Queen's U.

368: (ENT) Entrepreneurship Social Event

6:00pm - 10:00pm Offsite: Biga on the Banks Tweet this session: #AOM2011 368

Biga on the Banks203 South St Marys StreetSan Antonio, TX 78205 Program Chair: Sharon Alvarez, The Ohio State U.

369: (HCM) HCMD PDW Social and Alamo Remembrance

6:00pm - 7:30pm Offsite: Las Ramblas at the Hotel Contessa Tweet this session: #AOM2011 369

Sponsored by the Association of University of University Programs in Health Administration. The HCMD is taking it to the Riverwalk for our PDW tapa y bebida fiesta. Las Ramblas in the the Hotel Contessa is a short walk from the convention site.

Hosts: Lvdia M. Middleton, AUPHA: Timothy R. Huerta, Texas Tech U.

370: (ICW) MMD Debriefing (2)

6:00pm - 7:00pm Grand Hyatt: Bonham B Tweet this session: #AOM2011 370

We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin,

Organizer: Lise Balslev, CBS/ MMD

371: (ICW) Human Relations Reviewers' Reception

6:00pm - 8:00pm Marriott Rivercenter: Salon I Tweet this session: #AOM2011 371

Organizer: Claire Castle, Human Relations

372: (ICW) Routledge Publishing Reception: AOM HR Ambassadors and Global Human Resource Management **Series Authors**

6:00pm - 7:30pm Marriott Rivercenter: Salon J Tweet this session: #AOM2011 372

Organizer: John Szilagyi, Routledge Publishing

373: (IM) International Management Division **Professional Development Workshop Reception**

6:00pm - 8:00pm San Antonio Convention Center: Mission 103 B

Tweet this session: #AOM2011 373

Mingle, see old friends, and meet new ones at the IM Division PDW Reception!

374: (MED) MED/NDSC Joint Reception, co-sponsored by **OBTS Teaching Society**

6:00pm - 9:00pm Marriott Riverwalk: Salon D Tweet this session: #AOM2011 374

Where Doctoral Students meet MED and OBTS professors over a bite and a drink... Perfect for behind the scenes intelligence on all things academic.

Hosts: Jacob Eisenberg, U. College Dublin; Rae Andre, Northeastern U.

375: (NDSC) NDSC/MED Evening Reception

6:00pm - 9:00pm Marriott Riverwalk: Salon D. Tweet this session: #AOM2011 375

Professional Development Workshop Chairs: Preeti Wadhwa, U. of

Kansas; Sean Rogers, Rutgers U.

376: (OCIS) OCIS Doctoral Consortium Reception and OCIS Member Networking

6:00pm - 7:30pm San Antonio Convention Center: Mission 103 A

Tweet this session: #AOM2011 376

OCIS will host a reception for PhD students attending the consortium. All OCIS members and interested AoM participants are encouraged to attend.

Host: Kevin Crowston, Syracuse U.

377: (ODC) ODC Doctoral Student and New Member

6:00pm - 8:00pm Grand Hyatt: Texas Ballroom C

Tweet this session: #AOM2011 377 A reception to welcome ODC doctoral students and new members. Open to all ODC doctoral students and all ODC members.

Host: Ronald Fry, Case Western Reserve U.

378 ☐: (OM) Journal of Supply Chain Management Best Paper Session: Crafting a High Quality Research Paper

6:00pm - 8:00pm San Antonio Convention Center: Room 210 B Tweet this session: #AOM2011 378

Moderators: Craig R. Carter, Arizona State U.; Lisa Marie Ellram, Miami U.

379: (SIM) SIM/SBE Keynote Speaker

6:00pm - 8:00pm Offsite: The Contessa Tweet this session: #AOM2011 379

The Contessa306 West Market Street, San Antonio

Saturday 6:30PM

380: (BPS) Meet the BPS Officers Reception

6:30pm - 8:50pm San Antonio Convention Center: Room 006 C & D

Tweet this session: #AOM2011 380

Come and get involved with BPS! This social/reception event is designed for you to meet the BPS Officers and various committee members so you can learn more about the Division's activities. There will be a brief formal introduction of the BPS officers and their responsibilities (from 7-7:15 pm). Before and after, there will be ample opportunity for you to mingle with BPS committee members (including, but not limited to executive, research, teaching, international representatives committees) in small group/round table discussions.

Division Chair: Tammy L. Madsen, Santa Clara U. Program Chair: Jeffrev J. Reuer. Purdue U.

Professional Development Workshop Chair: Rajshree Agarwal, U. of Maryland

Division Chair-Elect: Nicholas Argyres, Washington U. in St. Louis Past Chair: Joanne Oxley, U. of Toronto

Saturday 7:00PM

381: (AAA) President's Reception for New and **International Members**

7:00pm - 9:00pm San Antonio Convention Center: Room 214

Tweet this session: #AOM2011 381

Please join the Academy President, Membership Committee and other Academy volunteers and leaders for an evening of

conversation, networking, and most importantly FUN! Drinks and light hor'dourves will be served.

Host: Susan E. Jackson, Rutgers U.

382: (CMS) CMS Welcome

7:00pm - 8:30pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 382

Program Chair: Alex Faria, Fundacao Getulio Vargas

383: (ICW) Chinese Management Scholars Workshop Reunion

7:00pm - 10:30pm Marriott Rivercenter: Salon E Tweet this session: #AOM2011 383 Organizer: Qing Cao, U. of Connecticut

384: (ONE) ONE Welcome Reception

7:00pm - 9:00pm Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 384

The ONE Division welcomes new and old members to this year's Academy conference. Come to enjoy great company, some nibbles

Professional Development Workshop Chair: Frances E Bowen, Queen Mary U. of London

Saturday 8:00PM

385: (CAR) CAR Division PDW Social

8:00pm - 9:30pm Offsite: Sazos Latin Grill Tweet this session: **#AOM2011 385**

The CAR Division welcomes all members for an informal get-together. Drink vouchers are available during CAR Division PDW workshops or at the bar from Julia Richardson or Peter Heslin. Hosts: Peter A. Heslin, U. of New South Wales; Julia Richardson,

386: (GDO) All in the Family: Annual Recpetion for LGBTQ Persons and Friends at the Academy

8:00pm - 10:00pm Grand Hyatt: Texas Ballroom B

Tweet this session: #AOM2011 386

Allies, friends, gay, lesbian, bisexual and transgendered persons

invited. Sponsored by the University of Utah. Website:

http://group.aomonline.org/glbt/

Organizers: Gerardo Okhuysen, U. of Utah; Ron Ophir, York U.

Saturday 9:00PM

387: (ICW) ANZAM Dessert Reception

9:00pm - 11:00pm Grand Hyatt: Texas Ballroom D Tweet this session: **#AOM2011 387** Organizer: Ross Chapman, Deakin U.

Sunday 7:00AM

388: (MSR) MSR Morning Meditation Session

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

Tweet this session: #AOM2011 388

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

Organizer: Gerald Biberman, U. of Scranton

Sunday 7:30AM

389: (ICW) Gathering of Researchers interested in Positive Organizational Scholarship

7:30am - 9:00am Grand Hyatt: Lone Star A Tweet this session: #AOM2011 389

We welcome current or potential contributors to ideas related to

Positive Organizational Scholarship Organizer: Jane E. Dutton, U. of Michigan

Sunday 8:00AM

390: (AAA) Conference Exhibits

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

Tweet this session: #AOM2011 390

391: (AAA) Conference Registration

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

Tweet this session: #AOM2011 391

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

392: (AAA) San Antonio 2011 LAC

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

Tweet this session: #AOM2011 392

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

Miller, U. of Texas, San Antonio

393: (AAA) AOM Membership

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

Tweet this session: #AOM2011 393

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

Organizer: Stephanie Case Henagan, Northern Illinois U.

394: (AAA) All-Academy Welcome Breakfast

8:00am - 9:00am Grand Hyatt: Texas Ballroom Tweet this session: #AOM2011 394

Please join us at this event where you can network, reconnect with old friends, and make new ones. And you can do all of this over a cup of coffee and breakfast pastries.

395: (ICW) Teaching Your Management Classes:

Technology as an engagement tool!

8:00am - 12:00pm Hyatt Regency: Bowie C Tweet this session: #AOM2011 395

Organizer: Anke Weekes, McGraw-Hill/Irwin

Sunday 8:30AM

396: (AAA) Placement Services

8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1 Tweet this session: #AOM2011 396

Placement Services - Registration and Information

Organizers: Wendy Kramer, Keystone College; La Verne Hairston

Higgins, Eastern Michigan U.

397: (AAC) Southern Management Association Executive **Board Meeting**

8:30am - 10:00am Hilton Palacio del Rio: El Mirador West

Tweet this session: #AOM2011 397

398: (CMS) CMS Executive Meeting

8:30am - 10:00am Marriott Rivercenter: Salon K Tweet this session: #AOM2011 398

Division Chair: Craig Prichard, Massey U.

399: (ICW) Organization Studies Editorial Board Meeting & Breakfast

8:30am - 11:30am Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 399

Organizer: Sophia Tzagaraki, Organization Studies

Sunday 9:00AM

400 : (AAA) Academy of Management Presidential Address and Awards Ceremony

9:00am - 11:00am Grand Hvatt: Texas Ballroom Tweet this session: #AOM2011 400

Sunday 9:30AM

401: (AAA) Academy of Management Journal Editors' Meeting (By Invitation Only)

9:30am - 11:00am Grand Hyatt: Crockett A Tweet this session: #AOM2011 401 Organizer: Jason Colquitt, U. of Georgia

402: (AAA) AMR Incoming Editors Only Meeting (By Invitation Only)

9:30am - 11:00am Grand Hyatt: Crockett B Tweet this session: #AOM2011 402 Organizer: Roy R Suddaby, Alberta U.

Sunday 10:00AM

403: (AAC) Ethics Education Committee Meeting

10:00am - 11:00am San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 403

404: (AAC) Midwest Academy of Management Officers Meeting

10:00am - 12:00pm Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 404

405: (ICW) Journal of Management Inquiry Editorial **Board Meeting**

10:00am - 11:30am Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 405** Organizer: Marvin Washington, U. Alberta

406: (ICW) Journal of Trust Research Board Meeting

10:00am - 11:00am La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 406

By invitation only

Organizer: Janette Rawlings, Copenhagen Business School

407: (TTC) Teaching Theme Committee Meeting

10:00am - 11:30am Marriott Rivercenter: Salon L

Tweet this session: #AOM2011 407

Current and interested TTC members welcome.

Sunday 10:15AM

408: (AAA) Conference Break

10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break Tweet this session: #AOM2011 408

Sunday 10:30AM

409: (AAC) Southwest Academy of Management Officers Meeting

10:30am - 12:00pm Hilton Palacio del Rio: Corte Real C

Tweet this session: #AOM2011 409

410 : (AAC) Indian Academy of Management Business Meeting

10:30am - 12:00pm Hilton Palacio del Rio: El Mirador East

Tweet this session: #AOM2011 410

411: (OM) OM Division Executive Committee Meeting

10:30am - 12:00pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 411

Sunday 11:00AM

412: (AAA) Academy of Management Learning & Education Incoming Editors' Meeting (By Invitation Only)

11:00am - 12:00pm Grand Hyatt: Crockett B Tweet this session: #AOM2011 412 Organizer: Kenneth G. Brown, U. of Iowa

413: (AAA) Academy of Management Perspectives Incoming Editorial Board Meeting

11:00am - 12:00pm Grand Hyatt: Republic B Tweet this session: #AOM2011 413

Organizers: Timothy Michael Devinney, U. of Technology, Sydney; Donald Siegel, State U. of New York, Albany

414: (ICW) European Journal of International Management (EJIM) informal meeting

11:00am - 12:30pm San Antonio Convention Center: Room 212 A Tweet this session: #AOM2011 414

Organizer: Vlad Vaiman, Reykjavik U.

415 : (ICW) Entrepreneurship Theory and Practice **Editorial Board Luncheon**

11:00am - 2:00pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 415

By invitation only.

Organizer: Ray Bagby, Baylor U.

Sunday 11:15AM

416: (AAA) Meeting with Incoming Division/Interest Group Chairs (2011-2012)

11:15am - 12:15pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 416

Sunday 11:30AM

417 : (AAA) 2012 Professional Development Workshop **Chairs Meeting**

11:30am - 1:00pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 417

Organizers: Jimmy Le, Academy of Management; Valerie

Concepcion, Academy of Management

Professional Development Workshop Chair: Paul Adler, U. of Southern California

418: (AAA) AOM Ethics Committee Meeting

11:30am - 1:00pm San Antonio Convention Center: Room 207 A Tweet this session: #AOM2011 418

419 ♥→ ← \((AAT)\) West Meets East- What We Can Learn About Innovating in the 21st Century.

11:30am - 1:00pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 419 We examine Eastern approaches to innovation on the product,

service, and business model level, from which Western management can learn.

Moderator: Michael Andreas Pirson. Fordham U.

Discussant: Alnoor Ebrahim, Harvard U.

Speakers: Anil K. Gupta, Indian Institute of Management,

Ahmedabad; Tina Dacin, Queen's U.

Presenter: Heiko Spitzeck, FDC - Fundacao Dom Cabral

Participant: Falguni K Sen, Fordham U.

420 → •: (AAT) Next Generation Base of the Pyramid Strategy

11:30am - 1:00pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 420

Enjoy insights and discussions on the next evolution of the BoP

Discussant: Jay B Barney, Ohio State U.

Presenters: Ted London, U. of Michigan; Stuart Hart, Cornell U.

421 □ • → •: (AAT) Creating Social Value: From Box Checking to Embedded Philosophy

11:30am - 2:00pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 421

Corporate Social Responsibility: box-checking or real deal? Come debate with a CEO, NGO head, and Academy members.

Chairs: Suzanne C. de Janasz, IMD; Maury Peiperl, IMD

Presenters: Francisco Szekely, U. of Texas, Dallas; Bryan Guido Hassin, Smart Office Energy Solutions; Lynellyn D. Long,

Combating Violence against Women and Children Project

422 ■: (AAT) Collaboration Among the Public, Nonprofit and For-profit Sectors: A Conversation with Henry Cisneros

11:30am - 1:00pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 422

Henry Cisneros - distinguished politician, businessman, author - and academics examine how collaborative efforts can tackle daunting social problems: employment, housing, economic development, integration of diverse people.

Distinguished Speaker: Henry Cisneros, CityView

Participants: Avner Ben-Ner, U. of Minnesota; Jeryl Mumpower,

Texas A&M U.; Kimberley Roussin Isett, Columbia U.

423 □ • → • □: (AAT) Rebelling Against Institutions and Institutional Innovation When West Meets East

11:30am - 1:00pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 423

Explore institutional rebellion and institutional innovation when West Meets East; in this session, global multinationals are examined as the "rebels."

Organizer: Jordan Siegel. Harvard U.

Chair: Hayagreeva Rao, Stanford U.

Participants: Jesper Edman, Hitotsubashi U.; James Kim, Microsoft South Korea; Fernando del Sol, FS Inversiones; David Levenson, Hartford Life Insurance Japan

424 □ **•**: (AAT) Teaching Resources for Global **Business Literacy and Cultural Fluency**

11:30am - 1:30pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 424

Learn about and share teaching resources that integrate the world into our classrooms.

Facilitators: Christina A. Hannah, U. of Maryland, U. College; Rajnandini Pillai, California State U. San Marcos; Anna Andriasova, U. of Maryland, U. College

425 ■: (AAT) The Greatest Encounter in the Era of Globalization: Why and How Should West Meet East?

11:30am - 1:00pm San Antonio Convention Center: Room 202 B Tweet this session: #AOM2011 425

Explore why and how West should meet East as two equals at the newest stage of globalization.

Chairs: Peter Ping Li, Copenhagen Business School; Kwok Leung, City U. of Hong Kong

Ancient Chinese Approaches to Managerial Control | William H. Starbuck, U. of Oregon; Violina Rindova, U. of Texas, Austin

Why are Companies Offshoring Innovation to India and China? | Arie Y. Lewin, Duke U.; Silvia Massini, U. of Manchester

Convergence, Divergence, and Cross-vergence | Mary Ann Von Glinow, Florida International U.

So Why Do You Suppose There Isn't More Indigenous Chinese Scholarship in Western Journals? | David A. Whetten, Brigham Young U.

426 → •: (AAT) When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy

11:30am - 1:30pm San Antonio Convention Center: Room 204 B Tweet this session: #AOM2011 426

Provide a platform for Asian members of the Academy to discuss unique challenges and to inspire each other to rise to these challenges. Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Chair: Chak Fu Lam, U. of Michigan, Ann Arbor Participants: Xiao-Ping Chen, U. of Washington; Michael Jensen,

U. of Michigan; Hui Liao, U. of Maryland; Mooweon Rhee, U. of Hawaii; Myeong-Gu Seo, U. of Maryland; Riki Takeuchi, Hong Kong U. of Science and Technology; Dean Tjosvold, Lingnan U.; Jing Zhou, Rice U.; Ya-Ru Chen, Cornell U.

427 □ • → • □: (AAT) Bridging East and West: Asian **Business Schools and Models of Management Education** and Research

11:30am - 1:00pm San Antonio Convention Center: Room 214 A

Tweet this session: #AOM2011 427

Join the Deans of leading business schools in Asia and Europe for an exciting panel examining the rise of business schools and models of business education and research in Asia.

Organizer: Jiatao Li, Hong Kong U. of Science and Technology

Speakers: **John Quelch**. China Europe International Business School; Leonard Cheng, Hong Kong U. of Science and Technology; Bernard Yeung, National U. of Singapore; Yingyi Qian, Tsinghua U.; Baris Tan, Koc U.

Approach

11:30am - 1:00pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 428 Explore the critical differences between East and West in the

design, development, and transfer of knowledge. Chair: Nigel J. Holden, U. of Central Lancashire

Discussants: Jose Ramon Pin, IESE Business School; Kimio Kase, IESE Business School

Phronesis and Quiddity in Management: A School of Knowledge Approach | Cesar G. Canton, Pompeu Fabra U.; Kimio Kase, IESE Business School

Knowledge Transfer and Location Specificity of Parent-Firm Knowledge | Lourdes Susaeta, IESE Business School; Jonathan Lavelle, U. of Limerick

Asian versus Western Management Thinking: A Culture-bound Nature | Yingying Zhang, CUNEF, Complutense U. of Madrid; Jose Ramon Pin, IESE Business School

429 □ • → •: (AAT) From Buddha to the Boardroom: The Four Pillars of Courageous Leadership

11:30am - 1:00pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 429

This panel discusses essential components of leadership education from the combined perspectives of academics and Buddhist practitioners/teachers.

Chair: Erica Dawson, Cornell U.

Participants: Rodrigo Canales, Yale U.; Venerable Tenzin Priyadarshi, Massachusetts Institute of Technology; Clint Sidle, Cornell U.

430 □ • → • : (AAT) Mindful Leadership, Compassion, and Systemic Change - East and West

11:30am - 2:00pm San Antonio Convention Center: Room 217 C

Tweet this session: #AOM2011 430

Leaders who have practiced meditation for years share concrete stories of the impact of inner work on their capacity to face tough

Facilitator: Kathryn Goldman Schuyler, Alliant International U. Coordinator: Susan Skjei, Naropa U.

Presenters: Prasad L Kaipa, Indian School of Business; Stuart **Lord**, Naropa U.; **Subhanu Saxena**, Novartis Pharmaceuticals

431 ♥♥ ■: (AAT) Current and Future Inclusion Efforts in the Academy of Management: A Town-Hall Work Session

11:30am - 2:30pm San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 431

Participate in roundtable discussion about, and devise strategies for, inclusiveness throughout AOM at the Inclusion Town Hall on

Organizers: Christina L. Stamper, Western Michigan U.; Quinetta Roberson, Villanova U.

Facilitators: Karl Aquino, U. of British Columbia; Wayne F. Cascio, U. of Colorado, Denver; Beth G Chung, San Diego State U.; Jacqueline A-M. Coyle-Shapiro, London School of Economics;

Robin Ely, Harvard U.; Bernardo M. Ferdman, Alliant International U.; Ellen Ernst Kossek, Michigan State U.; Carol T. Kulik, U. of South Australia; Dora C. Lau, Chinese U. of Hong Kong; Thomas Lee, U. of Washington; Isabel Metz, U. of Melbourne; Eddy S. Ng, Dalhousie U.; Lisa Hisae Nishii, Cornell U.; Stella M. Nkomo, U. of Pretoria; Mustafa F Ozbilgin, Brunel U.; Amy Randel, San Diego State U.; Mark V Roehling, Michigan State U.; Bennett J. Tepper, Georgia State U.; Lois Tetrick, George Mason U. Coordinator: Lynn Shore, San Diego State U.

Sunday 12:00PM

432 : (AAA) Program Developer & Centralized Review System Training Session for Program Chairs

12:00pm - 3:00pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 432

Organizers: Valerie Concepcion, Academy of Management; Gabriel Bramson, Academy of Management; Matthew L. Suppa, Academy of Management

433: (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 433

Organizers: Ming-Jer Chen, U. of Virginia; Heather Crowe,

Academy of Management

434 : (AAA) Academy of Management Learning and Education Editorial Board Meeting-OUTGOING

12:00pm - 1:00pm Grand Hyatt: Lone Star A Tweet this session: **#AOM2011 434**

Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh

435 : (ICW) JMS Reception

12:00pm - 2:00pm Hilton Palacio del Rio: the Pavilion

Tweet this session: #AOM2011 435

Organizer: Jo Brudenell, Journal of Management Studies

436 : (ITC) International Theme Committee (ITC) Executive Business Meeting

12:00pm - 2:00pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 436

437 : (TIM) TIM Past Division Chairs and Endowed Chairs Committee Luncheon

12:00pm - 1:30pm Offsite: TBA
Tweet this session: #AOM2011 437

Pre-registration is required for this workshop. To register online, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Chair: Shawn M. Carraher, Minot State U.

Participants: Paul Olk, Denver U.; Arvids A Ziedonis, U. of Oregon; Fernando Suarez, Boston U.; Riitta Katila, Stanford U.; Laura B. Cardinal, U. of Houston; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Lori Rosenkopf, U. of Pennsylvania; Paul Almeida, Georgetown U.; Deborah J Dougherty, Rutgers U.; James B. Wade, Emory U., Gozuieta Bus Sch

Sunday 12:30PM

438 : (ICW) Group & Organization Management Editorial Review Board Meeting/Luncheon

12:30pm - 2:00pm Hyatt Regency: Maverick A

Tweet this session: #AOM2011 438

Organizer: Cynthia Nalevanko, Sage Publications

439: (SIM) SIM Executive Committee Meeting

12:30pm - 4:00pm Marriott Rivercenter: Salon K Tweet this session: **#AOM2011 439**

Division Chair: **Barry M Mitnick**, U. of Pittsburgh Program Chair: **Virginia Gerde**, Duquesne U.

Professional Development Workshop Chair: Jennifer J Griffin,

George Washington U.

Division Chair-Elect: Shawn Berman, U. of New Mexico

Past Chair: Ann K. Buchholtz, Rutgers U.

Sunday 1:00PM

440 : (AAA) Academy Leadership Forum: Workshop for Academy Volunteer Leaders

1:00pm - 3:00pm San Antonio Convention Center: Room 205

Tweet this session: #AOM2011 440

BY INVITATION ONLY

Organizers: Susan E. Jackson, Rutgers U.; Anne S. Tsui, Arizona State U.; Ming-Jer Chen, U. of Virginia; R. Duane Ireland, Texas A&M II

441: (AAA) Academy of Management Learning and Education Editorial Board Meeting-Incoming

1:00pm - 2:00pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 441 Organizer: Kenneth G. Brown, U. of Iowa

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442: (ICW) CGIR Editorial Board Meeting

1:00pm - 3:00pm Hilton Palacio del Rio: Corte Real D/E

Tweet this session: #AOM2011 442

Organizer: William Q Judge, Old Dominion U.

Sunday 1:10PM

443 ♥→ ← □: (AAT) Global Strategy, Innovation, and Leadership – as West Meets East

1:10pm - 2:40pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 443

Examine how emerging markets have redefined global strategy and introduced new competitive phenomena, players, and business models.

Chair: Vinod K Jain, U. of Maryland

Participants: Vijay Govindarajan, Dartmouth College; Ravi Ramamurti, Northeastern U.; Tarun Khanna, Harvard U.; Michael Useem, U. of Pennsylvania; Stuart Hart, Cornell U.

444 ② → **■**: (AAT) West Meets East: Using Sport as a Lens for Enlightening, Balancing, Transcending

1:10pm - 2:40pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 444

Experience the organizational dynamics of West meeting East in a

unique setting: the World of Sport.

Organizers: Marilyn A. Uy, U. of Victoria; Richard Wolfe, U. of

Victoria

Discussants: Joel Brockner, Columbia U.; Kwok Leung, City U. of Hong Kong

Multiculturalism of Sport Teams: Its Influence on Team

Processes and Outcomes | Chi-Ying Cheng, Singapore

Management U.; Fiona Lee, U. of Michigan

What Can Athlete Migration Teach Us About Brain Gain, Brain Drain and Brain Circulation? | Rosalie L. Tung, Simon Fraser

Perceiving Sport as a Calling: Cultural Drivers and Outcomes A R Elangovan, U. of Victoria

Emotion in Sport--Why Does It Have to be "Created" in North America, But Not in Europe or Asia | Kim Cameron, U. of Michigan; Marilyn A. Uy, U. of Victoria: Richard Wolfe. U. of

445 **•**: (AAT) Learning from the "Lost" Decades in Japan

1:10pm - 2:40pm San Antonio Convention Center: Room 008 B Tweet this session: #AOM2011 445

Participate in this panel dedicated to the victims of the Japan earthquake and tsunami, hoping for a swift recovery of the people, the firms, and the areas affected by the disaster.

Participants: Shigeru Asaba, Gakushuin U.; Kiyohiko Ito, U. of Hawaii-Manoa; Hitoshi Mitsuhashi, Keio U.; Shige Makino, Chinese U. of Hong Kong; Tsuyoshi Numagami, Hitotsubashi U.; Thomas Roehl, Western Washington U.; Mai Akiyoshi, Keio U.

446 → •: (AAT) East-West Perspectives on Responsible Management Education: Prospects for Convergence and Divergence

1:10pm - 2:40pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 446

Critically compare and contrast current formats of and visions for responsible management education in the East and West. Panelists: Hsu O'Keefe, Pace U.; Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Andreas Rasche, U. of Warwick; Yong-Seung Park, Kyung Hee U.; Mitsuhiro Umezu, Keio U.; Mary Catherine Gentile, Babson College

447 \(\infty: (AAT) \) Wisdom of the East Meets the West: What Can the West Learn from the East and Indigenous Cultures?

1:10pm - 2:40pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 447

Learn from wisdom traditions—holistic Mâori traditions, Japanese toku and ku, Africa's ubuntu, and Western and global perspectives. Organizer: Sandra Waddock, Boston College

Panelists: Hirotaka Takeuchi, Harvard Business School; Edwina Pio, AUT U.; Chellie Spiller, U. of Auckland; Mzamo P Mangaliso, U. of Massachusetts, Amherst; Malcolm McIntosh, Griffith U.

448 ♥→ ← \alpha: (AAT) East-West and North-South – A Cross-National Comparison of Universalism and **Particularism**

1:10pm - 2:40pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 448

Join dynamic and interactive discussions on universalism and particularism based on freshly collected data from Brazil, China, Germany and the U.S.

Chairs: Chao C. Chen, Rutgers U.; William Newburry, Florida International U.

Discussant: Michael Morris, Columbia U.

Universalism-Particularism in Brazil | Ronaldo C. Parente,

Universalism-Particularism in China | Katherine Xin, CEIBS Universalism-Particularism in Germany I Michael C. Nippa. Freiberg U.

Universalism-Particularism in the United States | Ray Friedman. Vanderbilt U.

449 □ • → •: (AAT) Humble Breakthrough, Quietly Brilliant: Ambicultural Management at HTC

1:10pm - 2:40pm San Antonio Convention Center: Room 214 A

Tweet this session: #AOM2011 449

Learn about a CEO's journey of applying ambicultural management approach to transforming and branding HTC in the hyper-competitive global smartphone market. Distinguished Speaker: Peter Chou, HTC

Chair: Ji-Ren Lee. National Taiwan U. Discussant: Michael L. Tushman, Harvard U.

450 → **=**: (AAT) Information Acculturation in **East/West Organizational Interactions**

1:10pm - 2:40pm San Antonio Convention Center: Room 214 D

Tweet this session: #AOM2011 450

Learn how outsourcing between East and West is changing.

Chair: Tom Stafford, U. of Memphis

Presenters: Ben L Kedia, U. of Memphis; Rabi S. Bhagat, U. of Memphis; Terry A. Nelson, U. of Memphis

451 ■: (AAT) Education for Enlightenment: The Implications of Consciousness for Managerial Development

1:10pm - 2:40pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 451

Explore 40 years of research, theory, and practice integrating the use of Transcendental Meditation (TM) in organizational and educational settings

Chairs: David DuBois, PSRI; Cathy Lynn Zeien DuBois, Kent State U.

Participants: Victoria Alexander Herriott, Maharishi U.; Fred Travis, Maharishi U.; Ramani Ayer, Maharishi U.; Jane Schmidt-Wilk, Maharishi U.; John Hagelin, Maharishi U.

Sunday 1:30PM

452 : (AAA) Program Developer Training Session for PDW Chairs

1:30pm - 3:00pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 452

Organizers: Jimmy Le, Academy of Management; Valerie Concepcion, Academy of Management; Gabriel Bramson, Academy of Management

Sunday 2:00PM

453: (AAA) Academy of Management Journal Editorial **Board Meeting**

2:00pm - 3:30pm Grand Hyatt: Lone Star B Tweet this session: **#AOM2011 453** Organizer: Jason Colquitt, U. of Georgia

454: (CAR) CAR Executive Meeting

2:00pm - 3:30pm Grand Hyatt: Presidio B Tweet this session: #AOM2011 454

Division Chair: Suzanne C. de Janasz, IMD Program Chair: Julia Richardson, York U.

Professional Development Workshop Chair: Peter A. Heslin, U. of

New South Wales

Division Chair-Elect: Svetlana Khapova, VU U. Amsterdam

455 ⊕ → •: (CMS) CMS Keynote-Practitioner: "Crossing Borders, Creating Value, Building Community"

2:00pm - 3:30pm Marriott Rivercenter: Salon M Tweet this session: **#AOM2011 455**

Distinguished Speaker: Maria Jimenez, Central American Resource

Center

Division Chair-Elect: Sarah Stookey, Central Connecticut State U.

456: (ICW) Leadership Quarterly Board Meeting

2:00pm - 3:00pm Grand Hyatt: Texas Ballroom A Tweet this session: #AOM2011 456 Organizer: Vicki Wetherell, Elsevier Ltd.

457: (ICW) IACMR Executive Committee Meeting

2:00pm - 5:00pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 457

Organizer: Xin Yao, U. of Colorado, Boulder

458: (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting

2:00pm - 3:30pm Hyatt Regency: Maverick A Tweet this session: **#AOM2011 458**

Organizer: Cynthia Nalevanko, Sage Publications

459 : (ICW) Association of Korean Management Scholars Meeting and Junior Faculty Consortium

2:00pm - 4:00pm La Quinta Inn & Suites: Crockett East & West

Tweet this session: #AOM2011 459

By Invitation Only

Organizer: Shung Jae Shin, Portland State U.

460: (ICW) Organization Editorial Board Meeting

2:00pm - 4:00pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 460

Organizer: Kerry Barner, Sage Publications

461 : (IM) Booz&Co/Strategy+Business Eminent Scholar in International Management Award Presentation

2:00pm - 3:30pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 461

Distinguished Speaker: Jagdish Bhagwati, Columbia U.

Moderator: Timothy Michael Devinney, U. of Technology, Sydney

New Paper Title Goes Here. I

Panelists: Ted London, U. of Michigan; Tarun Khanna, Harvard U.;

Art Kleiner, Booz & Company / strategy+business

462 : (ITC) Carolyn Dexter Award and Emerald Award Reception

2:00pm - 3:00pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 462

Nominees, Reviewers, and Past Winners of the Carolyn Dexter Award for best international paper and of the Emerald Award for best international symposium. Announcements with celebratory drinks and finger food.

Organizers: Adela Jana McMurray, RMIT U.; Stephen Mezias,

Chair: Rosa Nelly Trevinyo-Rodríguez, Tecnologico de Monterrey

463 : (MH) Management History Division Executive Committee Meeting

2:00pm - 4:00pm Marriott Riverwalk: Salon A Tweet this session: **#AOM2011 463**

464: (PNP) PNP Executive Committee Meeting

2:00pm - 4:00pm Marriott Rivercenter: Salon L Tweet this session: **#AOM2011 464**

Sunday 2:30PM

465: (BPS) BPS Global Representatives Meeting (Invitation Only)

2:30pm - 3:30pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 465

Sunday 2:45PM

466: (AAA) Conference Break

2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break

Tweet this session: #AOM2011 466

Sunday 2:50PM

Strong, Relevant Theory?

2:50pm - 4:20pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 467

Find out how the "base of the pyramid" might be a major opportunity for developing novel theory and for making an impact on 21st

century society as well.

Chair: Harry G. Barkema, London School of Economics
Panelists: Johanna Mair, IESE Business School; Gerard George,
Imperial College London; Harry G. Barkema, London School of
Economics; Saskia Bruysten, The Grameen Creative Lab GmbH

2:50pm - 4:20pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 468

Explore the shift to embedded sustainability as a strategy helping businesses embrace the dualism of creating shareholder and social value.

Chairs: Lindsey Godwin, Champlain College; Nadya Zhexembeyeva, IEDC

Presenters: Ilma Barros, ELIAS Fellow; Chris Laszlo, Case Western Reserve U.; Ronald Fry, Case Western Reserve U.; Tojo Thatchenkery, George Mason U.

469 ◆: (AAT) The Civil-Military Divide: Contrasting Views of Strategy and Leadership in the Field of Management

2:50pm - 4:20pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 469

Discuss differing perspectives of civilian and military scholars on concepts of strategy and leadership--highlight the benefit of greater communication.

Coordinator: Michael Hennelly, United States Military Academy Panelists: Bruce J. Avolio, U. of Washington; Sean Hannah, U.S. Military Academy, West Point; Michael A. Roberto, Bryant U.

470 → ← □: (AAT) Crossing East-West Boundaries:

Expanding our Perspectives Across Levels

2:50pm - 4:20pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 470

Explore and cross East-West boundaries across levels.

Chair: Laura Huang, U. of California, Irvine

Discussant: Cristina Gibson, U. of Western Australia

Boundary Spanning for Global Innovation: Knowledge Complementarities and Social Proximity | **Prithwira**|

Choudhury, U. of Pennsylvania; Martine Haas, U. of Pennsylvania

Foreign Funding of Chinese Entrepreneurial Firms: Complexities of Crossing Boundaries | Laura Huang, U. of California, Irvine

Crossing the Borderline: Movement across Collaboration Boundaries | Rebekah Dibble, Thunderbird

Biculturalism in Managing Strategic Change across the East-West Divide | William W. Maddux, INSEAD: Jeffrey Sanchez-Burks, U. of Michigan

471 □→ •: (AAT) Cross-Cultural Teaching: Building Intercultural Competence Through Experiential Learning

2:50pm - 4:20pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 471

Energize your international management class: Learn how experiential learning methods can increase students' intercultural competence while boosting their engagement.

Organizers: Joyce Osland, San Jose State U.; Jacob Eisenberg, U. College Dublin

Presenters: Miriam Erez, Technion Israel Institute of Technology; Susan C. Schneider, HEC U. of Geneva; Mikael Sondergaard, Aarhus U.; Guenter K. Stahl, WU Vienna

472 ■: (AAT) Indigenous Research in the Era of Globalization: Contributions from China and Japan

2:50pm - 4:20pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 472

Explore why and how indigenous research in the East can enrich the "universal" research in the West.

Chairs: Peter Ping Li, Copenhagen Business School; Verner Ditlev Worm. Copenhagen Business School

Understanding Culture: A Yin Yang Perspective | Tony Fang, Stockholm U.

Social Exchange and Face Dynamism in Confucian Relationalism | Kwang-Kuo Hwang, National Taiwan U.

Comparing Japan's Omi Merchants and China's Shanxi Merchants | Donghao Li, Wakayama U.; Tadao Kagono, Kobe

Inter-temporal Effects through Learning: The Indigenous Perspective from Japan | Masatoshi Fujiwara, Kyoto Sangyo U.; Hiroyuki Itami, Tokyo U. of Science

HeXie Model for the Chinese Indigenous Leadership Research | Youmin Xi, Xi'an Jiaotong U.; Xiaojun Zhang, Xi'an Jiaotona U.

473 □ • → • □: (AAT) Women, Men, and Care in the New **East-West Economy**

2:50pm - 4:20pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 473

Explore how empowering and caring relationships may be built between people with different cultures, belief systems, and sexes within the East-West business handshake.

Chair: Kristine Marin Kawamura, St. George's U. Discussant: Jeana Wirtenberg, Fairleigh Dickinson U. Speakers: Riane Eisler, Center for Partnership Studies; Rosalie L. Tung, Simon Fraser U.; Jing Yin, U. of Hawaii at Hilo; Arthur Yeung, CEIBS

474 □ • → • : (AAT) Personal Experiences of Scholars Successfully Transcending the West-East Divide

2:50pm - 4:20pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 474

Reflect on the opportunities and challenges for professors moving to very different cultures with first-hand accounts of the secrets to

Organizers: Maris G. Martinsons, City U. of Hong Kong; Robert M Davison, City U. of Hong Kong

Chair: Maris G. Martinsons. City U. of Hong Kong

Panelists: Muhammadou M.O. Kah, U. of The Gambia; George Kuk, Nottingham U.; Moez Limayem, U. of Arkansas, Fayetteville; Muammer Ozer, City U. of Hong Kong; Paul Licker, Oakland U.; Robert M Davison, City U. of Hong Kong; Tung X. Bui, U. of Hawaii: Maris G. Martinsons. City U. of Hong Kong

475 → •: (AAT) How Can I Make An Impact? A Conversation with Management Researchers Seeking to Change the World

2:50pm - 4:20pm San Antonio Convention Center: Room 214 A

Tweet this session: #AOM2011 475

Examine how scholars can make a greater impact in the work they do and perhaps even change the world in the process. Presenters: Ted London, U. of Michigan; Vijay Govindarajan, Dartmouth College; Filipe Manuel Simoes Dos Santos, INSEAD; Anjali Sastry, Massachusetts Institute of Technology

476 ♥→ ← 🖃: (AAT) Employee Participation in Innovation and Change in East and West

2:50pm - 4:50pm San Antonio Convention Center: Room 214 D

Tweet this session: #AOM2011 476

Compare the meaning of individual initiative for organizational change in East and West.

Facilitators: John P Ulhoi, Aarhus U.; Frances Jørgensen, Aarhus U.; Kai Zhang, Renmin U. of China; Jian Zhang, U. of Science and Technology Beijing; Jiwen Song, Renmin U. of China; Junfeng Wu, Renmin U. of China

Coordinators: Peter Kesting, Aarhus U.; Niu Hongyi, Aarhus U.

477 □ • → •: (AAT) Leading, Managing and Self: Balancing Eastern and Western Philosophies through Reflexive Practice

2:50pm - 4:20pm San Antonio Convention Center: Room 215 Tweet this session: #AOM2011 477

Consider how an understanding of Eastern and Western philosophies of self help might create more enlightened management and academic practice.

Organizer: Ann L Cunliffe, U. of New Mexico Chair: Karen Locke, College of William and Mary

Phenomenology, Self and Teaching | Ann L Cunliffe, U. of New Mexico

Yoga Philosophy Alive in Small Business | Meta Chaya Hirschl, YogaNow

A Reflexive Return to Tradition | Paul Hibbert, Strathclyde U. Synchronizing Western and Indian Leadership Concepts from the Teachings of Kautilya | Sharda Nandram, Nyenrode Business U.

478 **∴** (AAT) Yoga for Personal and Organizational Effectiveness

2:50pm - 4:50pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 478

Bend, stretch, twist, breathe, focus, connect: explore yoga as a pathway to improved well-being and to more effective organizations. Pre-registration is required for this workshop. To register online,

please visit https://secure.aomonline.org/PDWReg. The deadline to register online is August 10. 2011.

Chair: Monique Valcour, EDHEC Business School Participants: Tammy D. Allen, U. of South Florida; Patricia Corner, Auckland U. of Technology; Danna Greenberg, Babson College; Susan Miele, Smith & Nephew; Jean Garner Stead, East Tennessee State U.; W Edward Stead, East Tennessee State U.

479 □ • □ • I : (AAT) Guiding Change in the Field of Management Science

2:50pm - 5:50pm San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 479

Participate in creating a vision of management science as a knowledge production system, in order to guide the development and change of that system. Pre-registration is required for this workshop. To register online, please visit

https://secure.aomonline.org/PDWReg. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register online is August 10, 2011.

Organizers: Matthew A. Cronin, George Mason U.; Richard J. Klimoski, George Mason U.

Facilitator: Corinne Bendersky, U. of California, Los Angeles Moderator: Nelson Repenning, Massachusetts Institute of Technology

Speakers: Bruce Barry, Vanderbilt U.; Mark Fichman, Carnegie Mellon U.; George P. Huber, U. of Texas, Austin; Edward E. Lawler III, U. of Southern California; Jone L. Pearce, U. of California, Irvine; Denise M. Rousseau, Carnegie Mellon U.; William H. Starbuck, U. of Oregon; Andrew H. Van de Ven, U. of Minnesota; David A. Whetten, Brigham Young U.

Sunday 3:00PM

480 : (ICW) Organization Management Journal Meet the Editor and Editorial Board Meeting

3:00pm - 4:00pm Grand Hyatt: Crockett C & D Tweet this session: #AOM2011 480

Organizer: Jimmy Le, Academy of Management

481: (ICW) Network of Leadership Scholars Meeting

3:00pm - 4:00pm Grand Hyatt: Texas Ballroom A Tweet this session: **#AOM2011 481** Organizer: **Mary Uhl-Bien**, U. of Nebraska

482: (MC) MC Executive Committee Meeting

3:00pm - 4:30pm Grand Hyatt: Bowie B Tweet this session: **#AOM2011 482**

483 ☐: (OM) Journal of Operations Management (JOM) Best Paper Award Session

3:00pm - 4:30pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 483

Chairs: Ken Boyer, Ohio State U.; Morgan Swink, Texas Christian U

Concentrated supply chain membership and financial performance: Chain- and firm-level perspectives | Danny Lanier Jr., Syracuse U.; William F. Wempe, Texas Christian U.; Zach Zacharia, Lehigh U.

The effect of an ambidextrous supply chain strategy on combinative competitive capabilities and business performance | Murat Kristal, York U.; Xiaowen Huang, Miami U. Ohio; Aleda V. Roth, Clemson U.

Buyer perceptions of supply disruption risk: A behavioral view and empirical assessment | Scott C. Ellis, Clemson U.; Raymond M. Henry, Cleveland State U.; Jeff Shockley, Radford U.

Evaluating buyer-supplier relationship-performance spirals: A longitudinal study | **Chad W. Autry**, U. of Tennessee; **Susan L. Golicic**, Colorado State U.

Sunday 3:30PM

484: (AAA) Town Hall: AOM Strategic Plan

3:30pm - 5:00pm San Antonio Convention Center: Mission 103 A

Tweet this session: #AOM2011 484

Join us as we look back over the past year since the Strategic Plan was introduced and look forward as members continue to engage in Strategic Doing activities. See what proposals members have been involved in, engage in discussion with colleagues who share your area of interest, and find the tools needed to move forward in creating your own project proposal. This session will focus on table discussions concentrated on the key areas of strategic intent: Internationalization; Professional Impact; State of the Profession; and Academy Management. Members who have identified specific objectives as interest points will be matched with other members to discuss and form teams to move forward with the proposal process. Facilitators: Susan E. Jackson, Rutgers U.; Anne S. Tsui, Arizona State U.

485 : (AAA) Academy of Management Review Editorial Board Meeting- Incoming

3:30pm - 5:00pm Grand Hyatt: Lone Star C Tweet this session: #AOM2011 485 Organizer: Roy R Suddaby, Alberta U.

486: (BPS) BPS Executive Committee Meeting

3:30pm - 5:00pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 486

487: (CM) Conflict Management Executive Committee Meeting

3:30pm - 5:00pm Marriott Riverwalk: Salon E Tweet this session: **#AOM2011 487**

Division Chair: Deanna Geddes, Temple U.

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

Washington U. in St. Louis

Division Chair-Elect: Barry M Goldman, U. of Arizona

Past Chair: Kathleen O'Connor, Cornell U.

488: (CMS) CMS Business Meeting

3:30pm - 5:00pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 488

Division Chair: Sarah Stookey, Central Connecticut State U.

489: (ENT) ENT Executive Committee Meeting

 $3{:}30pm$ - $5{:}00pm$ San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 489

Division Chair: **Per Davidsson**, Queensland U. of Technology Program Chair: **David Audretsch**, Indiana U., Bloomington Professional Development Workshop Chair: **Sharon Alvarez**, The Ohio State U.

Division Chair-Elect: **Mike Wright**, Nottingham U. Past Chair: **Eileen Fischer**, York U.

490 : (GDO) GDO Executive Committee Meeting

3:30pm - 5:00pm Grand Hyatt: Bonham B Tweet this session: #AOM2011 490

Division Chair: David A. Kravitz, George Mason U.

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

Simmons College

Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.

Past Chair: Quinetta Roberson, Villanova U.

491: (HCM) HCM Executive Committee Meeting

3:30pm - 5:00pm Marriott Riverwalk: Salon B Tweet this session: #AOM2011 491

492: (HR) HR Division Executive Committee Meeting

3:30pm - 5:00pm Grand Hyatt: Presidio A Tweet this session: #AOM2011 492

Division Chair: John E. Delery, U. of Arkansas Program Chair: Wendy R. Boswell, Texas A&M U.

Professional Development Workshop Chair: David G. Allen, U. of

Division Chair-Elect: Murray R. Barrick, Texas A&M U. Past Chair: Howard J. Klein, Ohio State U.

493 (ICW) Journal of Management Editorial Board Meeting and Reception *by invitation only

3:30pm - 6:30pm Grand Hyatt: Texas Ballroom F Tweet this session: #AOM2011 493

The new 2011-2014 JOM Editorial Team, along with Sage Publishing and the Southern Management Association, cordially invite the new editorial board for its first board meeting and reception. By invitation only.

Organizer: Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign

494: (ICW) Sigma lota Epsilon National Executive Board Meeting and Reception

3:30pm - 7:30pm Marriott Riverwalk: Salon F Tweet this session: #AOM2011 494

Sigma lota Epsilon is the only honorary/professional fraternity sponsored by the Academy of Management. Please consider attending our reception to learn about the benefits of establishing a local chapter of SIE at your institution.

Organizer: Brenda Ogden, Sigma lota Epsilon

495 : (MC) MC Executive Committee Meeting

3:30pm - 5:00pm Grand Hyatt: Lone Star F Tweet this session: #AOM2011 495

496 : (OB) OB Executive Committee Meeting

3:30pm - 5:00pm Grand Hyatt: Republic B Tweet this session: #AOM2011 496

497 : (ODC) ODC Executive Board Meeting

3:30pm - 5:00pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 497

498: (OMT) OMT Executive Committee Meeting

3:30pm - 5:30pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 498 **OMT Executive Committee Meeting**

499: (ONE) ONE Executive Committee Meeting

3:30pm - 5:00pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 499

Division Chair: Magali Delmas, U. of California, Los Angeles

500 : (RM) Research Methods Executive Committee Meeting

3:30pm - 5:30pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 500

501: (SAP) SAP Executive Committee Meeting

3:30pm - 5:00pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 501

Sunday 3:45PM

502: (SIM) SIM Best Dissertation Finalists

3:45pm - 4:45pm Marriott Rivercenter: Salon M Tweet this session: #AOM2011 502

Division Chair: Barry M Mitnick, U. of Pittsburgh

Coordinator: K. Praveen Parboteeah, U. of Wisconsin, Whitewater

Sunday 4:00PM

503: (ICW) Network of Leadership Scholars Award

Presentation

4:00pm - 5:00pm Grand Hyatt: Texas Ballroom B Tweet this session: #AOM2011 503 Organizer: Mary Uhl-Bien, U. of Nebraska

504: (ICW) ESMT European School of Management and **Technology Reception**

4:00pm - 6:00pm Marriott Rivercenter: Salon J Tweet this session: #AOM2011 504 Organizer: Hannes Graef, ESMT

505: (OCIS) OCIS Executive Committee Meeting

4:00pm - 6:00pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 505

506: (PNP) PNP Business Meeting and Awards Ceremony

4:00pm - 6:30pm Marriott Rivercenter: Salon D Tweet this session: #AOM2011 506

507: (SIM) Business & Society Editorial Board Meeting

4:00pm - 6:00pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 507 Coordinator: Duane Windsor, Rice U.

508: (TIM) TIM Executive Committee Meeting

4:00pm - 5:30pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 508

Meeting for the executive committee members

Participants: Shawn M. Carraher, Minot State U.; Riitta Katila, Stanford U.; Fernando Suarez, Boston U.; Arvids A Ziedonis, U. of Oregon; BJ Zirger, U. of Cincinnati; Paul Olk, Denver U.; Hans Georg Gemuenden, Berlin Institute of Technology; Marco Giarratana, U. Carlos III de Madrid; Keld Laursen, Copenhagen Business School; Corey Phelps, HEC Paris; Andrea Prencipe, G. D'Annunzio U.; Sonali K. Shah, U. of Washington

Sunday 4:30PM

509: (AAA) AOM Social Network Event

4:30pm - 6:00pm San Antonio Convention Center: Exhibit Hall B. Tweet this session: #AOM2011 509

Join fellow tweeps, bloggers, Connect-ioneers and other AOM members who are actively participating in the various social networks. This social event is aimed at bringing life to those 1x1 avatars to help members make a personal connection with those you may already follow in online spaces. Academy staff responsible for social media activities will be on hand to answer questions about our website and social media plans now and into the future. RSVP is not required, but kindly requested by email to sfernandez@pace.edu.

510 ⇐: (AAT) Innovation Management Practices in India: Research Lessons and New Research Questions

4:30pm - 6:00pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 510

Explore new business models that emerge from high growth geographic markets by contrasting leadership, strategy and HRM principles in India with those in the U.S.

Discussant: Tarun Khanna, Harvard U.

Panelists: Peter Cappelli, U. of Pennsylvania; Harbir Singh, U. of Pennsylvania; Jitendra V Singh, Nanyang Technological U.; Michael Useem, U. of Pennsylvania

4:30pm - 6:00pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 511

Consider why and how disruptive innovation from Eastern latecomers can challenge Western incumbents.

Chairs: Donghao Li, Wakayama U.; Peter Ping Li, Copenhagen Business School

East Meets West: Disruptive Business-Model Innovation | Constantinos Markides, London Business School

The Second-Generation BOP Innovations | Stuart Hart, Cornell U.

Purposeful Creation of Disruptive Technologies for Emerging Markets | Chang Chieh Hang, National U. of Singapore Innovation at the Bottom of the Pyramid: How Disruptive is it? | Weiru Chen, INSEAD; Chuang Chen, Xiamen U.

512 → ← : (AAT) Corporate Sustainability in Emerging Economies

4:30pm - 6:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 512

Six research teams present research on corporate sustainability in emerging markets and explore effective strategies, practices, and policy mechanisms.

Chair: Haiying Lin, U. of Waterloo

Moderator: Hung-Bin Ding, Loyola U. Maryland

Regulatory Uncertainty and Environmental Management: An Emerging Economies Perspective | Petra Christmann, Rutgers U.; Ivan Montiel, Loyola Marymount U.

Voluntary Regulation for Sustainability: Prospects for Social Change in Latin America | Bryan W Husted, York U.

Voluntary Environmental Certification Business Investment | **Jorge Rivera**, George Washington U.

Green Innovation Adoption of Taiwanese FDI in China | Yi-Chun Huang, National Kaohsiung U. of Applied Sciences; Hung-Bin Ding, Loyola U. Maryland

Transfer of Indian CSR: A Contingency Theory of Practice
Transfer in the Multinational Corporation | Sunyoung Lee,
Oxford U.; Michael L. Barnett, Oxford U.; Donal Crilly, London
Business School; Donald Siegel, State U. of New York, Albany

Cross-border Alliances for Environmental Improvements | **Haiying Lin**, U. of Waterloo

513 **© ■**: (AAT) Crisis Management and Adversity: Opportunities for Organizational Development and Learning

4:30pm - 6:00pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 513

Four San Antonio executives discuss their organizations' exemplary actions in the face of major crises that affected their employees, customers, and local communities.

Organizer: Michael McDonald, U. of Texas, San Antonio
Facilitator: Stewart R. Miller, U. of Texas, San Antonio
Participants: James Pursell, Valero Energy Corporation; Mary
Rose Brown, NuStar Energy; Justin Noakes, H.E. Butt Grocery
Co.; Klee Kleber, Rackspace

514 ➡: (AAT) West Meets East in the International Classroom - A Multidimensional Examination

4:30pm - 6:00pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 514

Examine the dynamics of the international classroom through a cross-cultural dialogue with business educators.

Chairs: Amanda Margaret Roan, U. of Queensland; Yunxia Zhu, U. of Queensland

Discussant: Charmine E. J. Hartel, U. of Queensland Panelists: Jacob Eisenberg, U. College Dublin; Gillian Sullivan Mort, La Trobe U.; J B Arbaugh, U. of Wisconsin, Oshkosh

515 → ■: (AAT) AOM Ambassadors: East Meets West in the Academy through Collaborative Research

4:30pm - 6:00pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 515

Discover how an Ambassadors Program has promoted integration of the Academy's global membership through collaboration in research and service.

Organizer: James C. Hayton, Newcastle Business School
Chair: Michal Biron, U. of Haifa & Tilburg U.
Presenters: John Hollenbeck, Michigan State U.; Steve Werner,
U. of Houston; Ingmar Bjorkman, Hanken School of Economics;
Radha R. Sharma, Management Development Institute; Robert
Kaše, U. of Ljubljana; Brosh M. Teucher, INCAE

516 → ■ : (AAT) Transcending & Bridging East-West Management Practices: The Role of Global Identity

4:30pm - 6:00pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 516

Will globalization help individuals cultivate inclusiveness, or will it intensify loyalty to local norms and practices?

Chair: Shira Mor, Columbia Business School Moderator: Michael Morris, Columbia U.

The Emergence of Leadership in MCTs: the Relation to Global Characteristics | **Alon Lisak**, Ben-Gurion U. of the Negev; **Miriam Erez**, Technion Israel Institute of Technology; **Michaéla C. Schippers**, RSM Erasmus U.

How Do Previous International Experiences Influence Future International Career Aspiration? | Yih-teen Lee, IESE Business School; B. Sebastian Reiche, IESE Business School; Dongmei Song, IESE Business School

The Role of Global Identity in Transcending and Bridging Cultural Differences | Shira Mor, Columbia Business School; Michael Morris, Columbia U.; Agnieszka Jagiello, Columbia Business School The Interplay of Cultural and Shared Identities in Intercultural Negotiations | Sarah Lyons, U. of Maryland; Janetta Lun, U. of Maryland; Michele J. Gelfand, U. of Maryland

517 ☐: (AAT) Asian Experience in North American Organizations

4:30pm - 6:00pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 517

Learn from the latest research on how Asian employees are perceived and treated in North American organizations.

Chairs: Karl Aquino, U. of British Columbia; Jun Gu, U. of Toronto Discussant: Christina Fong, U. of Washington

The Origins of the White Leadership Prototype: The Role of Exposure to Western Culture I Ji-a Min. U. of Toronto: Geoffrey J. Leonardelli, U. of Toronto; Soo Min Toh, U. of

Stereotypes in Intercultural Negotiation: Change in Observer Perception Across Negotiation Stages | Zhaleh

Semnani-Azad, U. of Waterloo; Wendi L. Adair, U. of Waterloo The Effects of Status and Ideological Beliefs on Judgments of Academic Credibility | Lei Zhu, U. of British Columbia

Leader Race Influences Cognitive Processes in Leadership Evaluation | Jun Gu, U. of Toronto

518 **<=**: (AAT) Successfully Balancing Opposite Goals: How All Academy Award Winners Do it.

4:30pm - 6:00pm San Antonio Convention Center: Room 214 A

Tweet this session: #AOM2011 518

Learn from this year's winners of the 2011 Academy of Management Achievement Awards, and hear them describe their paths to earning these awards. The session panel includes: Linda Putnam, Distinguished Service Award winner; Ken Smith, Distinguished Educator Award winner; Jay Galbraith, Distinguished Scholar-Practitioner Award winner; and Charles O'Reilly, Scholarly Contributions to Management Award winner. These award winners will share their insights on the path each took to be successful in a career while finding a balance between the conflicting goals each

Organizers: Robert C. Ford, U. of Central Florida; Richard T. Mowday, Eugene, OR

Chair: Jay B Barney, Ohio State U.

519 ♥♥ → ← 🖳: (AAT) Managing National/Functional **Cultural Diversity in Creativity and Innovation**

4:30pm - 6:00pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 519

Explore how psychological environments influence creativity and innovation in culturally mixed work contexts.

Chair: Letty Yan Yee Kwan, U. of Illinois, Urbana-Champaign Discussant: Chi-Yue Chiu, Nanyang Technological U.

Managing National/Functional Cultural Diversity in Creativity and Innovation | Letty Yan Yee Kwan, U. of Illinois,

Urbana-Champaign; Chi-Yue Chiu, Nanyang Technological U.; Shyhnan Liou, National Cheng Kung U.; Cathleen Clerkin, U. of Michigan; Chi-Ying Cheng, Singapore Management U.; Fiona Lee, U. of Michigan; Angela Leung, Singapore Management U.; Tsung-Yu Wu, National Taiwan U. of Science and Technology; Jeffrey Sanchez-Burks, U. of Michigan

520 ■: (AAT) Transcending and Peak Executive Performance: Management Insight from the East

4:30pm - 6:00pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 520

Examine research, theory, and executive experience connecting

consciousness studies and peak performance. Chair: Gerald Biberman. U. of Scranton Discussant: Dennis P. Heaton, Maharishi U.

Participants: Ramani Ayer, Maharishi U.; Harald S. Harung, U. College Oslo; Stan Kendz, Maharishi U.; Fred Travis, Maharishi U.

521: (IM) IM Executive Committee Meeting with **Committee Chairs**

4:30pm - 7:30pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 521

Meetings of all official IM Division committees.

522: (OM) OM Division Business Meeting

4:30pm - 6:00pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 522

Division Chair: Amelia Carr, Bowling Green State U. Program Chair: Karen Chinander Dye, Florida Atlantic U. Professional Development Workshop Chair: Kevin Linderman, U.

Division Chair-Elect: Thomas F. Gattiker. Boise State U.

Past Chair: Elliot Bendoly, Emory U.

Sunday 5:00PM

523: (AAA) Academy of Management Review Editorial **Board Meeting- Outgoing**

5:00pm - 6:30pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 523

Organizer: Amy Hillman, Arizona State U.

524: (AAM) AAM and APJM Boards and APJM Editors Meeting

5:00pm - 6:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 524

525: (CM) Conflict Management Business Meeting

5:00pm - 6:00pm Marriott Riverwalk: Salon D Tweet this session: #AOM2011 525

Organizer: Zoe Barsness, U. of Washington, Tacoma

526: (IAM) Business Meeting for the Iberoamerican **Academy of Management**

5:00pm - 6:30pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 526

This meeting willbe open to members and potential members of the lerioamerican Academy of Management. An agenda will be provided at the entrance of t

527: (ICW) Network of Leadership Scholars Reception

5:00pm - 6:00pm Grand Hyatt: Texas Ballroom C Tweet this session: #AOM2011 527 Organizer: Vicki Wetherell, Elsevier Ltd.

528: (ICW) City University of Hong Kong Reception (Department of Managaement)

5:00pm - 7:00pm Grand Hyatt: Texas Ballroom D Tweet this session: #AOM2011 528

All participants of AOM are welcome to the CityU reception Organizer: Kwok Leung, City U. of Hong Kong

529: (ICW) Management & Organization Review Board Meeting

4:00pm - 5:00pm Grand Hyatt: Presidio B Tweet this session: #AOM2011 529

Organizer: Xin Yao, U. of Colorado, Boulder

530: (ICW) Management Learning Meet the Editors Social **Event**

5:00pm - 7:00pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 530 Organizer: Sarah Gundry, U. of Bath

531: (MC) MC Division Social Hour

5:00pm - 6:30pm Grand Hyatt: Lone Star E Tweet this session: #AOM2011 531

532: (MSR) MSR Executive Committee Meeting

5:00pm - 6:00pm La Quinta Inn & Suites: Fiesta E Tweet this session: #AOM2011 532

533: (S/M) SIM Research Symposium - Business in Extreme Operating Environments: Do We Have a Theory For That?

5:00pm - 6:15pm Marriott Rivercenter: Salon M Tweet this session: #AOM2011 533

Chairs: Christopher Michaelson, U. of St. Thomas; Virginia

Gerde, Duquesne U.

Sunday 5:30PM

534 ♥ ☐: (CMS) Organizing Ourselves - Taking Stock of

5:30pm - 7:00pm Marriott Rivercenter: Salon I Tweet this session: #AOM2011 534 Division Chair: Craig Prichard, Massey U.

Program Chair: Alex Faria, Fundacao Getulio Vargas

Professional Development Workshop Chairs: Gavin Jack, La Trobe

U.; Jan Schapper, La Trobe U.

Division Chair-Elect: Sarah Stookey, Central Connecticut State U.

Past Chair: Ann L Cunliffe. U. of New Mexico

535 : (ICW) International Association for Chinese Management Research Business Meeting

5:30pm - 7:30pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 535 Open to ALL AOM attendees.

Organizer: Xin Yao, U. of Colorado, Boulder

536: (ICW) 5th Annual Richard Ivev School of Business Alumni Reception

5:30pm - 8:00pm Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 536

The Ivey PhD Association is continuing its tradition with the 5th annual private Ivey PhD alumni, faculty and student reception. Building on our tradition of previous years, the goal of the gathering is to meet and mingle, catch up with old classmates, meet new PhD students and candidates and reconnect with faculty. Following past tradition, we are offering an Ivey Ring Tradition Ceremony for those Ivey PhD Alumni who have already pre-registered prior to the

Organizer: Karin Schnarr, Ivey School of Business

537: (S/M) IABS Board Meeting

5:30pm - 8:30pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 537

538: (TIM) TIM Division Business and Social

5:30pm - 7:30pm San Antonio Convention Center: Mission 103 B

Tweet this session: #AOM2011 538

Division Chair: Fernando Suarez, Boston U.

Program Chair: Arvids A Ziedonis, U. of Oregon

Professional Development Workshop Chair: Riitta Katila, Stanford

Division Chair-Elect: Paul Olk, Denver U. Presenter: BJ Zirger, U. of Cincinnati

Past Chair: Shawn M. Carraher, Minot State U.

Sunday 6:00PM

539: (AAM) AAM/APJM Reception

6:00pm - 8:00pm San Antonio Convention Center: Room 205 Tweet this session: **#AOM2011 539**

540 : (BPS) 2011 Irwin Outstanding Educator Award in **Honor of Joseph Mahoney**

6:00pm - 8:00pm San Antonio Convention Center: Room 217 A Tweet this session: **#AOM2011 540**

541: (CM) Conflict Management Division Social

6:00pm - 8:00pm Offsite: .TBA Tweet this session: #AOM2011 541

Location: TBD

Organizer: Barry M Goldman, U. of Arizona

542: (GDO) GDO Executive Committee Dinner

6:00pm - 8:30pm Offsite: TBD Tweet this session: #AOM2011 542

This event will be held off-site. More specific information will be provided to Executive Committee Members by the Division Chair. Division Chair: David A. Kravitz, George Mason U.

543: (HR) HR Division Business Meeting and Reception

6:00pm - 8:30pm Grand Hyatt: Lone Star D

Tweet this session: #AOM2011 543

Business Meeting for the HR Division followed by HR Division Reception

Division Chair: John E. Delery, U. of Arkansas

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

Division Chair-Elect: Murray R. Barrick, Texas A&M U.

Past Chair: Howard J. Klein, Ohio State U.

544: (ICW) MMD Debriefing (3)

6:00pm - 7:00pm Grand Hyatt: Bonham B Tweet this session: #AOM2011 544

We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin,

Organizer: Lise Balslev, CBS/ MMD

545 : (ICW) IFERA @ Academy of Management, San Antonio, Texas, 2011

6:00pm - 8:00pm Hyatt Regency: Rio Grande Ballroom East

Tweet this session: #AOM2011 545

As an international organization dedicated to providing a platform for scholars interested in family business, IFERA is pleased to host the "5th Annual Meet & Greet Cocktail" at the 2011 Academy of Management meetings in the beautiful city of San Antonio, Texas.

You are invited to join us for a cocktail or two, great company and intriguing discussions.

Organizer: Maria Valls, Ifera Office Management

546: (MOC) MOC Executive Committee Meeting

6:00pm - 7:30pm La Quinta Inn & Suites: Fiesta A&B Tweet this session: **#AOM2011 546**

547: (MSR) MSR Business Meeting

6:00pm - 7:00pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 547

548: (OM) OM Division Social

6:00pm - 7:30pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 548

Sunday 6:30PM

549: (ICW) UTSA-Trinity-St. Mary's Reception

6:30pm - 8:30pm Grand Hyatt: Lone Star B Tweet this session: **#AOM2011 549**

Organizer: Stewart R. Miller, U. of Texas, San Antonio

550 : (ICW) Cocktail Reception - Department of Management and Marketing, the Hong Kong Polytechnic

University

6:30pm - 8:30pm Grand Hyatt: Lone Star F Tweet this session: **#AOM2011 550**

Organizer: Xu Huang, Hong Kong Polytechnic U.

551: (ICW) Singapore Management University

6:30pm - 8:30pm Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 551**

Organizer: Priscilla Kumari A, Singapore Management U.

552: (PNP) PNP Division Social

6:30pm - 8:00pm Marriott Rivercenter: Salon A Tweet this session: **#AOM2011 552**

Sunday 6:45PM

553: (S/M) SIM Sunday Welcome Reception

6:45pm - 7:45pm Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 553**

Sunday 7:00PM

554: (AAA) President's Reception (Invitation Only)

7:00pm - 10:00pm San Antonio Convention Center: Grotto

Tweet this session: #AOM2011 554

INVITATION ONLY!

555: (CMS) CMS Welcome Social

7:00pm - 9:00pm Marriott Rivercenter: Salon J Tweet this session: **#AOM2011 555**

Chair: Alex Faria, Fundação Getulio Vargas

556: (MSR) MSR Social

7:00pm - 8:00pm La Quinta Inn & Suites: Fiesta C

Tweet this session: #AOM2011 556

557: (ONE) oikos Alumni Dinner

7:00pm - 9:00pm Offsite: TBA

Tweet this session: #AOM2011 557

This event will be offsite. Preregistration is required.

Organizers: Patricia Mesquita, U. of st gallen; Marlene J Le Ber,

U. of Western Ontario; Timo Busch, ETH Zurich

Sunday 7:30PM

558: (ICW) The University of Maryland, Robert H. Smith

School of Business Honors Reception

7:30pm - 9:30pm Grand Hyatt: Lone Star C Tweet this session: **#AOM2011 558**

Organizer: Barbara Chipman, U. of Maryland

559: (ICW) International Association for Chinese

Management Research Reception

7:30pm - 8:30pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 559 Open to ALL AOM attendees.

Organizer: Xin Yao, U. of Colorado, Boulder

Sunday 8:00PM

560: (ICW) The Reception hosted by The Hong Kong University of Science and Technology, August 14, 2011

8:00pm - 10:00pm Grand Hyatt: Texas Ballroom A

Tweet this session: #AOM2011 560

By Invitation

Organizer: Jiatao Li, Hong Kong U. of Science and Technology

561: (MC) MC Members & Friends Dinner

8:00pm - 11:00pm Offsite: The Menger Hotel Tweet this session: **#AOM2011 561**

Speaker: Shumeet Banerji, Chief Executive Officer of Booz &

Company. Pre-registration required, see MCD website

http://division.aomonline.org/mc/Pre-registration is required for this

dinner. To register online, please visit

https://secure.aomonline.org/PDWReg. The cost to register is

\$50.00 and the deadline to register online is August 10, 2011. Organizer: Ansgar Richter, EBS Business School

Speaker: Shumeet Banerji, Booz & Company

Monday 7:00AM

562: (ICW) Family Business Review Advisory and Editorial Board meeting (INVITATION ONLY)

7:00am - 8:00am San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 562

The editors of Family Business Review invite members of FBR advisory and editorial review boards to join for an update and a discussion about the journals' direction and editorial policies.

Breakfast will be served!

Organizer: Pramodita Sharma, Concordia U.

563 : (ICW) Christian Management Scholars Network Breakfast

7:00am - 8:00am San Antonio Convention Center: Room 217 C

Tweet this session: #AOM2011 563

The breakfast is open to all, but an RSVP is appreciated. To RSVP, please contact Julie_Tonnkin@baylor.edu

Organizer: Mitchell J. Neubert, Baylor U.

564: (IM) International Management Thought Leadership Cafe

7:00am - 8:00am San Antonio Convention Center: Room 214 A

Tweet this session: #AOM2011 564

The IM Division invites you for coffee and snacks in this informal session with key thought leaders in international management including Pratima Bansal, Mary Yoko Brannen, Alvaro Cuervo-Cazurra, Lorraine Eden, Jean-Francois Hennart, and Will Mitchell. Round table discussions will provide great opportunities for open-ended discussions with these scholars. Hope to see you there.

565: (MSR) MSR Morning Meditation Session

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

Tweet this session: #AOM2011 565

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

Organizer: Gerald Biberman, U. of Scranton

566: (OM) OM Division Welcome Breakfast

7:00am - 8:00am San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 566

567: (TIM) TIM Breakfast Meeting

7:00am - 8:00am San Antonio Convention Center: Room 205

Tweet this session: #AOM2011 567

Division Chair: Fernando Suarez, Boston U. Program Chair: Arvids A Ziedonis, U. of Oregon

Professional Development Workshop Chair: Riitta Katila, Stanford

U.

Division Chair-Elect: Paul Olk, Denver U. Past Chair: Shawn M. Carraher, Minot State U.

Monday 7:30AM

568: (AAA) Current and Incoming Heads and Members of Academy Committees

7:30am - 9:00am Grand Hyatt: Texas Ballroom D Tweet this session: #AOM2011 568 Organizer: Anne S. Tsui, Arizona State U.

569 : (HR) HR Division Welcome Breakfast and Awards Presentation

7:30am - 9:30am Grand Hyatt: Texas Ballroom F

Tweet this session: #AOM2011 569

Come join your friends and colleagues for breakfast and to

congratulate the winners of the HR Division Awards.

Division Chair: John E. Delery, U. of Arkansas Program Chair: Wendy R. Boswell, Texas A&M U.

Professional Development Workshop Chair: David G. Allen, U. of

Memphis

Division Chair-Elect: Murray R. Barrick, Texas A&M U.

Past Chair: Howard J. Klein, Ohio State U.

570: (ICW) IESE Breakfast

7:30am - 9:00am La Quinta Inn & Suites: Fiesta E&F

Tweet this session: #AOM2011 570

Organizer: Africa Arino, IESE Business School

571: (SIM) Welcome and Chair's Address: Rolling Back the Boulder: Controlling Things that Can't Be Controlled.

7:30am - 8:00am Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 571**

Monday 8:00AM

572: (AAA) Conference Exhibits

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

Tweet this session: #AOM2011 572

573 : (AAA) Conference Registration

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

Tweet this session: #AOM2011 573

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

574: (AAA) San Antonio 2011 LAC

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

Tweet this session: #AOM2011 574

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

Miller, U. of Texas, San Antonio

575: (AAA) AOM Membership

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

Tweet this session: #AOM2011 575

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

Organizer: Stephanie Case Henagan, Northern Illinois U.

576 : (Paper Session) - (BPS) Board Influences on Organizational Actions

8:00am - 9:30am San Antonio Convention Center: Room 201

Tweet this session: **#AOM2011 576** *Chair:* **Wei Shen**, Arizona State U.

■ Board Structure and Top Management Team Rent Generation and Rent Appropriation in Young IPO Firms | Son Anh Le, Louisiana Tech U.; Mark Kroll, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.

■ Board Responses to Increased Monitoring Roles Following Regulatory Change | Jill Ann Brown, Lehigh U.; Ann K. Buchholtz, Rutgers U.; Marcus M. Butts, U. of Texas, Arlington; Andrew Ward, Lehigh U.

Boards of Directors' Influence on Strategic Renewal: How Do Human and Relational Capital Matter? | Mariano L.M.

- Hevden, Erasmus U. Rotterdam: Bas Bosboom, Erasmus U. Rotterdam
- Are 'Related Interlocks' Useful? New Market Entry in the Pharmaceutical Industry | Luis Diestre, Instituto de Empresa Business School; Nandini Rajagopalan, U. of Southern California; Shantanu Dutta, U. of Southern California

577 =: (Paper Session) - (BPS) Melding Internal and **External Drivers of Innovation**

8:00am - 9:30am San Antonio Convention Center: Room 202 A Tweet this session: #AOM2011 577

Chair: G. Tyge Payne, Texas Tech U.

- ■Do Internal and External Networks Improve Innovation Performance? | Desislava Dikova, Vienna U. of Economics and Business Administration; Keith D. Brouthers, North Carolina
- **№** External Knowledge Access versus Internal Knowledge Protection: A Necessary Trade-off? | Felipe Monteiro, U. of Pennsylvania; Michael J. Mol, U. of Warwick; Julian Birkinshaw, London Business School
- ■New Product Novelty and Market Discourse in the US Cell Phone Industry | R Scott Livengood, U. of Florida; Ken G. Smith, U. of Rhode Island; Curt Grimm, U. of Maryland; Wei Guo, U. of Maryland, College Park
- ₱ Strategic Patenting and the Tragedy of Anticommons: A Closer Look at Firms' Patenting Behavior | Keyvan Vakili, U. of Toronto

578 : (DRP Session) - (BPS) Managing Diversification 8:00am - 9:30am San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 578

Facilitator: David C Croson, Southern Methodist U.

- □ Intra-Industry Diversification and Firm Performance | Talli Zahavi. Technion Israel Institute of Technology: Dovev Lavie. Technion Israel Institute of Technology
- Acquisition Effects on Rivals: Market Power Hypothesis versus Efficiency View | Yu-Chieh Chao, National Taiwan U.; Ming-Je Tang, National Taiwan U.
- The Effect of Executive Migration and Spin-Offs on Incumbent Firms | Pernille Gjerløv-Juel, Aalborg U.; Michael S. Dahl, Aalborg U.
- Group Headquarters in Indian Business Groups | J Ramachandran, Indian Institute of Management, Bangalore; K S **Manikandan**. Indian Institute of Management. Bangalore: Anirvan Pant, Indian Institute of Management, Bangalore
- → The Effects of Institutional Dissimilarity on MNC Host-Country Competitive Actions | Tieying Yu, Boston College; Albert Cannella, Tulane U.

579 ■: (DRP Session) - (BPS) **Alliance Governance**: Transaction Cost, Relational, and Competitive **Perspectives**

8:00am - 9:30am San Antonio Convention Center: Room 203 A Tweet this session: #AOM2011 579

Facilitator: Vikas A. Aggarwal, INSEAD

Willing and Able? Cooperation and Coordination in Strategic Alliances | Ranjay Gulati, Harvard U.; Franz Wohlgezogen, Northwestern U.; Pavel Ivanov Zhelyazkov, Harvard Business School

- Overcoming Asset Specificity, Measurement Difficulty and the Dark Side of Long Standing Ties | Leif Willard Lundmark, U.
- → Local Embeddedness and Governance Mechanisms of Collaborations | I Han, Feng Chia U.; Cheng-Min Chuang, National Taiwan U.
- Ally With Competitors: Value Creation and Appropriation in Competitor Alliances | Ya Lin, Hong Kong U. of Science and Technology; Maris G. Martinsons, City U. of Hong Kong
- Effects of Competition on Governance Choice and Performance: Evidence from Clinical Trials | Mazhar Islam, Drexel U.

580 ☐: (DRP Session) - (BPS) Firm Governance and **Performance in International Contexts**

8:00am - 9:30am San Antonio Convention Center: Room 203 B Tweet this session: #AOM2011 580

Facilitator: Timothy Michael Devinney, U. of Technology, Sydney ■CEO Turnover and Information Asymmetry in

Post-Privatization Restructuring: Evidence from China | Xu Han, GSM, Peking U.; Changqi Wu, Peking U.

- Social Responsibility and Reflexivity to Develop Cooperative Goals with Government Units in China | Alfred Wong, Lingnan U.; Robin Stanley Snell, Lingnan U.; Dean Tjosvold, Lingnan U.; Cathy Yang Guo, Lingnan U.
- → East Meets West: A Critical Review of 1P Theory and Its Fit to the Western Context | Peter Kesting, Aarhus U.: Niu Hongyi, Aarhus U.
- Corporate Governance Practices and Companies' R&D Orientation: Evidence from European Countries | Florence E M Honore, U. of Minnesota; Federico Munari, U. of Bologna; Bruno J, M, T van Pottelsberghe, U. Libre de Bruxelles
- → An Industry-Wise Analysis of Indian Business Groups | Saptarshi Purkayastha, IIM Kozhikode, INDIA

581 ■: (Paper Session) - (BPS) Behavioral Views on **Strategic Decision Making**

8:00am - 9:30am San Antonio Convention Center: Room 204 B Tweet this session: #AOM2011 581

Chair: Monisha Das, U. of Maryland Eastern Shore

- Organizing for Strategy Making: An Information Aggregation View | Felipe A. Csaszar, INSEAD; J.P. Eggers, New York U.
- Behavioral Consequences of Scenario Planning: Its Impact on Biases and Decision Quality | Torsten Wulf, HHL - Leipzig Graduate School of Management; Philip Meissner, HHL -Leipzig Graduate School of Management
- Cognitive Control Capabilities, Routinization and Decision-Making Performance | Daniella Laureiro-Martínez,
- ₽ Heterogeneity in Adaptive Aspirations and Reference Groups | Daniela Patricia Blettner, Tilburg U.; Zi-Lin He, Tilburg U.; Songcui Hu, U. of North Carolina, Chapel Hill; Richard A Bettis, U. of North Carolina, Chapel Hill

582 SHCS: (BPS) Entrepreneurship in Public Interest

8:00am - 9:30am San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 582

Chair: Naga Lakshmi Damaraju, Indian School of Business

Participants: Anita McGahan, U. of Toronto; William G Mitchell, Duke U.; Bennet A. Zelner, Duke U.

583 SHCS: (BPS) Bounded Rationality in Organizational Economics: Impact of an Augmented BR Assumption on Governance

8:00am - 9:30am San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 583

Chair: Libby Weber, U. of California, Irvine

Discussant: Nicholas Argyres, Washington U. in St. Louis Bounded Rationality in TCE: Impact of Informational and Interpretive Uncertainty on Hybrid Governance | Libby Weber, U. of California, Irvine

Prices, Information Aggregation and Matching: Implications for the Theory of the Firm | Teppo Felin, Brigham Young U.; Todd Zenger, Washington U. in St. Louis

Alliances under Ambiguity: Contract Detail as an Inimitable Signal of Competence | Michael Rvall, U. of Toronto: Rachelle Sampson, U. of Maryland

Unpacking Contract Capabilities: Identification, Implementation and Execution of Contract Framing | Kyle J Mayer, U. of Southern California

584 → □JS: (BPS, OMT, TIM) Dynamic Capabilities in New Ventures and Industries

8:00am - 9:30am San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 584

Chair: Michael W. Lawless, U. of Maryland

Dynamics of Capability Development: Industry Inception and Firm Entry on Sourcing of Competencies | Raishree Agarwal, U. of Maryland; Mahka Moeen, U. of Maryland, College Park

Convergence and Divergence: Learning Heuristics from Negative Outcomes | Christopher B. Bingham, U. of North Carolina, Chapel Hill; Jerayr M Haleblian, U. of California, Riverside

Adaptive Change in New Ventures through Dynamic Capabilities? | Georg Schreyogg, Freie U. Berlin

Dynamic Capabilities in a Nascent Industry: The Case of Air Taxi Start-Ups | Mary Tripsas, Harvard U.

585 🕮 🔾 🖃: (Paper Session) - (CAR) Why Mentoring Still **Matters For Careers**

8:00am - 9:30am Grand Hyatt: Bowie B Tweet this session: #AOM2011 585 Chair: David M. Kaplan, Saint Louis U.

The Influence of Multiple Mentors and Satisfaction with Mentoring on Job Attitudes | Xiahong Xu, Texas A&M U.; Stephanie C. Payne, Texas A&M U.

- ■Antecedents and Outcomes of Career Plateau: The Roles of Mentoring Others and Proactive Personality | Yu-Hsuan Wang, National Chengchi U.; Changya Hu, National Chengchi U.; Chunchi Yang, Fu-Jen Catholic U.
- → Why Does Supervisory Mentoring Work? The Mediating Role of Psychological Safety | Peng Wen, HuaZhong Normal U.; Chen Cheng, Huazhong U. of Science & Technology
- → Mentor and Protege Ooutcomes in Formal Mmentoring Relationships: A Longitudinal Study in Korea I Jae Uk Chun, Korea U.: Nam Yi Yun, Mentoring & Coaching

Center Korea; John J. Sosik, Pennsylvania State U., Great Valley

586 □ © □: (DRP Session) - (CAR) Understanding the Importance and Implications of 'Meaning' in Careers

8:00am - 9:30am Grand Hyatt: Travis A Tweet this session: #AOM2011 586

Chair: Sowon Kim. IESE Business School

- ■Work-Role Attachment and Preferences to Extend Career Employment through Phased Retirement | David Fried, Ohio U.; Charles H Ritter, Ohio U.; Anastasia Milakovic, Ohio U.; Allison Tenbrink, Ohio U.; Rodger Griffeth, Ohio U.; Diana J Schwerha, Ohio U.
- Blessings of Being a Central Mentor: The Effects of the Number of Protégés on Mentor Attitudes | Min Jeong Kim, Chonnam National U.
- Exploring Differences in Work's Meaning: An Investigation of the Attributes of Work Orientation | Rita J. Shea-Van Fossen, Ramapo College
- Revisiting the Career Anchor Model: a New Model of Career Value Structure | Thierry Wils, U. du Québec en Outaouais / HEC Montréal; Laura Wils, HEC Montreal; Michel Tremblay, HEC Montreal
- ■Listen to Your Heart? Calling and Receptivity to Career Advice | Shoshana Dobrow, Fordham U.; Jennifer Tosti-Kharas, San Francisco State U.

587 ■ SHCS: (CAR, OB) Beyond Identity: The Power of Generativity and Legacy in Organizations

8:00am - 9:30am Grand Hyatt: Lone Star B Tweet this session: #AOM2011 587

Organizer: Jeffrey Bednar, U. of Michigan

Taking Risks for Future Generations: Generativity Motivation as a Catalyst for Voice | Adam M. Grant, U. of Pennsylvania

Legacies, Identification, and Intergenerational Beneficience | Kimberly A Wade-Benzoni, Duke U.; Matthew J. Fox, Duke U.; Thomas A Wicker, Duke U.

Living Legacies: Generativity, Stagnation, and the Self-Structures of Mentoring Relationships | Belle Rose Ragins, U. of Wisconsin, Milwaukee

Generative or Not? The Perceptions of Older Workers' Performance Related Motives | Thomas Calo, Salisbury U. Big Shoes to Fill: How Leadership Legacies Affect Leadership Succession Events | Jeffrey Bednar, U. of Michigan

588 → ■ CAU: (CAU) Local Firm Growth:

Commonalities and Differences in Emerging Economies

8:00am - 9:30am Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 588

The caucus will be informal and open to all, but will have some structure. You will be organized according to your emerging market specialization or interest and then your group will identify main issues facing local firms in your particular country or region. Each group will share the issues with the large group and together, we will identify which emerging economies offer similar or unique issues for local firms, strategies that local firms are using to deal with the issues and how they compare across countries having similar issues, and how the institutional environment is affecting those strategies, whether helping or hindering local firms.

Organizer: Deborah E. de Lange, Memorial U. of Newfoundland

Participants: Niels Billou. U. of Western Ontario: Javier Delgado-Ceballos, U. of Granada; Sukhbir Sandhu, U. of South Australia; Jonathan P Doh, Villanova U.; Jose G Vargas-Hernández, U. de Guadalajara; Peggy A Golden, Florida Atlantic U.; Lance Brouthers, Kennesaw State U.; Alexander Settles. State U. - Higher School of Economics: Stephen A Drew. Florida Gulf Coast U.; Carlos Alcerreca, Instituto Tecnologico Autonomo de Mexico; Yang Xu, Pennsylvania State U.; Asadul Hoque, U. of Waterloo; Markus David Taussig, Harvard Business School; Elena Obukhova, MIT Sloan; Neerja Raman, Stanford U.; Liesl Riddle, George Washington U.; Yipeng Liu, Institute for Small Business Research, U. of Mannheim; Alpha Ayande, ESG-UQAM; Florian A. Täube, EBS Business School

589 □ • → • □ CAU: (CAU) Integrating West-East Cultural Balancing into the Sustainability Agenda

8:00am - 9:30am Hilton Palacio del Rio: La Reina North & Center Tweet this session: #AOM2011 589

This meeting invites participants to discuss the West-East cultural balancing into the concepts underpinning ongoing research carried out by academic networks in the area of Sustainability and Pro-sustainable Management. In order to enhance their sustainable performances, organisations shall face challenges of innovating their management styles, undertaking changes which must be examined by the academia. West-East cultural balancing represents a major aspect to be considered in several managerial practices related to Sustainability issues. AOM members have been gathering for Caucus meetings (Chicago, 2009; Montreal, 2010) to define a research agenda on Sustainability. The central statements issued by these networks' members included the importance of integrating global cultural aspects into their studies. This Caucus meeting in 2011 aims to extend the debate to other scholars interested in this subject, to report the progress of the networks, and to develop further propositions from and for the

Coordinators: Cleber Dutra, U. of Fortaleza (UNIFOR); Kumba Jallow, De Montfort U.

Participants: Luis Felipe Machado Nascimento, PPGA - EA -UFRGS; Johannes Fresner, Graz U.; Luciano Barin Cruz, HEC Montreal: Eugenio Ávila Pedrozo. U. Federal do Rio Grande do Sul; Dirk Michael Boehe, Insper Institute of Education and Research

590 ⊕ ⊕ → □ CAU: (CAU) Organizational Errors, Reliability, and Safety Culture

8:00am - 9:30am Hilton Palacio del Rio: La Vista North & Center Tweet this session: #AOM2011 590

Organizers: Timothy J. Vogus, Vanderbilt U.; Rangaraj Ramanuiam. Vanderbilt U.

591 ⊕→ ← □ CAU: (CAU) Is Eastern Wisdom Incompatible with Western Scientific Epistemology?

8:00am - 9:30am Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 591

Organizers: Mai P. Trinh, Case Western Reserve U.; Hector Martinez, Case Western Reserve U.

592: (Paper Session) - (CDP) The Myths of Effective **Performance Evaluation**

8:00am - 9:30am Hilton Palacio del Rio: Corte Real F Tweet this session: #AOM2011 592 Facilitator: Kwanghyun Kim, Korea U.

■OMT: Why Are People Likely To Mistake Luck For Skill When Evaluating Exceptional Performance? | Chengwei Liu, U. of Oxford

■ODC: Why Do Employees Take More Initiative if They Develop Their Own Performance Measures? A Field Study Bianca A. C. Groen, U. of Twente; Marc J. F. Wouters, U. of

Winner of ODC Division Best Action Research Paper

- **OMT**: Appropriate Pay or Fleecing the Flock? Towards a Theory of Clergy Executive Compensation | Nicholas Harvey, Georgia State U.
- Human Resource Systems | Brian Murray, U. of Dallas; James Hamilton Dulebohn, Michigan State U.; Mark V Roehling, Michigan State U.; Steve Werling, U. of Texas, San Antonio; Julia E. Hoch, Michigan State U.

593: (Paper Session) - (CDP) Reciprocity and

Organizational Citizenship Behavior 8:00am - 9:30am Hilton Palacio del Rio: El Mirador East

Tweet this session: #AOM2011 593 Facilitator: Estelle Toomey, Oxford U.

- ■HR: An Investigation into the Sine Qua Non of the Reciprocity Norm in Greek Organizations | Anastasia A. Katou, U. of Macedonia; Pawan S. Budhwar, Aston U.
- HR: Job Autonomy and Organizational Citizenship Behavior: Examining Multiple Moderators | Zhuxi Wang, U. of Houston; Aleksandra Luksyte, U. of Houston; Prema Ratnasingam, U. of Houston; W. Ryan King, U. of Houston; Christiane Spitzmueller, U. of Houston
- HR: Moderating Role of the Norm of Reciprocity with Human Resource Configurations and Job Performance | Michael S. Chien, National Pingtung U. of Science and Technology; Fong-Yi Lai, National Pingtung U. of Science and Technology

594: (Paper Session) - (CDP) Effective Communications in **Teamwork**

8:00am - 9:30am Hilton Palacio del Rio: El Mirador West

Tweet this session: #AOM2011 594

Facilitator: Alina Payne, U. of California, San Diego

- ■OMT: A Complexity Perspective of a Virtual, Inter-Organizational Team | Stephanie Thomas Solansky, U. of Houston, Victoria; Tammy E. Beck, U. of North Carolina, Charlotte; Deandra Travis, Indiana U. - Purdue U., Ft. Wayne
- BOB: Political Correctness and Idea Expression in Sameand Mixed-Sex Groups | Jack Anthony Goncalo, Cornell U.; Jennifer A. Chatman, U. of California, Berkeley; Michelle Duguid, Washington U. in St. Louis; Jessica Kennedy, U. of California, Berkeley
- ■OB: Developing a Relational Orientation for Effective Global Knowledge Work Teams | Olivia Kyriakidou, Athens U. of **Economics and Business**
- ■OCIS: "I'm not Here to Make Friends!" Spontaneous Communication in a "Winners-take-all" Organization | Valery Yakubovich, U. of Pennsylvania; Roman V. Galperin, MIT Sloan

595: (Paper Session) - (CDP) Managing Change and **Disruption in Organizations**

8:00am - 9:30am Hilton Palacio del Rio: La Espada

Tweet this session: #AOM2011 595

Facilitator: Fiona M. Sutherland previously Graetz, La Trobe U. ODC: Planned Radical Changes: An Historical Perspective | Li Yan, Beijing Normal U.; Minghua Gao, Beijing Normal U.

- BPS: Performance Consequences of Disruptiveness During CEO Succession | Vasinee Kulviriyavanich, California State U. Long Beach; Mark Washburn, California State U. Long Beach
- ₽©→ SAP: "Don't Change Something Until It's Broken" Stretching as an Uncertainty Practice | Joerg Sydow, Freie U. Berlin; Gordon Mueller-Seitz, Freie U. Berlin
- **BPS:** The Role of CEO Characteristics in External Crisis Recognition | Daniel Z. Mack. Seoul National U.: Theresa S. Cho. Seoul National U.: Ji Hvun Kiara Jung. Seoul National U.

596 : (Paper Session) - (CDP) International Entrepreneurship, Software Startups, and Private Firms in China

8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: #AOM2011 596

Facilitator: Shaker A. Zahra, U. of Minnesota, Twin Cities MIM: International Entrepreneurship: A Meta-Analysis I Christian Schwens, U. of Giessen; Rodrigo Isidor, U. of Giessen; Michael Bierwerth, U. of Giessen; Ruediger Kabst, U. of Giessen

- → **IM**: Entrepreneurial Processes of Internationalization: Cognition, Capabilities and Relations | Grace Hong Fan, Imperial College Business School
- **Lin Shi**, City U. of Hong Kong
- ₱**■ENT**: Benchmarking Entrepreneurial Activity in an American Indian Nation: Extending the GEM Methodology | Michael H. Morris, Oklahoma State U.; Rebecca J. Franklin, Oklahoma State U.

597: (Paper Session) - (CDP) Social Networks, Social Trust and Cultural Identity

8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 597

Facilitator: Charles D. Galunic, INSEAD

- → CAR: Exploring Expatriates' Cultural Identity and Ssocial Networks | Yan Shen, U. of Victoria; Jina Mao, Boston
- ■CM: The Social Context of Trust: The Role of Status | Robert B. Lount, Ohio State U.; Nathan Pettit, Cornell U.
- BOB: OMG, My Boss Just Friended Me: Hierarchy, Disclosure, and Gender on Social Networking Websites I Nancy Rothbard, U. of Pennsylvania; Justin Berg, U. of Pennsylvania; Ariane Ollier-Malaterre, Rouen Business School
- POMT: Who Is On First? The Role of Network Pperception in Organizational Free-riding | Fabio Fonti, Free U. Bozen-Bolzano; Robert Whitbred, Cleveland State U.; Massimo Maoret, Boston College

598: (Paper Session) - (CDP) Institutions, Institutional Change and Pressure

8:00am - 9:30am Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 598

Facilitator: Bat Batjargal, Harvard U./Peking U.

- → MOC: A Behavioural and Institutional Explanation for the Persistence of Aggressive Banking Practices | David Motherway, U. College Dublin; Federica Pazzaglia, U. College Dublin; Karan Sonpar, U. College Dublin
- → ■BPS: Institutions sans Frontières: International Agreements and Foreign Investment | Srividya Jandhyala, George Washington U.; Robert Weiner, George Washington U.
- ■OM: Institutional Pressures, Pollution Reduction Focus and Waste Management Performance | Dayna Simpson, Monash
- → IM: International Returnees on Corporate Boards: A Mechanism for Institutional Change | Michael Joseph Roberts. Richard Ivev School of Business: Ji-Hwan Lee. Korea Advanced Institute of Science & Technology

Considerations in Negotiation: The Role of Culture, **Gender and Dominance**

8:00am - 9:30am Grand Hyatt: Presidio A Tweet this session: #AOM2011 599

Chair: Joseph Eric Massey, Institute For Tourism Studies ₽ How Power Influences the Consequences of Dominance Expressions in Negotiations. | Scott Wiltermuth, U. of Southern California; Adam Wood, U. of Southern California

- □ → □ The Display of "Dominant" Nonverbal Cues in Negotiation: The Role of Culture and Gender | Zhaleh Semnani-Azad, U. of Waterloo
- ■Who Should Chitchat? Gender Effects on the Value of Negotiator Small Talk | Brooke Shaughnessy, State U. of New York, Buffalo; Alexandra A. Mislin, American U.

600 ■ JS: (CM, OB) Social Identity from the Perspective of Marilynn B. Brewer: Implications for Management Science 8:00am - 9:30am Grand Hyatt: Bonham C

Tweet this session: #AOM2011 600

Chairs: Geoffrey J. Leonardelli, U. of Toronto; Robert W. Livingston, Northwestern U.; Roderick M Kramer, Stanford U. Social Identity Complexity: Implications for Intergroup Relations | Katharina Schmid, U. of Oxford; Miles Hewstone, U. of Oxford

- Optimal Distinctiveness in Nested Categorization Contexts: From Dueling Identities to Dual Identity I Geoffrey J. Leonardelli, U. of Toronto: Cvnthia Pickett, U. of California. Davis; Yanine Hess, U. of California, Davis
- Toward a Relational vs. Collective Distinction of Procedural Justice from Managers | Ya-Ru Chen, Cornell U.; Hye Jung Yoon, Seoul National U.
- How Leaders Transform the Collective: Organizational Identity as a Mediator | Sherry Schneider, U. of West Florida

601 ☐: (DRP Session) - (CMS) CSR and Political Economy 8:00am - 9:30am Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 601

Facilitator: Marianna Fotaki, U. of Manchester

- ■Generous in Victory? American Managerial Autonomy, Labor Relations, and the Invention of CSR | Richard Marens, California State U. Sacramento
- → We Did It Our Way -CSR Critique as a CMS Project | Marjo Elisa Siltaoja, Jyväskylä U.; Virpi Orvokki Malin, Jvväskvlä U.

- From Unfettered to Constructive Competition | Abbas J Ali, Indiana U., Pennsylvania; Abdulrahman Al-Aali, King Saud U.
- Sustainability as a Challenge to Appreciative Inquiry I Jessica Heineman-Pieper, George Mason U.; Param Srikantia, Baldwin Wallace College

Management Critically in Japan

8:00am - 9:30am Marriott Rivercenter: Salon L Tweet this session: #AOM2011 602

Organizers: Toru Kiyomiya, Seinan Gakuin U.; Katsuki Aoki, Kanto Gakuin U.

Discussant: Hugh Willmott, Cardiff Business School, UK Participants: Takashi Majima. Senshu U.: Masato Yotsumoto. Kanto Gakuin U.; Toshio Takagi, Okinawa U.; Motokazu Udagawa, Seinan Gakuin U.; Toshitsugu Takai, Muroran Institute of Technology

603: (Paper Session) - (DISC) Charisma and Transformational Leadership

8:00am - 9:30am Hyatt Regency: Blanco Tweet this session: #AOM2011 603

Discussant: Neal M. Ashkanasy, U. of Queensland

- ●→ OB: Too Tired to Be Transformational? The Influence of Leader Sleep on Leadership and Team Performance | Christopher M. Barnes, Virginia Tech; Shazia Nauman, Air U., Islamabad, Pakistan
- OB: Regulatory Fit Predicts Perceived Effectiveness of Transformational-Transactional Leadership | Melvyn R. W. Hamstra, U. of Groningen; Nico W. Van Yperen, U. of Groningen; Barbara Wisse, U. of Groningen; Kai Sassenberg, Knowledge Media Research Centre Tuebingen
- Government and Warm Leaders: The Impact of Charisma and Emotions on Presidential Voting Behavior | John W. Michel, Towson U.; Devin L. Wallace, Towson U.; Rachel A. Rawlings, Towson U.; Michael J. Tews, Pennsylvania State U.
- BOB: How Transformational Leaders' Social Influence Processes Impact Group Emotions | Marion B Eberly, U. of Washington

604: (Paper Session) - (DISC) Human Resources: Training & Practice

8:00am - 9:30am Hyatt Regency: Bowie A Tweet this session: #AOM2011 604

Discussant: Audrey Korsgaard, U. of South Carolina

- **HR**: Driving Locus of Control and Driving Behaviors: Inducing Change through Driver Training I Jason L. Huang. Michigan State U.; J Kevin Ford, Michigan State U.
- HR: The Effects of Intra-Firm Training on Earnings and Job Performance - Evidence from a Large Company | Kathrin Breuer, U. of Cologne; Patrick Kampkoetter, U. of Cologne
- ♥→□OB: Spotlight on Age-Diversity Climate The Impact of Age-Related HR Practices on Firm-Level Outcomes | Stephan Alexander Boehm, U. of St. Gallen; Florian Kunze, U. of St. Gallen
- HR: Changing Turnover of the Psychological Entitled into Retention Through Mentoring | Angela S. Wallace, State U. of New York, Buffalo

605: (Paper Session) - (DISC) Social Governance

8:00am - 9:30am Hyatt Regency: Bowie B Tweet this session: #AOM2011 605

Discussant: Joseph A. Petrick, Wright State U.

- SIM: The UN-Responsible Management Education Project: Sharing (and Evaluating) Information on Progress | Jose Manuel Alcaraz, Barna Business School; Eappen Thiruvattal, U. of Dubai; Magdalena Wiktoria Marcinkowska, PRME-SIP WK; Anis Ben Brik, Canadian U. of Dubai
- → SIM: Bargaining Power over Government Corruption: A Multilevel Study in Transition Economies | Sungjin J. Hong, U. of Texas. Dallas: Seung-Hyun Lee. U. of Texas. Dallas
- → SIM: Copy Loosely: A Contingency Theory of Practice Transfer in the Multinational Corporation | **Donal Crilly**. London Business School; Sunyoung Lee, Oxford U.

606: (Paper Session) - (DISC) Going Green

8:00am - 9:30am Hyatt Regency: Bowie C Tweet this session: #AOM2011 606

Discussant: Mark Cordano, Ithaca College

- **ONE**: Deviation from Predictions in Corporate Environmental Performance | Kent Walker, U. of Windsor: Jijun Gao, U. of Manitoba
- ■ONE: The Big Green Sell Out: Setting a Research Agenda to Explore Growth Strategies of Ethical Businesses I Liudmila Nazarkina, U. of St. Gallen
- **ONE**: Collective Institutional Entrepreneurship: The Creation of the US Green Building Council | Jeffrey G. York, U. of Colorado, Boulder; Rebecca Henn, U. of Michigan

607 : (Paper Session) - (DISC) Institutional Theory and Industry

8:00am - 9:30am Hyatt Regency: Frio Tweet this session: #AOM2011 607

Discussant: Poonam Khanna, Arizona State U.

- ■OMT: Wealth, Power and Prestige: Institutional Analysis of Chinese Private Entrepreneurs' Actions I Jianhua Ge. Renmin U. of China; Yunxia Feng, Renmin U. of China; Liping Wang, Renmin U. of China
- **OMT**: Creative Positioning: Field Influences on Creative Propensities in Television, 1944-2008 | Emily S. Block, U. of Notre Dame: Jo-Ellen Pozner. U. of California. Berkeley: Karen D. W. Patterson, U. of New Mexico
- ■OMT: Institutionalizing Networks: The Transformation of Interfirm Relations in the U.S. Airline Industry | Dustin Avent-Holt, U. of Massachusetts, Amherst
- → OMT: The Effect of Government Endorsement on Private Firms' Social Responsiveness in China | Xiaowei Luo, INSEAD; Danging Wang, INSEAD

608: (Paper Session) - (DISC) Safety and Protection

8:00am - 9:30am Hyatt Regency: Live Oak Tweet this session: #AOM2011 608

Discussant: Mark P. Healey, U. of Leeds

- ■MOC: Sensegiving and Crowd Safety after the Pearl Jam Concert Accident | Morten Thanning Vendelo, Copenhagen **Business School**
- MOC: How Participative Safety Matters More in Team Innovation as Team Size Increases? | Vesa Peltokorpi. Japan Advanced Institute of Science and Technology; Mervi Hasu, Finnish Institute of Occupational Health

MOC: The Enemy Within: The Detrimental Effects of Self-Focused Attention on Learning and Performance | Nicoletta Dimitrova, VU U. Amsterdam; Cathy Van Dyck, Free U. Amsterdam; Peter Groenewegen, VU U. Amsterdam; Edwin A.J. van Hooft, U. of Amsterdam

609: (Paper Session) - (DISC) Small/Family Business

8:00am - 9:30am Hyatt Regency: Llano Tweet this session: **#AOM2011 609**

Discussant: Rui Baptista, Instituto Superior Tecnico

- ENT: Centripetal and Centrifugal Forces at Work: Family Embeddedness and Turnover Intentions | Dmitry Khanin, California State U., Fullerton; Ofir Turel, California State U., Fullerton
- ENT: The Self-Organized Business Incubator | Anne Boellingtoft, Aarhus U.
- ■ENT: Entrepreneurship as Emancipation: Dream or Reality for Female Entrepreneurs? | Manely Sharifian, U. of Alberta; P. Devereaux Jennings, U. of Alberta; Jennifer E Jennings, U. of Alberta
- ENT: How Socioemotional Wealth biases Survival Risk Perceptions among Family Firm Owners | Thomas Markus Zellweger, U. of St. Gallen; Tobias Dehlen, U. of St. Gallen; Franz W. Kellermanns, U. of Tennessee

610: (Paper Session) - (DISC) Critical Management Studies: Research and Practice

8:00am - 9:30am Hyatt Regency: Maverick A Tweet this session: **#AOM2011 610**

Discussant: Rafael Alcadipani, Fundacao Getulio Vargas

- → CMS: 'There's no "yes but" with death': Critical theory and performance management in UK healthcare | Edward Granter, U. of Manchester; John Hassard, U. of Manchester; Paula Hyde, U. of Manchester; Leo McCann, U. of Manchester
- CMS: Theorizing Strategy: Some Constructivist Contemplations on Case Method-based Strategy Research | Kaushik Roy, Indian Institute of Management, Ahmedabad
- → **CMS**: Exploring professionalism at work in a time of institutional change. | **Elena Raviola**, Gothenburg U.

611: (Paper Session) - (DISC) Intercultural Issues 8:00am - 9:30am Hyatt Regency: Maverick B

Tweet this session: #AOM2011 611

Discussant: Marcy Crary, Bentley U.

- ♥ GDO: The Impact of Non-Diversity-Focused Organizational Practices on Intercultural Behavioral Comfort | Ruth Sessler Benrstein, Case Western Reserve U.
- → ■GDO: When East Goes West: Attracting Malaysians in Malaysia and in Australia Using Minority Employees | Yin Lu Ng, HELP U. College; Prashant Bordia, The Australian National U.; Carol T. Kulik, U. of South Australia
- ■GDO: West's Intolerance for East's Religious Beliefs: Reasonable Accommodation Dilemmas for Muslims | Bahaudin G. Mujtaba, Nova Southeastern U.; Frank J. Cavico, Nova Southeastern U.; Mohammed R Ahmed, Webster U.
- ■GDO: Transnational Entrepreneuring: Doing Micro-Political "Selves" | Han Ou, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst

612: (Paper Session) - (DISC) Political Connections and Ownership Forms in Emerging Markets

8:00am - 9:30am Hyatt Regency: Navarro Tweet this session: **#AOM2011 612**

Discussant: George O. White, Old Dominion U.

- ■BPS: Regional Institutions, Ownership Transformation, and Migration of Industrial Leadership in China | Hong Jiang, U. of New South Wales; J Peter Murmann, Australian School of Business
- BPS: The Impact of Managerial Political Ties on Firm Performance: An Analysis of Mediating Mechanisms | Hai Guo, Renmin U. of China; Jing Zhao, Renmin U. of China; Mark Jacobs, Renmin U. of China
- BPS: The Value of Business Group Affiliation for Political Connections: Preferential Lending in Brazil | Rodrigo Bandeira De Mello, Fundacao Getulio Vargas; Rosilene Marcon, U. do Vale do Itajai - UNIVALI

613: (Paper Session) - (DISC) Interorganizational

Knowledge Flows and Strategy

8:00am - 9:30am Hyatt Regency: Nueces Tweet this session: #AOM2011 613

Discussant: Michael J Leiblein, Ohio State U.

- BPS: Comparing Knowledge-Based Explicitness and Tacitness | Joseph Gregory Gerard, Western New England College
- ☐ TIM: Ambidexterity in Interorganizational Learning:
 Knowledge Exchange and Knowledge Appropriation |
 Shu-Mi Yang, Central Taiwan U. of Science and Technology;
 Chueh-Chu Ou, National Chung Hsing U.; Chia-Hui Chou, Nan
 Kai U. of Technology; Shih-Chieh Fang, National Cheng Kung
 U.; Shyh-Rong Fang, Hsiuping Institute of Technology
- SAP: Knowledge Flow between Academic and Industry Scientists for Complex Innovation: Knowing as Practice | Yun Su, Rutgers U., Newark; Deborah J Dougherty, Rutgers U.
- BPS: Strategy Formulation in Technology Transfer Offices | Ciara Fitzgerald, Nui Galway, Ireland; James A. Cunningham, National U. of Ireland Galway

614: (Paper Session) - (DISC) Strategic Signaling

8:00am - 9:30am Hyatt Regency: Segin Tweet this session: #AOM2011 614

Discussant: Kathryn Rudie Harrigan, Columbia Business School

- →IM: Information Institutions, Signaling Strategy, and Target Firm Return | Jessie Qi Zhou, Southern Methodist U.
- SAP: Strategic Disclosure: The Content of Strategy Communications | Richard Whittington, Said Business School; Basak Yakis-Douglas, Oxford U.

615 ☐: (DRP Session) - (ENT) Creating and Exploiting Entrepreneurial Capabilities

8:00am - 9:30am San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 615

Facilitator: Kelley Packalen, Queen's U.

Balanced Skills among Nascent Entrepreneurs - Effects and Origins | Michael Stuetzer, Queensland U. of Technology

- More than Words: Tacit Knowing and the Development of Opportunity Identification Capabilities | Cristian Alejandro Muñoz Canales, U. de Santiago; Simon Mosey, Nottingham U.; Martin Binks. Nottingham U.
- → Configurations of Resources and Capabilities and Their Implications on National Policy-Making | Tomislav Rimac, **IESE Business School**
- Entrepreneurship Capital in American Counties: A Panel Data Analysis | Erick Paulo Cesar Chang, Arkansas State U.; Kaustav Misra, Saginaw Valley State U.; Esra Memili, U. of North Carolina, Greensboro
- ■Does the Order in which Entrepreneurs Select Rescource Partners Capabilities Matter? | Nachiket Bhawe, U. of Minnesota, Twin Cities; Shaker A. Zahra, U. of Minnesota, Twin

616 ■: (Paper Session) - (ENT) Board Strategies and Performance

8:00am - 9:30am San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 616

Chair: William J Donoher, Missouri State U.

- ₽→ Blood in the Board Room: Family Relationships Influencing the Functions of the Board I Sven-Olof Collin. Linnaeus U.; Jenny Ahlberg, Linnaeus U.; Jonas Gabrielsson, Lund U.
- Boards of Directors in Family Firms: An Exploratory Study of Structure and Group Process. | Cristina Bettinelli, Bergamo U.
- ₽ Top Management Team, Board Strategic Involvement and Team Effectiveness in High-Tech Start-Ups | Ekaterina S. Bjornali, Nordic Institute for Studies in Innovation, Research and Education: Truls Erikson. Norwegian U. of Science and Technology; Mirjam Knockaert, U. of Ghent
- Board Prestige, IPO Capital Raised and Subsequent Performance: A Signaling Perspective. | R. Michael Holmes Jr., Florida State U.; Hermann Achidi Ndofor, Texas A&M U.; Joseph Coombs, Texas A&M U.

617 ☐: (Paper Session) - (ENT) New Venture Formation and Performance

8:00am - 9:30am San Antonio Convention Center: Room 007 C Tweet this session: #AOM2011 617

- Chair: G. Christopher Crawford, U. of Louisville
- ■Problem-Solving Process and the Creation of New Business Venture in Establish Firms | Cirong Li, Entrepreneurship & Business Management Research Center; Chih-Peng Chu, Dong Hwa U., Taiwan; Chen-Ju Lin, Tzu Chi College of Technology
- Management and Leadership Challenges in Achieving Success by Entrepreneurs of Technology Start-ups | Dr Jayaram Madireddy, Southern New Hampshire U.
- → Reconciling Internal and External Strategies: How Do HR and Networks Affect Startup Performance? | Bing Wu, East China U. of Science and Technology; Xi Zhu, U. of Minnesota
- → Does FDI facilitate Domestic Entrepreneurship? Evidence from the Czech Republic | Marek Lehowicz, East Coast Catalyst & Co Consultants; Jean-Michel Quentier, **ESC-Bretagne Brest**

618 ☐: (Paper Session) - (ENT) Does Passion Have a Place in Entrepreneurship?

8:00am - 9:30am San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 618 Chair: Swapnil Garg, U. of Florida

- ■Is Passion an Espoused or Actual Investment Criterion?: Characteristics that Impact Its Importance | Chervi Mitteness, Northeastern U.; Richard Sudek, Chapman U.; Melissa S. Cardon, Pace U.
- ₽ The Divergent Effects of Autonomy and Passion on Persistence in New Venture Creation | Fei Zhu, Richard Ivey School of Business; Rongdong Chen, Richard Ivey School of Business; Mingxiang Li, U. of Wisconsin, Madison
- Psychological Capital and Entrepreneurial Passion: Testing a Moderated Mediation Model | Mateja Drnovsek, U. of Ljubljana; Melissa S. Cardon, Pace U.
- ■The Bright and Dark Sides of Perceived Trust in the Entrepreneur-angel Investor Dyad | Yannick Bammens, Maastricht U.; Veroniek Collewaert, Maastricht U.

619 ■: (DRP Session) - (ENT) University-Based Entrepreneurship: Motivation, Impact and Policy 8:00am - 9:30am San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 619

- Facilitator: Cristian Eduardo Zamora-Matute. ITESM-EGADE ■The University Entrepreneur: A Census and Survey of Attributes and Outcomes | Tucker James Marion, Northeastern U.; Denise R. Dunlap-Hinkler, Northeastern U.; John H Friar, Northeastern U.
- → ■The Scientist-To-Entrepreneur Metamorphosis and Patenting | Sascha G Walter, Christian-Albrechts-U. of Kiel; Arne Schmidt, Christian-Albrechts-U. of Kiel; Achim Walter, U. of Kiel
- ■Foreign-Born Academic Scientists: Entrepreneurial Academics or Academic Entrepreneurs? | Dirk Libaers, U. of Missouri, Kansas City
- Are More Resources Always Better? Opportunity Discovery and Exploitation by Academic Entrepreneurs | Dirk Libaers, U. of Missouri, Kansas City
- ☐ How The Effect Of University Support On Spin-Off Growth Varies With The Degree Of Relatedness | Victor Scholten, Delft U. of Technology; Emiel F.M. Wubben, Wageningen U.

620 ☐: (DRP Session) - (ENT) Entrepreneurship Theory 8:00am - 9:30am San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 620

Facilitator: James E Wilbanks, U. of Missouri

- Entrepreneurship Education in Elementary School: Does It Make Sense? | Jacob A. L. Vermeire, Vlerick Leuven Gent Management School; Jan M. W. N. Lepoutre, Vlerick Leuven Gent Management School; Mathias Cobben, Vlerick Leuven Gent Management School
- ■An Entrepreneurial Context for the Theory of the Firm: Exploring Assumptions and Consequences | Arturo E Osorio, Rutgers U., Newark; Alfred Reed, Rutgers U.
- Emerging Lenses for Entrepreneurial Action: Effectuation, Bricolage and User Entrepreneurship | Greg Fisher, U. of Washington

Network Diversity Value of Local South African Entrepreneurs: A Grounded Theory Analysis | Eliada Nwosu, U. of Cape Town

■Doing Good to Feel Good - A Theory of Entrepreneurial Decision and Behavior | Shoko Kato, Syracuse U.

621: (Paper Session) - (GDO) Racism, Social Dominance and Citizenship Behaviors

8:00am - 9:30am Grand Hyatt: Lone Star C Tweet this session: **#AOM2011 621**

Chair: Roya Ayman, Illinois Institute of Technology Discussant: C Douglas Johnson, Georgia Gwinnett College

■ A Quantitative and Qualitative Analysis of Social
Dominance Orientation and Race-Related Comments |
Aneika L. Simmons, Sam Houston State U.; Rochelle
Parks-Yancy, Texas Southern U.

- Social Dominance Orientation Predicts Reactions to Black and White Discrimination Claimants | Miguel M. Unzueta, U. of California, Los Angeles; Benjamin Everly, U. of California, Los Angeles; Angélica S. Gutiérrez, U. of California, Los Angeles
- Racial Differences in Helping Behaviors: Role of Respect, Safety and Identification | Barjinder Singh, U. of Houston, Victoria
- To Help or Not? Discrimination Against Minorities, Value for Diversity, and Citizenship Behavior | María Carmen Triana, U. of Wisconsin, Madison; Kwanghyun Kim, Korea U.; Maria Fernanda Wagstaff, U. of Texas, El Paso

622: (GDO) GDO Welcome Coffee/Tea

8:00am - 9:00am Grand Hyatt: Texas Ballroom E Tweet this session: **#AOM2011 622**

Division Chair: David A. Kravitz, George Mason U.

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

Division Chair-Elect: Diana Bilimoria, Case Western Reserve U. Past Chair: Quinetta Roberson, Villanova U.

623: (DRP Session) - (GDO) The Impact of Identity and Dissimilarity on Organizational Outcomes

8:00am - 9:30am Grand Hyatt: Travis B Tweet this session: **#AOM2011 623**

Facilitator: Alisa L Mosley, Jackson State U.

- pu ☐ Differences as a Matter of Feelings: Effects of Dissimilarity on Performance via Affect | Maria Kakarika, Euromed Management
- Does a Positive Diversity Climate Promote Performance in Multicultural Organizations? | Jakob Lauring, Aarhus U.; Jan Selmer, Aarhus U.; Anders Klitmøller, Aarhus U.
- Supplier Diversity, Environmental Munificence, and Focal Firm Performance | Carliss D. Charles, U. of Texas, Dallas; Orlando C. Richard, U. of Texas, Dallas
- ₽⇒ Leading Academic Performance (LAP): The Role of Social Identity Performance for Female Academics | Aicha Serghini Idrissi, U. Libre de Bruxelles; Patricia Garcia-Prieto, U. Libre de Bruxelles

624 **©**: (Paper Session) - (HCM) Retaining Front Line Employees: Burnout and Turnover in Healthcare 8:00am - 9:30am Marriott Rivercenter: Salon K

Tweet this session: #AOM2011 624

Chair: Mattia J Gilmartin, Gilmartin Worldwide, Inc.

The Work Environment and Workarounds in Health Care: The Mediating Role of Staff Burnout | Cheryl Rathert, U. of Missouri; Eric S. Williams, U. of Alabama; Ericka R. Lawrence, U. of Alabama; Jonathon R. B. Halbesleben, U. of Alabama HCM Division Best Theory to Practice Award Nominee

Predicting Instigated Incivility and its Relationship to Burnout: A Longitudinal Study | Michael Leiter, Acadia U.

Quch, That Hurts! Nursing Assistant Injury and the Negative Effects on Workers and Organizations. | Deirdre McCaughey, Pennsylvania State U.; Gwen E McGhan, Pennsylvania State U.; Erin Walsh, Pennsylvania State U.; Rhonda BeLue, Pennsylvania State U.

HCM Division Best Theory to Practice Award Nominee

625 ⊒: (DRP Session) - (HR) Creativity and Innovation in HRM

8:00am - 9:30am Grand Hyatt: Mission A Tweet this session: **#AOM2011 625**

Facilitator: Feirong Yuan, U. of Kansas

- → □HRM's Impact on Innovative Work Behavior | Frances Jørgensen, Aarhus U.; Karen Becker, Queensland U. of Technology; Paul William Hyland, Queensland U. of Technology
- ➡Idiosyncratic Deals and Employee Creative Performance: The Mediating Role of Creative Self-Efficacy | Shuhong Wang, Radford U.; Yi Liu, U. of Houston
- Polar The Effect of Scientists Turnover on the Disruption and Revitalization of Innovation | **Daniel Tzabbar**, Drexel U.
- ☐ Effects of Staffing Insufficiency on the Performance of Teams with Innovative Tasks | Matthias Weiss, Otto Beisheim Graduate School of Management (WHU)
- ■Integrating Dependency and Empowerment into the Transformational Lleadership - Creativity Relationship | Tobias Kollmann, U. of Duisburg-Essen; Christoph Stöckmann, U. of Duisburg-Essen; Patrick Krell, U. of Duisburg-Essen; Sarah Buchwald, U. of Duisburg-Essen

626 → ■ JS: (HR, IM) Pay Differentiation and Variability:

An East-West Comparison and Research Agenda

8:00am - 9:30am Grand Hyatt: Bonham D Tweet this session: **#AOM2011 626** *Chair:* **Dow Scott**, Loyola U. Chicago

Participants: Richard Long, U. of Saskatchewan; Stephen Perkins, U. of Bedfordshire; John Shields, U. of Sydney; Ying Zhu, U. of Melbourne

627 © ☐ JS: (HR, OB) Recent Advances and Future Directions in Research on Self-Regulation

8:00am - 9:30am Grand Hyatt: Lone Star D Tweet this session: **#AOM2011 627**

Chairs: Jessica E Federman, Cornell U.; Bradford S Bell, Cornell II

- Thriving at Work: Toward an Understanding of an Internal Self-Regulatory Gauge | Christine L. Porath, Georgetown U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Cristina Gibson, U. of Western Australia; Flannery G. Garnett, U. of Michigan
- The Effects of Interruptions on Self-Regulated Learning during Web-Based Instruction | Jessica E Federman, Cornell U.; Bradford S Bell, Cornell U.

- A Longitudinal Analysis of Self-Regulated Deliberate Practice and Entrepreneurial Success | Nina Keith, Florida State U.; Jens M. Unger, Giessen U.; Andreas Rauch, Erasmus U. Rotterdam; Michael Frese, National U. of Singapore
- Goal Orientation and Self-Regulation during Team Training I Erich C. Dierdorff, DePaul U.; James Kemp Ellington, Illinois Institute of Technology

628 ■ JS: (HR, OCIS, OB) New Ways of Organizing Work: **Developments, Perspectives and Experiences**

8:00am - 9:30am Grand Hyatt: Independence Tweet this session: #AOM2011 628

Organizers: Clare Kelliher, Cranfield U.; Julia Richardson, York U. Paradoxical Consequences of the Use of Blackberrys? An Application of the Job Demand-Control-Support Model | Charles H Besseyre, HEC Paris; Kristine Dery, U. of Sydney; Judith Sylvia MacCormick, U. of New South Wales

- Understanding Processes of Individual Resistance to New Working Practices: The Case of Deciding Not to Embrace Telework | Daniel Wade Clarke, Liverpool U.
- Creative or Exhausted Workers? A Study into Conditions under Which Telecommuters Experience Flow and Exhaustion | Pascale Peters, Radboud U. Nijmegen; Marijn Wildenbeest, Radbound U.
- The Duality of Connectivity Norms and Human Agency | Paul D. Collins, U. of Washington; Darl G. Kolb, U. of Auckland
- Challenging New Ways of Working for Managers in Global Collaborative Work Environments | Petra M.

Bosch-Sijtsema, Chalmers U. of Technology; Renate Fruchter, Stanford U.; Matti Antero Vartiainen, Aalto U.; Virpi Ruohomaki, Aalto U.

629: (ICW) Haas MORS / OBIR Alumni Breakfast

8:00am - 10:00am Grand Hvatt: Lone Star F Tweet this session: #AOM2011 629

Attendance to this event is by invitation only, and attendees must RSVP in advance.

Organizer: Bernadette Doerr, U. of California, Berkeley

630: (ICW) Career Development International Breaskfast and Editorial Advisory Board meeting

8:00am - 9:00am Grand Hyatt: Travis D Tweet this session: #AOM2011 630

Members of the CDI Editorial Advisory Board are invited to join the editors, Professors Jim Jawahar and Hetty van Emmerik and the publisher, Nancy Rolph, for breakfast and discussion at this year's Academy of Management meeting. A full agenda will be circulated in advance of the meeting.

Organizer: Nancy Rolph, Emerald Group Publishing Limited

631 : (Paper Session) - (IM) When West Meets East: Cultural Values and International Management

8:00am - 9:30am San Antonio Convention Center: Room 207 B Tweet this session: #AOM2011 631

Chair: Karen Moustafa Leonard, Indiana U. - Purdue U., Ft. Wayne → • West Meets East in Stereotypes in Multicultural Global

- Teams: A Culture-Context Perspective | Nurit Zaidman, Ben Gurion U. of the Negev; Ayala Malach-Pines, Ben-Gurion U.
- → Private Sector Manager Value Orientations in Argentina, Brazil, Colombia, Mexico and the Philippines I Edward F. Murphy, Embry Riddle Aeronautical U.; Arnel Onesimo O. Uy,

- De La Salle U.: Regina A. Greenwood. Nova Southeastern U.: Silvia Ines Monserrat, Unicen; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de Sao Paulo; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Sergio Madero, Tecnologico de Monterrey
- → When West Meets East: Does International Experience Matter More than Personality? | Ming Li, ESC Rennes School of Business
- ₽→ Support From the Organization and Citizenship Bbehaviors: Do Cultural Values Matter? | Dan S. Chiaburu, Texas A&M U.; **Subrata Chakrabarty**, U. of Nebraska, Lincoln; Ning Li, Texas A&M U.

632: (DRP Session) - (IM) International Business and Social Network Management

8:00am - 9:30am San Antonio Convention Center: Room 208 Tweet this session: #AOM2011 632

Chair: Richard C Hoffman, Salisbury U.

- → MNEs Mind the Context Gap | James F. Nebus, U. of North Carolina, Charlotte; Kah-Hin Chai, National U. of Singapore
- Advancing New Theory Development in the Field of International Management | Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign; Wenxin Guo, UIUC; Bradley Skousen,
- → Symbolic Management Versus Direct Engagement In Boundary Stretching Practices In China | Livia Anna Markoczy, U. of Texas, Dallas; Sunny Li Sun, U. of Missouri, Kansas City: Mike Peng. U. of Texas. Dallas: Weilei (Stone) Shi, Baruch College; Bing Ren, Nankai U.
- Entrepreneurial Network, Guanxi Support and Small Business Growth: the Cases in China | Xiaoxia Zhu,
- Network Affiliation and Survival of Poorly-performing Foreign Subsidiaries | Sangcheol Song, Bryant U.; Gunae Choi,

633 : (Paper Session) - (IM) Influences on Performance: **Home and Host Country Effects**

8:00am - 9:30am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 633

Chair: Julius H Johnson Jr., U. of Missouri, St. Louis Sinophobia, Chinese Foreign Direct Investmentand Host Communities | Helen Forbes-Mewett, LaTrobe U.; Chris Nyland, Monash U.

- €→ Competition, Legitimation, Agglomeration or Connection: The Paradox of Foreign Entry Performance | Jing'an Tang. Sacred Heart U.
- → Mitigating the Liabilities of Foreignness: Evidence from Newly Industrialised Economies | Chia-Wen Hsu, National Chung Cheng U.; Homin Chen, National Taiwan U.; Hsien-Jui Chung, National Chung Cheng U.
- → Home Regional Focus and Firm Efficiency: The Moderating Role of Regional Integration | Elitsa R. Banalieva, Northeastern U.; Ruihua Joy Jiang, Oakland U.; Michael D Santoro, Lehigh U.

634: (Paper Session) - (IM) The Global Convergence **Controversy: Power Structure and Power Distance**

8:00am - 9:30am San Antonio Convention Center: Room 210 A Tweet this session: #AOM2011 634

Chair: Terri A. Scandura, U. of Miami

- → ➡□Power Distance and Trust: Competing Perspectives on Adapting Management Practices to Cultural Values | Alaka N. Rao, San Jose State U.; Jone L. Pearce, U. of California. Irvine
- Leader-member-exchange and Creativity: The Role of Creative Self-Efficacy and Power Distance | Dayo Akinlade, U. of Illinois, Chicago; Robert C Liden, U. of Illinois, Chicago; Assâad El Akremi, U. of Toulouse 1
- The Global Convergence Controversy: The Mediating Effect of Power Structures Interdependency | Rachida Aissaoui, U. of Memphis
- ■Workplace Reciprocity and the Chinese Personality: Interpersonal Relatedness and Power Distance | Xiaoxiao Hu, George Mason U.; Phillip Gilmore, George Mason U.; Lois Tetrick, George Mason U.; Fang Wei, Shanghai U.

635: (Paper Session) - (IM) **Top Management Teams and Internationalization**

8:00am - 9:30am San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 635

Chair: Sergio Janczak, U. of Western Ontario

- Cultural Distance and the International Migration of Top Managers: Evidence from European Boards | **Kees van Veen**, Groningen U. (RuG); **Padma Rao Sahib**, U. of Groningen
- → ■Top Management Teams, Integration Responsiveness and Performance of the Multinational Corporation | Christopher Williams, Richard Ivey School of Business; W Glenn Rowe, Richard Ivey School of Business; Oswald Hoogeveen, U. of Amsterdam
- → ■Top Executive Compensation, Subnational Institutions and Internationalization | Xiaohui Liu, Loughborough U.; Jiangyong Lu, Peking U.; Amon Chizema, Loughborough U.
- →CEOOrganizational Identification,Inter-Party Cooperation,and International Joint Venture Performance | Bi-Juan Zhong, Fisher College of Business; Yaping Gong, Hong Kong U. of Science and Technology; Yadong Luo, U. of Miami; Zhixing Xiao, China Europe International Business School; Shuming Zhao, Nanjing U.

636 ☐ © ☐: (Paper Session) - (MED) Online Learning and Social Networks in Management Education

8:00am - 9:30am Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 636

Chair: Edward M Cooper, Altius Education

- Pala Does Discipline Moderate Col-Course Outcomes
 Relationships in Online MBA Courses? | J B Arbaugh, U. of
 Wisconsin, Oshkosh
- Online versus Traditional Learning in Management Education: The Role of Personality Traits | John James Cater, Nicholls State U.; Otmar E Varela, U. of Arkansas at Little Rock; Norbert Michel, Nicholls State U.
- ₽ Assessing the Organizational Impact of Executive Development: Knowledge Transfer in Social Networks | Jennifer Lawrence, Harvard U.

MED Barry Armandi Award for Best Student Paper in Management Education and Development for the paper submitted by a student or group of students that best offers the most significant contribution to advance management education and development.

637 □ •: (MED) What to Teach – How to Teach:

Perspectives in Course Design

8:00am - 9:30am Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 637**

Coordinators: Kenneth R. Thompson, DePaul U.; Daniel J Koys, DePaul U.

- U.S. Dept of Labor's Occupational Information Network: A Source for Developing Applied Curriculum | **David Rivkin**, National Center for O*NET Development; **Phil Lewis**, National Center for O*NET Development
- Approaches to Using O*NET Databse for HR Course Desgin | Daniel J Koys, DePaul U.
- Getting Beyond Conceptual Knowledge: A Promising Approcah to Build Applied Knowledge | Timothy Baldwin, Indiana U., Bloomington; Brian D. Blume, U. of Michigan, Flint
- Student Engagement: From Magic Tricks to Magical Learning Outcomes | Robert C. Ford, U. of Central Florida
- A Conceptual Model: Overall Learning Outcomes Aligned to Course Outcomes | **Kenneth R. Thompson**, DePaul U.

638 □: (Paper Session) - (MOC) Work Orientation,

Cognition, and Context

8:00am - 9:30am La Quinta Inn & Suites: Fiesta A&B

Tweet this session: **#AOM2011 638**Chair: David L. Turnipseed, U. of South Alabama

- □ Inflated Applicants: Attribution Errors in Performance
 Evaluation by Admissions Professionals | Samuel A Swift,
 Carnegie Mellon U.; Zachariah Steven Sharek, Carnegie Mellon
 U.
- □ Cognitive Styles in Organizational Behavior: A Four-Decade Review | Eva Cools, Vlerick Leuven Gent Management School
- ➡ The Impact of General Context on Imitation | Chien Sheng Richard Chan, Peking U.; Terence R. Mitchell, U. of Washington
- Reconceptualizing Work Orientation: On Its Origins, Meanings, and Outcomes | Douglas A Lepisto, Boston College; Camille Pradies, Boston College; Michael G. Pratt, Boston College

639 ⊒: (DRP Session) - (MOC) Cognitive Microfoundations of Reputation, Legitimacy and Loss

8:00am - 9:30am La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 639

Facilitator: Frida Pemer, Stockholm School of Economics

- →Affect-based Attribute Substitution as a Microfoundation of Cross-level Legitimacy Spillovers | Patrick Haack, U. of Zurich; Andreas Georg Scherer, U. of Zurich
- Managerial Cognition and Reputation: Does Communication about Firms' Intangibles Affect Performance? | Noel Tracey, Queensland U. of Technology; Boris Kabanoff, Queensland U. of Technology; Cameron John Newton, Queensland U. of Technology
- → □ Development of the Loss Aversion Questionnaire | Shari De Baets, Vlerick Leuven Gent Management School; Marc Buelens, Vlerick Leuven Gent Management School

640 ☐: (Paper Session) - (MOC) **Organizational Identity** 8:00am - 9:30am La Quinta Inn & Suites: Fiesta C

Tweet this session: #AOM2011 640

Chair: Jonathan Randall Moerbe, U. of Texas

- Organizational Identity Change in Cross-Institutional Contexts: The Development of a Hybrid Identity | Gary Thomas Burke, Aston U.
- Forging a Field-Level Identity: Processes Involved in the Formation of a New Industry Identity | Shubha Patvardhan, Pennsylvania State U.
- An Exploration of the Consistency and Continuity of Organizational Identity. | Laura IIIia, IE School of Communication; Peter O. Foreman, Illinois State U.
- ■Paradoxes of Social Enterprises: Sustaining Utilitarian and Normative Identities Simultaneously | Marya Hill-Popper Besharov, Cornell U.; Wendy K. Smith, U. of Delaware

641 □ • → □: (MSR) Bringing Ethics to Life - Dilemmas in the Ethics of Practice and Research

8:00am - 9:30am La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 641

Organizer: Kathryn Goldman Schuyler, Alliant International U. Presenters: Richard Peregoy, U. of Dallas; Peggy Williams Sugarman, Grancell, Lebovitz, Stander, Reubens and Thomas: Marlon Monger, Alliant International U.

642 ☐: (DRP Session) - (OB) Positive Organizational Behavior: Motivation and Leadership

8:00am - 9:30am Grand Hyatt: Bonham B Tweet this session: #AOM2011 642

Facilitator: Sydney Savion, George Washington U.

- Relational Energy at Work: Establishing Construct, Nomological, and Predictive Validity | Bradley Paul Owens, U. of Michigan; Wayne E Baker, U. of Michigan
- ☐ The Contagion Effect of Global Leaders' Positive Psychological Capital on Followers | Joana S. Story, U. Nova de Lisboa: Carolyn M. Youssef. Bellevue U.: Fred Luthans. U. of Nebraska, Lincoln; James A. Bovaird, U. of Nebraska, Lincoln
- → How Does Growth Need Strength Influence Employee Outcomes? Roles of Hope, Leadership, and Culture | Xiao Song Lin, Australian National U.; Jing Qian, Australian National U.: Min Li. South China U. of Technology: Zhen-Xiong Chen. Australian National U.
- → Self-Determination Theory and Job Outcomes: The Moderating Effects of Perceived Autonomous Support I Maree Roche, Waikato Institute of Technology; Jarrod M. Haar,

643 ■: (Paper Session) - (OB) Judging Justice and Fairness: Risk, Biases, and Accuracy

8:00am - 9:30am Grand Hyatt: Bowie C Tweet this session: #AOM2011 643

Chair: Lee Stepina, Florida State U.

- Fairness and Decision Risk: An Application of Prospect Theory to Organizational Justice | Deshani B. Ganegoda, U. of Central Florida; Robert Folger, U. of Central Florida
- ■When Fair Becomes Unfair: Self-Relevance Biases in Memory-Based Judgments of Organizational Justice | Irina Cojuharenco, U. Catolica Portuguesa; Jan Willem Van Prooijen, VU U. Amsterdam; David Patient, Catholic U. of
- ■The Role of Anticipatory Justice Perceptions On Employees' Cooperation In A Merger Context I Tessa

- Melkonian, EM Lyon; Guillaume Soenen, EM Lyon; Maureen L. Ambrose, U. of Central Florida
- →Clear and Ambiguous: Do Employees Always Judge Fairness Based on Clear and Accurate Information? | Xin Qin, GSM, Peking U.; Run Ren, GSM, Peking U.

644 ☐: (DRP Session) - (OB) Surface and Deep-Level Diversity: Relationships to Team and Organizational Performance

8:00am - 9:30am Grand Hyatt: Crockett B Tweet this session: #AOM2011 644

Facilitator: Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign

- → Female Japanese Managers Working for Foreign Subsidiaries: The Avant-Garde of Societal Change? | Markus Pudelko, Tübingen U.; Helene Tenzer, Tübingen U.; Eriko Varkey, Tübingen U.
- Boundary Spanning within Multiteam Systems: The Roles of Functional Experience and Identification | Thom De Vries, U. of Groningen; Frank Walter, U. of Groningen; Gerben van der Vegt, U. of Groningen; Peter Essens, TNO; Ad Vogelaar, Netherlands Defense Academy
- → Diversity in Goal Orientation, Team Performance, and Internal Team Environment. | Marcello Russo, Parthenope U. of Naples

645 ☐: (DRP Session) - (OB) Why Minds Matter: Learning, Knowledge and Development in Organizations

8:00am - 9:30am Grand Hyatt: Crockett C Tweet this session: #AOM2011 645

Facilitator: Richard N. Landers, Old Dominion U.

- □ How Mindset Matters: The Direct and Indirect Effects of Employees' Mindset on Job Performance | Matthew Zingoni, Syracuse U.; Kris Byron, Syracuse U.; Suzanne J. Peterson, Arizona State U.
- □ → Games Managers Play: Play As a Form of Leadership Development | Ronit Kark, Bar Ilan U.
- ₽ Rather a Hedgehog or a Fox? A Knowledge Density Perspective on Specialists and Generalists. | Maartje Eva Schouten, Erasmus U. Rotterdam; Will Felps, RSM Erasmus U.
- Absorptive Capacity at the Individual Level: A Measurement Scale and Nomological Network | Alex da Mota Pedrosa, U. of Southern Denmark; Claudia Jasmand,

646 ☐: (DRP Session) - (OB) Perspectives of Authentic Leadership and Relationships to Follower and Group **Outcomes**

8:00am - 9:30am Grand Hyatt: Crockett D Tweet this session: #AOM2011 646

Facilitator: Ned Wellman, U. of Michigan, Ann Arbor

- Self-Monitors, Authentic Leaders, & Self-Delusion: A New Approach to Self-Monitoring and Leadership | G. James **Lemoine**, Georgia Institute of Technology
- № When and How Authentic Leadership Links to Follower Effectiveness? | Danni Wang, GSM, Peking U.; Hui Wang, Peking U.; Yang Sui, GSM, Peking U.
- Authentic Leadership and Innovation in Work Groups: Uncovering Mediating and Moderating Processes | Fred O.

- Walumbwa, Arizona State U.; Chad A. Hartnell, Arizona State U.; Amanda Christensen, Arizona State U.
- ■Three Studies of The Effects of Perceived Leader Sincerity on Follower Outcomes | Arran Caza, Wake Forest U.; Gang Zhang, London Business School; Lu Wang, U. of New South Wales; Yuntao Bai, Xi'an Jiaotong U.; A Silke McCance, Procter & Gamble Company
- Are You for Real? Relationships between Implicit/Explicit Self-Esteem and Authentic Leadership | Brandon Randolph-Seng, Texas Tech U.; William L. Gardner, Texas Tech U.

647 ☐: (Paper Session) - (OB) Broadening the Conceptulaization of Fit: Multi-Dimension and Multi-Type Consideration

8:00am - 9:30am Grand Hyatt: Republic A Tweet this session: #AOM2011 647

Chair: Michael Bashshur, U. Pompeu Fabra

- □ Linking the Fits, Fitting the Links: Connecting Different Types of PO Fit to Attitudinal Outcomes | Aegean Oi Kam Leung, U. of Victoria; Sankalp Chaturvedi, Imperial College London
- ⇒→ Perceptions of Fit and Misfit: An In-Depth Study of Similarities and Differences | Danielle Laurette Talbot, Coventry U.; Jon Billsberry, Coventry U.
- → ☐ The Homology of Person-Group Fit: A Multilevel Analysis of Supplementary and Complementary Fit | Amy L. Kristof-Brown, U. of Iowa; Jee Young Seong, U. of Iowa; David S. DeGeest, U. of Iowa; Won-Woo Park, Seoul National U.; Doo-Seung Hong, Seoul National U.
- Exploring Multi-Dimensional Structure of Complementary Person-Organization Fit | Marina N Astakhova, Kent State U.; Mary Hogue, Kent State U.

648 → □: (OB) Individual and Relational Routes to Employability

8:00am - 9:30am Grand Hyatt: Republic B Tweet this session: **#AOM2011 648**

Organizer: Aukje Nauta, U. of Amsterdam

Chairs: Denise M. Rousseau, Carnegie Mellon U.; Mel Fugate, Southern Methodist U.

Idiosyncratic Deals and Employability: A Multifaceted Relationship | Severin Hornung, Hong Kong Polytechnic U.

Individual and Relational Routes to Employability | Irene E. De Pater, U. of Amsterdam; Aukje Nauta, U. of Amsterdam

Employer and Employee Views on Obligations on Staying Employable: Differences across Industries | Rene Schalk, Tilburg U.; Charissa Freese, Tilburg U.

Supervisor-Subordinate Age Dissimilarity Effects on Expertise Ratings: Can They Be Buffered? | **Beatrice Van der Heijden**, Radboud U. Nijmegen

649 → SHCS: (OB) New Directions for Psychological Contract Research in 2011: Content, Methods, and Applications

8:00am - 9:30am Grand Hyatt: Travis C Tweet this session: **#AOM2011 649**

Chairs: Matthijs Bal, Erasmus U. Rotterdam; Tim Vantilborgh,

Vrije U. Brussel

Discussant: Jeffery A. Thompson, Brigham Young U.

- Ideology in the Psychological Contract: An Investigation of Attitudinal and Behavioral Outcomes | **John B. Bingham**, Brigham Young U.
- Working for a Cause: The Effects of Ideological Breach and Fulfillment on Volunteers' Work Effort | Tim Vantilborgh, Vrije U. Brussel; Jemima Bidee, Free U. Brussels; Roland Pepermans, Vrije U. Brussel; Jurgen Willems, Free U. Brussels; Gert Huybrechts, Free U. Brussels; Marc Jegers, Vrije U. Brussel
- The Role of Attributions for Broken and Fulfilled Promises on Daily Mood and Work Behaviors | **Neil Conway**, London U., Birkbeck; **Tina Kiefer**, U. of Warwick; **Rob B. Briner**, U. of London
- Disentangling Promises and Expectations: Simple, People Expect What They Are Promised | Samantha D. Montes, U. of Toronto
- The Psychological Contracts of High Potential Employees: Does Organizational Investment Pay off? | Nicky Dries, Katholieke U. Leuven; Elke Van Roy, Vrije U. Brussel; Roland Pepermans, Vrije U. Brussel

650 □ JS: (OB, CM, OMT) Social Networks and Negative Ties: Research Opportunities and Challenges for the Next 5 Years

8:00am - 9:30am Grand Hyatt: Lone Star E Tweet this session: **#AOM2011 650**

Organizers: Joshua Marineau, U. of Kentucky; Anthony C. Hood, The U. of Alabama

Chair: Giuseppe Labianca, U. of Kentucky

Discussants: Vijaya Venkataramani, U. of Maryland, College Park; Karen A. Jehn, Melbourne U.; Stephen Borgatti, U. of Kentucky; Zuzana Sasovova, VU U. Amsterdam; Inga Carboni, College of William and Mary

- Centrality in Negative Affective Networks as Functions of Position in Positive Affective Networks | Inga Carboni, College of William and Mary; Richard Gilman, Cincinnati Children's Hospital Medical Center
- Methodological and Theoretical Issues in the Treatment of Negative Ties in Social Network Analysis | **Stephen Borgatti**, U. of Kentucky; **Martin Everett**, U. of Manchester
- Social Assets or Social Liabilities? A Social Capital View of Team Conflict and Creativity | **Anthony C. Hood**, The U. of Alabama; **Daniel Gregory Bachrach**, U. of Alabama
- Direct and Indirect Negative Ties and Individual Performance | Joshua Marineau, U. of Kentucky; Giuseppe Labianca, U. of Kentucky; Gerald C Kane, Boston College
- The Accuracy of Network Perceptions over Time | Zuzana Sasovova, VU U. Amsterdam; Ajay Mehra, U. of Kentucky

651 �→ ← JS: (OB, HR) The Dark and Bright Sides of Workplace Envy

8:00am - 9:30am Grand Hyatt: Seguin A Tweet this session: #AOM2011 651

Chairs: Yochi Cohen-Charash, Baruch College; Michelle K. Duffy, U. of Minnesota

Discussant: Sigal Barsade, U. of Pennsylvania

The Bright Side of a Deadly Sin: Why It Is Better to Envy than to Admire | Niels van de Ven, Tilburg U.; Marcel Zeelenberg, Tilburg U.; Rik Pieters, Tilburg U.

- Envy, Self-Esteem and Interpersonal Counterproductive Work Behaviors: Evidence from China | **Yuhui Li**, Renmin U. of China; **John Schaubroeck**, Michigan State U.
- Envy in Othello: Can Effort Explain Such a Tragic Issue? | **Jeremy Celse**, U. of Montpellier
- Situational and Personal Determinants of Constructive and Destructive Reactions to Envy | Yochi Cohen-Charash, Baruch College; Elliott Larson, Baruch College
- Job Seekers Turning Green: The Relationship between Envy and Job Search Behaviors | Michelle K. Duffy, U. of Minnesota; Brian R. Dineen, U. of Kentucky; Chris A. Henle, Colorado State U.; KiYoung Lee, U. of Minnesota

652 ■ SHCS: *(OB, HR, CAR)* Behavioral Outcomes of Job Insecurity

8:00am - 9:30am Grand Hyatt: Seguin B Tweet this session: **#AOM2011 652**

Organizer: Emily Amdurer, Case Western Reserve U.

Panelists: Mindy Krischer, U. of Houston; Emily Amdurer, Case Western Reserve U.; Mindy Krischer, U. of Houston; Rebecca J. Bennett, Louisiana Tech U.; Mark A. Griffin, U. of Western Australia; Zehava Rosenblatt, U. of Haifa; Susan J. Ashford, U. of Michigan

Authors: Jian Liang, Shanghai JiaoTong U.; Cynthia Lee, Northeastern U.; Chak Fu Lam, U. of Michigan, Ann Arbor; Kori Callison, U. of Houston; Anit Somech, U. of Haifa

653 ⊒: (Paper Session) - (OC/S) Information Systems and Organizational Learning

8:00am - 9:30am San Antonio Convention Center: Room 206 A Tweet this session: #AOM2011 653

Chair: Ruey-Lin Hsiao, National Chengchi U.

- Diversification versus Specialization in Learning after Information Systems Implementation | Tianshi Wu, Georgia Institute of Technology; Sandra Slaughter, Georgia Institute of Technology; Chris Forman, Georgia Institute of Technology; Sridhar Narasimhan, Georgia Institute of Technology; German Retana, Georgia Institute of Technology; Sebastian Urbina, Barkawi Management Consultants
- Toward a Framework of Web 2.0 Driven Organizational Learning | Kuang-Yuan Huang, State U. of New York, Albany; Senem Guney, State U. of New York, Albany
- ⊟How Core Members of Electronic Networks of Practice Contribute to Organizational Learning | Marlous Agterberg, VU U. Amsterdam; Bart van den Hooff, VU U. Amsterdam; Marleen Huysman, VU U. Amsterdam

654 □: (DRP Session) - (OCIS) Communication Feedback and Information Technology

8:00am - 9:30am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 654

Facilitator: JoAnne Yates, Massachusetts Institute of Technology

Too Much of a Good Thing? Feedback Distractions During

- Computer-Mediated Group Collaboration | **Kent Marett**, Mississippi State U.; **Laura Elizabeth Marler**, Mississippi State U.
- Sociological and Psychological Determinants of Texting in an Undergraduate Population | Sharon P. McKechnie, Emmanuel College

- ☐ The Role of Feedback Intervention in Effective Knowledge Sourcing | Naren Peddibhotla, SUNY IT Utica; David L. McLain, State U. of New York, Oswego; Ramon J. Aldag, U. of Wisconsin, Madison
- Stopping the Flow of Novel Employee Communication: Managerial Voice Propagation And Time Pressure | Nancy Lam, Keck Graduate Institute
- □ Organization and Crisis: The Interplay of Corporate Communication, News, Public Awareness and Shares | Jan Kleinijenhuis, VU U. Amsterdam; Sonja Utz, VU U. Amsterdam; Dirk Oegema, VU U. Amsterdam; Friederike Schultz, VU U. Amsterdam

655 → □: (Paper Session) - (ODC) Dynamic Capability, Organizational Learning, and the Nature of Strategic Lock-in

8:00am - 9:30am Grand Hyatt: Crockett A Tweet this session: **#AOM2011 655**

Chair: Larry M. Starr, U. of Pennsylvania

- Dynamic Capabilities Revisited: Deduction of an Operationalizable Dynamic Capability Understanding | Jutta Wollersheim, Technical U. München; Erich W. Barthel, Frankfurt School of Finance and Management
- Learning Orientation Enacted: How Individual Efforts to Learn Develop Dynamic Capabilities | Robert Edward Robinson, Texas Tech U.; Di Wu, Texas Tech U.
- Exploring the Nature of Strategic Lock-in: The Emergence and Maintenance of a Strategic Core | Daniel Geiger, U. of Kaiserslautern; Jochen Koch, Europa U. Frankfurt; Elena P. Antonacopoulou, U. of Liverpool

656 → □: (Paper Session) - (ODC) The Impact of Leadership, Performance, and Environment on Improvisation and Organizational Agility

8:00am - 9:30am Grand Hyatt: Presidio B Tweet this session: **#AOM2011 656**

Chair: Taco Reus, Erasmus U. Rotterdam

- ■Sink or Swim: Empowering Leadership and Overload in Dealing With Unexpected | Massimo Magni, Bocconi U.
- □ A Dialogical Exploration of Solo Improvisation in Musical Work | Nic Beech, U. of St Andrews; Gail Greig, U. of St Andrews; Holly Patrick, U. of St Andrews; David Sims, City U. London
- Organizational Agility | Boaz Shalit, Ono Academic College; Eyal Yaniv, Bar Ilan U.

657 ⊕ ⊕ → ← □: (ODC) ODC Kick-Off Session: Bridging East and West in ODC Research, Teaching, and Practice

8:00am - 9:30am Grand Hyatt: Texas Ballroom A Tweet this session: **#AOM2011 657**

Moderator: James D Ludema, Benedictine U. Presenter: Mary Yoko Brannen, INSEAD

Panelists: Quy Nguyen Huy, INSEAD; Ram Tenkasi, Benedictine

U.; Kwok Leung, City U. of Hong Kong

658 ⊕ • → • □ JS: (ODC, MC) Reframing "Evidence" to Catalyze Collaboration in Organizations

8:00am - 9:30am Grand Hyatt: Lone Star A Tweet this session: #AOM2011 658

Chairs: Tojo Thatchenkery, George Mason U.; Gopakumar Gopalakrishnan, Infosys Technologies

- Discussant: KB Akhilesh, Indian Institute of Science
 The Aesthetics of Transformative Cooperation | Frank J.
 Barrett, Naval Postgraduate School
- Positive Design for Collaboration: A Case Study of the New Bangalore Metro Mass Transit System | **Tojo Thatchenkery**, George Mason U.
- Renewal of Management Culture: Academic Research Intervention as a Catalyst | Hanna Lehtimäki, U. of Tampere; Johanna Kujala, U. of Tampere; Sirkka Hagman, Nokian Tyres
- Application of Network Perspectives to Foster Collaboration: Lessons from a High Technology Firm | Gopakumar Gopalakrishnan, Infosys Technologies; Daniel Halgin, U. of Kentucky

659 → ← .: (Paper Session) - (OM) Cultural and Behavioral Effects on Operations Strategy & Performance

8:00am - 9:30am San Antonio Convention Center: Room 215

Tweet this session: **#AOM2011 659**Chair: Candido Perez, IESA-Tulane U.

- ☐ The Influence Country Culture on Lean Manufacturing Effectiveness | Thomas Kull, Arizona State U.; Tingting Yan, Arizona State U.
- ☐ The Culture-Effectiveness Linkage: Looking Through Resource-Based View Lens in a Manufacturing Arena | Michael Naor, George Mason U.; Ednilson Santos Bernardes, Georgia Southern U.; Janine Sanders, U. of St. Thomas; Susan Meyer Goldstein, U. of Minnesota, Twin Cities; Roger Schroeder, U. of Minnesota
- → A Behavioral Perspective to Operations Strategy: Evidence from an In-Depth Field Study | Pekka Helkiö, Aalto U.; Virpi Turkulainen, Aalto U.
- → ➡ The China Syndrome: Competence and capability in quality in the High-Tech sector | **Damien Power**, U. of Melbourne

660 ☐: (DRP Session) - (OMT) Origins and Attributions of Corporate Social Responsibility

8:00am - 9:30am San Antonio Convention Center: Room 206 B Tweet this session: **#AOM2011 660**

Chair: Nicholas J. Switanek, Northwestern U.

- Organizational Responsiveness to Human Suffering as Compassionate Corporate Philanthropy | Alan Muller, U. of Amsterdam; Michael D. Pfarrer, U. of Georgia
- Understanding Attributions of Corporate Social Irresponsibility | Donald Lange, Arizona State U.; Nathan T. Washburn, Thunderbird
- Janus-Faced Do-Gooders? An Upper Echelon Perspective on Philanthropic and CSR Priorities | Razvan Lungeanu, Northwestern U.; Klaus Weber, Northwestern U.
- ☐ Theorization and the Evolution of an Institutional Logic of Corporate Social Responsibility | Sébastien Mena, U. of Lausanne

661 ☐: (DRP Session) - (OMT) Politics and Bargaining Within and Between Organizations

8:00am - 9:30am San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 661 Chair: TI Hill. Temple U.

- Expansive Innovating: A Model for Issue Selling in New Product Development Teams | **Kristina Lauche**, Radboud U. Nijmegen
- → Constructing Collaboration at ATLAS, CERN | Raghu Garud, Pennsylvania State U.; Barbara Gray, Pennsylvania State U.; Philipp Tuertscher, WU Vienna
- →Tasks and Politics: Explaining Rule Change in Unesco's World Heritage Program, 1977-2004 | Sergey E. Osadchiy, Erasmus U. Rotterdam; Pursey Heugens, RSM Erasmus U.; Edward Carberry, Erasmus U. Rotterdam
- → ☐ The Lobbying for and Acceptance of Entrepreneurial Ideas Within Organizations | Xavier Castañer, U. of Lausanne; Dirk De Clercq, Brock U.; Imanol Belausteguigoitia, Instituto Tecnologico Autonomo de Mexico

662 ☐: (OMT) OMT Breakfast and Distinguished Scholar

8:00am - 9:30am San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 662

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

Distinguished Speaker: Joel Baum, U. of Toronto

663 ⊒: (DRP Session) - (OMT) Isomorphism & Institutional Pressure

8:00am - 9:30am San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 663

Chair: Carmelo Mazza, IE Business School

- ☐ Tie Me Up, Tie Me Down: Power-Dependence and Conformity in Dual Candidates-Audience Interfaces | Rodolphe Durand, HEC Paris; Julien Jourdan, HEC Paris
- Organizations and Ethics: Field-level versus Firm-level Sources of Adoption and Implementation | David Chandler, U. of Texas, Austin
- Same Same but Different? The Relation between Structural and Strategic Isomorphism in Organizations | Anders Villadsen, Aarhus U.

664 ☐: (Paper Session) - (OMT) Exploration and Exploitation

8:00am - 9:30am San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 664

- Chair: Patricia Klarner, LMU Munich
- Reinventing (Parts of) the Wheel: Reconceptualizing Ambidextrous Product Development Strategies | Eric C. Dahlin, Brigham Young U.
- ➡Great Vessels Take a Long to Mature: Early Success Trap & Competence in Exploitation and Exploration | Mooweon Rhee, U. of Hawaii; Tohyun Kim, Sungkyunkwan U.
- □ Is There Exploitative Exploration Or Exploratory Exploitation? Reference and Degree Matter | Peiran Su, U. College Dublin
- ₽☐ Structural Autonomy, Social Networks, and the Exploration and Exploitation of Knowledge | Emily Erikson, Yale U.; Sampsa Samila, Brock U.

665 €→ □JS: (OMT, ODC, IM) The Role of Culture for Organizations and Their Performance

8:00am - 9:30am San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 665

Organizational Culture - New Insights into some Critcal Questions | Sonja A. Sackmann, U. Bundeswehr, Munich Indicators and Effects of Positive Organizational Culture | Kim Cameron, U. of Michigan

The Impact of Consistency on the Relationship Between Culture and Performance | Ryan Smerek, Northwestern U.

Looking Where the Light is Best: Thoughts About an Agenda for Research on Culture and Performance | Daniel Denison,

Implications for Designing, Leading, Changing & Researching Organizations and their Culture (Panel) | Sonja A. Sackmann, U. Bundeswehr, Munich; Kim Cameron, U. of Michigan; Daniel Denison, IMD; Ryan Smerek, Northwestern U. Participant: Sonja A. Sackmann, U. Bundeswehr, Munich

666 ☐: (DRP Session) - (ONE) Organizational Design, Governance and Values on the Natural Environment

8:00am - 9:30am Marriott Riverwalk: Salon A Tweet this session: #AOM2011 666

Facilitator: Carolyn P. Egri, Simon Fraser U.

- ■When Individual Environmental Preferences Influence the Team: Decisions and Consequences | Jose Manuel De la Torre-Ruiz, U. of Granada; J. Alberto Aragón-Correa, U. of Granada; Inmaculada Martin-Tapia, U. of Granada; Javier Aguilera-Caracuel, U. of Granada
- Encouraging Consumers' Eco-label Use: The Role of Trust and Environmental Knowledge | Nicole Darnall, George Mason U.; Cerys Ponting, BRASS Institute, Cardiff U.; Diego Alfonso Vazquez, BRASS Institute, Cardiff U.
- Transverse Responsible Initiatives in Fragmented Value Systems: Conditions and Limits | Aurelien Acquier, ESCP Europe; Thibault Daudigeos, Grenoble Ecole de Management; Bertrand Valiorgue, ESC Clermont Graduate School of Management
- ■Creativity for Organizational Sustainability: Value and Belief Predictors | Keith James, Portland State U.
- Why Firms Address Climate Change: An Institutional and Corporate Governance Framework. | Patricia Kanashiro, George Washington U.

667: (Paper Session) - (PNP) Collaboration in Public-Private

Partnerships: New Perspectives

8:00am - 9:30am Marriott Riverwalk: Salon C Tweet this session: #AOM2011 667

Chair: Robert C. Myrtle, U. of Southern California

Deliberation and Decision in Collaborative Forums: A Simulation of the Effects of Power Imbalance | Taehyon Choi. U. of Southern California: Peter J. Robertson, U. of Southern California

Resource, Relational and Institutional Antecedents to Renewal in Public-Private Partnerships | Troy A. Voelker, U. of Houston, Clear Lake; William Cordell McDowell, East Carolina U.

- № Overcoming Collaboration Barriers in Affordable Housing Public-Private Partnerships I Jennifer Madden. Case Western
- Collaborations | Khaldoun AbouAssi, Syracuse U.

668: (Paper Session) - (PNP) Employee Motivation, Wages and Incentives: Cross-sector Comparisons

8:00am - 9:30am Marriott Riverwalk: Salon F Tweet this session: #AOM2011 668

Chair: Kirsten Grønbjerg, Indiana U.

- ■Inclusive Governance Settings: Promoting Satisfaction by Enabling the Use of Creativity | Ermanno C. Tortia, U. of Trento; Silvia Sacchetti, U. of Stirling
- Differences in Wage-Payment System Between Cooperatives and Capitalist Firms | Jesus Clemente, U. de Zaragoza; Millan Diaz-Foncea, U. de Zaragoza; Carmen Marcuello, U. de Zaragoza; Marcos Sanso, U. de Zaragoza
- ■The Use of Incentives in Nonprofit Organizations | Gerhard Speckbacher, WU Vienna
- Affective Commitment and Variability in the Organizational Climate of Government Agencies | Shahidul Hassan, Ohio State U.; John Rohrbaugh, State U. of New York, Albany

669 ☐: (Paper Session) - (RM) Advancing research with Latent Class Analysis, Dominance Analysis, and by **Incorporating Outliers**

8:00am - 9:30am La Quinta Inn & Suites: Fiesta D Tweet this session: #AOM2011 669

Chair: Brian Boyd, Arizona State U.

- Disentangling Conflicts, Aggression and Workplace Bullying with Latent Class Analysis I Guy Notelaers. Maastricht U.: Stale Einarsen. U. of Bergen: Morten Birkeland Nielsen, U. of Bergen
- ■Dominance Analysis of Two Commonly Used Measures of Organizational Justice | Brian K. Miller, Texas State U.: Robert Konopaske, Texas State U.; Zinta S. Byrne, Colorado
- Incorporating Outliers in Empirical Research in Competitive Strategy | Felipe Buchbinder, EBAP-FGV; Rafael Burstein Goldszmidt, Fundacao Getulio Vargas

670 ☐: (Paper Session) - (SAP) Institutional Logics and Legitimation Strategies

8:00am - 9:30am San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 670

Chair: Patrick Regner, Stockholm School of Economics

PuWhen Logics Coexist: How Work Practices and Institutional Accounts Reconfigure Institutional Logics | Jane Kirsten Le, U. of Sydney

SAP Best Paper Award

- Legitimating Contentious Decisions in MNCs: A Rhetorical Perspective | Julia Balogun, Lancaster U.; Kathryn Fahy, Lancaster U.; Eero Vaara, Hanken School of Economics
- ■Strategizing at 'The Clashing Point': Legitimation In Pluralistic Contexts | Rebecca Suzanne Bednarek, Victoria U. of Wellington; Urs Daellenbach, Victoria U. of Wellington; Sally **Davenport**, Victoria U. of Wellington

671 → □: (DRP Session) - (SIM) Ethics at Multiple Levels of Analysis and Contexts

8:00am - 9:30am Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 671 Chair: Frances A Viggiani, Alfred U.

- ■Workplace Bullying: Calling for an Interactionist Approach | Al-Karim Samnani, York U.; Parbudyal Singh, York U.
- Neuroscience Research and Ethical Leadership: Fact or Fancy? | Christian Voegtlin, U. of Zurich; Ina Kaufmann, UFSP Ethik
- Information Gathering During Ethical Decision Making | Amy Joy Guerber, U. of Arkansas; Vikas Anand, U. of Arkansas
- Business Ethics and Market 'Karma': Re-examining the Social-Financial Performance Link | Afshin Mehrpouya, ESSEC Business School - Paris; Imran Chowdhury, ESSEC Business School - Paris
- Entrepreneurs' Ethically Suspect Behaviors and Effective Information Acquisition | Jintong Tang, Saint Louis U.; Shaji Khan, U. of Missouri, St. Louis; Renhong Zhu, National Sun Yat-sen U.

672 → ◀□: (Paper Session) - (SIM) Corporate Responsibility: Meaning, Motivation, and Level of Analysis

8:00am - 9:30am Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 672**

Chair: Stephen Brammer, U. of Warwick

- CSR- Challenging Scientific Research? Academics' and Practitioners' Language Games | Bernadette Bullinger, U. of Leeds
- The Global Compact: An Analysis of the Motivations and Outcomes of Adoption in the Spanish Context | Jorge Alexis Arevalo, William Paterson U.; Deepa Aravind, City U. of New York-College of Staten Island
- ■Why Do Firms Do Good? Industry Conditions and Firms' Motivation for Social Responsibility | Donald J. Schepker, U. of Kansas; Matt Luth, U. of Kansas

673 JS: (SIM, OB, CM) New Developments on the Nature and Influence of Unethical Work Behavior

8:00am - 9:30am Marriott Rivercenter: Salon M Tweet this session: **#AOM2011 673**

Chairs: Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.

Discussant: Linda K. Trevino, Pennsylvania State U.

- The Happy Enabler: Positive Affect and Its Influence on Prosocial Unethical Behavior | Richard Grover Gardner, Texas A&M U.; Elizabeth Eve Umphress, Texas A&M U.; Keith Leavitt, United States Military Academy; Adam C. Stoverink, Texas A&M U.; Ricky W Griffin, Texas A&M U.
- Evil Comes Quietly: Unethical Behavior as a Result of Subtle Leader Influences | Sean Martin, Cornell U.; Francesca Gino, Harvard U.; James R. Detert, Cornell U.
- Abusive Supervision as a Retaliatory Action | Mary Bardes, Drexel U.; Rebecca L. Greenbaum, Oklahoma State U.; Katrina A Graham, Drexel U.
- An Investigation of When Unethical Behavior is Imitation versus Retaliation | Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.

674 ☐: (Paper Session) - (TIM) Innovation and the CEO

8:00am - 9:30am San Antonio Convention Center: Room 006 A

Tweet this session: **#AOM2011 674** *Chair:* **Emily Cox**, Stanford U.

- ⊒CEO Stock Options, Slack, and Strategic Risk-Taking: Do Reference Points Matter? | Elizabeth Lim, U. of Texas, Dallas; Livia Anna Markoczy, U. of Texas, Dallas; Rachel Croson, U. of Texas, Dallas
- Do Succession-CEOs Affect the Market Value of Innovative Announcement? | Ying-Jiuan Wong, National Kaohsiung U. of Applied Sciences; Li-Yu Chen, Fo Guang U.
- ■Board Capital, CEO Stock Holdings and Learning Orientation: Exploration vs. Exploitation | Chia-Jung Lee, National Taiwan U.

675 ■: (Paper Session) - (TIM) **Technology and Industry Lifecycles**

8:00am - 9:30am San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 675

Chair: Helder Sebastiao, U. of San Diego

- ₽ Entry Timing Advantages and the Categorical Dynamics of the Industry Life Cycle | Stine Grodal, Boston U.; Fernando Suarez, Boston U.; Aleksios Gotsopoulos, Boston U.
- □ Innovation through Online Collaboration with Consumers: Implications Over the Technology Lifecycle | Benedikt Fabian Langner, U. of Oxford; Victor P. Seidel, U. of Oxford
- ■Technology Sourcing Strategies and Innovative Performance: The Role of Industry Life Cycle | Chirag Patel, Grenoble Ecole de Management; Mb Sarkar, Temple U.

676 ☐: (Paper Session) - (TIM) Technological Alliances

8:00am - 9:30am San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 676

Chair: Alisa H. Watt, Rensselaer Polytechnic Institute

- Do Ties Really Bind? Consensus Formation in Multi-Firm Technology Consortia | Ram Ranganathan, Wharton School
- The Role of Technological Knowledge Breadth in Facilitating Exploration in Strategic Alliances | **Jing Zhang**, Iowa State U.; **Pol Herrmann**, Iowa State U.
- → Preferences for Rights in Strategic Alliances: A Property Rights and Capabilities Perspective | Carolin Haeussler, U. of Munich; Matthew J Higgins, Georgia Institute of Technology

677 ⊟: (DRP Session) - (TIM) Intellectual Property Measurement and Valuation

8:00am - 9:30am San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 677

Facilitator: Bart Van Looy, Katholieke U. Leuven

- → □ Defending Patents' Validity: An Empirical Analysis of German Patent Invalidation Proceedings | Timo Fischer, Technical U. München
- Small Firms, Big Patents? Estimating Patent Value Using Data on Israeli Start-Ups' Financing Rounds | Gili Greenberg, Bocconi U.
- Trademarks as Innovation Measurement for Knowledge Intensive Business Services | Matthias Gotsch, Brandenburg Technical U. Cottbus; Christiane Bettina Hipp, Brandenburg Technical U. Cottbus

- Patent Valuation in Real World Markets An Empirical Analysis of Ocean Tomo Patent Auctions | **Jan Leidinger**, Technical U. München

678 ©→ □ JS: (TIM, BPS) Organizing Open Innovation: Combining Value Creation and Value Appropriation

8:00am - 9:30am San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 678

Organizers: Dries Faems, U. of Twente; Alberto Di Minin, U. of California, Berkeley

Discussant: Juan Alcacer, Harvard U.

- Open Innovation: Integration, Innovation, and Adaptability | Stefano Brusoni, Bocconi U.; Andrea Prencipe, G. D'Annunzio U.
- Make, Buy, and Sell? Testing the Open Innovation Paradigm | **Bruno Cassiman**, IESE Business School; **Giovanni Valentini**, Bocconi U.
- Applying Open Innovation in Low-Tech SMEs: How to Create and Capture Value? | Wim Vanhaverbeke, Hasselt U.
- Strategic Openness: The Selective Use of Open Strategies for Competitive Advantage | **Joel West**, San Jose State U.

Monday 8:30AM

679: (AAA) Placement Services

8:30am - 4:30pm Marriott Rivercenter: Reg Desk 1 Tweet this session: **#AOM2011 679**

Placement Services - Registration and Information

Organizers: Wendy Kramer, Keystone College; La Verne Hairston Higgins, Eastern Michigan U.

Monday 9:45AM

680 ⊒: (Paper Session) - (BPS) Earnings, Analysts, and Information Asymmetry

9:45am - 11:15am San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 680

Chair: Christopher Ray Reutzel, Utah State U.

- Can Firms Prevail Adversity through Earnings
 Management? The Evidence from Biotechnology Ventures
 Saira Latif, U. of Massachusetts, Lowell; Yi Yang, U. of
 Massachusetts, Lowell; Dona Marie DeCarolis, Drexel U.
- □ The Case For Transparency: Development and Validation of a Measure of Perceived Transparency | Andrew Schnackenberg, Case Western Reserve U.
- → ☐ The Deterrence Effects of Vicarious Punishments on Corporate Financial Fraud | Daphne W. Yiu, Chinese U. of Hong Kong; Yuehua Xu, The Chinese U. of Hong Kong; William P. Wan, Texas Tech U.
- Security Analysts' Stock Recommendations: The Influence of All-American Analysts on Their Peers | **Joshua Hernsberger**, U. of California, Irvine; **Margarethe F Wiersema**, U. of California, Irvine

681 ⊒: (Paper Session) - (BPS) Strategic Renewal and Ambidexterity

9:45am - 11:15am San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 681

Chair: Catherine A Maritan, Syracuse U.

- → Attraction A New Perspective on Strategic Renewal |
 Patrick Regner, Stockholm School of Economics; Claes
 Bohman, Stockholm School of Economics
- → Architectural Leverage: Putting Platforms in Context | Llewellyn D W Thomas, Imperial College Business School; Erkko Autio, Imperial College Business School; David M Gann, Imperial College London
- Investigating Temporal Ambidexterity: Focus, Switch, Cycle Duration, and Firm Performance | Ribuga Kang, U. of Minnesota, Twin Cities; Sang-Joon Kim, U. of California, Irvine
- ■The Dynamics of Ambidextrous Decision Making | Johannes Luger, U. of St. Gallen; Alexander Zimmermann, U. of St. Gallen; Stefan N. Groesser, U. of St. Gallen

682 =: (DRP Session) - (BPS) Corporate Investment

Strategies: Acquisitions, Alliances, and IPOs

9:45am - 11:15am San Antonio Convention Center: Room 202 B Tweet this session: **#AOM2011 682**

Facilitator: Kathryn Rudie Harrigan, Columbia Business School

- ▶ Implementing Acquirers' Synergistic Intent: The Necessary Bilateral Interaction with the Target | Xavier Castañer, U. of Lausanne; Samina Karim, Boston U.
- → Empirical Determinants of Premia Paid by Firms
 Undertaking Mergers and Acquisitions | Ashutosh Kumar
 Sinha, Indian Institute of Management, Lucknow
- Signaling Type and Market Performance in IPO Firms |
 Palash Deb, Syracuse U.; Natarajan Balasubramanian,
 Syracuse U.; Ravi Dharwadkar, Syracuse U.
- When and Why Do Firms Voluntarily Signal Monetary
 Terms of Exploration Alliances? | Edward Levitas, U. of
 Wisconsin, Milwaukee; Ann McFadyen, U. of Texas, Arlington;
 Mujtaba Ahsan, Pittsburg State U.
- □ Antecedents and Consequences of Acquisitions Involving High-Technology Firms | Douglas J. Miller, U. of Illinois, Urbana-Champaign; Anju Seth, Virginia Tech; Sai Lan, U. of Illinois, Urbana-Champaign

683 ☐: (DRP Session) - (BPS) Learning and Capability Development in Alliances

9:45am - 11:15am San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 683

Facilitator: Elko Klijn, VU U. Amsterdam

- Non-Overlapping Partner Capabilities and Alliance
 Performance: Evidence from US Film Industry | Ramin
 Vandaie, U. of Minnesota
- Learning in Inter-Organizational Networks: An Individual Perspective | Nada Rejeb, U. of Sfax; Bertrand V. Quelin, HEC Paris
- → □ Does Technological Diversity Matter to Firm
 Performance? The Role of Organizational Capabilities |
 Ming-Chao Wang, National Cheng Kung U.; Chia-Jung Lee,
 National Taiwan U.; Cheng-Yu Lee, Southern Taiwan U.
- Towards Measuring Alliance Culture: An Exploratory Study | Ard-Pieter de Man, VU U. Amsterdam; Dave Luvison, Nova Southeastern U.
- ■Building Dynamic Cooperative Capabilities in R&D Consortia: A Longitudinal Case Study | Isabel

Estrada-Vaguero. U. de Valladolid: Natalia Martin Cruz. U. de Valladolid; Pilar Pérez Santana, U. de Valladolid

684 ☐: (DRP Session) - (BPS) Institutions and Firm **Performance**

9:45am - 11:15am San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 684

Facilitator: Frances H. Fabian, U. of Memphis

- Family Firm Governance, Strategic Conformity and Performance | Danny Miller, HEC Montreal; Isabelle Le Breton-Miller, HEC Montreal; Richard Lester, Texas A&M U.
- → The Relationship between Regulation and Firm-Level Environmental Responsiveness | Sawsan abu Baker, UCD; Yousef Eiadat, U. of College Dublin
- ■Private Equity Fund Investment Timing: The Importance of Rivalry and Legitimacy in Uncertainty | Anna Söderblom, Stockholm School of Economics; Ciara Sutton, Stockholm School of Economics
- ■To Protect or Serve? Examining Firm Motivations to Invest in Strategic Political Management I Bruce C. Rudy, U. of Texas, Austin
- → ■Scenario-Based Business Model Development for a Latent Health Insurance Industry in Rural India I Roger Moser, EBS Business School; Heiko von der Gracht, EBS Business School

685 ☐: (Paper Session) - (BPS) Determinants and Nature of **Competitive Action**

9:45am - 11:15am San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 685

Chair: Tieying Yu, Boston College

- ■Competitive Pressure: Competitive Dynamics as Reactions to Multiple Rivals | Leon Zucchini, LMU Munich; Tobias Kretschmer, LMU Munich
- ■Compete or Forbear? The Effects of Competitive Advantage, Complementarities, and Multimarket Contact I Chi-Hyon Lee, George Mason U.; Hun Lee, George Mason U.; Masoud Yasai-Ardekani, George Mason U.
- ■The Multifaceted Aspects of TMT Social Capital and Firm Performance: The Role of Competitive Action | Hao-Chieh Lin, National Cheng Kung U.; Chih-Ting Shih, National Pingtung Institute of Commerce
- When Attackers Are Not Competitors | Gideon D Markman, Colorado State U.; Theodore L. Waldron, Baylor U.

686 ☐: (Paper Session) - (BPS) Learning and Absorptive Capacity

9:45am - 11:15am San Antonio Convention Center: Room 204 B Tweet this session: #AOM2011 686

Chair: David Maslach, Ivey School of Business

- ₽ From Sensing Shape to Shaping Sense: A Dynamic Model of Absorptive Capacity and Selective Revealing | Oliver Alexy, Imperial College London; Gerard George, Imperial College London; Ammon Salter, Imperial College Business
- → Mind the Way You Reflect: Causal Knowledge in Organizational Learning | Natalia Vuori, Aalto U.; Timo Vuori, Aalto U.
- Empirical Investigation into a Subsidiary Absorptive Capacity Process Model | Stephanie Christine Schleimer, U.

- of Queensland: Torben Pedersen. Copenhagen Business
- Growth, Collaboration, and Market Transactions? | Louis Mulotte, Tilburg U.

687 ■ JS: (BPS, TIM) Causes, Consequences and Limits of Vertical Disintegration

9:45am - 11:15am San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 687

Organizers: Joanne Oxley, U. of Toronto; Juan Alcacer, Harvard

Discussant: Nicholas Argyres, Washington U. in St. Louis Negotiating the Winds of Disintegration as Industries Evolve | Rahul Kapoor, U. of Pennsylvania

Learning by Supplying | Juan Alcacer, Harvard U.; Joanne Oxlev. U. of Toronto

Manufacturing as a Source of Learning | Nile W. Hatch, Brigham Young U.; Daniel Snow, Brigham Young U.

Co-Innovation Enablement Platforms: Factors Accelerating Ecosystem Innovation | David Charles Cruickshank, SAP Labs; Amy Gannaway, None; Tammy L. Madsen, Santa Clara

688 □ • → • □: (DRP Session) - (CAR) Exploring Careers In International Contexts

9:45am - 11:15am Grand Hvatt: Travis A

Tweet this session: #AOM2011 688

The papers in this session provide an important insight into careers in different cultural contexts: China, Hong Kong, USA, Sri Lanka and the UAF

Chair: Nikos Bozionelos, Durham U.

- ■The Differing OCM Practices Within A Multinational and Indigenous Chinese Hotel Operating In China | Jane Kerr, Griffith U.; Peter Robert Woods, Griffith U.
- ■Personality, Networking Behaviors and Network Resources of Employees in the U.S. and Hong Kong | Yu Ha Cheung, Hong Kong Baptist U.; Thomas W. Dougherty, U. of Missouri at Columbia; Neil C. Herndon, South China U. of Technology
- → Work-Family Conflict in Sri Lanka: Negotiations of exchange relationships in family and at work | Pavithra Kailasapathy, U. of Colombo; Isabel Metz, U. of Melbourne
- Scale with Qualitative and Quantitative Approaches I Wenxia Zhou, Renmin U. of China: Jian Min Sun, Renmin U. of China; Yanjun Guan, Renmin U. of China; Yuhui Li, Renmin U. of China
- → Career Theory in an Emerging Arab Gulf Economy: The Impact of Expectations and Self-Efficacy | Ingo Forstenlechner, United Arab Emirates U.; Hassan M Selim, United Arab Emirates U.: Yehuda Baruch, Rouen Business School: Mohamed T Madi. United Arab Emirates U.

689 SHCS: (CAR, OB, HR) A Self-Regulatory Approach

to Job Search Intensity and Effort 9:45am - 11:15am Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 689

Chair: Serge Pires Da Motta Veiga, U. of Missouri at Columbia Discussant: Cynthia Kay Stevens, U. of Maryland

- Age, Job Search, and Employment Outcomes | Ruth Kanfer, Georgia Institute of Technology; Connie Wanberg, U. of Minnesota; Darla Flint Paulson, U. of Texas, Arlington
- Be Happy and Don't Worry: The Role of Affectivity in the Job Search | Daniel Turban, U. of Missouri at Columbia; Felissa Lee, Marquette U.; Dana L. Haggard, Missouri State U.; Sharon Y. Wu, High Point U.
- Changing Effects of Job Search Efficacy on Job Search Effort: Moderating Role of Regulatory Focus I Shuhua Sun. National U. of Singapore; Zhaoli Song, National U. of Singapore
- Influence of Changes in Affect on Job Search Intensity and Outcomes | Serge Pires Da Motta Veiga, U. of Missouri at Columbia; Daniel Turban, U. of Missouri at Columbia

690 → □CAU: (CAU) Cross-Cultural Research Using International Networks

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 690

Organizers: Mila B. Lazarova, Simon Fraser U.; Emma Parry, Cranfield U.

Facilitators: Dirk Buyens, U. of Ghent; Ruth Alas, Estonian Business School; Sinikka Vanhala, Aalto U.; Amnon Caspi, Bar llan U.; Astrid Reichel, WU Vienna

Presenters: Wolfgang Mayrhofer, WU Vienna; Mila B. Lazarova, Simon Fraser U.; Eleni Stavrou, U. of Cyprus

691 ■CAU: (CAU) Authentic Leadership Caucus -Building a Community to Advance Theory & Research

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 691

Organizers: Hannes Leroy, Katholieke U. Leuven; William L. Gardner, Texas Tech U.

692 ☐ CAU: (CAU) People for People – An Invitation for Scholars from East and West

9:45am - 11:15am Hilton Palacio del Rio: La Reina North & Center

Tweet this session: #AOM2011 692

Organizers: James E. Post, Boston U.; Sybille Sachs, U. of

Applied Sciences, Zurich

Participants: Edward Freeman, U. of Virginia; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Andreas Rasche, U. of Warwick; Grant T. Savage, U. of Alabama, Birmingham; Sandra Waddock, **Boston College**

693 □→ ← □ CAU: (CAU) East Meets West: Ethics in Teaching and Publishing

9:45am - 11:15am Hilton Palacio del Rio: La Reina South

Tweet this session: #AOM2011 693

Sponsored by the Academy of Management Ethics Education

Organizer: Susan R. Madsen, Utah Valley U.

Facilitators: Susan R. Madsen, Utah Valley U.; James H Davis, U.

of Notre Dame

Participants: Hans Van Ees, U. of Groningen; Luca Gnan, Tor Vergata U.; Chi Sum Wong, Chinese U. of Hong Kong; Kathy Lund Dean, Idaho State U.; Lorraine Eden, Texas A&M U.; Thomas F Hawk, Frostburg State U.; Marshall Schminke, U. of Central Florida

694 □ ○ → ■ CAU: (CAU) Maximizing Impact via Global Collaborations: Utilizing Opportunities Created by Indian AOM

9:45am - 11:15am Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 694

Chairs: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U.

695 → CAU: (CAU) Dynamic Stakeholder Networks in **Global Contexts**

9:45am - 11:15am Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 695

This caucus will assist participants in identifying potential research related to the dynamic stakeholder networks, especially at the international level. Through discussion with interested colleagues. we will explore the fundamental concepts of the dynamic stakeholder networks, specifically theoretical implications for managing firms within the global contexts, and empirical research directions. This caucus addresses the conference theme "West meets East: Enlightening, Balancing and Transcending" through its focus on the global contexts and its participants from diverse cultural

Organizers: Jegoo Lee, U. of South Florida; Elisabet Garriga, EADA Business School

696 : (Paper Session) - (CDP) Innovation, Product Development Process, and Technical Professionals

9:45am - 11:15am Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 696 Facilitator: Haiyang Li, Rice U.

- ■TIM: The Process and Practice of Interdisciplinary Work: A Case Study in Nanotechnology | Sarah Kaplan, U. of Toronto; Jonathan Milde, U. of Pennsylvania; Ruth Schwartz Cowan, U. of Pennsylvania
- **ODC**: Porfotlio Management, New Product Development and Performance: A Multilevel Perspective | Holger Ernst, Otto Beisheim Graduate School of Management (WHU); K. Praveen Parboteeah, U. of Wisconsin, Whitewater; Jana Boss, Otto Beisheim Graduate School of Management (WHU)
- **TIM:** Can the Structure of Scientific Funding Affect Research Productivity and Innovation? | Darren E. Zinner. Brandeis U.: Sowmva R. Rao. MGH Institute for Health Policy: Eric G Campbell, MGH Institute for Health Policy
- **CAR**: The Firms Strike Back: Non-Compete Agreements and the Mobility of Technical Professionals I Matt Marx. MIT

697: (Paper Session) - (CDP) Understanding Union Effects in Organizations

9:45am - 11:15am Hilton Palacio del Rio: Corte Real C

Tweet this session: #AOM2011 697

Facilitator: Margaret Delaney Gorman, George Washington U.

- HR: Management Signals of Support for Employee Voice as a Moderator of "Strong" Union Impact | Dionne Pohler, U. of Saskatchewan; Andrew Luchak, U. of Alberta
- ■OMT: The Conditions under Which Unionization Acts as a Catalyst or Barrier to Organizational Change | Aldas Pranas Kriauciunas, Purdue U.; Supradeep Dutta, Purdue U.
- ODC: Union Representatives' Participation as Post-Acquisition Integration Facilitation | Helene Loe Colman, Norwegian School of Management; Eivind Falkum, Fafo; Audrey Rouzies, IAE - U. of Toulouse I

698: (Paper Session) - (CDP) Leadership, Succession and Performance

- 9:45am 11:15am Hilton Palacio del Rio: Corte Real D/E Tweet this session: **#AOM2011 698**
- Facilitator: Erica Dawson, Cornell U.
- **○ OB:** Civic Capacity: Building on Transformational Leadership to Achieve Integrative Public Leadership | **Peter Sun**, U. of Waikato; **Marc H Anderson**, Iowa State U.
- → BPS: The Very First Succession: Founder-CEO Turnover and Its Consequences | Yangmin Kim, Sogang U.; Jee-Hyun Park, Sogang U.
- ●→ SAP: West Meets East: The Role of Metaphors-In-Use, Models and Practices in Strategic Knowledge Transfer | David Roy Stiles, U. of Canterbury; Denise Jarratt, Charles Sturt U.
- ■CM: The Effects of Rivalry on Motivation and Performance | Gavin J Kilduff, New York U.

699 : (Paper Session) - (CDP) Building Organizational Capabilities and Advantages

9:45am - 11:15am Hilton Palacio del Rio: Corte Real F Tweet this session: #AOM2011 699

Facilitator: Angelina Zubac, U. of Adelaide

- OMT: The Effects of Dynamic Capabilities on Functional Competence and Innovation Performance | Kieran John Patrick MacInerney, U. of Cologne
- BPS: Competing through Customization: Using Human Resource Management to Create Strategic Capabilities | Ying Hong, McMaster U.; Michael Sturman, Cornell U.
- GCIS: Freezing and Restocking Knowledge through "Booted-Up" Bodies: Knowledge Management in An IT Vendor I Wee-Kiat Lim. U. of Colorado, Boulder
- ODC: How/Why Piloting Financially a Mainly Technical Object? The Ariane 5 Engineering Changes Management | Pierre Ghelardi, Strasbourg U.
- → ■BPS: Beyond Institutional Voids: The 'Organizational Advantage' of Business Groups | K S Manikandan, Indian Institute of Management, Bangalore; J Ramachandran, Indian Institute of Management, Bangalore

700 : (Paper Session) - (CDP) Old Problems and New Avenues in Organizational Research

9:45am - 11:15am Hilton Palacio del Rio: El Mirador East Tweet this session: #AOM2011 700

Facilitator: Anthony P. Ammeter, U. of Mississippi

- ₽□ RM: Revisiting the File Drawer Problem in Meta-analysis | Dan R. Dalton, Indiana U., Bloomington; Herman Aguinis, Indiana U., Bloomington; Catherine M. Dalton, Indiana U., Bloomington; Frank A. Bosco, U. of Memphis; Charles A. Pierce, U. of Memphis
- RM: Bridging the Micro-Macro Divide in the Organizational Sciences | Maria Riaz Hamdani, The U. of Akron; Sorin Valcea, Washburn U.; Anthony Klotz, U. of Oklahoma Norman; Michael R. Buckley, U. of Oklahoma
- ☐ ♠ → MED: Teaching Statistics to Doctoral Students with Lonergan's Insight-Based Critical Realism | Wencke Gwozdz, Copenhagen Business School; Charles Thomas Tackney, Copenhagen Business School
- ₽⇒ RM: Do Statistical Controls Clarify, Contaminate or Confuse? Illustrations Using Pay Variation | Samantha A. Conroy, U. of Arkansas; Nina Gupta, U. of Arkansas; John E. Delery, U. of Arkansas

701 : (Paper Session) - (CDP) Ambidexterity and the Double Edge Sword in Organizations

9:45am - 11:15am Hilton Palacio del Rio: La Espada

Tweet this session: #AOM2011 701

Facilitator: John Stephan, Marist College

- OM: Double Dealing: The Influences of Diverse Business Processes on Organizational Ambidexterity | Janet K. Tinoco, Embry Riddle Aeronautical U.
- ■BPS: The Managers' Ambidexterity Performance Relationship | Tom Mom, Erasmus U.
- BPS: On the Choice between Creativity and Control: Lessons from the US Comic Books Industry | Allya Paramita Koesoema, Bocconi U.

702 : (Paper Session) - (CDP) Managing in Emerging Economy and Multinational Contexts

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: #AOM2011 702

Facilitator: Jordan Siegel, Harvard U.

- ⇒ → CMS: Publicly Held Microfinance Firms as a Form of Organized Crime in Emerging Economies | Ganesh N. Prabhu, Indian Institute of Management, Bangalore
- IM: Innovation in a Mature Versus Emerging Industry in a Country with Underdeveloped Institutions | Indranil Bandyopadhyay, U. of Pretoria; Helena Barnard, U. of Pretoria
- →IM: Strategic IHRM: Institutional Distance and the Emerging Multinational Context | Nolan Gaffney, U. of Memphis; Jack A Clampit, U. of Memphis

703 : (Paper Session) - (CDP) Goals, Commitments, and Value Creation

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 703

Facilitator: Michael P. Ciuchta, U. of Central Florida

MOC: Goal Pursuit and the Pursuit of Social Networks |

Catherine Shea, Duke U.

- ■GDO: Economic, Social, & Environmental Value Creation Goals: The Discourse & Practice of Entrepreneurship | Diana Hechavarria, U. of Cincinnati; Amy Ingram, U. of Cincinnati; Rachida Justo, Instituto de Empresa Business School; Siri Ann Terjesen, Indiana U., Bloomington
- PNP: Understanding Scientists' Productivity and Commitment: Goal Interdependence, Debate and Empowerment | Jiafang Lu, Hong Kong Institute of Education; Kan Shi, Chinese Academy of Sciences
- SIM: Self-Restraint: Self-Regulation in Goal Setting | Shubha Patvardhan, Pennsylvania State U.

704 : (Paper Session) - (CDP) Firm Growth, Regulatory Oversight and Culture

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 704

Facilitator: Toyah L. Miller, Indiana U., Bloomington

■ PNP: Walk on By: The Performance Effects of Regulatory Oversight | Kristin Elizabeth Wilson, Harvard U.; Stan Veuger, Harvard U.

- → ■IM: A Dynamic Comparison between SME International and Domestic Expansion | Lei Li, Nottingham U.; Anthony Goerzen, Queen's U. Canada; Weilei (Stone) Shi, Baruch College; Dan Li, Indiana U.
- ■ODC: Market Orientation Culture and Firm Growth Stages Zhilong Tian, Huazhong U. of Science & Technology; Baowan Tian, Huazhong U. of Science & Technology
- ●→ ■ONE: Business beyond Growth: Outlining a framework for Corporate Degrowth | Andre Reichel, U. of Stuttgart

705 ☐: (Paper Session) - (CM) Power, Status & Leadership: Crossing Over to the Dark Side

9:45am - 11:15am Grand Hyatt: Bonham C Tweet this session: #AOM2011 705

Chair: Christina Fong, U. of Washington

- ■When Leaders Struggle for Power: The Dark Side of Shared Leadership | Lindred L. Greer, U. of Amsterdam; Annebel H.B. De Hoogh, U. of Amsterdam; Pankaj C Patel, Ball State U.; Sherry M Thatcher, U. of Louisville; Carsten K. W. De **Dreu**, U. of Amsterdam
- ₱ Falling from Great Heights: How Original Status Position Influences Reactions to Status Loss | Jennifer T. Carson, London Business School; Stefan Thau, London Business School Winner of CM Division Best Paper Award - Empirical or Theoretical
- ■When Power Makes Others Speechless: The Negative Impact of Leader Power on Team Performance | Leigh Plunkett Tost, U. of Washington, Seattle; Francesca Gino, Harvard U.; Richard Larrick, Duke U.

706 JS: (CM, GDO, OB) Navigating Gendered

Landscapes: How and When Should Women Negotiate?

9:45am - 11:15am Grand Hyatt: Presidio A Tweet this session: #AOM2011 706

Chairs: Mara Olekalns. U. of Melbourne: Carol T. Kulik. U. of South Australia; Hannah Riley Bowles, Harvard U. Discussant: Deborah M Kolb, Simmons College

Mean Girls: The Social Consequences of Gender Stereotype Violations in Negotiation | Mara Olekalns, U. of Melbourne; Carol T. Kulik, U. of South Australia; Dasha Simonov, U. of Melbourne; Carolyn Bradshaw, U. of Melbourne

Punishing Female Negotiators for Asserting Too Much or Not Enough | Emily T. Amanatullah, U. of Texas, Austin

Negotiating for Self and Other: A Social-Structural Explanation Hannah Riley Bowles, Harvard U.; Julia Bear, Technion Israel Institute of Technology; **Bobbi Thomason**, Harvard U.

Negotiating to No: Gender and Resistance to Undesirable Reguests | Elizabeth Salmon, U. of Maryland; Laura Severance, U. of Maryland; Juliet Aiken, U. of Maryland, College Park; Michele J. Gelfand, U. of Maryland; Hannah Riley Bowles, Harvard U.; Linda Babcock, Carnegie Mellon U.

707 □→ =: (DRP Session) - (CMS) Time and Space on the Politics of Management

9:45am - 11:15am Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 707

Facilitator: Todd Bridgman, Victoria U. of Wellington

Management otherwise: Using Foucault to Think Critically about Management's History and Future | Stephen Cummings, Victoria Management School

- Relations of Power and Knowledge in Business Studies: Change in Institutional Actor Network | Hanna Lehtimäki, U. of Tampere; Tuomo Peltonen, Tampere U. of Technology
- □ Ideology and Hegemonic Discourses: Entrepreneur and Entrepreneurship in a Historical Perspective | Alessandra Mello Costa, IAG PUC Rio; Denise Franca Barros, Fundacao Getulio Vargas
- → The Case of the Missing Textbooks, or The Textbook Case ? Americanization in Microcosm | Rafael Alcadipani, Fundacao Getulio Vargas; Bill Cooke, Lancaster U.

708 → .: (Paper Session) - (CMS) From Corporate

Responsibilities toward Communities

9:45am - 11:15am Marriott Rivercenter: Salon L

Tweet this session: #AOM2011 708

Chair: Sarah Stookey, Central Connecticut State U.

- A Critical Examination of Deliberative Democracy Theory in Corporate Social Responsibility Theory | Cameron Sabadoz, U. of Toronto
- ₱ Revisiting Corporate Sustainability: Towards a Critically-Reflexive Research Agenda | Christopher Wickert, U. of Lausanne; Stephan Schaefer, Lund U.
- ■Community and Its Mutations: A Marxist View | Paul Adler, U. of Southern California
- Call for Preventive Intervention | Jessica Heineman-Pieper, George Mason U.

709: (Paper Session) - (DISC) Leadership

9:45am - 11:15am Hyatt Regency: Blanco Tweet this session: #AOM2011 709

Discussant: Susan E. Murphy, James Madison U.

- **OB:** A Common Recipe for Creativity and Innovation: Servant Leadership, Social Identity, and Team Climate | Diah Yoshida, Monash U.; Giles Hirst, Monash U.; Sen Sendjaya, Monash U.; Brian Cooper, Monash U.; Bingyi Yan, Raffles Institution Junior College; Chongyuan Xu, Jiangsu Wuxi Huishan Economic Development Zone Administration Committee
- **BOB:** The Measurement and Outcomes of Economic Leader-Member Exchange Relationships | Robert Buch, Norwegian School of Management: Bard Kuvaas. Norwegian School of Management; Anders Dysvik, BI Norwegian Business School
- ■OB: Team Effectiveness: An Examination of Internal Team Environment, Shared Leadership, and Cohesion I Josh Daspit. U. of North Texas: C Justice Tillman. U. of Alabama: Nancy G. Boyd, U. of North Texas; Victoria McKee, U. of North
- ■OB: Is Servant Leadership Always a Good Thing? The Moderating Influence of Servant Leadership Prototype I Jeremy David Meuser, U. of Illinois, Chicago; Robert C Liden, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago; David Henderson, U. of Illinois, Chicago

710 : (Paper Session) - (DISC) Human Resources: Hiring and Recruiting

9:45am - 11:15am Hyatt Regency: Bowie A Tweet this session: #AOM2011 710

Discussant: William H Clampitt. Central Michigan U.

- HR: The Recruitment Process: From An Administrative Burden To Online Communication | Anna B. Holm, Aarhus U.
- → ➡☐HR: Nepotism? Categorization Conventions for Hiring Friends and Relatives in China and the US | Xiaoxiao Liu, Nanyang Technological U.; Josh W. Keller, Nanyang Technological U.; Ying-Yi Hong, Nanyang Technological U.
- HR: What IS on my Facebook? Applicant Reactions to Social Networking Presence Checks | Rudolph J Sanchez, California State U. Fresno; Kelly Roberts, California State U. Fresno; Melissa Freeeman, California State U. Fresno

711: (Paper Session) - (DISC) Social Responsibility 9:45am - 11:15am Hyatt Regency: Bowie B

Tweet this session: **#AOM2011 711**Discussant: **Duane Windsor**, Rice U.

- → SIM: Corporate Citizenship & Corporate Governance: Compensating for the Democratic Deficit in CPA | Andreas Georg Scherer, U. of Zurich; Dorothée Baumann, U. of Zurich; Anselm Schneider, U. of Zurich
- SIM: Firms' Response to Stigmatizing Acts: Firms' Actions to Recover from a Loss in Reputation | David M. Gomulya, U. of Washington, Seattle; Warren Boeker, U. of Washington, Seattle
- □ SIM: What Drives and Hinders Responsible Managerial Behavior? | Guenter K. Stahl, WU Vienna

712 : (Paper Session) - (DISC) Focus on Preservation 9:45am - 11:15am Hyatt Regency: Bowie C Tweet this session: #AOM2011 712

Discussant: Jeffrey G. York, U. of Colorado, Boulder

- ONE: Drivers of the Land-filling Decision by Welsh Facilities: A Multilevel Analysis | James J Cordeiro, State U. of New York, Brockport; Diego Alfonso Vazquez, BRASS Institute, Cardiff U.; Lori Frater, Cardiff U.; Jeroen Dijkshoorn, BRASS Institute, Cardiff U.
- ONE: Sustaining and Improving the Social Condition of River Ecosystems | Anne Pisarski, Queensland U. of Technology; John Cary, Victoria U.
- ONE: Co-Constructing the Void: Constructive Action and Preservative Action in the Case of Cape Wind | Zining Guo, Boston U

713 : (Paper Session) - (DISC) Institutional Theory and Organization

9:45am - 11:15am Hyatt Regency: Frio Tweet this session: #AOM2011 713

Discussant: Glen Dowell. Cornell U.

- OMT: Does Multiple Large Shareholders Structure Always Enhance Corporate Value: Evidence from China | Jin-hui Luo, School of Management, Xiamen U.; Difang Wan, Xi'an Jiaotong U.; Heng Liu, Sun Yat-sen U.; Di Cai, Xi'an Jiaotong U.
- ■■OMT: The Heterogeneity of Organizational Responses to Conflicting Institutional Demands | Yuhuan Liu, U. of Electronic Science and Technology of China; Runtian Jing, U. of Electronic Science and Technology of China

- OMT: A Process Theory of Firm Response to Pluralistic Institutional Environments | Mike Valente, Richard Ivey School of Business; Jan M. W. N. Lepoutre, Vlerick Leuven Gent Management School
- ■OMT: The interplay of agencies in institutional disruptionThe slow death of asbestos in France | Antoine Blanc, U-Paris Dauphine; Hélène Peton, U. Paris-Dauphine, DRM

714: (Paper Session) - (DISC) Entrepreneurial Education 9:45am - 11:15am Hyatt Regency: Llano Tweet this session: #AOM2011 714

Discussant: Wayne E. Ballentine, Prairie View A&M U.

- ENT: Towards Evidence-Based Entrepreneurship:
 Evaluation of an Action-Oriented Entrepreneurship Training
 | Michael Marcus Gielnik, National U. of Singapore; Michael
 Frese, National U. of Singapore; Audrey Kahara-Kawuki,
 Makerere U.; Isaac Waswa Katono, Uganda Christian U.; Sarah
 Kyejjusa, Makerere U.; John Chrysestomus Kigozi Munene,
 Makerere Inst of Psychology; Muhammed Ngoma, Makerere U.;
 Rebecca Namatovu, Makerere U.; Florence Nansubuga,
 Makerere U.; Laura Orobia, Makerere U.; Jacob Oyugi,
 Kyambogo U.; Samuel Sejjaka, Makerere U.; Arthur
 Sserwanga, Makerere U.; Thomas Walter, Makerere U.; Kim
 Marie Bischoff, Leuphana U. Lueneburg
- ENT: Education, Experience & Strategy. Assessing
 Factors that Most Influence New Firm Success | Jennifer
 M. Walske, U. of California, Berkeley; Andrew Zacharakis,
 Babson College
- → ■ENT: The Transformation of Network Ties to Develop Entrepreneurial Competencies for University Spin-offs | Einar Rasmussen, Bodo Graduate School of Business; Simon Mosey, Nottingham U.; Mike Wright, Nottingham U.
- → ■ENT: "All Artists are Entrepreneurs..." Implications for Entrepreneurship Education | Jacqueline Fendt, ESCP Europe

715 : (Paper Session) - (DISC) Making Work Positive and Meaningful

9:45am - 11:15am Hyatt Regency: Maverick A Tweet this session: **#AOM2011 715**

Discussant: Keiko Krahnke, U. of Northern Colorado

- ■MSR: Zen and the Creative Management of Dilemmas | Albert Low, Montreal Zen Center; Ronald E Purser, San Francisco State U.
- CAR: Mentorship Quality and Protégés' Work-To-Family Positive Spillover | Jun Liu, Renmin U. of China; Ho Kwong Kwan, Drexel U.; Yina Mao, Chinese U. of Hong Kong
- MSR: The Impact of Spirituality on Work Unit Positivity: A Matter of Meaningfulness | Laura T. Madden, U. of Tennessee, Knoxville; Dennis Duchon, U. of Nebraska, Lincoln; Donde Ashmos Plowman, U. of Nebraska, Lincoln

716 : (Paper Session) - (DISC) Gender Research 9:45am - 11:15am Hvatt Regency: Mayerick B

Tweet this session: #AOM2011 716

Discussant: Arlise P. Mckinney, Coastal Carolina U.

→ GDO: Let's Talk About Sex(ism): Women Partners
Narratives on Equality and Sexism | Patrizia Sofia Kokot,
Aberystwyth U.

- ♥ ■GDO: Discriminatory Job Loss: Outcomes of Multiple Negative Employment Events | Myrtle P. Bell. U. of Texas. Arlington; Daphne Perkins Berry, U. of Massachusetts, Amherst; Tiffany Galvin Green, Flagler College
- ■GDO: A Study of Gender and Relocation | Olga Chapa, U. of Houston, Victoria; Hale Kaynak, U. of Texas Pan American

717: (Paper Session) - (DISC) International Managers 9:45am - 11:15am Hyatt Regency: Navarro

Tweet this session: #AOM2011 717

Discussant: Karen Moustafa Leonard, Indiana U. - Purdue U., Ft.

- IM: Effective Crisis Management through Cultural & Emotional Intelligence | Tiffany Maldonado, U. of Houston
- → □IM: Adjustment of Expatriates: Testing Specific Determinants of Distance, Experience and Gender | Heidi Wechtler, IAE Paris; Cecile Dejoux, CNAM Paris (France)
- IM: Women Expatriates: Vision or Reality? | Ashwini Joshua-Gojer, U. of North Texas; Mariya Gavrilova-Aguilar, U. of North Texas

718: (Paper Session) - (DISC) Change, Innovation, and New **Products**

9:45am - 11:15am Hyatt Regency: Nueces Tweet this session: #AOM2011 718

Discussant: Aija Elina Leiponen, Imperial College Business School

- ■TIM: Serendipitous Change as an Outcome of Design | Raghu Garud, Pennsylvania State U.; Arvind Karunakaran, The Pennsylvania State U.
- ■TIM: Persistence of Incompatible Platforms: Two Countervailing Forces and Dynamical Complexity | Jae-Suk Yang, Columbia U.; Jeho Lee, Seoul National U.
- → TIM: Smugglers Guide to Innovation: The Subtle Side of Championing in the Front-End of Innovation | Tea Maarit Lempiälä, Aalto U.; Sari Yli-Kauhaluoma, Aalto U.

719: (Paper Session) - (DISC) Business Models and Strategic Positioning

9:45am - 11:15am Hyatt Regency: Segin Tweet this session: #AOM2011 719

Discussant: Giovanni Battista Dagnino, U. of Catania

- ■TIM: What is the 'Gestalt' of the Business Model? A Systematic Review of an Emerging Concept | Maria Wallnöfer, ETH Zurich; David Johann Klang, ETH Zurich; Fredrik Hacklin, ETH Zurich
- BPS: Does Standardisation Matter? Empirical Evidence From Franchising | Christof Backhaus, Ruhr-U. Bochum: Markus Blut. TU Dortmund U.: Tobias Heussler. U. of Muenster; David M. Woisetschlaeger, Ruhr-U. Bochum
- BPS: How Established Firms Differentiate Their Offering in Their Core Market | Jens Schmidt, Aalto U.

720 : (Paper Session) - (ENT) New Research Directions in Strategic Entrepreneurship

9:45am - 11:15am San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 720

Chair: Christophe Estay, Bordeaux école de Management Strategic Entrepreneurship and Controlling Family: Study for Firms in Emerging Economies | Yung-Chih Lien, National Taiwan U.; Igor Filatotchev, City U. London; Jenifer Piesse, King's College London

- ₽©→ Iknowledge Resources and Performance: The Moderating Role of Family Involvement in Strategy Making Lucia Naldi, Bocconi U.; Mattias Nordqvist, Jönköping U.; Thomas Markus Zellweger, U. of St. Gallen
- ₽ Stewardship Climate Scale: Measurement and an Assessment of Reliability and Validity | Justin B Craig, Bond U.; Clay Dibrell, U. of Mississippi; Donald O. Neubaum, Oregon State U.; Christopher H. Thomas, U. of Mississippi
- A Model of Failure Stigma Threat on Entrepreneurs Strategic Behaviors During New Venture Distress | Matthew Rodgers, Ohio State U.; Daniel Han Ming Chng, Sungkyunkwan U.

721 \sqsubseteq : (Paper Session) - (ENT) **New Business Creation**: What Matters and Why

9:45am - 11:15am San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 721 Chair: Michelle Edwards. U. of Phoenix

- ₽→ Inherited Causes of New Firm Performance: Parent Firm Location and the Performance of Spawns | Rui de
 - Figueiredo, U. of California, Berkeley; Philipp Meyer, U. of Pennsylvania; Evan Rawley, U. of Pennsylvania
- → Cross-National Differences in the Transition from Nascent Entrepreneurship to New Business Ownership | Heiko Bergmann, U. of Hohenheim; Ute Stephan, U. of Sheffield
- Empirical Foundation for Modeling Human Capital Formation Impact on Entrepreneurship Outcomes | Bruce Martin, McMaster U.; Jeffrey McNally, Wilfrid Laurier U.; Michael John Kay, Wilfrid Laurier U.
- Do Entry Regulations Deter Entrepreneurship and Job Creation? Evidence from Reforms in Portugal | Lee Branstetter, Carnegie Mellon U.; Francisco Lima, Instituto Superior Tecnico; Lowell Taylor, Carnegie Mellon U.; Ana Venancio, ISEG - Economic and Business School and Carnegie Mellon U.

722 : (Paper Session) - (ENT) New Theoretical Directions in Entrepreneurship Research

9:45am - 11:15am San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 722

Chair: Mike Provance, Old Dominion U.

- Specialization and Division of Knowledge: An Analytical Framework of Entrepreneurial Activity | Marc T. Junkunc, U. of Miami
- A Systems-Theoretic Approach to Entrepreneurship Research, Policy and Organization | Thomas Dominic Craig, Temple U.
- Business Models in Context: Conceptualizing the Environment of Business Models | Georg Stampfl, Zeppelin U.; Reinhard Prügl, Zeppelin U.
- ■The Influence of Risk and Uncertainty in the Final Entrepreneurial Process | Asda Chintakananda, Nanyang Technological U.

723 =: (DRP Session) - (ENT) Diversity and

Entrepreneurship

9:45am - 11:15am San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 723

Facilitator: Gustavo Oliveira Almeida, Fundacao Getulio Vargas

- ■Being Judged by a Woman in the Presence of Anti-Discrimination Interventions | Jutta Wollersheim, Technical U. München; Christoph Döbrich, Technical U. München
- → Entrepreneurial Competencies and Performance of Women Entrepreneurs in an Asian Emerging Economy I Noor Ahmad, U. Sains Malaysia; Pi-Shen Seet, Flinders U. of South Australia; Zaiben Rashid, U. Sains Malaysia
- ■When do we lose the women? Examining entrepreneurship from a multi-country process (WITHDRAWN) | Simone Chlosta, EBS Business School; Christina S. Werner, Goethe U.
- ■Do Immigrant Status and Regional Role Models Interact to Determine Entrepreneurial Action? (WITHDRAWN) I Ignacio Contin-Pilart, Navarra Public U.; Martin Larraza-Kintana, Navarra Public U.
- ■The Impact of Husbands on the Marriages and Ventures of Women Entrepreneurs | Anna Nikina, Grenoble Ecole de Management; Lois Shelton, California State U. Northridge; Séverine Le Loarne. EM Grenoble

724 : (DRP Session) - (ENT) New Theoretical Perspectives in Entrepreneurship Research

9:45am - 11:15am San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 724

Facilitator: Chandra D Arthur, Creative Fiscal Solutions, LLC

- Levels Of Analysis: A Review Of Entrepreneurship Research In The 21st Century I Dilene Crockett. Northeastern State U.; Cynthia S. Cycyota, U.S. Air Force Academy
- ☐ The Enactment of Person-Venture Fit: A Conceptual Model | Aegean Oi Kam Leung, U. of Victoria; Marilyn A. Uy, U. of
- → Entrepreneurship as an Emerging Myth: Observations from Three regions in China | Yuan Li, McGill U.
- ■Young Firm's Resources and Their Boundary Choices in the Face of Environmental Contingencies | Sang Kyun Kim, U. of Southern Indiana; Fariss T Mousa, James Madison U.

725: (Paper Session) - (GDO) Diversity and Firm Performance

9:45am - 11:15am Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 725

Chair: Maria Kakarika, Euromed Management Discussant: Melissa C. Thomas-Hunt, U. of Virginia

- Unraveling the Effect of Diversity on Firm Performance: The Role of HRM Practices in US Law Firms | Hyuntak Roh, Yonsei U.
- ₽ The Complimentary Effect of Managerial Diversity and Board of Directors Diversity on Performance I Orlando C. Richard, U. of Texas, Dallas; Goce Andrevski, Queen's School of Business, Canada
- ■Investigating the Effects of Racioethnic Diversity on Organizational Performance | Jennifer Bustamante, Corporate Executive Board

726: (DRP Session) - (GDO) Ties, Networks and Diversity

9:45am - 11:15am Grand Hyatt: Travis B Tweet this session: #AOM2011 726

Facilitator: Robyn A. Berkley, Southern Illinois U., Edwardsville

- ■The Role of Homophily in the Formation of Strong-Tie Triads: Gender and Race/Ethnic Differences | Alison M. Konrad, U. of Western Ontario; Israr Qureshi, Hong Kong Polytechnic U.; Arjun Bhardwaj, U. of British Columbia; Seung Hwan Mark Lee, U. of Western Ontario
- → Glass Networks: The Network Structure of Women Directors on Corporate Boards | Rosanne Hawarden, Massey U.
- ☐ The Influence of Gender-based Homophily and Status on Men's and Women's Network Preferences | Monica Mullick Stallings, U. of Pennsylvania
- → The Role of Emotional Intelligence and Gender in Multiple Networks | HeeJung Jung, INSEAD; A-Young Kim, INSEAD
- *\(\frac{1}{2}\) \(\frac{1}{2}\) Cross-level Investigation on Impact of Contexts on Network Structure and Career Support | Raymond N. C. Trau. U. of Sydney

727 → \(\): (Paper Session) - (HCM) Leadership Perspectives in Healthcare

9:45am - 11:15am Marriott Rivercenter: Salon K Tweet this session: #AOM2011 727

Chair: Peter E. Rivard, Suffolk U.

■ The Role of CEO Optimism in Hospital Decision-Making I James Robert Langabeer, U. of Texas, Houston; Emery Yao,

Peking U.

Improving Chronic Heart Failure Care in the VHA: The Role of Nurse-Physician Co-Leadership | Douglas R Wholey, U. of Minnesota; Joanne Disch, U. of Minnesota; Katie M. White, U. of Minnesota; Adam Powell, The Center for Chronic Disease Outcomes Research, Minneapolis VA Health Care System; **Thomas Rector**, The Center for Chronic Disease Outcomes Research, Minneapolis VA Health Care System; Anju Sahay, Chronic Heart Failure Quality Enhancement Research Initiative. Center of Excellence Palo Alto VA Med; Paul Heidenreich, Chronic Heart Failure Quality Enhancement Research Initiative, Center of Excellence Palo Alto VA Med

■ Health System Leadership: Breaking the Innovation Stalemate in Canada's Health System | Karin Schnarr, Ivey School of Business; K. Kellie Leitch, Richard Ivey School of Business; Anne Snowdon, U. of Windsor

728 → ■: (Paper Session) - (HR) Toward an

Understanding of Expats and Host Country Nationals

9:45am - 11:15am Grand Hyatt: Bonham D Tweet this session: #AOM2011 728 Chair: Angelo DeNisi, Tulane U.

- ■What Makes Them Move Abroad? Differences between Self-Initiated and Assigned Expatriates | Maike Andresen, U. of Bamberg; Torsten Biemann, U. of Cologne; Marshall Wilson
- Pattie, James Madison U. → ■ Determinants of Chinese Female Expatriate Performance in International Assignments | Jie Shen, Curtin U. of Technology; Brian D'Netto, Australian Catholic U.
- Measuring Cultural Intelligence: A New Test of the CQ Scale | Joost Bücker, Radboud U. Nijmegen; Olivier Furrer, Radboud U. Nijmegen; Yanyan Lin, Radboud U. Nijmegen
- → Using a Competency Approach to Understand HCN Managers in Asia | Yoshitaka Yamazaki, International U. of

729 : (Paper Session) - (HR) Individual Differences and the Influence on Pay Systems

9:45am - 11:15am Grand Hyatt: Independence Tweet this session: #AOM2011 729 Chair: Laura Parks, James Madison U.

- ■How Positive Trait Affectivity Influences Evaluation of Rewards for Ourselves and Others I Prisca Brosi. TUM School of Management; Matthias Spoerrle, U. of Applied Management
- → □ Dispositions and Pay Satisfaction: Evidence from an Emerging Economy | Bindu Arya, U. of Missouri, St. Louis
- More Bang for the Buck?: Personality Traits as Moderators of Responsiveness to Pay-for-performance | Ingrid Fulmer, U. of South Carolina; Wendy J Walker, North Georgia College & State U.

730 → .: (Paper Session) - (HR) High Performance Work Systems and Firm Performance

9:45am - 11:15am Grand Hyatt: Lone Star D Tweet this session: #AOM2011 730

Chair: Riki Takeuchi, Hong Kong U. of Science and Technology Test of a Multi-Level Model Linking High Performance Work Systems and Performance | Samuel Aryee, Aston U.; Fred O. Walumbwa, Arizona State U.; Emmanuel Y.M Seidu, Aston U.; Lilian Otaye, Aston U.

- → ☐ Organizational Performance Discrepancy among Four Different HRM Systems | Zhongxing Su, Renmin U. of China; Jian Ju, Renmin U. of China; Mingwei Liu, Rutgers U.
- → How HPWS Works in PSFs: Examining the Practices-Resources-Uses-Performance Linkages I Na Fu. Dublin City U.; Patrick Christopher Flood, Dublin City U.; Janine Bosak, Dublin City U.; Tim J Morris, U. of Oxford; Philip O'Regan, U. of Limerick
- ₽→ How Much Does Country Matter? A Meta-Analysis of the HPWP Systems-Business Performance Relationship Tanja Rabl, U. of Bayreuth; Mevan M. Jayasinghe, U. of Wisconsin, Madison; Barry Gerhart, U. of Wisconsin, Madison; Torsten M. Kuehlmann, U. of Bayreuth

731 =: (DRP Session) - (HR) Leadership and Human Resource Management

9:45am - 11:15am Grand Hyatt: Mission A Tweet this session: #AOM2011 731

Facilitator: Stacie Furst Holloway, U. of Cincinnati

- ☐ The Interaction Between HCHR Practices and Charismatic Leadership on Organizational Outcomes | Elizabeth McClean, Cornell U.; Christopher Collins, Cornell U.
- ■The Costs of LMX: When High-Quality Relations Negatively Impact Leader Safety Enforcement Behaviors | Natalia Lorinkova, Wayne State U.; Payal Nangia Sharma, U. of Maryland, College Park
- Improving Employee Job Performance through Ethical Leadership and Supervisor-Subordinate Guanxi I Yi-Chu Lai, National Chung Hsing U.; Wen-ching Chang, Providence U. HR Discretion: Understanding Line Managers' Role in Human Resource Management | Juan Lopez-Cotarelo, U. of Warwick

Can Leader's Support Substitute for HRM? PSS, High Performance HRM, and Relational Contract I Daxin Huang. GSM, Peking U.; Zhenlei Huang, GSM, Peking U.; Hongyu

Zhang, GSM, Peking U.; Jianjun Zhang, Peking U.; Yi Chi Zhang, Peking U.

732 : (Paper Session) - (IM) Internationalization Processes and Strategies

9:45am - 11:15am San Antonio Convention Center: Room 207 B Tweet this session: #AOM2011 732

Chair: Jean J Boddewyn, Baruch College

- ■The Resources and Capabilities Linked to Marcopolo Internationalization Process I **Tatiana Ghedine**. Faculdades Integradas de Taguara: **Aurora Zen**. Pontificia U. Católica do Rio Grande do Sul
- ■Internationalization Strategies of Multinationals in Germany and China – A Comparison | Patricia Kraft, U. of Regensburg; Fanchen Meng. Beiling Institute of Technology: Michael Dowling, U. of Regensburg; Roland Helm, U. of Regensburg
- ■International Experience and Performance: A Review of Prior Research and Exploration of Key Themes | James Clarke, U. of Queensland; Peter W. Liesch, U. of Queensland; Rick Tamaschke, U. of Queensland
- ■How Does Managerial Discretion and Family Ownership Affect Internationalization Processes? | Wen-Ting Lin. National Chung Cheng U.

733: (DRP Session) - (IM) West Meets East: Cross Cultural Influences on Management and International HRM

9:45am - 11:15am San Antonio Convention Center: Room 208 Tweet this session: #AOM2011 733

Chair: Shoma Mukherji, Management Development Institute

- → Are Selection Decisions Biased? The effect of Country, Norm Acceptance, and Candidate Sex | Maria Fernanda Wagstaff, U. of Texas, El Paso; Sebastian Steizel, U. San Andres; Esperanza Huerta, U. of Texas, El Paso
- Empirical Evidence from Expatriates I Olivier Wurtz, HEC
- → West Meets East: When Do Global Leaders Learn Best to Develop Cultural Intelligence? | Ming Li, ESC Rennes School of Business; William H Mobley, U. of Macau; Aidan Kelly, U. College Dublin
- → Relational Power Matters: Evidence from Multilevel Tests between East and West | Melody P M Chong, City U. of Hong Kong: Ping Ping Fu. Chinese U. of Hong Kong: Miriam Muethel, Otto Beisheim Graduate School of Management (WHU); Malika Richards, Pennsylvania State U.; Tai-kuang Peng, I-Shou U.; Yufan Shang, Xi'an Jiaotong U.; Miguel P Caldas, Fundacao Getulio Vargas-EAESP & EBAPE
- Is Cultural Distance a Bane or Boon for Cross-border Acquisition Performance? | Desislava Dikova, Vienna U. of Economics and Business Administration; Padma Rao Sahib, U. of Groningen

734: (Paper Session) - (IM) Capturing Value in Mergers and Acquisition

9:45am - 11:15am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 734 Chair: Gary D. Robinson, Capella U.

Culture-Performance Relationships in Mergers and Acquisition: The Role of Trust | Yaakov Weber, College of

- Management, Israel: Israel Drori, College of Management. Israel; Shlomo Yedidia Tarba, Open U., Raanana, Israel
- → Acquisition Premium in International Deals: The Impact of Interorganizational Imitation | Shavin Malhotra, Ryerson U., Pengcheng Zhu, U. of the Pacific
- → Cross-Border Acquisition Success in the Chinese Market: Nationalism and Consumer Animosity | Cher-Min Fong, National Sun Yat-sen U.; Chun-Ling Lee, National Sun Yat-sen U.; Yunzhou Du, Anhui U. of Finance & Economics
- → Superior Information & Value Capture in Cross-Border Acquisitions | J. Muir Macpherson, Georgetown U.

735: (Paper Session) - (IM) Global Strategy and Tactics in **Cross-Border Investments**

9:45am - 11:15am San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 735

Chair: Rafel Crespi-Cladera, U. de les Illes Balears

- → Financing R&D in Different Institutional Contexts: Bank-based and Market-based Systems | Barclay James, Louisiana State U.; Jean McGuire, Louisiana State U.
- The Likelihood of IPO in Venture Capitalists' Cross-Border Investments | Dmitry Khanin, California State U., Fullerton; Adelina Gnanlet. California State U., Fullerton: David L. Leibsohn, California State U., Fullerton
- → A Comparison of Foreign and Domestic Venture Capitalists' Investment Preferences in China | Di Guo, U. of Hong Kong; Waverly W. Ding, U. of California, Berkeley
- Headquarters Experiment | Julian Birkinshaw, London Business School; Cyril Daniel Bouquet, IMD; Sunyoung Lee, London Business School

736 €→ SHCS: (IM, ENT) Diaspora Investment & Entrepreneurship

9:45am - 11:15am San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 736

Organizers: Liesl Riddle, George Washington U.; Florian A.

Täube, EBS Business School

Distinguished Speaker: Tarun Khanna, Harvard U.

Speakers: Mary Yoko Brannen, INSEAD; Joseph P. Eshun, East Stroudsburg U.; Kate Gillespie, U. of Texas, Austin; Paul M Vaaler, U. of Minnesota

737 ©: (Paper Session) - (MC) Enlightening Consulting Through the Executives, Teams and Commitment

9:45am - 11:15am Grand Hyatt: Bowie B Tweet this session: #AOM2011 737

Facilitator: Mario Molteni, Catholic U. of the Sacred Heart - Milan Discussant: Thomas C. Head, Roosevelt U.

- ₽ Hired to be Fired? Exploring Top Management Team Use of Consultants as Professional Scapegoats | Matthew Semadeni, Indiana U., Bloomington; Ryan Adam Krause, Indiana U. Kelley School
- ₽ → Leading Strategy Making: Facilitating Commitment to Strategy | Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.; Kevin Page, National Australia Group
- □ I Team Learning Through Bottom-Up Development of Team Performance Indicators | Bianca A. C. Groen, U. of Twente; Frank Evers, Windesheim U.; Marianne Gravesteijn, U. of Twente; Martijn Molenveld, Water Management Authority

Regge en Dinkel: Mike Schopman, U. of Twente: Rens Veerbeek, U. of Twente

738 (Paper Session) - (MED) Behavioral Skill **Development in Management Education and Development**

9:45am - 11:15am Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 738

- Chair: Alan T Belasen, State U. of New York, Empire State College ■ Creating a Favorable Emotional Climate in the Classroom | Gavriel Meirovich, Salem State U.
- □ □ Time Compression as an Enhancer of Whole Person Learning and Behavioral Skills Acquisition | Robert C Giambatista, Lehigh U.; J Duane Hoover, Texas Tech U. MED Best Paper in Management Education Award sponsored by Wiley-Blackwell Publishing for the paper that offers the most

significant contribution to management education. Evaluating Others: Skill Development through Peer

Evaluations | Stephane Brutus, Concordia U.; Magda Donia, U. of Ottawa; Sigalit Ronen, TUI U.

739 ☐ →: (DRP Session) - (MH) Organizations, Education, Training, and Relationships across Time and Culture

9:45am - 11:15am Marriott Riverwalk: Bowie Tweet this session: #AOM2011 739

This session engages selected management and organizational topics using the unique power and insight of historic research approaches.

Chair: Mario Hayek, U. of Mississippi

Discussant: David Warwick Meacheam, U. of New South Wales

- ■The Demonization of Scientific Management and the Deification of Human Relations | Chris Nyland, Monash U.; Kyle Bruce, Macquarie U.
- Business Impacts on Education and Training Reforms Since 1980: The US, Germany, and Italy | Sara Jane McCaffrey, Franklin & Marshall College
- ■Teaching as Constructive-Developmental Leadership: Follett's Forgotten Conceptualization | Milorad M. Novicevic, U. of Mississippi; John Humphreys, Texas A&M U.-Commerce; Andrew Hebdon, U. of Mississippi; Jaemin Kim, U. of Mississippi; Foster B. Roberts, U. of Mississippi
- ■"Cooperation" in Context: Tracing an Early Organizational Concept From Its Social Science Roots | Laura Singleton, **Boston College**

740 : (MOC) MOC Welcome Session and Distinguished Scholar Address

9:45am - 11:15am La Quinta Inn & Suites: Fiesta C Tweet this session: #AOM2011 740

Program Chair: Rhonda K. Reger, U. of Maryland Distinguished Speaker: Joseph Porac, New York U.

Imagination and Its Discontents |

741 → •: (Paper Session) - (MSR) West Meets East: Global Spirituality and Management

9:45am - 11:15am La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 741 Chair: Louis W. (Jody) Fry, Texas A&M U. - Central Texas

Facilitator: Mark P. Kriger, BI Norwegian Business School

■Indian Ethos in Management and Western Concept of Workplace Spirituality | Vaibhav Chawla, IIM Kozhikode, INDIA

- Ancient Texts of the East and West: Toward a Model of Global Social Responsibility | Jennifer Jones, Duquesne U.; Prashanth Nagendra Bharadwaj, Indiana U., Pennsylvania
- East Meets West: Spiritual Leadership from an Islamic Perspective | Khadija Al Arkoubi, U. of New Haven

742 • JS: (MSR, MC, MED) Models & Cases: Integral Approaches to Balance and Transcendence

9:45am - 11:15am Marriott Rivercenter: Salon C Tweet this session: #AOM2011 742

Organizer: Bernice Ledbetter, Pepperdine U.

Participants: Terri Egan, Pepperdine U.; Ann E. Feyerherm, Pepperdine U.; Arthur L. Jue, U. of Phoenix; Kathy Kolbe, Kolbe

743 : (Paper Session) - (OB) How Creative are You? The Effect of Innovation Through Teams, Leaders and

9:45am - 11:15am Grand Hyatt: Bowie A Tweet this session: #AOM2011 743

Chair: Katharina Hoelzle, Berlin Institute of Technology

- p

 Shaping Environments Conducive to Creativity: The Role of Feedback, Autonomy and Self-Concordance | Tina Davidson, Vlerick Leuven Gent Management School: Katleen E. M. De Stobbeleir, Vlerick Leuven Gent Management School
- PCollective Engagement: Exploring Creative Processes in Groups | Sarah Harvey, U. College London; Chia-yu Kou, UCL
- → Empowering Leadership, Uncertainty Avoidance, Trust and Creativity: Interaction and Mediation | Xiaomeng Zhang, American U.; Jing Zhou, Rice U.
- → A Multilevel Study of Creativity in Work Teams | Jing Zhu, Hong Kong U. of Science and Technology; Yaping Gong, Hong Kong U. of Science and Technology; Deog Ro Lee, Seowon U.

744 : (Paper Session) - (OB) A Relational Approach to Justice: Team and Leadership Contexts

9:45am - 11:15am Grand Hyatt: Bowie C Tweet this session: #AOM2011 744

Chair: Mahfooz Alam Ansari, U. of Lethbridge

- Organizational Justice Effects on Job Performance: The Role of Personal Relationships | Ruth Maria Stock, Darmstadt U. of Technology; Gisela Irene Bieling, Darmstadt U. of Technology; Lisa K. Scheer, U. of Missouri
- Becoming Angry or Cynical? The Role of Group-Level Justice on Individual Reactions to Injustice | Yumi Seo. Cornell U
- Activist Followers and Fairer Leaders: The Upward Effect of Justice Climate | Burak Oc, Pompeu Fabra U.; Michael Bashshur, U. Pompeu Fabra
- ■A Test of Proposed Antecedents and Outcomes of Supervisor Fairness, and the Role of Employee Tenure I David A. Jones, U. of Vermont; Martin L. Martens, Vancouver

745 =: (DRP Session) - (OB) Antecedents and

Consequences of Fit: Individual and Industry Differences

9:45am - 11:15am Grand Hyatt: Crockett B Tweet this session: #AOM2011 745

Facilitator: Danielle Laurette Talbot, Coventry U.

■P-E FIT, Where Does It Come from? Antecedents and Career Selection Consequences of P-E Fit | Pri Pradhan

- Shah, U. of Minnesota; John P. Bechara, U. of Minnesota, Twin
- ■The Role of Ability and Motivation to Fit in Predicting Person-Organization Fit Perceptions | Joel Feldman, U. of Arizona; Jerel Slaughter, U. of Arizona
- Exploring the Mechanisms of the Effect of P-J Fit on Service Quality and Psychological Well-being | Wing Lam, Hong Kong Polytechnic U.; Yuanyuan Huo, City U. of Hong Kong; Ziguang Chen, City U. of Hong Kong
- ■A Multi Source Assessment of Leadership Effectiveness by Industry Type | G Ronald Gilbert, Florida International U.; Ravi Sohi, U. of Nebraska; Richard Callahan, U. of Southern California; Dana Ronald Farrow, Florida International U.

746 : (DRP Session) - (OB) Guilt and Forgiveness in Organizations: Relational, Affective, and Behavioral **Outcomes**

9:45am - 11:15am Grand Hyatt: Crockett C Tweet this session: #AOM2011 746

Facilitator: Nikos Dimotakis, Michigan State U.

- № An Investigation of Forgiveness Climate and Workplace Outcomes | Susie S. Cox, McNeese State U.
- ₽→ People in Glass Houses Avoid Throwing Stones: The Relationship Between Guilt and Forgiveness | Jennifer Jordan, Groningen U. (RuG); Frank Flynn, Stanford U.; Taya R. Cohen, Carnegie Mellon U.
- Neutralization as a Mode of Forgiveness: Curbing Regret While Forging Relationship Resilience | Bryant Thompson, U. of South Carolina
- ■When Feeling Bad Means Feeling Good: Guilt and Affective Organizational Commitment | Becky L. Schaumberg, Stanford U.; Frank Flynn, Stanford U.

747 : (DRP Session) - (OB) How Ethical Leaders Influence Follower Outcomes: Mediated and Moderated Relationships

9:45am - 11:15am Grand Hyatt: Crockett D Tweet this session: #AOM2011 747

Facilitator: Kevin S. Groves, Pepperdine U.

- → Promoting Creativity and Performance via Leading Ethically: Evidence from China I Jiwen Song. Renmin U. of China; Junfeng Wu, Renmin U. of China
- ₱ Ethical Leadership and Motivation: Examining Promotion and Prevention Regulatory Foci | Ping Tyra Shao, California State U. Sacramento; Christian J. Resick, Drexel U.; John Schaubroeck, Michigan State U.
- See No Evil? Follower Moral Attentiveness Affects How Ethical Leadership Influences Follower Deviance | Suzanne van Gils. Erasmus U. Rotterdam: Niels van Quaquebeke. Erasmus U. Rotterdam; Marius van Dijke, Erasmus U. Rotterdam; David De Cremer, Erasmus U. Rotterdam
- Exploring The Process of Ethical Leadership: The Mediating Role of Employee Voice and Ownership I Tara Wernsing, IE U.; Michael Palanski, Rochester Institute of Technology; James B. Avey, Central Washington U.

748 : (Paper Session) - (OB) Team Learning and Effectiveness: Exploring a Multitude of Ways to Improve Team Performance

9:45am - 11:15am Grand Hyatt: Republic B

Tweet this session: #AOM2011 748

Chair: Tracey Rockett, U. of Texas, Dallas

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

OB Division Best Dissertation-Based Paper Award, sponsored by John Wiley & Sons on behalf of the Journal of Organizational Behavior

- Shallow or Deep End? How Initial Workload Affects Individual and Team Learning | Michael D. Johnson, U. of Washington
- Þa Social Cognitive Investigation of Group Inefficiency | Kyle J. Emich, Cornell U.
- Cohesiveness as a Moderator of the Curvilinear Relationship between Group Efficacy and Performance | Won-Woo Park, Seoul National U.; Jung Rak Choi, Seoul National U.; Mee Sook Kim, Rutgers U., SPAA; Stanley M Gully, Rutgers U.

749 .: (Paper Session) - (OB) Negative Behaviors Affect More Than Performance: Who Engages in Them, When, and Why?

9:45am - 11:15am Grand Hyatt: Republic C Tweet this session: **#AOM2011 749**

Chair: Will Felps, RSM Erasmus U.

- Extreme Careerism and Supervisor Reactions to Peer Intimidation | **Brian Whitaker**, Appalachian State U.
- Contextual Determinants of Workplace Incivility: Its Effect on Deviance, and Personality Moderators | Shannon G. Taylor, Northern Illinois U.; Donald H. Kluemper, Northern Illinois U.; Brian J. Collins, U. of Southern Mississippi
- Are Emotionally Exhausted Employees Harmful? | Christopher Whelpley, Virginia Commonwealth U.; In-Sue Oh, Virginia Commonwealth U.
- Is the Web Becoming the Water Cooler? One More Reason to Treat Your Employees Well | Susan Myrden, Memorial U. of Newfoundland; Randy Delorey, St. Francis Xavier U.; Catherine Loughlin, St. Mary's U.

750 ☐: (Paper Session) - (OB) The Role of Psychological Contract in Citizenship Behavior and Organizational Commitment

9:45am - 11:15am Grand Hyatt: Seguin A Tweet this session: **#AOM2011 750**

Chair: Ashish Mahajan, U. of Windsor

- Organizational Justice and OCB: Role of Organizational Identification and Psychological Contracts | Byoung Kwon Choi, Korea U.; Hyoung Koo Moon, Korea U.; Kyung Min Kim, Korea U.; Wook Ko, Korea U.
- Ideology, Psychological Contracts and Organizational Commitment in The Tunisian Public Sector | Moufida El Bedoui, ISG Tunis; Jacqueline A-M. Coyle-Shapiro, London School of Economics; Assâad El Akremi, U. of Toulouse 1
- ■The Role of Psychological Contract Contributions in Creating Affective Commitment | Lisa Schurer Lambert, Georgia State U.; John B. Bingham, Brigham Young U.
- OCB and Psychological Contract in a Hospitality Setting: Serving a New Deal for New Generations? | Xander Lub, Tilburg U.; Matthijs Bal, Erasmus U. Rotterdam; Robert Blomme, Nyenrode Business U.

751 🖃: (OB) Applications and Extensions of Situational Strength in the Organizational Sciences

9:45am - 11:15am Grand Hyatt: Travis C Tweet this session: **#AOM2011 751**

Organizer: Rustin D. Meyer, Georgia Institute of Technology
Situational Strength Theory: A Formalized Conceptualization
of a Popular Idea | Rustin D. Meyer, Georgia Institute of
Technology; Nathan Bowling, Wright State U.; Charlie Brooks,
Georgia Institute of Technology; Nathan Wiita, Georgia Institute
of Technology

Situational Strength as a Moderator of the Job Satisfaction-Performance Relationship | **Steven Khazon**, Wright State U.; **Nathan Bowling**, Wright State U.; **Rustin D. Meyer**, Georgia Institute of Technology

When Preferred and Actual Levels of Situational Strength
Differ | Irwin José, George Mason U.; Richard Hermida,
George Mason U.; Ronald P. Vega, George Mason U.; Tiffani R.
Chen, George Mason U.; Andrew Hale, George Mason U.;
Reeshad Sam Dalal, George Mason U.; Rustin D. Meyer,
Georgia Institute of Technology

Feeling Enabled and Situational Strength: The Role of Bureaucratic Structure | Ian R Gellatly, U. of Alberta; Michael J. Withey, Memorial U. of Newfoundland

752 \rightarrow \square JS: (OB, MOC) New Directions in Organizational Fit

9:45am - 11:15am Grand Hyatt: Lone Star E

Tweet this session: #AOM2011 752

Organizers: Jon Billsberry, Coventry U.; Amy L. Kristof-Brown, U. of lowa

- A Review and Agenda for Incorporating Time in Fit Research | Karen Jansen, U. of Virginia; Abbie J. Shipp, Texas A&M U.
- A Self-Regulation Approach to Person-Environment Fit | Cristina K. Kawamoto, U. of South Florida; Meng Taing, U. of South Florida; Chu-Hsiang Chang, Michigan State U.

Fitting Person-Environment Fit Theories into a Cultural Context | **Aarti Ramaswami**, ESSEC Business School Dyadic Fit and the Process of Organizational Socialization |

Alex L. Rubenstein, U. of Florida

Exploring the Middle Range of PE Fit Theories through a

Conservation of Resources Perspective | Kristen Shanine,

The Construal of PO Fit during the ASA Stages: Content, Source, and Focus of Comparison | Annelies Van Vianen, U. of Amsterdam; J.W. Stoelhorst, U. of Amsterdam; Marije De Goede, U. of Amsterdam

753 🖃 JS: (OB, MOC) Psychological Distance at Work: Insights from Construal Level Theory

9:45am - 11:15am Grand Hyatt: Seguin B Tweet this session: #AOM2011 753

Organizer: Pamela K Smith, U. of California, San Diego Chair: Cheryl Wakslak, U. of Southern California

The Role of Geographical Distance in Judgment and Behavior during Negotiation | Marlone Henderson, U. of Texas, Austin; John Rohrbach, U. of Texas, Austin

Temporal Distance Heightens Discrimination: An Audit Study in Academia | Katherine L. Milkman, U. of Pennsylvania; Modupe Akinola, Columbia U.; Dolly Chugh, New York U.

- Reactions to Near and Distant Feedback | Cheryl Wakslak, U. of Southern California
- On Power and the Weighting of Feasibility and Desirability Information in Decision-Making | Pamela K Smith, U. of California, San Diego

754 SHCS: (OB, OMT, HR) Organizational Culture and Climate: Conceptual Connections and Future Research **Directions**

9:45am - 11:15am Grand Hyatt: Republic A Tweet this session: #AOM2011 754

Organizers: Chad A. Hartnell, Arizona State U.; Chris Reina, Arizona State U.

Discussant: Kim Cameron, U. of Michigan

A New Look at the Connection between Organizational Culture and Climate | Dov M. Zohar, Israel Institute of Technology; David A Hofmann, U. of North Carolina, Chapel Hill

Seeing the Forest through the Trees: Configurations and Dimensions in Organizational Culture | Chad A. Hartnell, Arizona State U.; Angelo J. Kinicki, Arizona State U.; Elizabeth P. Karam, Michigan State U.

Can Organizational Cultures be Compared across National Boundaries? | Daniel Denison, IMD

Recent Developments in Organizational Culture and Climate Research | Neal M. Ashkanasy, U. of Queensland; Celeste P. M. Wilderom, U. of Twente, Mark F. Peterson, Florida Atlantic

755 =: (DRP Session) - (OCIS) E-commerce and Service Innovation

9:45am - 11:15am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 755

Facilitator: Gerald C Kane, Boston College

- ☐ The Silent Signals: Implicit User Generated Content and Implications for Consumer Decision Making | Gordon Burtch, Temple U.; Anindya Ghose, New York U.; Sunil Wattal, Temple U.
- The Co-production of Social Contagion: A Comparative Analysis of Two Social Networking Sites | Michael Thomas Fisher, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; Richard J Boland, Case Western Reserve U.; Sheri Perelli, Wayne State U.; Eugene Allen Pierce, MITRE
- □ Investigating Antecedents of IT-enabled Service Innovation Hua Ye, National U. of Singapore; Atreyi Kankanhalli, National U. of Singapore
- → Integrated Customer-Focused Knowledge Portals: Design Challenges and Empirical Approaches | Claudia Loebbecke, U. of Cologne; Kevin Crowston, Syracuse U.; Nicolas Friederici, U. of Cologne
- ■■A Cross-cultural Study of Website Complexity and Website Evaluation Outcomes | Tingru Cui, National U. of Singapore; Xinwei Wang, National U. of Singapore; Hock-Hai Teo, National U. of Singapore

756 : (Paper Session) - (OCIS) IT, Value Creation and Collaboration

9:45am - 11:15am San Antonio Convention Center: Room 212 B Tweet this session: #AOM2011 756

Chair: Bing Ran, Pennsylvania State U., Harrisburg

- ■Value Co-creation in Inter-firm Partnership: the Role of IT | Francesca Cabiddu, Cagliari U.; Iris Liu, School of Hospitality Management; Gabriele Piccoli, Grenoble Ecole de Management
- ■Positioning and Performance in Information Technology Collaboration Networks | Ali Tafti, U. of Illinois, Urbana-Champaign; Vishal Sachdev, U. of Illinois, Urbana-Champaign; Sunil Mithas, R. H. Smith School of **Business**
- № The Role of Negotiation Objects in Managing Meaning Across e-Collaboration Systems | Susan Gasson, Drexel U.

757 JS: (OC/S, T/M) The Mirroring Hypothesis in Open **Production Contexts**

9:45am - 11:15am San Antonio Convention Center: Room 206 A Tweet this session: #AOM2011 757

Participants: James Howison, Carnegie Mellon U.; Lyra Colfer, Harvard Business School; Sonali K. Shah, U. of Washington; James D. Herbsleb, Carnegie Mellon U.

758 → □: (Paper Session) - (ODC) The Role of Emotions, Resilience, and Thematic Ideation in Organizational **Innovation and Creativity**

9:45am - 11:15am Grand Hyatt: Presidio B Tweet this session: #AOM2011 758

Chair: Donald D Warrick, U. of Colorado, Colorado Springs Binnovator Resilience: An Exploratory Case Study on the Human Side of Innovation Project Failure | Gisa Moenkemeyer, Otto Beisheim Graduate School of Management

- ₽ Bringing Honey Out of People: How Managing Envy Helps the Organizational Innovation Process | Marina Biniari, Strathclyde U.
- ■What Makes a Jogging Shoe Similar to a MP3 Player? A Process Model of Thematic Ideation I Julia Katharina Fröhlich. Otto Beisheim Graduate School of Management (WHU); Michael Gibbert, U. of Lugano

759 € SHCS: (ODC, MC, OB) Transcending Divides: Case Examples of Doing Research That Advances Theory and Practice

9:45am - 11:15am Grand Hyatt: Lone Star A Tweet this session: #AOM2011 759

Chair: Edward E. Lawler III, U. of Southern California Discussant: Susan A. Mohrman, U. of Southern California Research Useful for Theory and Practice: An Engaged Scholarship Perspective | Andrew H. Van de Ven, U. of Minnesota

Bridging the Divide | Michael Beer, Harvard U. Rigor and Relevance in Organizational Research | Philip H. Mirvis, Center for Corporate Citizenship

760 €→ □JS: (ODC, PNP) Evolving Commitment Foci: How Do They Enlighten Organisational Effectiveness?

9:45am - 11:15am Grand Hyatt: Crockett A Tweet this session: #AOM2011 760

Facilitator: Deborah A. Blackman, U. of Canberra Dedication and Deviance: Committing to Customers and Cause | Monica Therese Kennedy, U. of Canberra

The Ageing Australian Workforce and Workplace Commitment | Paul Corcoran, U. of Calgary

- Organisational Culture and Commitment to Purpose:
 Developing Organisational Effectiveness in the Public
 Sector | Fiona Buick, U. of Canberra
- Supervisor as Focus: When Commitment Transcends from the Organisation | **Damian West**, U. of Canberra
- Commitment in a Public Sector Organisation in Australia: New Perspectives | Samantha Jane Johnson, U. of Canberra

761 ♦ → ■SHCS: (OM) Context is Everything:

Understanding Lean when West Meets East

9:45am - 11:15am San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 761

Organizers: Jan K. Alpenberg, Linnaeus U.; D. Paul Scarbrough, Brock U.

Participants: Suzanne de Treville, U. of Lausanne; Rachna Shah, U. of Minnesota; Peter Ward, Ohio State U.

762 ☐: (DRP Session) - (OMT) Top Management Teams, Agency and Turnover

9:45am - 11:15am San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 762

Chair: Stefan Hilger, EBS Business School

- → Who Will Survive? A Competing Risks Analysis of Interdependent Top Executive Turnover Events | Stefan Hilger, EBS Business School; Ansgar Richter, EBS Business School; Utz Schäffer, Otto Beisheim Graduate School of Management (WHU)
- Organizational Identification, Target TMT Turnover, and Institutional Logics | Heather Parola, FAU
- Do Analyst Characteristics Influence the Relation between CEO Dismissal and Stock Recommendations? | Florian Christ, Otto Beisheim Graduate School of Management (WHU); Stefan Görgens, Otto Beisheim Graduate School of Management (WHU); Utz Schäffer, Otto Beisheim Graduate School of Management (WHU)
- The Downplaying of Downside Risk: A Model of Managerial Power and Risk-Taking | Krista Burrill Lewellyn, Old Dominion U.

763 ⊒: (DRP Session) - (OMT) Heterogeneity and Innovation

9:45am - 11:15am San Antonio Convention Center: Room 207 A Tweet this session: #AOM2011 763

Chair: Konstantinos Grigoriou, Georgia Institute of Technology

- ■Innovation Ensemble: Triadic Embeddedness and Technology Licensing | Young-Choon Kim, National U. of Singapore: Mooweon Rhee, U. of Hawaii
- Guilds & Organizational Change: Contested Logics in the Management of Innovation at Rohm & Haas | TI Hill, Temple U.; Ram Mudambi, Temple U.
- ■The Role of Heterogeneous Social Audiences in the Acceptance of Radical Innovations | Andrea Lanza, Bocconi U.
- → ■Governing Knowledge Heterogeneity for Group Innovativeness: A Study in an Eastern Economy | Fu-Sheng Tsai, Cheng Shiu U.

764 : (Paper Session) - (OMT) The Spread of Practices: From Governance Structures to Commercialization

9:45am - 11:15am San Antonio Convention Center: Room 214 C Tweet this session: #AOM2011 764 Chair: Christopher B. Yenkey, Cornell U.

The Dynamics of Popularity | Jerker C. Denrell, U. of Oxford; Balazs Kovacs, U. of Lugano

- Against the Norm: The Diffusion of Commercialized Science in Higher Education | **Kelly Patterson**, Cornell U.; **W Chad Carlos**, Cornell U.
- ■Institutionalization and Stock Market Effects: A Meta-Analysis of Divestiture Announcements | Miriam Nicole Flickinger, U. of Passau
- ■Politically-Contested Structural Elaboration in Corporate Governance | John Joseph, Duke U.; William Ocasio, Northwestern U.; Mary-Hunter Morris, Northwestern U.

765 ☐: (DRP Session) - (OMT) Combining and Responding to Multiple Institutional Logics

9:45am - 11:15am San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 765

Chair: 'Alim J. Beveridge, Case Western Reserve U.

- P→ ☐ The Politics of Organizational Responses to Conflicting Institutional Demands | Anne-Claire Pache, ESSEC Business School
- Evolving Institutional Logics in Field-level Change: Healthcare Restructuring in the Baltics. | Federica V. Secci, Imperial College Business School
- ☐ From Agents to Principles: Hospitalist Identity and the Emerging Logic of Hospital Medicine | Christopher William John Steele, Northwestern U.; Vanessa Pouthier, Northwestern U.; William Ocasio, Northwestern U.
- → Reaching Across Institutional Logics: Industry
 Engagement by University Scientists | Markus Perkmann,
 Imperial College London; Ammon Salter, Imperial College
 Business School; Valentina Tartari, Imperial College Business
 School

766 🖃: (Paper Session) - (OMT) Markets and Institutional odics

9:45am - 11:15am San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 766

Chair: Alex B. Bitektine, HEC Montreal

- → Shifts in Societal Logics: Political Theorization, Localized Experimentations and Adaptation | Grace Hong Fan, Imperial College Business School
- Understanding Local Logics in U.S. Climate Change Legislation: A mixed methods analysis | Barbara Gray, Pennsylvania State U.; Jenna P. Stites, Pennsylvania State U.
- ■Plurality in Market Logic | H-S Anna Kim, U. of Cambridge; Helen Haugh, U. of Cambridge
- ₽→ Societal Patriarchal Logics and the Emergence of Microfinance Organizations | Eric Yanfei Zhao, U. of Alberta; Tyler Earle Wry, Wharton School

Winner of the OMT Division Best International Paper Award

767 ⊒: (Paper Session) - (OMT) Learning and the Adoption of Innovations

9:45am - 11:15am San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 767

Chair: Koen Heimeriks, Erasmus U. Rotterdam

Impact of Post-Adoption Experience with a Managerial Innovation on Variability of Learning Outcomes | Andreas

Section D

- Schwab, Iowa State U.; Anne S Miner, U. of Wisconsin,
- Non-adaptation in Complex Landscapes: The Substitutive Effect of Matching on Firm Adaptation | Jade Maneja, U. of Southern Denmark
- Absorptive Capacity Routines and Successful Adoption of Management Innovation | Arie Y. Lewin, Duke U.; Silvia Massini, U. of Manchester; Carine Peeters, ULB
- Related Experience and Market Entry: Exploring Prior Experience and Institutional Constellations | Jocelyn M. Leitzinger, U. of Wisconsin, Madison

768 JS: (OMT, BPS) Organizational Misconduct: Who Cheats More and How Do They Respond When Discovered?

9:45am - 11:15am San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 768

Organizers: Andrew von Nordenflycht, Simon Fraser U.; Jo-Ellen Pozner, U. of California, Berkeley

Discussant: Donald A Palmer, U. of California, Davis

Do Non-professional Owners Induce Professionals to Cheat Clients? Brokerage Ownership & Ethics | Andrew von Nordenflycht, Simon Fraser U.

- The Role of Organizational Scope and Governance in Strengthening Private Regulatory Monitoring | Lamar Pierce, Washington U. in St. Louis; Michael Toffel, Harvard U.
- Till Death Do Us Part? Public Perceptions of Convicted Corporations | Katy DeCelles, U. of Toronto; Celia Moore, **London Business School**
- Reputation Management after Revelations of Misconduct: Impact of Impression Management Techniques | Jo-Ellen Pozner, U. of California, Berkeley; H. Colleen Stuart, U. of Toronto; Celia Moore, London Business School

769 JS: (OMT, MOC, BPS) Institutional Leadership: Cognitive Dopes or Hyper-Muscular Agents?

9:45am - 11:15am San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 769

Organizers: Ryan L. Raffaelli, Boston College; Frans Bevort, Copenhagen Business School

Chairs: Mary Ann Glynn, Boston College; Jesper Strandgaard Pedersen, Copenhagen Business School

Moderators: Jesper Strandgaard Pedersen, Copenhagen Business School; Frans Bevort, Copenhagen Business School

Discussant: W. Richard (Dick) Scott, Stanford U. Presenters: Matthew Kraatz, U. of Illinois; Jose Luis Alvarez Alvarez, ESADE; Mary Ann Glynn, Boston College; Ryan L. Raffaelli, Boston College

770 → ← .: (DRP Session) - (ONE) The Natural **Environment as the Interface Where East Meets West**

9:45am - 11:15am Marriott Riverwalk: Salon A Tweet this session: #AOM2011 770

Facilitator: Candace Agrella Martinez, Saint Louis U.

Corporate Social Responsibility Practices in India: Approach, Drivers, and Barriers | Jorge Alexis Arevalo, William Paterson U.; Deepa Aravind, City U. of New York-College of Staten Island

- → Green Shoots in the Desert: A First Look at Environmental Sustainability in Businesses of Qatar I Shobha S. Das, Qatar U.
- → "Chinese Argonauts" Meet Government: Entrepreneurs and the Emergence of Chinese Solar PV Industry | Yipeng Liu, Institute for Small Business Research, U. of Mannheim
- Corporate Responses to Climate Change in Africa: The Emerging Organizational Configurations | Farai Kapfudzaruwa, U. of Cape Town; Ralph Hamann, U. of Cape
- → Priorities in Corporate Sustainability Reporting: Does East Meet West, Does South Converge on North? | Ralf Barkemeyer, U. of Leeds; Lutz Preuss, Royal Holloway, U. of

771 : (Paper Session) - (ONE) Supply Chain Management, Purchasing and Supplier Relations for Sustainable

9:45am - 11:15am Marriott Riverwalk: Salon E Tweet this session: #AOM2011 771

Chair: Nicole Darnall, George Mason U.

- Sustained Competitive Advantage through Green Supply Chain Management Practices: An NRBV Approach | Erlinda Nusron Yunus, Southern Illinois U. Carbondale; Michael D Michalisin, Pennsylvania State U., Worthington-Scranton
- Environmental Purchasing—Current Themes & Directions for Theoretical Development | Monique L. Ueltschv Murfield. U. of Tennessee; Wendy L Tate, U. of Tennessee
- Developing a Measure for the Capability of 'Sustainable Supplier Risk Management' | Jörg H. Grimm, U. of St. Gallen; Joerg S. Hofstetter, U. of St. Gallen; Juliane Röthig, U. of St.

772 • \(\subseteq \subseteq : (PNP) Intersectoral Collaboration for Redefining **Downtown San Antonio: A Conversation Among Leaders**

9:45am - 11:15am Marriott Riverwalk: Salon C Tweet this session: #AOM2011 772 Moderator: Dennis Ahlburg, Trinity U. Coordinator: Claire Smith, Trinity U.

Participants: Julian Castro, Mayor of City of San Antonio; Sheryl Sculley, San Antonio City Manager; J Darryl Byrd, Pearl Brewery; Richard Butler, Trinity U.; Christine Drennon, Trinity U.

773 SHCS: (RM) Addressing Challenges in the

Validation of Management Constructs

9:45am - 11:15am La Quinta Inn & Suites: Fiesta D Tweet this session: #AOM2011 773

Chair: Nathan Philip Podsakoff, U. of Arizona

Discussant: Lawrence R James, Georgia Institute of Technology Quantitative Assessment of Theoretical Content Validity: Two Approaches and Their Extensions | Chester A. Schriesheim, U. of Miami; Timothy Hinkin, Cornell U.; Yonghong Liu, U. of

Review and Application of the Known-Groups Validation Technique to Management Research | Jessica L. Siegel, U. of Arizona; Samuel Birk, U. of Arizona

- Using Video Technology to Validate Management Constructs | Nathan Philip Podsakoff, U. of Arizona; Ryan Lee Klinger, U. of Florida
- Improving the Construct Clarity of Multidimensional Constructs | Emilija Djurdjevic, U. of Arkansas, Fayetteville; Christopher C. Rosen, U. of Arkansas, Fayetteville; Russell E. Johnson, Michigan State U.

774 : (Paper Session) - (SAP) Understanding Strategy Through Plan, Website and Photographs

9:45am - 11:15am San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 774

Chair: Chahrazad Abdallah, U. of London, Birkbeck

- ■"Power Tools" of Making Strategy: The Plan, the Roadmap, and the Timeline | Senem Guney, State U. of New York, Albany; James Taylor, U. of Montreal
- Business as a Pretext? Managing Community-Business Tensions on a Social Enterprise's Websites | Valérie Michaud, ESG-UQAM
- Seeing Strategy as Practice: Linking Photographic Methods with the SAP Perspective | Joshua Lloyd Ray, U. of Tennessee, Knoxville; Anne D. Smith, U. of Tennessee, Knoxville

775 → 🖃: (DRP Session) - (SIM) Business Government Relations: Role of Regulations in Environmental Management and Sustainability

9:45am - 11:15am Marriott Rivercenter: Conference Room 17 Tweet this session: #AOM2011 775

Chair: Deborah M. Steketee, Aguinas College

- → Institutional (R)Evolution in the Journey towards Sustainability of the Galápagos Islands | Irene M. Herremans, U. of Calgary; Linda Ambrosie, U. of Calgary
- → ☐ Harnessing Creative Destruction: Sustainable Development and Innovation in Practice | Adela Jana McMurray, RMIT U.; Denise Cardoso Pereira, U. Presbiteriana MacKenzie; Claire A. Simmers, Saint Joseph's U.; Anne Marie Stoughton, Benedictine U.
- ☐ The Corporation Is Ailing Social Technology: Creating A 'Fit For Purpose' Design For Sustainability | Louise Metcalf, Macquarie U.; Suzanne Benn, Macquarie U.
- Read This Article, But Don't Print It: Organizational Sustainability Behavior | Eric Lamm, San Francisco State U.; Jennifer Tosti-Kharas, San Francisco State U.; Eric Williams, Independent Researcher
- ■Environmental Management in Times of Crisis: The Emerging Salience of Environmental Managers | Fredrik Dahlmann, U. of Bath; Johanne Grosvold, U. of Bath

776 → ■: (Paper Session) - (SIM) Exploring Social Responsibility through Stakeholder Salience, Acumen and Cooperation

9:45am - 11:15am Marriott Rivercenter: Salon B Tweet this session: #AOM2011 776 Chair: Arno Kourula, Stanford U.

Stakeholder Acumen | Megan Flohr Hess, U. of Virginia ₽ Stakeholder Salience Revisited: Enlightening, Balancing and Transcending | Elise Perrault Crawford, Bentley U.; Cynthia Clark Williams, Bentley U.; Shawn Berman, U. of New Mexico

Special Olympics in Ireland | Peter McNamara, U. College Dublin; Karan Sonpar, U. College Dublin; Federica Pazzaglia, U. College Dublin

777 → ■: (Paper Session) - (SIM) Ethics: Business

Ethics from a Normative Approach

9:45am - 11:15am Marriott Rivercenter: Salon M Tweet this session: #AOM2011 777

Chair: Robert Krug, St. Joseph's College, NY

- ⊕→ ■Building a Bridge and Getting Over It: A Middle Earth Position on Wisdom Through Kaitiakitanga | Chellie Spiller, U. of Auckland; Edwina Pio, AUT U.; Liljana Erakovic, U. of Auckland; Manuka Henare, U. of Auckland
- ☐ The Normative Foundations of Unethical Supervision in Organizations | Ali F. Unal, Rutgers U.; Danielle E. Warren, Rutgers U.; Chao C. Chen, Rutgers U.
- ъ

 ☐ The Moral of the Story: Re-Framing Ethical Codes of Conduct as Narrative Processes | Matt Statler, New York U.; David Oliver, HEC Montreal

778 : (Paper Session) - (TIM) Technology Licensing

9:45am - 11:15am San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 778

Chair: Kenneth G Huang, Singapore Management U.

- Broad Cross-License Negotiations | Alberto Galasso, U. of
- ■Inter-Firm Technology Licensing in European Union | YoungJun Kim, Texas A&M International U.; Jiho Hwang, Korea Advanced Institute of Science & Technology
- ₱ Inventions under Siege? The Impact of Technology Competition on Licensing | Christoph Grimpe, Copenhagen Business School; Katrin Hussinger, Maastricht U.

779 : (Paper Session) - (TIM) New Firm Formation

9:45am - 11:15am San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 779

Chair: Leonardo P Santiago, Federal U. of Minas Gerais

- Bringing Entrepreneurial Ideas to Life | Chuck Eesley, Stanford U.; David Hsu, Wharton School; Edward B. Roberts, Massachusetts Institute of Technology
- Exploring New Firm Creation Out of Brand Communities: The Case of LEGO | Christoph Hienerth, Copenhagen Business School; Christopher Lettl, WU Vienna; Michael Mose Biskjaer, Aarhus U.
- ■De Facto Standards and Design-Based Entrepreneurship Tianxu Chen, Drexel U.; Vadake Narayanan, Drexel U.

780 : (Paper Session) - (TIM) Competition and Cooperation

9:45am - 11:15am San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 780

Chair: Charles K. Waterson, Marquette U.

- ₱ When Collaboration Trumps Rivalry: Examining Organizational Forms In The Construction Industry I Samuel Holloway, U. of Portland; Anne Parmigiani, U. of Oregon
- Bridging the Gap: Network Effects and Real Options in Network Competition | David McIntyre, Providence College; Asda Chintakananda, Nanyang Technological U.

- ■The Paradox of being Open: External Technology Sourcing and Knowledge Protection | Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne; Isabel Bodas Freitas, GEM & DISPEA; Mb Sarkar, Temple U.
- 781 : (Paper Session) (TIM) Technological Ecosystems 9:45am - 11:15am San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 781 Chair: Sharon D. James, Ohio State U.

Manchester

- ■The Innovation Potential of Major Infrastructure Development Projects | Nuno A Gil, U. of Manchester; Marcela Miozzo, U. of Manchester; Silvia Massini, U. of
- Autonomous or Engineered Coordination Processes? On the Innovativeness of Strategic Networks I Frederik M Metzger, Mannheim U.: Stefan Berwing, Mannheim U.: Thomas Armbruester, Quadriga U.; Achim Oberg, Mannheim U.
- Exploring Network Resources in Technological Innovation Systems: The Case of Stationary Fuel Cells | Joerg Musiolik, Eawag - Swiss Federal Institute of Aquatic Science and Technology; Jochen Markard, Eawag - Swiss Federal Institute of Aquatic Science and Technology; Marko Hekkert, Utrecht U.

782 : (DRP Session) - (TIM) New Product Development and Adoption

9:45am - 11:15am San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 782

Facilitator: Asli Musaoglu Arikan, Georgia State U.

- ■Control Combinations in New Product Development Projects | Serge Rijsdijk, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam
- ■What Makes Companies Commit to Open Science? | Markus Simeth, Ecole Polytechnique Fédérale de Lausanne; Julio Raffo, Ecole Polytechnique Fédérale de Lausanne
- Management and Measurement | Matthew Coates, Imperial College Business School; Lydia Bals, Copenhagen Business School
- ■Technology Battles for Complex Systems: The Influence of Networks and Standard Flexibility | Geerten van de Kaa, Delft U. of Technology; Henk de Vries, RSM Erasmus U.; Eric van Heck. Erasmus U. Rotterdam

Monday 10:15AM

783: (AAA) Conference Break

10:15am - 10:45am San Antonio Convention Center: Exhibit Hall B Conference break Tweet this session: #AOM2011 783

Monday 11:30AM

784 : (Paper Session) - (BPS) Psychological Foundations of Executive Decision Making

11:30am - 1:00pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 784

Chair: Hermann Achidi Ndofor, Texas A&M U.

₱ Who Will Appreciate My Narcissism? Social Inference Processes in New Director Selections | Guoli Chen. INSEAD; David H. Zhu, Arizona State U.

- ■The Family Factor: Family Influence and Incumbent Response to Technological Discontinuities | Andreas Koenig, International Institute for Management Development; Nadine Kammerlander, IMD, Lausanne; Albrecht Enders, International Institute for Management Development
- ☐ Impact of Executive's Core Self Evaluation on Decision Making Comprehensiveness Mediated by Anger | Rebekka Sputtek, HSG St. Gallen; Steven W Floyd, McIntire School of Commerce, U. of Virginia
- ☐ The Influence of CEO Political Ideology on Corporate Social Responsibility: An Exploratory Inquiry | M.K. Chin, Pennsylvania State U.; Donald C. Hambrick, Pennsylvania State U.; Linda K. Trevino, Pennsylvania State U.

785 =: (Paper Session) - (BPS) Structuring and **Restructuring in Different Environments**

11:30am - 1:00pm San Antonio Convention Center: Room 202 A Tweet this session: #AOM2011 785

Chair: John W Upson, U. of West Georgia

- ₽ Architectural Uncertainty and Selection of Suppliers for Customized Projects | Marko Madunic, Western Washington
- ₽ Growth Options And Exit Decisions: Does External Venturing Generate Discontinuous Strategic Renewal? | Sandip Basu, California State U. East Bay; Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne
- Performance of Substantial vs. Symbolic Restructuring in Emerging Economies | Ishtiaq Pasha Mahmood, National U. of Singapore; Pengji Wang, National U. of Singapore
- How Do Firms Develop Capabilities for Strategic Change in Dynamic Environments? | Yue Wang, U. of New South Wales; Xufei Ma, Chinese U. of Hong Kong; Yaqun Yi, Xi'an Jiaotong U.; Yuan Li, Shanghai JiaoTong U.

786 : (DRP Session) - (BPS) Mergers, Acquisitions, and Firm Scope

11:30am - 1:00pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 786

Facilitator: David R. King, Marquette U.

- Contingent Second-Order Fit in M&As: Resource Similarity, Complementarity & Managerial Compatibility | David G. Sirmon, Texas A&M U.; Mario Schijven, Texas A&M U.; Rhett Andrew Brymer, Texas A&M U.; Chris Tuggle, U. of Missouri at Columbia
- Reassessing the Practical and Theoretical Influence of Entrepreneurship Through Acquisition | Richard Hunt, U. of Colorado
- Do Early Birds Complete Their Deals? The Role of Timing in the M&A Process | Padma Rao Sahib, U. of Groningen; Trang Thu Doan, U. of Antwerp; Arjen van Witteloostuijn, U. of Antwerp
- ■Privatization and Business Portfolio Restructuring Strategy: Evidence from Privatization in China | Xu Han, GSM, Peking U.; Raphael H Amit, U. of Pennsylvania

787 : (DRP Session) - (BPS) Alliance Portfolios

11:30am - 1:00pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 787

Facilitator: Poonam Khanna, Arizona State U.

- → Alliance Portfolio Configuration and Foreign Knowledge Acquisition: Global Positioning Matters | Gurneeta Vasudeva, U. of Minnesota; Paul Almeida, Georgetown U.
- Developing a Successful Alliance Portfolio: The Art of Temporally Phasing Codification | Koen Heimeriks, Erasmus U. Rotterdam; Christopher B. Bingham, U. of North Carolina, Chapel Hill
- ■Lost in Your World? Role of Behavioral Orientation on the Impact of Alliance Portfolio on Innovation | Manish K. Srivastava, Michigan Technological U.; Devi R Gnyawali, Virginia Polytechnic Institute; Donald E. Hatfield, Virginia Tech
- Relative Contribution of Alliance Ties and Partners'
 Diversity to Firm Performance | Olga Petrovna Bruyaka,
 Virginia Polytechnic Institute; Turanay Caner, North Carolina
 State U.; John E Prescott, U. of Pittsburgh
- → Capability Acquisition from Alliance Portfolios: Cases from the Chinese IT Service Industry | Ning Su, Richard Ivey School of Business

788 =: (DRP Session) - (BPS) Dynamic Capabilities and Competitive Advantage

11:30am - 1:00pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 788

Facilitator: Paul Louis Drnevich, U. of Alabama

- The Elephant in the Room of Dynamic Capabilities Research | Giada Di Stefano, Bocconi U.; Margaret Peteraf, Dartmouth College; Gianmario Verona, Bocconi U.
- ☐ The Development and Impact of Organizational Capital: Differences Between Services and Manufacturing | Chris Meyer, U. of Massachusetts, Amherst; Bruce Skaggs, U. of Massachusetts; Mark Youndt, U. of Vermont
- Generic Strategies in Dynamic Environments | Sasanka Sekhar Chanda, Indian Institute of Management, Calcutta; Sougata Ray, Indian Institute of Management, Calcutta
- ☐ Flexible Production Systems, Environmental Dynamism, and Firm Performance | Dmitry Sharapov, U. of Cambridge; Paul Antony Kattuman, Cambridge U.
- Can Manufacturers Become Service Providers? Fostering Complementarity between Products and Service | Ivanka Visnjic, ESADE; Bart Van Looy, Katholieke U. Leuven

789 🖃: (Paper Session) - (BPS) Knowledge Flows Within and Across Firms

11:30am - 1:00pm San Antonio Convention Center: Room 204 A Tweet this session: #AOM2011 789

Chair: Giovanni Valentini, Bocconi U.

- → What Drives Global Integration? | Heather Berry, U. of Pennsylvania; Aseem Kaul, U. of Minnesota
- ₽-Within-Industry Diversification and Firm Performance: Synergy Creation and Capability Development | **Timo Sohl**, U. of St. Gallen
- Industrial Structure, Learning-By-Doing, and Technologies with Parametric Interdependencies | William M. Tracy, Rensselaer Polytechnic Institute; William "Patch" Paczkowski, Lally School of Management & Technology
- Job-Hopping in the Shadow of Patent Enforcement | Rajshree Agarwal, U. of Maryland; Martin Ganco, U. of Minnesota; Rosemarie Ziedonis, U. of Oregon

790 □: (Paper Session) - (BPS) Ambidexterity and Dynamic Capabilities

11:30am - 1:00pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 790

Chair: Jeffrey A. Martin, U. of Alabama, Tuscaloosa

Da Ambidextrous Capital in the Airline Industry | Ian

Hodgkinson, Loughborough U.; M.N. Ravishankar,

Loughborough U.; Michelle Aitken-Fischer, Loughborough U.

- Simulating Ambidexterity Heuristics and Their Effectiveness in Different Types of Environments | Andre O. Laplume, Michigan Technological U.; Parshotam Dass, U. of Manitoba
- Exploring the 'Dynamics' of Dynamic Capabilities: The Anteceding Role of Communal Culture | Carsten Zimmermann, U. of San Diego; Sebastian Kortmann, U. Muenster; Johan Perols, U. of San Diego; Markus A. Fitza, U. of Colorado, Boulder
- ₽ ☐ The Performance Effects of Balancing Exploration and Exploitation Within and Across Governance Modes | Uriel Stettner, Technion Israel Institute of Technology; Dovev Lavie, Technion Israel Institute of Technology

791 (□ © □: (Paper Session) - (CAR) Exploring the Dynamics, Interpretations and Meaning of Career Success

11:30am - 1:00pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 791 Chair: Maury Peiperl, IMD

- ☐ The Effect of Political Tactics on the Organizational Context-Subjective Career Success Relationship | Ilias Kapoutsis, Athens U. of Economics and Business; Alexandros Papalexandris, Athens U. of Economics and Business; Ioannis Thanos, Athens U. of Economics and Business; Andreas G Nikolopoulos, Athens U. of Economics and Business
- → Gender Differences and Subjective Career Success:
 A Boundaryless Career Perspective | Yuhee Jung, Meiji U.;
 Norihiko Takeuchi, Aoyama Gakuin U.
- Content, Structure, and Results: The Relational Models of Developmental Networks and Career Success | Richard Donald Cotton, Appalachian State U.

792 □ ♥ □: (DRP Session) - (CAR) Examining Career

Behaviours and Outcomes

11:30am - 1:00pm Grand Hyatt: Travis A Tweet this session: **#AOM2011 792** *Chair:* **Tania Casado**, U. of São Paulo

- ☐ The Impact of Status Behavior and Perceived Status on Careers Within Organizational Hierarchies | Johannes M Lehner, U. of Linz
- Organizational and Task Factors Influencing Teachers' Professional Development at Work | Arnoud Evers, Open U. the Netherlands; Beatrice Van der Heijden, Radboud U. Nijmegen; Karel Kreijns, Open U. the Netherlands; Marjan Vermeulen, Open U. the Netherlands
- How Does Social Capital Impact Career Outcomes? A Qualitative Examination | Keith Hechtel, Curbell Plastics, Inc.; Monica L. Forret, St. Ambrose U.
- How Can Mentoring Influence Organizational Deviance? | Chen Cheng, Huazhong U. of Science & Technology

■A Theory of Dual Job Search and Sex-Based Occupational Clustering | Alan M. Benson, Massachusetts Institute of Technology

793 ©CAU: (CAU) Study Abroad Programs: Assessing Students' Learning

11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 793

Interested in assurance of learning in study abroad programs? This caucus provides an opportunity for those who are involved in Study Abroad Programs (whether designing, directing, or teaching) to dialogue about ways to determine that students in study abroad programs are, in fact, achieving program learning objectives. Organizers: Nicole Gullekson, U. of Wisconsin, La Crosse; Mary Tucker, Ohio U.

794 → □ CAU: (CAU) West-East Trust Development

11:30am - 1:00pm Hilton Palacio del Rio: La Duguesa South Tweet this session: #AOM2011 794

Coordinators: Justin Kraemer, Rutgers U.; Letty Yan Yee Kwan,

U. of Illinois, Urbana-Champaign

Participants: Chao C. Chen, Rutgers U.; Peter Ping Li, Copenhagen Business School; Ying-Yi Hong, Nanyang Technological U.; Shyhnan Liou, National Cheng Kung U.; Angela Leung, Singapore Management U.

795 € → CAU: (CAU) Russia and CIS Managmeent Reseach Caucus

11:30am - 1:00pm Hilton Palacio del Rio: La Reina North & Center Tweet this session: #AOM2011 795

Coordinator: Carl F. Fey, Nottingham U. Business School China

796 → ■ CAU: (CAU) Biculturalism and Thriving at Work: A Multi-level Inquiry

11:30am - 1:00pm Hilton Palacio del Rio: La Reina South Tweet this session: #AOM2011 796 Organizer: Xiao Chen, U. of Toronto

797 → CAU: (CAU) The ASEAN Trade Agreements: Implications for East, West and the Rest

11:30am - 1:00pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 797

Organizers: Lakeesha Ransom, Assumption U. of Thailand; Jahan Ara Peerally, HEC Montreal

798 € → □CAU: (CAU) Where are the 'Tired, Poor, and Huddled Masses' in Management Research?

11:30am - 1:00pm Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 798

A Research Incubator to Examine the Extent to Which We Show Compassion for the 'Invisible Immigrants' within Our Organizations Organizer: Hazel-Anne M. Johnson, Rider U.

799: (Paper Session) - (CDP) Collaboration and Interaction Across Boundaries

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 799

Facilitator: Ralph A Heidl, Michigan State U.

▶OCIS: Engineering Objects for Collaboration: Strategies of Ambiguity and Clarity at Knowledge Boundaries | William C. Barley, Northwestern U.; Paul M. Leonardi, Northwestern U.; Diane E Bailey, U. of Texas, Austin

→ SIM: Implementation of Collaborative Strategies by Cross-sector Partnerships: Structural Configurations |

- Amelia C. Clarke, U. of Waterloo; Asadul Hoque, U. of Waterloo
- ENT: When Do Entrepreneurial Academics Engage in Interaction with Industry? | Kristina Dervojeda, U. of Twente; Jeroen Kraaijenbrink, U. of Twente; Aard J Groen, U. of Twente

800 : (Paper Session) - (CDP) Explorations in Creativity and Innovation

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real C

Tweet this session: #AOM2011 800 Facilitator: Victor Zengyu Huang, Zayed U.

OB: When Does Negative Mood Boost Creativity: A Trait Activation Perspective | March L. To, U. of Queensland;

Cvnthia D Fisher. Bond U.

- → **Q** OM: The Effects of New Product Creativity (NPC) in Malaysia: Is the NPC Construct Universal? | Pelin Bicen, -Pennsylvania State U., Erie; Suzilawati Kamarudin, National Defense U. of Malaysia; William H. A. Johnson, -Pennsylvania State U. Frie
- ■OM: Concurrent Engineering, Product Innovation and Organizational Performance: An Empirical examination I Anant Ravindra Deshpande, State U. of New York, Empire
- ■TIM: Impact of Social Exchange Relationships on Innovative Work Behaviour: Role of Work Engagement I Upasana Aggarwal, S.P.Jain Institute for Management and
- **ENT**: Customer Value Propositions in Declining Industries: Differences between High and Low Growth Firms | Gaylen N. Chandler, Wichita State U.; John Christian Broberg, Wichita State U.; Thomas Houston Allison, U. of Oklahoma - Norman

801: (Paper Session) - (CDP) Religion, Emotions, and the Workplace

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real D/E

Tweet this session: #AOM2011 801

Facilitator: Erich W. Barthel, Frankfurt School of Finance and Management

- → OCIS: Sense of iCalling: Crafting Jobs and Making a Holy Sense of Technology | Ruey-Lin Hsiao, National Chengchi U.
- Pomson: Spirituality, Religion, and Emotional Labor in the Workplace | Dana Morton, College of New Jersey; Conor Byrne, College of New Jersey; Jason Dahling, College of New Jersey; Samantha Chau, Novo Nordisk
- **GDO**: Religion and Work-Related Gender Attitudes: The Moderating Role of Fundamentalism | Oscar Holmes IV, The U. of Alabama; Ericka R. Lawrence, U. of Alabama; James E. King, U. of Alabama, Tuscaloosa
- Emotion Regulation in the Work of Financial Traders. Shalini Vohra, Sheffield Hallam U.; Mark Fenton-O'Creevy, Open U.

802: (Paper Session) - (CDP) Challenges in International **Business**

11:30am - 1:00pm Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 802

Facilitator: Joy Oguntebi, Rochester Institute of Technology

- P→ ☐ CAR: Expatriation Success in an Inter-Governmental Organization | Jean-Luc Cerdin, ESSEC Business School; Michael Dickmann, Cranfield U.
- → ■BPS: The Endowment Effect: Divestiture Aversion for Foreign Subsidiaries of Family-Controlled MNEs | Heechun Kim, Georgia State U.; Robert E. Hoskisson, Rice U.
- → ■SIM: How Different are BOP Markets Really?
 International Market Selection at the Base of the Pyramid |
 Miguel Rivera-Santos, Babson College; Carlos Rufin, Suffolk
 II
- → IM: Perceived Trustworthiness and Inter-personal Knowledge Sharing within Multinational Corporations | Sachiko Yamao, U. of Melbourne

803 : (Paper Session) - (CDP) Corporate Social Responsibility Training Through the Lens of Globalization and Governance

11:30am - 1:00pm Hilton Palacio del Rio: El Mirador East Tweet this session: #AOM2011 803

Facilitator: Alan Muller, U. of Amsterdam

- SIM: Corporate Social Responsibility: A Meta-Analysis of International Management Literature | Craig David Macaulay, U. of Texas, Dallas
- → ■IM: CSR in Global Supply Chains: A Cross-Level Embeddedness Approach to Practice Adoption | Valentina Marano, U. of South Carolina
- ► SIM: Commitment Strategies for Sustainability: How Corporations Can Create Value Through New Governance | Markus Beckmann, Leuphana U. Lueneburg; Stefan Hielscher, Martin-Luther U. Halle; Ingo Pies, Martin-Luther U. Halle
- ■MC: The Corporate Classroom as an East-West Laboratory: Cross Cultural Training of Japanese Expatriates | Alan Goldman, Arizona State U.

804 : (Paper Session) - (CDP) Identity, Communication and Helping at Work

11:30am - 1:00pm Hilton Palacio del Rio: El Mirador West

Tweet this session: #AOM2011 804

Facilitator: Maria Kakarika, Euromed Management

- HR: Social Comparisons and Development Behaviors Development-related Self-identity Moderation | David B. Zoogah, Morgan State U.
- OB: Enclothed Cognition: Wearing a Lab Coat Increases
 Attention and Error Avoidance | Hajo Adam, Northwestern U.;
 Adam D. Galinsky, Northwestern U.
- OB: The Role of Feeling Known in Face-to-Face and Virtual Teams | Radostina K Purvanova, Drake U.
- □ CM: The Invisible Cost of Helping Behavior | Lei Zhu, U. of British Columbia; Jun Gu, U. of Toronto

805 : (Paper Session) - (CDP) Strategic Learning, Strategy Execution and Competition

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: #AOM2011 805

Facilitator: Kathryn Rudie Harrigan, Columbia Business School

De PNP: Turning Around the Effects of Turnover: Military
Lessons Learned from OIF | Charles Y. Murnieks, U.S. Air
Force Academy; Scot T. Allen, U.S. Air Force Academy;
Claudia J. Ferrante, U.S. Air Force Academy

- SAP: Strategic Learning Practices as Key Effects on Organizational Commitment and Effectiveness | Chien-Chi Tseng, U. of Florida
- SAP: Making Sense of Strategy Execution: A Multi-Layered View of Strategy Execution Challenges | Tomi M. M. Laamanen, Aalto U.; Samuli Skurnik, Aalto U.
- QCIS: Process Perspective of Absorptive Capacity: A Multidimensional Model | Marco Marabelli, Bentley U.

806 : (Paper Session) - (CDP) Managing Non-Profit and Public Organizations in a Globalized World

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: **#AOM2011 806**Facilitator: **Kristine Dery**, U. of Sydney

P⇒ ■PNP: The Whole is More than the Sum of Its Parts? How HRM is Configured in NPOs and Why It Matters | Hans-Gerd Ridder, Leibniz U. Hannover; Alina McCandless Baluch, Leibniz U. Hannover; Erk Peter Piening, Leibniz U. Hannover

- ■OMT: Acculturation as Resourcing: Entering the Public Sector Outsourcing Market | Florian Ueberbacher, U. of St. Gallen; Claus D Jacobs, U. of St. Gallen
- **ENT:** The Role of Social Entrepreneurial Leaders and Transformational Leadership in Existing Organizations | **Jason Lortie**, Florida Atlantic U.

807: (Paper Session) - (CDP) Interorganizational Networks and Their Effects on Firm Performance

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey S Tweet this session: **#AOM2011 807**

Facilitator: Martin Gargiulo, INSEAD

- → ■BPS: Military Ties, New Venture Performance, and Political Risk Management in Emerging Economies | Shon R Hiatt, Harvard Business School; Wesley Sine, Cornell U.
- **OMT:** Perspective-taking in Interorganizational Networks of Alliances | **Jungwon Min**, Keio U.; **Hitoshi Mitsuhashi**, Keio U.
- MOC: The Differential Effect of Different Ties on Organizational Outcomes: A Theoretical Framework | Brandon Ofem, U. of Kentucky
- BPS: Information Networks as Predictors of Accounting Manipulation in Venture Capital Backed IPOs | Brandon Fleming, U. of Washington

808 SHCS: (CM, OB) Hierarchy and Moral Behavior in Organizations

11:30am - 1:00pm Grand Hyatt: Bonham C Tweet this session: **#AOM2011 808**

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

- Driving to the Top: How Status Influences Punishment of Transgressions | Lamar Pierce, Washington U. in St. Louis
- Beyond a Shadow of a Doubt: Power, Moral Clarity, and Punishment in the Workplace | **Scott Wiltermuth**, U. of Southern California; **Frank Flynn**, Stanford U.
- Gratitude Expression Assuages the Wrath of Incompetent Power Holders | **Yeri Cho**, U. of Southern California; **Nathanael J. Fast**, U. of Southern California
- The Ethics "Fix": When Formal Systems Make a Difference | Ann Tenbrunsel, U. of Notre Dame; Kristin Smith-Crowe, U. of

Utah; Suzanne Chan-Serafin, U. of New South Wales; Arthur P. Brief, U. of Utah

809 □ • → • □: (DRP Session) - (CMS) Beyond West-East and North-South

11:30am - 1:00pm Marriott Rivercenter: Conference Room 16 Tweet this session: #AOM2011 809

Facilitator: Craig Prichard, Massey U.

- ■The East as Mirror of the West | Mark Learmonth, Durham U.; Patrick Reedy, U. of Hull
- ■The Paradox of Professionalism: Enabling and Obstructing Mobilization in Indian Call Centres | Brandon Vaidyanathan, U. of Notre Dame
- → All that is Solid Melts into Air: A Case of a Brazilian Transnational Company in the USA | Ana Christina Celano, Fundação Getulio Vargas - Rio; Eliane Alves Maciel, EBAP-FGV; Ana Lucia Guedes, Fundação Getulio Vargas
- ■Mindful Quality Control Going East to Understand the West | Erik Bjurström, Mälardalen U.

810 → ■JS: (CMS, IM) Close Encounters of the Postcolonial Kind: Organizing in the Context of East-West Meetings

11:30am - 1:00pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 810

Chairs: Pushkala Prasad, Skidmore College: Rafael Alcadipani. Fundação Getulio Vargas

Understanding Modern Western Structures of Knowledge: (Neo)Colonialism & the Rise of Management I **Anshuman**

Prasad, U. of New Haven Making East West: Americanizing Brazilian Management Education | Rafael Alcadipani, Fundação Getulio Vargas; Miguel P Caldas, Fundação Getulio Vargas-EAESP & EBAPE

When West Helps East: Humanitarianism as Postcolonial Organizing | Adam Rostis, Saint Mary's U.

When East Confronts West: Collisions Between Tradition and Modernity in Scandinavian Organizations | Pushkala Prasad, Skidmore College

811: (Paper Session) - (DISC) Problems at Work: Incivility, Turnover, and Deviance

11:30am - 1:00pm Hyatt Regency: Blanco Tweet this session: #AOM2011 811

Discussant: Kenneth Lee Bettenhausen, U. of Colorado, Denver

- ■OB: The Drivers and Outcomes of Work Alienation: A Reinterpretation of Marx | Amanda Shantz, Kingston U.; Kerstin Alfes, Kingston U.; Katie Truss, Kent State U.; Emma Soane, London School of Economics
- ■OB: Why Powerless Employees Engage in Organizational Deviance: An Explanation of Psychological Ownership | Huanyong Chen, Hong Kong Baptist U.
- ■OB: To Leave or Not to Leave: When Interpersonal Helping Influences an Employee's Intention to Quit | Gerdien Regts, U. of Groningen; Eric Molleman, U. of Groningen; Kees Ahaus, U. of Groningen
- **OB**: Gender Differences in Personality Predictors of Workplace Incivility | David S. DeGeest, U. of Iowa; Erik Gonzalez-Mule, U. of Iowa; Michael K Mount, U. of Iowa

812: (Paper Session) - (DISC) Leadership, Cognition, and **Decision Making**

11:30am - 1:00pm Hyatt Regency: Bowie A Tweet this session: #AOM2011 812

Discussant: Sotirios Paroutis, U. of Warwick

□ • → ■ SAP: Paradoxical Tensions of

Cognitions-in-Action | Robert Phillip Wright, Hong Kong Polytechnic U.; Daniela Patricia Blettner, Tilburg U.; Richard Soparnot, ESCEM Tours

- BPS: The Under-Appreciated Role of Quality Conversations in Strategic Decision-Making | Massimo Garbuio, Sydney U.; Dan Lovallo, Sydney U.
- **SAP:** Heuristic Transfer in the Relationship Between Leadership and Employee Creativity | Sean McMahon, U. of Central Florida; Cameron Ford, U. of Central Florida

813: (Paper Session) - (DISC) Social Ethics

11:30am - 1:00pm Hyatt Regency: Bowie B Tweet this session: #AOM2011 813

Discussant: Jamie R. Hendry, Bucknell U.

- ⇒ SIM: The Love of Money is the Root of All Evil: Corporate Ethical Values and CPI as Moderators | Thomas **Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarso**, Middle Tennessee State U.; Mahfooz Alam Ansari, U. of Lethbridge; Vivien KG Lim, National U. of Singapore; Thompson SH Teo, National U. of Singapore; Fernando Arias-Galicia, U. Autónoma del Estado de Morelos; Ilya Garber, Saratov State U.; Peter Vlerick, U. of Ghent; Jian Liang, Shanghai JiaoTong U.; Adebowale Akande, Potchefstroom U.; Michael W. Allen, U. of Sydney; Abdulgawi Salim Alzubaidi, Sultan Qaboos U.; Mark G. Borg, U. of Malta; Brigitte Charles Pauvers, U. of Nantes; Bor-Shiuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Linzhi Du, Nankai U.; Consuelo Adelaida Garcia-de-la-Torre, EGADE, Instituto Tecnologico y de Estudios Superiores de Monterrey; Rosario Correia Higgs, Polytechnic Institute of Lisbon, Portugal; Abdul Hamid Safwat Ibrahim, Iman U.; Chin-Kang Jen, National Sun Yat-sen U.; Ali Mahdi Kazem, Sultan Qaboos U.; Kilsun Kim, Sogang U.; Roberto Luna-Arocas, U. of Valencia; Eva Malovics, U. of Szeged; Alice S. Moreira, Federal U. of Para; Richard T Mpoyi, Middle Tennessee State U.; Anthony Ugochukwu Obiajulu Nnedum, Nnamdi Azikiwe U.; Johnsto E. Osagie, Florida A & M U.; Mehmet Ferhat Özbek, Gümübhane U.; AAhad Osman-Gani, UIA International U.; Francisco Costa Pereira, Polytechnic Institute of Lisbon, Portugal; Ruja Pholsward, Rangsit U.; Horia Pitariu, Babes-Bolyai U.; Marko Polic, U. of Ljubljana; Elisaveta Sardzoska, U. St. Cyril and Methodius; Petar Skobic, Middle Tennessee State U.; Allen F. Stembridge, Andrews U.; Theresa Li-Na Tang, Tang Global Consulting Group; Martina Trontelj, U. of Ljubljana; Caroline Urbain, U. of Nantes; Luigina Canova, U. of Padua; Anna Maria Manganelli, U. of Padua
- → SIM: Between Legalism and Virtuousness: The Thorny Position of Political Liberalism in Business Ethics | Thomas Armbruester, Quadriga U.; Christoph Luetge, Technical U. Munich
- SIM: Enhancing Social Sustainability through an Ethic of "Embodied Care" | Sheldene K Simola, Trent U.

814: (Paper Session) - (DISC) Philanthrophy 11:30am - 1:00pm Hyatt Regency: Bowie C

Tweet this session: #AOM2011 814

Discussant: Chao Guo, U. of Georgia

- **PNP:** Exploring Embeddedness and Network Change: United Way Adoption of Competitive Allocations | Laurie E. Paarlberg, U. of North Carolina, Wilmington
- → PNP: Does Donation Always Encourage Doing Good? Evidence from Nonprofit Nursing Homes | Susan F. Lu, U. of Rochester
- PNP: Hybridization of Institutional Logics in Corporate Philanthropy | Kiwon Jung, Yonsei U.; Shinwon Noh, Cornell U.; Grimm Noh, U. of Pennsylvania; Sunhyuk Kim, Korea U.; Dongyoub Shin, Yonsei U.
- PNP: Beyond Pounds & Cans: Nonprofit Capacity, Roles & Institutionalization in Emergency Food Networks | Jamie Levine Daniel, Ohio State U.; Stephanie Moulton, Ohio State

815 : (Paper Session) - (DISC) Social Construction

11:30am - 1:00pm Hyatt Regency: Live Oak Tweet this session: #AOM2011 815

Discussant: Andrea Casey, George Washington U.

- MOC: Modeling Proactive Work Behavior: A Social Cognitive Approach | Herbert K.S. Leung, Hong Kong Polytechnic U.
- MOC: Towards a Theory of Unimagined Events | Ivano Cardinale, U. of Cambridge
- MOC: Toward a Theory of Workplace Entitlement: A Social Learning and Attributional Perspective | Paul Harvey, U. of New Hampshire; Mark J. Martinko, Florida State U.; Jeremy Ray Brees, Florida State U.
- → ■MOC: Emotional Mix Elicited by Hurt in Social Games: Appraisals, Culture, and Pair-gender Effects | Yan Li, The Chinese U. of Hong Kong

816: (Paper Session) - (DISC) New Ventures and Innovation

11:30am - 1:00pm Hyatt Regency: Llano Tweet this session: #AOM2011 816

Discussant: Maija Renko, U. of Illinois, Chicago

- ENT: Causal and Effectual Cycles in Music Business Venturing | Laura Wilhelmiina Laaksonen, Aalto U.; Antti Ainamo, U. of Turku; Toni-Matti Karjalainen, Aalto U.
- ENT: Business Angel Knowledge Spillover and New Venture Performance | Richard L. Jayne, St. Ambrose U.; Arun K. Pillutla, St. Ambrose U.
- ENT: Turning Public into Private: How Local Social Capital Affects Entrepreneurs' Network For Innovation | Francesca Masciarelli, G. D'Annunzio U.; Andrea Prencipe, G. D'Annunzio U.
- ENT: A Dynamic Approach to Resource Accumulation Processes in New Firms | Amy Gresock, U. of Michigan, Flint

817 : (Paper Session) - (DISC) The Relevant Past: Learning from Management History

11:30am - 1:00pm Hyatt Regency: Maverick A Tweet this session: #AOM2011 817

Discussant: Regina A. Greenwood, Nova Southeastern U.

■ MH: History of Management Thought about Social Responsibility | Randy Evans, U. of Tennessee, Chattanooga; Stephanie Pane-Haden, Texas A&M U.; Russell W. Clayton, U.

- of North Carolina Asheville; Milorad M. Novicevic, U. of Mississippi
- MH: The Conceptual Foundations of Relational Contract: Contributions from Ian Macneil | Josetta McLaughlin, Roosevelt U.

818: (Paper Session) - (DISC) Managing Diversity

11:30am - 1:00pm Hyatt Regency: Maverick B Tweet this session: #AOM2011 818

Discussant: Cheryl L. Maranto, Marquette U.

- ₱ ■GDO: Diversity Management Approach and Organizational Attractiveness: A Policy-Capturing Study | Jesse E. Olsen, Kwansei Gakuin U.; Luis Martins, U. of Texas,
- ### GDO: Same or Different? Black Professors' Experience (or not) of Subtle Racism | Kimberly Sherman, U. of Massachusetts, Amherst
- ■GDO: Why We Fight: Finding the Value in Group Diversity Using Attachment Theory | Mark Bajramovic, Concordia U.; Marylene Gagne, Concordia U.

819: (Paper Session) - (DISC) International Leadership and **Employees**

11:30am - 1:00pm Hyatt Regency: Navarro Tweet this session: #AOM2011 819

Discussant: Sally Sledge, Norfolk State U.

- → ■IM: Individualism Collectivism and Tenure Intent: Role of Task Interdependence and Equity Perceptions | Nagarajan Ramamoorthy, U. of Houston, Victoria; Patrick Christopher Flood, Dublin City U.; Subodh P. Kulkarni, Howard U.
- □ ■IM: Theory Development and Evidence for Industry Sample Invariance for Leadership Dimensions | Romie Frederick Littrell, Auckland U. of Technology; Claude Xiang Ao, Auckland U. of Technology
- □ IM: Implicit Leadership in an Intercultural Context: Theory Extension and Empirical Investigation | Ruth Maria Stock, Darmstadt U. of Technology; Guelden Oezbek-Potthoff, Darmstadt U. of Technology

820 : (Paper Session) - (DISC) Innovation and Its Users

11:30am - 1:00pm Hyatt Regency: Nueces

Tweet this session: #AOM2011 820

Discussant: Raj Echambadi, U. of Central Florida

- TIM: Absorbing User Innovations: A Typology of Creative Consumers and Firm Responses | Ian P. McCarthy, Simon Fraser U.; Bruno S Silvestre, Simon Fraser U.; Jan H. Kietzmann, Simon Fraser U.; Leyland Pitt, Simon Fraser U.
- ■TIM: The Value-Oriented View of Innovation: Defining and Measuring Business Innovation | Jiyao Chen, Northwestern U.; Mohanbir Sawhney, Northwestern U.
- ■TIM: Leveraging Technology with User Community-based Search: Evidence from Multiple Case Studies | Peter Keinz, WU Vienna; Reinhard Prügl, Zeppelin U.

821 : (Paper Session) - (DISC) Multiple Principals and **Agency Problems**

11:30am - 1:00pm Hyatt Regency: Segin Tweet this session: #AOM2011 821

Discussant: Albert Cannella, Tulane U.

BPS: Principal-Principal Agency Relationships in Family Firms | Robert Van De Graaff Randolph, Mississippi State U.

- → ■BPS: Accounting Firms and Foreign Ownership in Principal-Principal Issues | Taeyoung Yoo, Hankuk U. of Foreign Studies; Yunsung Koh, Hankuk U. of Foreign Studies
- → ■BPS: Who's the Boss and What Does She Want? Control Types, Shareholder Heterogeneity, and Firm Value | Kate Sikavica, U. of Munich; Esther Bettina Kessler, U. College London; Sanjay Goel, U. of Minnesota, Duluth
- 822 : (Paper Session) (ENT) Venture Capital Finance 11:30am - 1:00pm San Antonio Convention Center: Room 007 B Tweet this session: #AOM2011 822

Chair: Wei Guo, U. of Maryland, College Park

Merchant Venture Capital | Jay J Janney, U. of Dayton

- ■Metaphors and Heuristics in Venture Capitalists' Decision-Making | Mark V. Cannice, U. of San Francisco; Art Bell, U. of San Francisco; Dayle Smith, U. of San Francisco
- ☐ The Impact of Venture Capital Portfolio Composition on Affiliation Benefits | **Umit Ozmel**, Purdue U., West Lafayette; Isin Guler, U. of North Carolina
- Founder CEOs Sell Secondary Shares at IPO: Monitored by Inside Directors and VCs I Qiang Li, U. of Maryland. College Park

823: (Paper Session) - (ENT) Is Being New Really Such a Liability?

11:30am - 1:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 823 Chair: Sanjay Jain, Santa Clara U.

- All Organizations Were Once New: Revisiting Stinchcombe's Liability of Newness Hypothesis | Tiantian Yang, U. of North Carolina, Chapel Hill; Howard Aldrich, U. of
- North Carolina ■Unpacking the Liability of Newness: Resource Providers and the Nascent Entrepreneur | Jay O'Toole, U. of Wisconsin, Madison; Michael P. Ciuchta, U. of Central Florida
- **P** © Cutting the Apron Strings of Business Incubation Firms: Is the Liability of Newness...a Liability? | Alejandro Amezcua, Syracuse U.; Steven Walter Bradley, Baylor U.; Johan Wiklund, Syracuse U.
- ₽ Financial Capital and Startup Survival | Jeongsik Jay Lee, Georgia Institute of Technology; Wei Zhang, Georgia Institute of Technology

824 : (DRP Session) - (ENT) You Are Who You Know: The Role of Networkers in Entrepreneurship

11:30am - 1:00pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 824

Facilitator: Mike Provance. Old Dominion U.

- Entrepreneurial Networks and New Venture Performance: A Meta-Analytic Review | Souren Arzlanian, VU U. Amsterdam; Wouter Stam, Hong Kong U. of Science and Technology; Tom Elfring, VU U. Amsterdam
- Exploring Quantity and Quality in Networking Relationships: Antecedents of Revenue Generation | Jeffrey M. Pollack, U. of Richmond; Anson Seers, Virginia Commonwealth U.; Matthew W. Rutherford, Virginia Commonwealth U.
- Networks and Entrepreneurs' Early Internationalization Decisions: A Multi-Level Perspective | Anne Domurath, Technical U. München; Holger Patzelt, Technical U. München

- → Networking Ability and New Venture Performance: The Impact of Venture Size and National Context | Stefan Sigmund, U. of Cologne; Thorsten Semrau, U. of Cologne; Douglas Wegner, Federal U. of Rio Grande do Sul
- ☐ The Evolution of Entrepreneurial Networks: Towards a Model of Network Development for Franchisees | Joanne Larty, Lancaster U.; Martin Friesl, Lancaster U.

825 🔙: (DRP Session) - (ENT) Entrepreneurial Intent and Orientation

11:30am - 1:00pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 825

Facilitator: Darline Augustine, LSE

- ■The Paradox between Legitimacy and Entrepreneurial Orientation for New Venture Performance | Hai Guo, Renmin U. of China; Jintong Tang, Saint Louis U.
- → The Influence of Performance on Entrepreneurial Orientation | Kozo Yamada, Sophia U.; Yoshihiro Eshima, osaka U. of economics
- Antecedents of Entrepreneurial Orientation: The Impact of Knowledge Acquisition and Decision Making I Sebastiaan van Doorn, RSM Erasmus U.; Christian Troester, Erasmus U. Rotterdam
- Entrepreneurial Processes in Social Contexts: An Entrepreneurial Orientation Perspective | G. T. Lumpkin, Syracuse U.; Todd W. Moss, Texas Tech U.; David Gras, Syracuse U.; Shoko Kato, Syracuse U.; Alejandro Amezcua, Syracuse U.
- Entrepreneurial Initiative and Brokerage: The Moderating Role of the Organizational Context | Lotte Glaser, VU U. Amsterdam; Wouter Stam, Hong Kong U. of Science and Technology; **Tom Elfring**, VU U. Amsterdam

826 : (Paper Session) - (GDO) Age Diversity & Organizational Context

11:30am - 1:00pm Grand Hyatt: Presidio A Tweet this session: #AOM2011 826

Chair: Waheeda Lillevik, College of New Jersey

Discussant: Marie-Therese Claes, U. Catholique de Louvain

- ⊕ Actions Speak Louder Than Words: Age Diversity, Diversity Orientation, and Employer Attractiveness | Tanja Rabl, U. of Bayreuth; María Carmen Triana, U. of Wisconsin,
- Organizations: A Study on the Role of Affective Processes I Florian Kunze, U. of St. Gallen: Jochen I. Menges, U. of
- Making a Case for the Existence of Generational Stereotypes Apivat Paul Hanvongse, Columbia U.; Danut A. Casoinic, U. of Grenoble; Elissa L. Perry, Columbia U.

827: (DRP Session) - (GDO) Gender Roles and Pay Inequity 11:30am - 1:00pm Grand Hyatt: Travis B

Tweet this session: #AOM2011 827

Facilitator: Thomas Stephen Calvard, London School of **Fconomics**

 □ Desired Gender (In)Equities: Gender Role Beliefs and Spousal Wage Expectations | Catherine Tinsley, Georgetown U.; Taeya Howell, U. of Texas, Austin; Emily T. Amanatullah, U. of Texas, Austin

- → Gender Differences in Pay Equity, Procedural Justice and Organizational Commitment | Violetta Khoreva, Hanken School of Economics; Aino Salimäki, Hanken School of Economics
- ■The Effect of Gender and Sexual Orientation on Hiring and Compensation Decisions | Benjamin Everly, U. of California, Los Angeles; Margaret Shih, U. of California, Los Angeles
- → Like Daughter, Like Father: How Women's Wages
 Change When CEOs Have Daughters | Michael S. Dahl,
 Aalborg U.; Cristian L. Dezso, U. of Maryland, College Park;
 David Gaddis Ross, Columbia Business School
- Does it Pay to be Nice? The Effect of Agreeableness on the Gender Wage Gap | Beth Ann Livingston, Cornell U.; Timothy A. Judge, U. of Notre Dame; Charlice Hurst, The U. of Western Ontario

828 ②→ ■SHCS: (GDO, CAR) Individual and Organizational Strategies to Increase Women's Participation in the STEM Workforce

11:30am - 1:00pm Grand Hyatt: Lone Star C Tweet this session: **#AOM2011 828**

Chairs: Diana Bilimoria, Case Western Reserve U.; Linley Lord, Curtin II

- Women in the Engineering Profession: Persistence, Career Commitment and Engagement | Kathleen Relihan Buse, Case Western Reserve U.
- Understanding Women's Persistence in Engineering Careers | Romila Singh, U. of Wisconsin, Milwaukee; Nadya Fouad, U. of Wisconsin, Milwaukee
- Making the Move or Keeping the Connection? Engineering Women as Managers and Leaders | Melissa Marinelli, Curtin U.: Linley Lord. Curtin U.
- Recruiting Academic Elites: Gender Practices in Professional Appointments in the STEM Fields | Marieke van den Brink, Radboud U. Nijmegen
- The Outcomes of Institutional Transformation Efforts to Advance Gender Equity | Diana Bilimoria, Case Western Reserve U.; Xiang Fen Liang, Case Western Reserve U.

829 : (Paper Session) - (HCM) Improving Health System Quality

11:30am - 1:00pm Marriott Rivercenter: Salon K Tweet this session: **#AOM2011 829**

Position Management Systems, Resource Availability, and Substance Abuse Treatment Quality | Dail Fields, Regent U.; Terry C. Blum, Georgia Institute of Technology; Paul M. Roman, U. of Georgia

Winner of HCM Division Best Paper Award

■Emergency Department Crowding: Vicious Cycles in the ED | J. Bradley Morrison, Brandeis U.; Robert Wears, U. of Florida

HCM Division Best Paper Award Nominee

₽ □ Organizational Review of Adverse Events at an Academic Medical Center | Lucy MacPhail, New York U. Winner of HCM Division Best Paper Based on a Dissertation Award

Presenter: Michael I. Harrison, Agency for Healthcare Research and Quality

830 ⊟: (HR) The Line Manager Role in Establishing Effective Human Resource Management

11:30am - 1:00pm Grand Hyatt: Bonham D Tweet this session: **#AOM2011 830**

Organizers: Nele Soens, Vlerick Leuven Gent Management School;

Joo Hun Han, U. of Maryland Chair: Susan M. Tavlor. U. of Maryland

Discussant: David P. Lepak, Rutgers U.

Ghent; Susan M. Taylor, U. of Maryland

Antecedents of Effective HRM Implementation by Line
Managers I Caroline Gilbert, Katholieke U. Leuven: Sophie De

Winne, Lessius U. College; Luc Sels, Katholieke U. Leuven High-Performance Work Systems, Cognitive and Motivational Mediators and Performance: A Reality Check | Nele Soens, Vlerick Leuven Gent Management School: Dirk Buyens, U. of

Work-Life Flexibility Access by the Line: Linkages to Group Job Context and Individual Effectiveness | Ellen Ernst Kossek, Michigan State U.; Peter Berg, Michigan State U.; Matt Piszczek, Michigan State U.; Ryan Petty, Roosevelt U.

Combined Effects of High-Performance Work Systems and Transformational Leadership on Job Performance | Joo Hun Han, U. of Maryland; Susan M. Taylor, U. of Maryland; Seongsu Kim, Seoul National U.

831 🖃: (Paper Session) - (HR) Executive Compensation:

Governance, Dispersion, and Firm Performance

11:30am - 1:00pm Grand Hyatt: Lone Star D Tweet this session: **#AOM2011 831**

Chair: Ingrid Fulmer, U. of South Carolina

- A Study of Executive Perceptions of Compensation Governance | Patturaja Selvaraj, Indian Institute of Management, Ahmedabad; Jerome Joseph, Indian Institute of Management, Ahmedabad
- Compensation Committee as a Catalyst in the Diffusion of Executive Pay Dispersion across Firms | Yong-Yeon Ji, Towson U.; Won Yong Oh, U. of Kansas
- CEO Compensation: The Effects of CEO Pay Comparisons on Firm Performance | Manu Gupta, Virginia Commonwealth U.; Sven Kepes, Virginia Commonwealth U.

832 ⓒ⊒: (DRP Session) - (HR) Understanding Employee Withdrawal Behavior

11:30am - 1:00pm Grand Hyatt: Mission A Tweet this session: **#AOM2011 832**

Facilitator: John Kammeyer-Mueller, U. of Florida

- ●→ ■A Test of the Dalton and Mesch Self-Report Measure of Absenteeism | Roderick D Iverson, Simon Fraser U.; Stephen Deery, U. of London
- Pa An Approach-Avoidance Approach to Employees' Job Search Behavior | Ryan D. Zimmerman, Texas A&M U.; Abbie J. Shipp, Texas A&M U.; Benjamin B. Dunford, Purdue U.; John W Boudreau, Center for Effective Organizations
- Manager Responses to Internal Transfer Attempts: Assistance, Hindrance, or Refraining | Brian R. Dineen, U. of Kentucky; Juan Ling, Georgia College & State U.; Scott Soltis, U. of Kentucky
- ➡Predicting Retirement Upon Eligibility: An Embeddedness Perspective | Peter A. Bamberger, Tel Aviv U.; Samuel Bacharach, Cornell U.

■An Empirical Evaluation of Ergonomics as a Distal Determinant in the Retirement Decision Process | Charles H Ritter, Ohio U.; Sean Robinson, Ohio U.; Diana J Schwerha, Ohio U.: David Fried. Ohio U.

833 → □JS: (HR, ODC) Enlightening, Balancing, and Transcending Cultures: Boundary Spanners, Biculturals and Bridgemakers

11:30am - 1:00pm Grand Hyatt: Independence Tweet this session: #AOM2011 833

Organizers: Lena Zander, Uppsala U.; Kristiina Mäkelä, Hanken School of Economics; Wilhelm Barner-Rasmussen, Hanken School of Economics

- Interpersonal Similarity and Knowledge Sharing Within Multinationals | Kristiina Mäkelä, Hanken School of Economics; Ulf Andersson, Copenhagen Business School; Tomi Seppälä, Aalto U.
- Dual Allegiances in HQ-Subsidiary Relationships: A Faultline Perspective | Wilhelm Barner-Rasmussen, Hanken School of Economics; Snejina Michailova, The U. of Auckland
- Bi-cultural Leaders and Multinational Team Decision-Making: Risk Taking on the Faultlines | Christina Lea Butler, Kingston
- The Importance of Being Bridge-Maker: Power, Influence and Skills in Multicultural Boards | Suzanne Liljegren, Stockholm School of Economics: Lena Zander, Uppsala U.

834 : (Paper Session) - (IM) Cross-Cultural Studies in International Business: Cultural Variation and Cultural Values

11:30am - 1:00pm San Antonio Convention Center: Room 207 B Tweet this session: #AOM2011 834

Chair: Roger N Blakeney, U. of Houston

- → Culture and Intellectual Property: A GLOBE Study Perspective | Amanda E.K. Budde-Sung, U. of Sydney
- ■A Cross-Cultural Study of the Relation of Values and Socioeconomic Background to P-J and P-O Fit | Jane Giacobbe Miller, U. of Massachusetts, Amherst; Melissa S Woodard, U. of Massachusetts, Amherst; Chun Guo, Sacred Heart U.: Daniel J Miller. Central Connecticut State U.: Xueting Jiang, U. of Massachusetts, Amherst; Kwong Chan, U. of Massachusetts, Amherst; Mehmet D Aydin, Hacettepe U.; Ana Heloisa da Costa Lemos, PUC-Rio; Vilmante Kumpikaite, Kaunas U. of Technology; Ming Liu, Qingdao Technological U.; Ruth Alas, Estonian Business School; Sudhir Nair, U. of Massachusetts, Amherst
- → Cultural Variation and the Psychological Contract: The Mediating Effect of Exchange Ideology | David C. Thomas, Simon Fraser U.: Elizabeth C. Ravlin, U. of South Carolina: Yuan Liao, Simon Fraser U.; Daniel L. Morrell, Middle Tennessee State U.; Kevin Au, Chinese U. of Hong Kong
- Towards a Transvergent Perspective | Alex Mackinnon. Middlesex U.; Markus Kittler, U. of Stirling

835: (DRP Session) - (IM) Emerging Economies and **Development Strategies**

11:30am - 1:00pm San Antonio Convention Center: Room 208

Tweet this session: #AOM2011 835

Chair: Chalmer E. Labig, Oklahoma State U.

- → When To Localize? Integration And Responsiveness In Subsidiaries In Transition Economies | Klaus Meyer, U. of Bath; Yu-Shan Su, National Taiwan Normal U.
- → Analysis of Management Studies on Emerging Markets | Lori Allen-Ford, Florida Atlantic U.; Hemant Merchant, Florida Atlantic U.
- → International Expansion of Chinese MNCs: A Case Truly for Theoretical Extension and Development? | Ping Deng, Maryville U. of St. Louis
- ■Chinese M&A in Germany: Antecedents to the Light-Touch Integration Based on Absorptive Capacity I Yipeng Liu, Institute for Small Business Research, U. of Mannheim; Michael Woywode, Mannheim U.
- Regulatory Constraints and Performance Implications of Wholly Owned Foreign Subsidiary Business Relational Ties in a Volatile Emerging Market Environment | George O. White, Old Dominion U.; Janice R. Joplin, Southern Illinois U., Edwardsville; Thomas A. Hemphill, U. of Michigan, Flint; Frank Hoy, Worcester Polytechnic Institute; Laurence Anthony Marsh, Columbus State U.

836 : (Paper Session) - (IM) Strategic Global Offshoring: Antecedents, Consequences, and Contingencies

11:30am - 1:00pm San Antonio Convention Center: Room 209 Tweet this session: #AOM2011 836

Chair: Vinod K Jain, U. of Maryland

- ₽→ In Hidden Costs of Offshoring: The Impact of Complexity, Design Orientation and Experience | Marcus Møller Larsen, Copenhagen Business School; Stephan Manning, U. of Massachusetts, Boston; Torben Pedersen, Copenhagen Business School
- ■Institutional Distance and Product Recalls the Moderating Effect of Strategic Sourcing | Etayankara Katangote Muralidharan, I. H. Asper School of Business; Hari Bapuji, I. H. Asper School of Business
- → A Culture-Based View of Offshoring: The Role of Cultural Friction, Trust, and Bounded Reliability | Ben L Kedia, U. of Memphis; Jack A Clampit, U. of Memphis; Nolan Gaffney, U. of Memphis
- → Offshoring Attitudes and Their Consequences for Relationships in Transnational Teams | Angelika Zimmermann, Loughborough U.

837: (Paper Session) - (IM) Entrepreneurship and New Venture Internationalization

11:30am - 1:00pm San Antonio Convention Center: Room 210 A Tweet this session: #AOM2011 837

Chair: Rakesh B. Sambharya, Rutgers U., Camden

- → Health Care Entrepreneurship in the Democratic Republic of the Congo: An Exploratory Study | Ngoyi K.Z. Bukonda, Wichita State U.; Masud Chand, Wichita State U.; Tumba Ghislain Disashi, U. of Mbuji Mayi; Wambuyi C Lumbala, U. of Mbuji Mayi; Mukinayi Benoit Mbiya, U. of Mbuji
- Venture Capitalists' and Entrepreneurs' Knowledge in New Venture Internationalization | Joseph A LiPuma, EM Lyon; Christiane Prange, EM Lyon; Sarah Park, EMLYON Business School

- ■The Meaning of Inception in International New Ventures: Do Empirics Solve Definitional Ambiguity? | Sophie Catherine Bacq, U. Catholique de Louvain; Regis Coeurderoy, U. de Louvain
- → Subsidiary Entrepreneurship and Entrepreneurial
 Opportunity: An Institutional Perspective | Kim Clark, U. of
 Texas, San Antonio; Indu Ramachandran, U. of Texas, San
 Antonio; Gordian Simon Rättich, U. of Erlangen, Nuremberg

838 : (Paper Session) - (IM) Emerging Market MNCs and Internationalization

11:30am - 1:00pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 838
Chair: Ravi Sarathy. Northeastern L

- Chair: Ravi Sarathy, Northeastern U.
- → How to Survive in Developed Economies? An Environment Partitioning Perspective for EM MNEs | Lei Li, Nottingham U.; Weilei (Stone) Shi, Baruch College; Sunny Li Sun, U. of Missouri, Kansas City
- → The Diaspora Difference: Firm Level Evidence from Georgia | Benjamin Aring Ta Graham, U. of California, San Diego
- → ☐ The National And International Expansion Of SMEs From China. Evidence From Anhui Province | Song Xu, Anhui U. of Finance & Economics; Gaston Fornes, U. of Bristol; Guillermo Cardoza, Instituto de Empresa Business School
- → International Expansions of Emerging-Economy Firms in Advanced Economy: A Path-Breaking-Change View | Kiattichai Kalasin, HEC Paris; Pierre Dussauge, HEC Paris

839 ⊕ ©: (Paper Session) - (MC) Balancing Consulting with Change and Culture

11:30am - 1:00pm Grand Hyatt: Bowie B Tweet this session: #AOM2011 839 Jorritsma Haviley Head

Facilitator: Allan P O Williams, City U. London

Discussant: Donald D Warrick, U. of Colorado, Colorado Springs Relationship Based Care Model Implementation and Effects on Sustaining Organizational Culture | Corinne Ann Haviley, Benedictine U.

Winner of the Bentley College/HEC Outstanding Student Paper Award

Exploring the World of Pseudo Change | Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.

Para Agentic Factors Explaining Failing Culture Change
Aimed at More Service Provision | Petra Yolanda Jorritsma,
Delft U. of Technology; Celeste P. M. Wilderom, U. of Twente

840 🕮 : (Paper Session) - (MED) Research to Advance Management Education and Development

11:30am - 1:00pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 840

Chair: Peter McNamara, U. College Dublin

№ (Re) Interpreting Experiential Learning Theory for Management Development: A Critical Inquiry | Roland K. Yeo, Kuwait Maastricht Business School; Jeff Gold, Leeds U.

MED Best Paper in Management Development sponsored by Emerald/Journal of Management Development for the paper that offers the most significant contribution to management development.

- ●■Practicing Evidence-Based Management: Enhancing the Utilization of Management Research? | David Denyer, Cranfield U.; Javier Marcos-Cuevas, Cranfield U.; Kim Turnbull-James, Cranfield U.
- Developmental Readiness: Its Moderating Role in Development, and a look at its Precursors | Mariam Shebaya, Aston U.
- ➡☐ Student Perceptions of their Universities' Value Influence and How These are Linked to Satisfaction | Dirk C. Moosmayer, RWTH Aachen U.; Florian U Siems, RWTH Aachen U.

841 🚇 🗨 : (Paper Session) - (MED) Issues and Coaching in Management Education and Development

11:30am - 1:00pm Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 841**

Chair: Christine Quinn Trank, Texas Tech U.

- The 21st Century Syllabus: From Pedagogical Dinosaur to Andragogical Escort | Charles J. Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.
- → ☐ Disneyization of Higher Education: Business Schools en Route towards Entertainopia? | Volker M. Rundshagen, Cologne Business School
- ☐ Through the Coach's Eye: A Qualitative Study of Effective Coaching Outcomes | Ellen Van Oosten, Case Western Reserve U.

842 🚇 🔾 🖃: (Paper Session) - (MED) MED Keynote Address

- Insights from Evidence-Based Management for Management Education

11:30am - 1:00pm Marriott Rivercenter: Salon J

Tweet this session: #AOM2011 842

Division Chair: Kenneth R. Thompson, DePaul U. Program Chair: Toni Ungaretti. Johns Hopkins U.

Distinguished Speaker: Denise M. Rousseau, Carnegie Mellon U.

843 → ■□JS: (MH, HR) The Historical Development of HRM across Nations: Identifying Common and Divergent Patterns

11:30am - 1:00pm Marriott Riverwalk: Salon B

Tweet this session: #AOM2011 843

Organizer: Bruce E Kaufman, Georgia State U. Chair: Paul James Gollan, London School of Economics

The Historical Development of HRM in the United States |

David Lewin, U. of California, Los Angeles

The History of HRM in France | **Jacques Rojot**, U. of Paris II HRM in Israel: History and Current Status | **Itzhak Harpaz**, U. of Haifa

The Development and Practice of HRM in Italy | Arnaldo Camuffo, Bocconi U.

The Development of Modern HRM in Korea | Young-Myon Lee, Dongquk U.

Commonalities and Differences in HRM Development and Current Practice Among Nations East and West | **Bruce E Kaufman**, Georgia State U.

844 : (Paper Session) - (MOC) Organizational Change and Cognition

11:30am - 1:00pm La Quinta Inn & Suites: Fiesta A&B Tweet this session: #AOM2011 844

Chair: Suzanne M Gagnon. McGill U.

- ■Structuring Frames for Change: A Comparative Case Study of IT-enabled Organizational Change | Santi Furnari, City U.
- → How Did Our Strategy Change to its Opposite? Cognitive Underpinnings of Strategic Fluctuation | Timo Vuori, Aalto U.; Tomi M. M. Laamanen, Aalto U.
- ■An Analysis of Schema Change Interventions | Robert McLeay Thompson, Queensland U. of Technology; Neal Francis Ryan, Southern Cross U.
- Top Management Team Cognition, External Crisis Recognition and Firm Performance | Daniel Z. Mack, Seoul National U.; Theresa S. Cho, Seoul National U.; Ji Hyun Kiara Jung, Seoul National U.; Seok-Hyun Hwang, Seoul National U.

845 =: (DRP Session) - (MOC) Intuition in Organizations

11:30am - 1:00pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 845

Facilitator: Viktor Dörfler, Strathclyde U.

- Unpacking Intuition: Behavioural, Information Processing. and Neural Perspectives | Eugene Sadler-Smith, U. of Surrey
- Rational-Experiential Processing: Unitary-Versus-Dual, and Ability/Engagement Distinctions | Cinla Akinci, U. of Surrey; Eugene Sadler-Smith, U. of Surrey
- ■Towards A Dual Process Theory Of Issue Crafting: The Role Of Personal Ideologies And Epistemologies I Emmanuelle Reuter, U. of St. Gallen
- An Extension of the Sensmaking-Intuition Model (SIM) by Defining Ethics: An Answer to Sonenshein I Olivier Charpateau, U. Paris-Dauphine, DRM

846 SHCS: (MOC, OB, MSR) Secular Meets Sacred: Lessons on Leadership and Identity from Religious-Based Research

11:30am - 1:00pm La Quinta Inn & Suites: Fiesta C

Tweet this session: #AOM2011 846

Chairs: Mathew L. Sheep, Illinois State U.; Glen E. Kreiner, Pennsylvania State U.; Elaine C. Hollensbe, U. of Cincinnati

- The Aftermath of Broken Promises: Follower Identity after Leader Value Breaches in a Megachurch | Patricia Faison Hewlin, McGill U.; Sandra Cha, Brandeis U.; Jay A. Hewlin, Life Management Institute; Sung Soo Kim, McGill U.
- Discerning and Enacting a Calling: Learning from the Life Narratives of Pastors | Matt C Bloom, U. of Notre Dame; Amy E. Colbert, U. of Iowa
- The Sweet Spot: Role-Identity Congruence and Passionate Leadership | Mathew L. Sheep, Illinois State U.; Elaine C. Hollensbe, U. of Cincinnati; Glen E. Kreiner, Pennsylvania State
- Developing Leadership Identity: The Influence of Eastern Religions | Niyati Kataria, Pennsylvania State U.; Michael Joseph Urick, U. of Cincinnati

847 : (Paper Session) - (MSR) Workplace Spirituality 11:30am - 1:00pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 847 Chair: Richard Peregoy, U. of Dallas

Spirituality and Religion in the Workplace: An Overview and a Way Forward | Margaret Benefiel, Andover Newton Theological School; Louis W. (Jody) Fry, Texas A&M U. -Central Texas

■The Fruit of the Spirit: Application to Performance Management | Albert Erisman, Seattle Pacific U.: Denise Daniels, Seattle Pacific U.; Sarah Lambie, Seattle Pacific U. ☐ Teaching Spirituality and Work | David Trott, I-Shou U.

848 : (Paper Session) - (OB) Enhanced Creativity: The Role of Teams and Knowledge Exchange in Innovation and Creativity

11:30am - 1:00pm Grand Hyatt: Bowie A Tweet this session: #AOM2011 848

Chair: Mark A. Clark. American U.

- → Information Exchange and Creativity Performance of New Product Development Engineers in Taiwan | Hsi-An Shih, National Cheng Kung U.; Yun-Hwa Chiang, Ming-Chuan U.; Chu-Chun Hsu, Southern Taiwan U.
- ■The Innovation Success of Teams: Building Knowledge and Trust Networks with Stakeholders | Bettina Buchel, IMD; Levi R. G. Nieminen, Denison Consulting; Heidi Armbruster, HEC U. of Geneva; Daniel Denison, IMD
- ■Innovating at the World's Crossroads: How Multicultural Networks Promote Creativity | Roy YJ Chua, Harvard U.
- → Nationality Diversity and Team Creativity: The Importance of Mutual Feedback In Teams I Inga J. Hoever. Erasmus U. Rotterdam; **Daan van Knippenberg**, Erasmus U. Rotterdam; Wendy P. Van Ginkel, Erasmus U. Rotterdam

849 : (Paper Session) - (OB) The Role of Fairness and Justice in Understanding Attachment and Peformance

11:30am - 1:00pm Grand Hyatt: Bowie C Tweet this session: #AOM2011 849

Chair: Liuba Y. Belkin, Lehigh U.

- ₽ Riding the Integrative Wave of Justice Research: Power Distance Orientation as a Moderator I Zhijun Chen. Hong Kong U. of Science and Technology: Zhitao Xie. Shanghai
- ₽ Psychological Ownership of Employees as a Mediator in the Justice-Affective Commitment Relationship | Philipp Sieger, U. of St. Gallen; Fabian Bernhard, INSEEC Business School; Urs Frey, U. of St. Gallen
- ■Customer and Organizational Identification in the Context of Organizational Fairness | Joel M. Evans, Sungkyunkwan U.
- Receiving the Tools to Do the Job: Exploring Task-Relevant Justice (TRJ) | Hayley Claire German, Durham U.; David Patient, Catholic U. of Portugal

850 ☐: (DRP Session) - (OB) Alignment of Culture and **Climate: Dimension Congruence and Strength**

11:30am - 1:00pm Grand Hyatt: Crockett B Tweet this session: #AOM2011 850

Facilitator: Mark S Teachout, U. of the Incarnate Word

- ■The Simultaneous Experience of Integrative, Differentiated, and Fragmented Organizational Culture | Vicki Fairbanks Taylor, Shippensburg U.; Nathan Goates, Shippensburg U.
- ■Congruence Effects of Leader-Team Power Distance Values on Team Effectiveness | Min Z. Carter. Auburn U.: Michael S. Cole, Texas Christian U.; Zhen Zhang, Arizona State

Adding Content to HRM System Strength: A Conventionalist Perspective | Katharina Pernkopf-Konhäusner, WU Vienna

- Organizational Climate Strength: An Integrated Model of Antecedents and Outcomes | C. Ashley Fulmer, U. of Maryland, College Park
- **851** ⊒: (DRP Session) (OB) Regulation Processes and Implications: Emotion, Voice, Creativity, and Teamwork

11:30am - 1:00pm Grand Hyatt: Crockett C Tweet this session: **#AOM2011 851**

Facilitator: Kristin N. Saboe, U. of South Florida

- The Effect of the Internalization of Emotional Regulation on Mental Health: Cultural Fit's Moderating | Li-Chuan Chu, Chung Shan Medical U.
- ■When Status Can Influence Employees Using Voice to Promote Their Performance | Liping Gao, U. of Groningen; Onne Janssen, U. of Groningen; Kan Shi, Chinese Academy of Sciences
- Affect and Self-Regulation in the Idea Generating Process | Carina Lomberg, Ecole Polytechnique Fédérale de Lausanne; Tobias Kollmann, U. of Duisburg-Essen
- Monitoring in Teams: A Self-Regulation Perspective | Adrian H. Pitariu, U. of Regina; Audrey Korsgaard, U. of South Carolina

852 ☐: (DRP Session) - (OB) Mediators and Moderators of the Relationship between Abusive Leadership and Follower Reactions

11:30am - 1:00pm Grand Hyatt: Crockett D Tweet this session: **#AOM2011 852**

Facilitator: Denise Marie Breaux, U. of Arkansas

- What Have I Done to Deserve This? Effects of Employee Personality and Emotion on Abusive Supervision | Chris A. Henle, Colorado State U.; Michael A. Gross, Colorado State U.
- Abusive Supervision and Frontline Employees' Service
 Performance | Zhaoquan Jian, South China U. of Technology;
 Ho Kwong Kwan, Drexel U.; Qian Qiu, Shandong U.; Dong Liu,
 Georgia Institute of Technology; Shirley WK Lee, Hong Kong
 Baptist U.; Yina Mao, Chinese U. of Hong Kong; Frederick
 Hong-kit Yim, Hong Kong Baptist U.
- ☐ The Effect of Supervisors' Aggressive Humor on Employees' Strain and Addictive Behaviors | Yuanyuan Huo, City U. of Hong Kong; Wing Lam, Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong
- Abusive Supervisors and Employee Voice: Integration of Social Exchange and Power/Dependence Theory | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology

853 ☐: (Paper Session) - (OB) Support from the Top: Leader and Organziational Support of Employee Outcomes

11:30am - 1:00pm Grand Hyatt: Republic A Tweet this session: **#AOM2011 853**

Chair: Robyn L. Brouer, State U. of New York, Buffalo

Contextual Boundaries of the Political Environment: The Role of Supervisor Political Support | Rachel Kane, Florida State

U.; Herlanda L Hampton, Florida State U.; Wayne A.

Hochwarter, Florida State U.; Gerald R. Ferris, Florida State U.

⊒ Putting Your Oxygen Mask First: A Multilevel Model of

- □ Perceived Supervisor and Organizational Support: Role of Supervisor's Organizational Embodiment | Robert Eisenberger, U. of Houston; Florence Stinglhamber, U. Catholique de Louvain; Thomas E Becker, U. of Delaware
- ⇒

 ⇒ A Cultural Dimension of Perceived Organizational Support: A Study of Indigenous Employees | Jarrod M. Haar, U. of Waikato; David Brougham, U. of Waikato

854 ⊒: (Paper Session) - (OB) Counterproductive Work Behaviors: Influences of Justice, Contract Breach & Fmotion

11:30am - 1:00pm Grand Hyatt: Republic C Tweet this session: **#AOM2011 854**

Chair: Kevin S. Cruz, U. of Texas, El Paso

- Positive Relationships Between Psychological Contract
 Breach and Counterproductive Work Behaviors | Chin Tien
 Hsu, Ming-Chuan U.; Mei-Yu Yang, Chihlee Institute of
 Technology; Hsi-Fang Lai, Defense U.
- □ A Meta-Analytic Examination of the Redundancy and Distinctiveness between CWB and Withdrawal | Nichelle C. Carpenter, Texas A&M U.; Christopher Berry, Texas A&M U.
- ☐ Testing an Empathy Model of Guest-Directed Citizenship
 and Counterproductive Behaviors | Violet Ho, U. of
 Richmond; Naina Gupta, Nanyang Technological U.
- □ A Test of an Emotion-Centered Model of Counterproductivity and Citizenship | Ernest H O'Boyle, Longwood U.; Larry J. Williams, Wayne State U.

855 ☐: (Paper Session) - (OB) The Effects of Emotion: Job Performance, Creativity, Satisfaction, and Turnover

11:30am - 1:00pm Grand Hyatt: Seguin A Tweet this session: **#AOM2011 855**

Chair: Angelos Alexopoulos, Dublin City U.

- Emotional Display Rule Perceptions and Job Performance: The Moderating Role of Employees' Affect | Frank Walter, U. of Groningen; Catherine K Lam, City U. of Hong Kong
- Does the Physical Environment Enhance Creativity?: The Mediating Role of Mood | Ying-Tzu Lin, National Sun Yat-sen U.; I-Heng Chen, National Sun Yat-sen U.; Alix Valenti, U. of Houston, Clear Lake; Anyi Chung, National Sun Yat-sen U.; Amber Yun-Ping Lee, National Sun Yat-sen U.; Hsien Chun Chen, National Sun Yat-sen U.; Li-Chin Pang, Tajen U.
- Model of Developmental Experiences and Turnover: The Role of Affect and Emotional Intelligence | Yuntao Dong, U. of Maryland, College Park; Myeong-Gu Seo, U. of Maryland; Kathryn M. Bartol, U. of Maryland, College Park
- ■The Effects of Daily Humor on Affect, Work Engagement, and Job Satisfaction | Christopher Robert, U. of Missouri at Columbia; Serge Pires Da Motta Veiga, U. of Missouri at Columbia; James E Wilbanks, U. of Missouri

856 € SHCS: (OB) Resources for Engaged and Healthy Employees

11:30am - 1:00pm Grand Hyatt: Seguin B Tweet this session: **#AOM2011 856**

Chairs: M. Gloria Gonzalez-Morales, U. of Guelph; Alexandra

Michel, U. of Heidelberg

Discussant: Lois Tetrick, George Mason U.

- One Process to Rule Them All? A Critical Examination of Job Resources | Joseph Nicholas Luchman, George Mason U.: M. Gloria Gonzalez-Morales, U. of Guelph
- Coaching Effects on Life Satisfaction, Positive Affectivity and Work Engagement | Alexandra Michel, U. of Heidelberg; Tanja Schildmann, U. of Heidelberg
- Work-Based Resources As Moderators of the Relationship between Work-Family Conflict and Exhaustion | Christoph Nohe, U. of Heidelberg; Alexandra Michel, U. of Heidelberg; Eva Maria Schraub, U. of Heidelberg; Veronika Büch, U. of Heidelberg; Karlheinz Sonntag, U. of Heidelberg
- Applying the Job Demands-Resources Model to Work-Family Conflict and Family-Friendly Policies | M. Gloria Gonzalez-Morales, U. of Guelph; Lois Tetrick, George Mason

857 JS: (OB, MOC, CAR) Am I a Leader? Exploring Leadership Identity Construction in Organizations

11:30am - 1:00pm Grand Hyatt: Republic B Tweet this session: #AOM2011 857

Organizers: Ned Wellman, U. of Michigan, Ann Arbor; Susan J. **Ashford**, U. of Michigan

Discussant: Boas Shamir, Hebrew U. of Jerusalem

- Developing a Leadership Identity: Challenges for Women Leaders | Robin Ely, Harvard U.; Herminia Ibarra, INSEAD; Deborah M Kolb, Simmons College
- A Systems Psychodynamics Perspective on the Development of Leaders' Self-Identities | Gianpiero Petriglieri, INSEAD; Mark Stein, Leicester U.
- Orientation towards Leadership: A Study of Leadership Beliefs and Leader Emergence in Teams | Andrew T. Hinrichs, Texas A&M U.; Jay Carson, Southern Methodist U.; Christopher O. L. H. Porter, Texas A&M U.
- The Impact of Alternative Leadership Structure Schemas on the Behavior of Non-Designated Leaders | Ned Wellman, U. of Michigan, Ann Arbor; Susan J. Ashford, U. of Michigan; Daniel Scott DeRue, U. of Michigan

858 € □ JS: (OB, OMT, ODC) Learning to Coordinate: The Dynamic Interplay between Relationships and Structures 11:30am - 1:00pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 858

Organizers: John Paul Stephens, Case Western Reserve U.; Jody Hoffer Gittell. Brandeis U.

Discussant: Joyce K Fletcher, Simmons College

- Learning to Coordinate As a Large Performative Group: The Roles of Leaders and Rehearsals I John Paul Stephens. Case Western Reserve U.
- Practice Makes Perfect: Using Simulation to Help Teams Learn to Coordinate | Marlys K. Christianson, U. of Toronto
- Coordination, Perspective-Taking, and the Impact of Unintended Interpersonal Harm | Michele Williams, Cornell U.
- Creating "Teaming": How an Organization Moved toward Versatility, Flexibility & Team Mentality | Melissa Mazmanian, U. of California, Irvine; Leslie Perlow, Harvard U. Coordinating Understanding and Action to Become Highly

Reliable | Timothy J. Vogus, Vanderbilt U.

Learning to Coordinate: A Dual Intervention Model of Organizational Change | Jody Hoffer Gittell, Brandeis U.: Amy C. Edmondson, Harvard U.; Edgar H. Schein, Massachusetts Institute of Technology

859 ☐: (Paper Session) - (OCIS) IS Development in the New Millennium

11:30am - 1:00pm San Antonio Convention Center: Room 212 B Tweet this session: #AOM2011 859

This paper session examines coordination and reuse as key components of 21st century systems development.

- Chair: Adrian Yeow, Nanyang Technological U.
- Social Capital Dimensions as Antecedents of the Willingness and Ability To Coordinate Expertise | Jack Shih-Chieh Hsu, National Sun Yat-sen U.; James J. Jiang, Australian National U.; Gary Klein, U. of Colorado, Colorado Springs; Carol Stoak Saunders, U. of Central Florida
- → Ethical Considerations in Internet Code Reuse: A Model and Empirical Test | Manuel Sojer, Technical U. München; Oliver Alexy, Imperial College London; Joachim Henkel, Technical U. Munich
- ■The Effects of IT on Monochronicity and Polychronicity: An Empirical Study | Zixing Shen, Dakota State U.

860 € € JS: (OCIS, BPS) The Global Ecology of Crowdsourcina

11:30am - 1:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 860

Organizers: Juan Andrei Villarroel, Massachusetts Institute of Technology; Andreea Daniela Gorbatai, Harvard U. Participants: Dwayne Spradlin, InnoCentive; Gary Swart, oDesk; Jeff Howe, Wired; Dennis Hilgers, RWTH Aachen U.; Leila Chirayath Janah, Samasource

861 → \(\): (Paper Session) - (ODC) Infusing Vitality into

Organizational Change Research

11:30am - 1:00pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 861

Chair: Ann E. Feyerherm, Pepperdine U.

- □ Infusing Vitality in Our Written Accounts of the Field: The Case of Social Change | Karen Golden-Biddle, Boston U.; Elana R. Feldman, Boston U.; Jane E. Dutton, U. of Michigan
- Change Research | Gavin M. Schwarz, U. of New South

Winner of ODC Division Best Paper Award

Narrative Studies of Organizational Change: Progress and Prospects | Melanie Bryant. Charles Sturt U.: Julie Wolfram Cox, Monash U.

862 JS: (ODC, OB) The Power of Vision in Team and **Organization Development**

11:30am - 1:00pm Grand Hyatt: Crockett A Tweet this session: #AOM2011 862

Chair: Richard E. Bovatzis. Case Western Reserve U.

Vision Predicting Success in Mergers and Acquisitions | Byron C. Clayton, Case Western Reserve U.

Vision as an Amplifier of Emotional Intelligence in Organizational Engagement | Edward G. Mahon, Case Western Reserve U.

- The Role of Shared Vision in Family Business | **John Neff**, Case Western Reserve U.
- Vision as a Crucial Mediator in Predicting Daughters' Succession in Family Businesses | Kathy Kessler Overbeke, Case Western Reserve U.

863 .: (DRP Session) - (OM) Building Competitive Advantage Through Trust and Collaboration in Supply Chains

11:30am - 1:00pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 863

Facilitator: Thomas Y. Choi, Arizona State U.

- ➡ Hitting the Wall: A Socio-Structural View to Developing a Dynamic Collaborative Capability | Stanley E. Fawcett, Brigham Young U.; Matthew W. McCarter, Chapman U.; Amydee M. Fawcett, U. of Arkansas; G. Scott Webb, Georgia Southern U.; Gregory M. Magnan, Seattle U.
- An Invariance Analysis of SC Collaboration's Impact on Collaborative Advantage and Performance | Mei Cao, U. of Wisconsin - Superior; Qingyu Zhang, Arkansas State U.
- □ Exploring Supply Manager's Internal Collaboration and Operating Performance | Janet L. Hartley, Bowling Green State U.; Michelle Brodke, Bowling Green State U.; Jane V. Wheeler, Bowling Green State U.; Zhaohui Wu, Oregon State U.; Michelle D Steward, Wake Forest U.
- ■Trustworthiness as a Small-Firm Competitive Lever: A Dynamic Model of Motivation and Resistance | Stephen L Jones, U. of Minnesota; Stanley E. Fawcett, Brigham Young U.; Cynthia Wallin, Brigham Young U.; Amydee M. Fawcett, U. of Arkansas; Barry L. Brewer, U. of Wyoming

864 ⊒: (DRP Session) - (OMT) Dynamics and Impact of Top Management Teams

11:30am - 1:00pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 864

Chair: Michael K. Bednar, U. of Illinois

- ■TMT Personality Compositions and Decision Quality: The Role of Psychological Empowerment | Hao-Chieh Lin, National Cheng Kung U.; Nayel Mousa Rababah, National Cheng Kung U.
- TMT Educational Background and Firm Environmental Performance | Ben Lewis, Cornell U.; Judith Louise Walls, Concordia U.; Glen Dowell, Cornell U.
- Existence and Performance Implications: A Contingency View on the Chief Technology Officer | Alexander Goetz, Otto Beisheim Graduate School of Management (WHU); Holger Ernst, Otto Beisheim Graduate School of Management (WHU)
- Antecedents and Consequences of CMO's influence over Strategic Decision-Making | Daniel Hannemann, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.

865 □: (DRP Session) - (OMT) Conditions for the Emergence of Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 207 A

Tweet this session: **#AOM2011 865**Chair: Elisa Operti, U. of Lugano

→ ← ☐ The Impact of Social Norms on the Dynamics of Entrepreneurial Innovation | Tomislav Rimac, IESE Business School

- Boundary Spanning Practices for Managing Creative Processes Across Organizational Boundaries | Poul Houman Andersen, Aarhus U.; Hanne Kragh, Aarhus U.
- ■Theorising Time And Risk In Project Ecologies: The Case Of Drug Development | Maxine Robertson, Queen Mary U. of London; Jacky Swan, U. of Warwick; Peter Clark, Queen Mary U. of London; Clifford Oswick, City U.
- ☐ The Impact of External and Internal Entrainment Behaviors on Organization Innovativeness | Clay Dibrell, U. of Mississippi; Peter s Davis, U. of North Carolina, Charlotte; Brett Agypt, U. of North Carolina, Charlotte
- ☐ ☑ ☐ Identity and the Paradox of Innovation: Product-level Successes and Organizational-level Failures | David Oliver, HEC Montreal; Benjamin M. Cole, Fordham U.

866 □: (Paper Session) - (OMT) **Network Diffusion**:

Geography and Prior Experience

11:30am - 1:00pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 866

Chair: Forrest Briscoe, Pennsylvania State U.

Discussant: Henrich R. Greve, INSEAD

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

Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

- The Diffusion of an Illegitimate Invisible Corporate Practice: Evidence from Stock Backdating | Fiona Kun Yao, U. of California, Berkeley; Pino G. Audia, Dartmouth College
- Determinants of Open Source Software License Choice: A Social Influence Perspective | Corey Phelps, HEC Paris; Param Vir Singh, Carnegie Mellon U.

867 □: (DRP Session) - (OMT) Framing and Audience Impact on Diffusion

11:30am - 1:00pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 867

Chair: Susse Georg, Copenhagen Business School

- PoA Matter of Time: Micro Mechanisms and the Timing of Managers' Responses to Institutional Pressures | Aafke Raaijmakers, Tilburg U.; Patrick Vermeulen, Tilburg U.; Marius T.H. Meeus, Tilburg U.
- ■Theorisation and the Global Diffusion of Management Innovations | Danielle Logue, U. of Oxford
- → Market Audience, Peers and Diffusion:Corporate Clients and the Globalization of Law Firms | Eunjung Hyun, U. of Chicago; Tae-Hyun Kim, Northwestern U.
- Discursive Connectedness of Management Concepts in Different Social Spheres | Florian Scheiber, U. of Mannheim; Dominika Wruk, U. of Mannheim; Achim Oberg, Mannheim U.

868 ☐: (Paper Session) - (OMT) Institutional Pluralism

11:30am - 1:00pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 868

Chair: Grace Hong Fan, Imperial College Business School

■Dialogicality and Institutional Logics: Institutional Interaction in a Municipal Strategy Process | Kari Jalonen, Hanken School of Economics

- ■Pluralism as an Antecedent to Interrole Conflict: Formation of the Hierarchy of Salience | Lee Charles Jarvis, Florida Atlantic U.
- ₽→ Contested Institutional Prescriptions and Organizational Identity in a Pluralist Country | Rajiv Krishnan Kozhikode, U. of Groningen; Jiatao Li, Hong Kong U. of Science and Technology
- Leveraging Institutional Distance: Institutional Arbitrage in University-Industry Relations | Markus Perkmann, Imperial College London; Nelson Phillips, Imperial College London; Royston Greenwood, U. of Alberta

869 SHCS: (OMT) Organizational Learning from Failure, Success, and the Combination of the Two

11:30am - 1:00pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 869

Organizers: Vinit Desai, U. of Colorado, Denver; Peter M. Madsen, Brigham Young U.

Discussants: Linda Argote, Carnegie Mellon U.; Anne S Miner, U. of Wisconsin, Madison

- Are the Highest Performers the Most Impressive? | Jerker C. Denrell, U. of Oxford; Chengwei Liu, U. of Oxford
- Slack Search and Organizational Learning from Near-Misses | Vinit Desai, U. of Colorado, Denver; Peter M. Madsen, Brigham Young U.
- "Normal Accidents" Redux: Oscillating Production/Safety Foci in Pharmaceutical Firms | Pamela R Haunschild, U. of Texas, Austin; Francisco Polidoro, U. of Texas, Austin
- Risk Preferences and Learning From Sanctions: The Case of Banks | Ji-Yub Jay Kim, INSEAD; Paul Adler, U. of Southern California
- Semantic Learning and Organizational Identity Loss | Claus Rerup, U. of Western Ontario; Dennis A. Gioia, Pennsylvania State U.

870 JS: (OMT, MOC) Emotions and Institutions: Working Towards a Research Agenda

11:30am - 1:00pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 870

Organizers: Peter Cebon, U. of Melbourne; Douglas Creed, U. of Rhode Island; Rich DeJordy, Northeastern U.; Bryant A Hudson, Florida Atlantic U.; Jaco Lok, AGSM-Australian School of Business Discussants: Tammar B. Zilber, Hebrew U. of Jerusalem; Marc Ventresca, NPS

- Emotions and Macro Social Structure: Lessons from Sociology | Rich DeJordy, Northeastern U.; Felipe Massa, **Boston College**
- Reading Institutional Work for Feeling | Douglas Creed, U. of Rhode Island; Jaco Lok, AGSM-Australian School of Business
- Emotions Unbound: Levels-of-Analysis and the Aggregation of Emotions | Jonathan D. Raelin, U. of Bath: Rich DeJordy. Northeastern U.
- Shame and Institutional Reform in U.S. Hospitals I Bryant A Hudson, Florida Atlantic U.: Elizabeth Goodrick, Florida Atlantic
- Emotions and Neo-Institutional Theory: Towards a Research Agenda | Peter Cebon, U. of Melbourne; Jaco Lok, AGSM-Australian School of Business

871 S: (OMT, SIM) Inside the Corporate Social Responsibility (CSR) Black Box: Antecedents and Limits of CSR

11:30am - 1:00pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 871 Organizer: Matthew Lee, Harvard U. Chair: Chris Marquis, Harvard U.

Cognitive Constraints on the Effectiveness of CSR as a Tool

of Social Control | Michael L. Barnett, Oxford U. Does Involvement in CSR Affect Employee Retention? I

Daniel Walter Elfenbein, Washington U. in St. Louis; Chris Marquis. Harvard U.

- The Insurance View of CSR | Paul C Godfrey, Brigham Young
- Judicial and Legislative Action in the Legitimation of Corporate Social Responsibility in the U.S. | Matthew Lee. Harvard U.: Chris Marquis, Harvard U.
- Dynamics of Corporate Contention: How Firms Mobilize Stakeholder Activism in Response to Controversy | Edward Walker, U. Michigan

872 : (Paper Session) - (ONE) Regulatory Mechanisms for the Development of the Cleantech Sector

11:30am - 1:00pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 872

Chair: Magali Delmas, U. of California, Los Angeles

- ₱ Deregulation and Investment in Green Technologies: Evidence from Investor-Owned Electric Utilities | Eun-Hee Kim, George Washington U.
- Regulatory Externalities as a Driver of Corporate Environmental Performance | Adam Fremeth, Ivey School of Business; J Myles Shaver, U. of Minnesota
- → The Impact of Global Environmental Policy on Domestic Cleantech Investment | Joel Malen, Carlson School of Management

873: (DRP Session) - (PNP) Public and Nonprofit Responses to Disasters and New Challenges: International Perspectives

11:30am - 1:00pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 873

Facilitator: Kun Huang, U. of New Mexico

- → <= 'A Vacuum of Responsibility': NGO Perceptions and Response to Environmental Issues in Russia | Jo Crotty, Salford U.; Sarah Marie Hall, Keele U., U.K.
- Political Decision Making and Temporal Delays: Evidence from Federal Disasters I James Robert Langabeer, U. of Texas, Houston; Jami Leanne DelliFraine, U. of Texas; Diaa Alqusairi, U. of Texas, Houston
- Public-Nonprofit Network Performance: A Study on Hastily Formed Networks from the Haiti Earthquake | Isabella M. Nolte, U. of Hamburg; Silke Boenigk, U. of Hamburg
- Recovery from the 2008 Great Sichuan Earthquake in China: Constructive Controversy and Relationships I Yi Feng Chen. Lingnan U.; Kang Yi, Yale U.; Dean Tjosvold, Lingnan U.; Cathy Yang Guo, Lingnan U.
- Professional and Organizational Issues | Luca Zan, U. of Bologna: Sara Bonini Baraldi. U. of Bologna

874 : (Paper Session) - (PNP) Leadership and Motivation in the Public Sector

11:30am - 1:00pm Marriott Riverwalk: Salon F Tweet this session: **#AOM2011 874**

Chair: Edward F. Murphy, Embry Riddle Aeronautical U.

Public Service Motivation and Sector Work Preferences | Richard Michael Clerkin, North Carolina State U.; Jerrell D Coggburn, North Carolina State U.

- Encounters with Organizational Politics: A Case Study of New Managers' Views of Political Behavior | Hyun Hee Park, State U. of New York, Albany; Sue R Faerman, State U. of New York, Albany
- Toward the Trusted Public Organization: Untangling the Leadership, Motivation, and Trust Relationship | Sung Min Park, Sungkyunkwan U.

Implications of Gender Stereotypes for Leadership in the Public Sector | Margaret L. Williams, Wayne State U.; Sharon Lynn Smith, Virginia Commonwealth U.

875 ⊟: (RM) How to Write and Publish Research Methods Papers

11:30am - 1:00pm La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 875

Organizer: Lisa Schurer Lambert, Georgia State U.

Panel discussion on how to write and publish methods papers, folowed by Q&A, and break-out discussions. This informal session welcomes all who have an interest in writing about methodology.

Presenters: Donald D Bergh, Denver U.; Brian Boyd, Arizona State U.; Jose M. Cortina, George Mason U.; Jeffrey R. Edwards, U. of North Carolina; Robert P. Gephart, U. of Alberta; Anne S. Huff, Technical U. München; Katherine Klein, U. of Pennsylvania; Larry J. Williams, Wayne State U.

876 ☐ JS: (SAP, BPS, MOC) Agency and Emergence: On the Origins of Strategy

11:30am - 1:00pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 876

Discussant: Sarah Kaplan, U. of Toronto

Participants: Teppo Felin, Brigham Young U.; Amit Gal, Tel Aviv U.; Curtis LeBaron, Brigham Young U.; Kurt Sandholtz, Stanford U.; Walter W Powell, Stanford U.; Richard Whittington, Said Business School

877 ⊕→ ☐: (DRP Session) - (SIM) Corporate Governance

11:30am - 1:00pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 877

Chair: Jorge Alexis Arevalo, William Paterson U.

- The Effects of Board Demographic Diversity and Independence on Corporate Social Performance | Lu Zhang, Pennsylvania State U., Harrisburg
- → Transnational Governance and the Legitimacy of the ISO 26000 Development Process | Rüdiger Hahn, Heinrich-Heine U. of Dusseldorf; Christian Weidtmann, Heinrich-Heine U. of Dusseldorf
- ■The Influence of Ownership Structure on Firms' Approach to Corporate Political Strategy | Mine Ozer, State U. of New York, Oneonta; Ekin Alakent, California State U. East Bay
- ■The Core Elements to Developing and Sustaining an Ethical Corporate Culture | Mark Schwartz, York U.

Corporate Governance Reform: Revisiting the Principal-Agent Contract | Thomas M. Jones, U. of Washington; Adrian Keevil, U. of Virginia

878 → ■ : (Paper Session) - (SIM) Corporate Social Responsibility Strategies

11:30am - 1:00pm Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 878**

Chair: Frank L Winfrey, Lyon College

- Strategic and Operational Corporate Responsibility: Analysing the Gap between the Two Levels | Johanna Kujala, U. of Tampere
- ■Entrepreneurial Orientation and Its Effect on Corporate Social Performance | Nicholas N Bartkoski, U. of Oklahoma; Ali Shahzad, U. of Oklahoma
- → How is the Fate of the Subalterns Determined? |
 Rashedur Rob Chowdhury, U. of Cambridge; Stelios C.
 Zyglidopoulos, U. of Cambridge

879 → □: (Paper Session) - (SIM) Ethics: Misconduct and Corruption

11:30am - 1:00pm Marriott Rivercenter: Salon M Tweet this session: #AOM2011 879 Chair: Dawn R Elm, U. of St. Thomas

Po ☐ Testing Corporate Immoral Recidivism | Qinqin Zheng, Fudan U.; Rosa Chun, IMD

- Fo ☐ Understanding Organizational Misconduct: A Longitudinal Study of NCAA Violations in College Football | Marcus Z. Cox, U. of North Texas; Mark A. Davis, U. of North Texas
- → Corporate Reputation's Invisible Hand: Bribery and Reputational Penalties | Vijay Sampath, FTI Consulting, Inc.; Naomi A Gardberg, Baruch College; Noushi Rahman, Pace U.

880 =: (Paper Session) - (TIM) R&D Management

11:30am - 1:00pm San Antonio Convention Center: Room 006 A Tweet this session: #AOM2011 880

Chair: Dedrick A. Smith, Capella U.

■ R&D Expenditure Volatility as an Indicator of Effective Corporate Governance | **Tim Swift**, St. Joseph's U.

Internal R&D versus In-licensing: Complements or

Substitutes? | Marco Ceccagnoli, Georgia Institute of Technology; Matthew J Higgins, Georgia Institute of

Technology; Vincenzo Palermo, Georgia Institute of Technology

■Science and IP as Complementarities in Technological Innovation | Karin Beukel, CBS; Finn Valentin, CBS

881 ☐: (Paper Session) - (TIM) Knowledge Transfer and Organizational Learning

11:30am - 1:00pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 881

Chair: David F Robinson, Indiana State U.

- Between Learning and Competence: The Effect of Alliance Portfolio Diversity on Learning Equilibrium | Marc Bahlmann, VU U. Amsterdam; Brian Tjemkes, VU U. Amsterdam; Ard-Pieter de Man, VU U. Amsterdam; Alexander S. Alexiev.
 - **Ard-Pieter de Man**, VU U. Amsterdam; **Alexander S. Alexiev**, VU U. Amsterdam
- ☐ The Role of Knowledge Complementarity and Diversity in Innovative Performance of Allying Firms | Hamid Mazloomi Khamseh, ESC Rennes School of Business; Maryam Nasiriyar, SKEMA Business School

Learning-from-Parents: Knowledge Acquisition, Interfirm Similarity, and Innovation Performance I Chung-Jen Chen. National Taiwan U.; Jun-You Lin, National Open U.

882 : (Paper Session) - (TIM) Innovative Partnerships

11:30am - 1:00pm San Antonio Convention Center: Room 006 C Tweet this session: #AOM2011 882

Chair: Sara Jansen Perry, U. of Houston, Downtown

The Interaction between Business Relationships and Internal Coordination Capacity in SMEs Innovation | Clemente Forero-Pineda, U. de los Andes; Sandra Corredor, U. of Illinois, Urbana-Champaign

- ■In Harsh and Slack Times: A Behavioral Perspective of External Technology Sourcing | Thomas Klueter, U. of Pennsylvania; Felipe Monteiro, U. of Pennsylvania
- → Successful Supply Chain Innovation under Different Interaction and Integration Architectures | Thorsten Andreas Teichert, U. of Hamburg; Ricarda R. Bouncken, U. of Bayreuth

883 : (Paper Session) - (TIM) Drivers of Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 883

Chair: Hans Ulrich Koller, Helmut Schmidt U.

- The Influence of Corporate Investors on the Innovativeness of New Ventures | H. Dennis Park, U. of Missouri, Kansas City; Kevin Steensma, U. of Washington
- ■TSFs: Technology Orientation, Autonomy, Risk-Taking Propensity and Innovativeness | Maheshkumar P Joshi, George Mason U.; Nacef Mouri, George Mason U.; Sidhartha R Das. George Mason U.
- ■Technological Diversity's Effect on Subsequent Innovation | Douglas J. Miller, U. of Illinois, Urbana-Champaign; Laura B. Cardinal, U. of Houston

Monday 12:30PM

884: (ICW) Journal of Organizational Behavior Luncheon and Board Meeting

12:30pm - 2:30pm Grand Hyatt: Lone Star F Tweet this session: #AOM2011 884

By invitation only

Organizer: Neal M. Ashkanasy, U. of Queensland

885: (ICW) JMS Editorial Board Working Lunch

12:30pm - 2:00pm Hyatt Regency: Rio Grande Ballroom Center

Tweet this session: #AOM2011 885

Organizer: Jo Brudenell, Journal of Management Studies

Monday 1:00PM

886: (AAA) Developing an AOM-sponsored Open-Sourced Case Repository: an Exploratory **Conversation Short**

1:00pm - 4:00pm Grand Hvatt: Bonham B Tweet this session: #AOM2011 886

Organizer: Alan Glassman, California State U. Northridge

887: (ICW) Journal of Managerial Psychology (Emerald) **Editorial Advisory Board Meeting**

1:00pm - 2:00pm Grand Hyatt: Presidio C Tweet this session: #AOM2011 887

Members of the JMP Editorial Advisory Board are invited to join the editor, Dr Dianna Stone, and the publisher, Nancy Rolph, for discussion at this year's Academy of Management meeting. A full agenda will be circulated in advance of the meeting. Organizer: Nancy Rolph, Emerald Group Publishing Limited

888: (MED) MED Past Chairs' Luncheon and MED **Executive Committee Meeting**

1:00pm - 3:00pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 888

For invitees only. This is a luncheon for invited guests of MED's Past Chairs followed by MED's Executive Committee Meeting

Secretary: Joann Krauss Williams, Judson College

Treasurer: V Seshan, Pepperdine U.

Host: Katherine A. Karl, U. of Tennessee, Chattanooga Division Chair: Kenneth R. Thompson, DePaul U.

Program Chair: Toni Ungaretti, Johns Hopkins U.

Professional Development Workshop Chair: Jacob Eisenberg, U.

College Dublin

Division Chair-Elect: Jon Billsberry, Coventry U.

Monday 1:15PM

889 : (Paper Session) - (BPS) Executive and Director Compensation

1:15pm - 2:45pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 889

Chair: Craig Crossland, U. of Texas, Austin

- ■Incentive Alignment as Remedy or Symptom of Agency Problems: Opportunism and CEO Excess Returns | Kalin D. Kolev, Michigan State U.; Robert M Wiseman, Michigan State U.; Luis R Gomez-Mejia, Texas A&M U.; Max Belin, Michigan
- ■Unpacking the Accumulation Effect of CEO Stock-Based Incentives on Strategic Risk-Taking | Elizabeth Lim, U. of Texas, Dallas
- ■The Implications of Prestige on CEO Compensation across Borders: An Attribution Theory Approach | Dane Blevins, U. of Texas, Dallas; Chris Robertson, Northeastern U.
- ■The Ratchet Effect of Director Pay: Social Comparison and Reciprocity in Director Compensation | Steven Boivie, U. of Arizona; Michael K. Bednar, U. of Illinois

890 ☐: (BPS) Perspectives on Contracting: Explicit, Implicit, and Incomplete Contracts

1:15pm - 2:45pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 890

Organizer: Seemantini Madhukar Pathak, U. of Houston

Discussant: Robert E. Hoskisson, Rice U.

Participants: Sharon Alvarez, The Ohio State U.; Jongwook Kim, Western Washington U.; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Robert E White, Iowa State U.; Seemantini Madhukar Pathak, U. of Houston; Margaret Cording, Rice U.; Robert E. Hoskisson, Rice U.

891 : (DRP Session) - (BPS) Corporate Diversification Strategies

1:15pm - 2:45pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 891

Facilitator: Sharon D. James, Ohio State U.

- ■Relatedness and the Diversification of Computer Industry Product Firms into Professional Services | Phillip C Anderson, Massachusetts Institute of Technology
- ■Parenting Strategies of Corporate Headquarters | Matthias Kruehler, Freiberg U.; Ulrich Pidun, Boston Consulting Group
- Strategic Decoupling in Business Groups: Decoupling between Stated and Actual Business Areas | Kiwon Jung, Yonsei U.; Grimm Noh, U. of Pennsylvania; Shinwon Noh, Cornell U.; Sunhyuk Kim, Korea U.; Dongyoub Shin, Yonsei U.
- Resource Sharing in Business Groups: A Contingent Perspective | **Zheng Yan**, National U. of Singapore
- Relatedness across the Value Chain: Measurement and Implications | Elisabeth Nocker, U. of Innsbruck; Harry P. Bowen, Queens U. of Charlotte; Kurt Matzler, U. of Innsbruck; Christian Stadler, U. of Bath

892 🖃: (DRP Session) - (BPS) Alliance Formation and Partner Selection

1:15pm - 2:45pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 892

Facilitator: Beverly B. Tyler, North Carolina State U.

- ■Understanding How Timing of Alliance Formation Increases or Decreases New Venture Survival | David M. Gomulya, U. of Washington, Seattle; Suresh Kotha, U. of Washington, Seattle
- □ Influences of Capital Market Munificence on New-Venture Alliance Formation in Emerging Industries | Jeffrey Barden, U. of Washington; Manuela N. Hoehn-Weiss, U. of Washington, Bothell
- Partner Selection as a Driver of Cooperation Failure? Analysis of the European Private Equity Market | Emily Buenn, U. Karlsruhe (TH); Hagen Lindstädt, U. Karlsruhe (TH); Michael Wolff, U. of Mainz
- Once Bitten, Twice Shy? How Acquisition Abandonment Experience Influences Alliance Formation | Ram Ranganathan, Wharton School; Anindya Ghosh, U. of Pennsylvania; Harbir Singh, U. of Pennsylvania
- → Enemies or Friends? The Antecedents of Competitor Alliances | Tieying Yu, Boston College

893 🔙: (DRP Session) - (BPS) Resources and Competitive Advantage

1:15pm - 2:45pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 893

Facilitator: Lyda S. Bigelow, U. of Utah

- → ☐ First Mover Advantages in the Mobile

 Telecommunications Industry: A Consumer-Centric

 Perspective | J.P. Eggers, New York U.; Michal Grajek, ESMT;

 Tobias Kretschmer, LMU Munich
- Tight and Loose Coupling and the Effect of Resource Quality
 Heterogeneity on Firm Performance | Dustin Bradley Smith,
 Washington State U.; Douglas Miller, Washington State U.; Tera
 Galloway, Washington State U.; Jonathan D. Arthurs,
 Washington State U.; Jason A. Harkins, U. of Maine

- Who Would Have Predicted It: An Investigation of the Sources of Firm Performance Unpredictability | Manuel Becerra, Instituto de Empresa Business School; Garen Markarian, Instituto de Empresa Business School
- A Consumption-Based Approach of Value Capture | Mu-Yen Hsu, National Chengchi U.

894 ☐: (Paper Session) - (BPS) Business Group Performance: Entry, Structural, and Institutional Influences

1:15pm - 2:45pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 894

Chair: Sergio Giovanetti Lazzarini, Insper Institute of Education and Research

- ■Post-Entry Performance of Business Group Affiliates | Chien-Nan Chen, National Dong Hwa U.; Chengli Tien, National Taiwan Normal U.
- Types of Political Ties and Market Entries of Business Groups in Emerging Economies | **Hongjin Zhu**, McMaster U.; **Chi-Nien Chung**, National U. of Singapore
- ₽⇒Performance Effects of BG Affiliation: Role of Institutional Change and Selective Intervention | Raveendra Chittoor, Indian School of Business; Prashant Kale, Rice U.
- №→ Structural Positions within Business Group Equity
 Networks and Performance of Affiliate Firms | Kyuho Jin,
 Seoul National U.; Choelsoon Park, Seoul National U.; Jaemin
 Lee, Seoul National U.

895 \sqsubseteq : (Paper Session) - (BPS) Decisions about Resource

Development and Allocation

1:15pm - 2:45pm San Antonio Convention Center: Room 204 B Tweet this session: **#AOM2011 895**

Chair: Sheryl Winston Smith, Temple U.

- Po

 Managing Trade-Offs Within and Across Decision

 Domains: Continuity, Change and New Product Success |

 Enrico Forti, U. College London; Maurizio Sobrero, U. of

 Bologna; Andrea Vezzulli, UECE ISEG/UTL
- **p** ☐ Impact of New Investments in the Resource Base and Organizational Architecture on Performance | **Ilgaz Arikan**, Georgia State U.; **Arun Rai**, Georgia State U.
- □ Keys to Internal Knowledge Replication without External Imitation | Bongsun Kim, U. of Illinois, Urbana-Champaign; Eonsoo Kim, Korea U.; Pamela S. Barr, Georgia State U.
- A Behavioral Theory of Operational Priorities | Mikko Ketokivi, IE Business School; Fabrizio Salvador, IE Business School; Philip Bromiley, U. of California, Irvine

896 🔙: (BPS) Wiley Blackwell Dissertation Award Finalists

1:15pm - 2:45pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 896

Chair: Nicholas Argyres, Washington U. in St. Louis
Knowledge, Innovation, and Social Norms in Creative
Industries: Three Essays | Giada Di Stefano, Bocconi U.

Essays on Corporate Strategy | Emilie Feldman, Wharton School

IPO Underpricing from the Perspective of the Issuing Firm:
Money Left on the Table or Strategic Gain? | Markus A.
Fitza, U. of Colorado, Boulder

The Effect of Technological Complexity on Innovative Performance, Employee Entrepreneurship and Mobility: Three Essays | Martin Ganco, U. of Minnesota

Firms and States in Global Markets: Two Essays | Yujin Jeong, HEC Montreal

Network Antecedents in Knowledge Production Context | Christopher C. Liu, U. of Toronto

Technology Development and Commercialization Strategies for Innovative Firms | Elena Novelli, U. of Bath

897 🛄 🔾 🖃: (Paper Session) - (CAR) Looking Ahead: Career Aspirations and Job Search

1:15pm - 2:45pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 897 Chair: Yoav Vardi, Tel Aviv U.

■ Job Search Intensity and Wage Flexibility among Different Age Groups | An De Coen, Lessius U. College; Anneleen Forrier, Lessius U. College; Luc Sels, Katholieke U. Leuven

- ■A Longitudinal Examination of the Effects of E-mentoring on Protégés' Career Aspirations | Marco S. DiRenzo, Naval Postgraduate School; Christy Harris Weer, Salisbury U.; Frank Linnehan, Drexel U.
- ₱ In the comparing of Strategies and Subjective Responses to Unemployment I Ofer Sharone, MIT Sloan
- Proactive Personality and Career Future: Exploring Potential Mediators and Moderators | Veena P. Prabhu, California State U. Los Angeles

898 ©CAU: (CAU) Dual-Career Couples: Navigating Academia

1:15pm - 2:45pm Hilton Palacio del Rio: La Duquesa North Tweet this session: #AOM2011 898

Organizer: Meredith F. Burnett, Florida International U. Facilitator: Garry G. Burnett, George Washington U.

899 → ← □CAU: (CAU) Goal Setting Theory: A Potential Cross-Cultural Extension

1:15pm - 2:45pm Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 899

Organizers: Xiao Chen, U. of Toronto; Shlomit Friedman, U. of Toronto

900 → CAU: (CAU) Use of Digital Social Networks by companies: what is different in Latin America from Asia?

1:15pm - 2:45pm Hilton Palacio del Rio: La Reina North & Center Tweet this session: #AOM2011 900

The main objective of this caucus is to generate reflection about the subject and new research questions. In this sense, this theme is multidisciplinary, once we can focus on strategy and social networks, or we can focus in aspects related to comparison of use of social networks around the world, in an International Management approach, or we can focus in entrepreneurial aspects, once the use of social networks can generate many opportunities to entrepreneurs, and so on. So, we would be glad if people interested in Ibero American studies, in a broad approach could join us in this discussion to generate a "brainstorm" about the subject and form some groups of research around the Ibero American world. comparing and identifying variables that are relevant in Ibero American and in Asia companies.

Facilitator: Patricia G. Vidal, U. Presbiteriana MacKenzie

Coordinator: Silvia Novaes Zilber, UNINOVE Participant: Milton Campanario, UNINOVE

901 GAU: (CAU) Entrepreneurship and Its Context

1:15pm - 2:45pm Hilton Palacio del Rio: La Reina South Tweet this session: #AOM2011 901 Organizer: Mai Thi Thanh Thai, HEC Montreal

902 ☐ CAU: (CAU) Multiple Experiential Learning Perspectives: A Look at Business Education as West **Meets East**

1:15pm - 2:45pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 902

Organizers: Angela Miles, North Carolina A & T State U.; Sally Sledge, Norfolk State U.

Participants: Millicent F. Nelson, Middle Tennessee State U.; Alice C Stewart, North Carolina A & T State U.; Matrecia S.L. James, Jacksonville U.; Arlise P. Mckinney, Coastal Carolina U.

903: (Paper Session) - (CDP) Alliances, Competition, and **Management Teams**

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real A/B Tweet this session: #AOM2011 903

Facilitator: Daniel E. Lockhart, Zayed U.

■ MOC: Embeddedness across Governance Modes: The Link between Pre-merger Alliances and Divestitures | Oliver Schilke, U. of California, Los Angeles

- **B MOC**: The Effects of Team Strategic Orientation on Team Process in Competitive Environments | Anita Williams Woolley, Carnegie Mellon U.; Julia Bear, Technion Israel Institute of Technology; Jin Wook Chang, Carnegie Mellon U.; Arwen Hunter DeCostanza, U. S. Army Research Institute
- **ENT**: Alliance Partnership Experience and Acquisition Likelihood in the Biotech Industry | Dev K. Dutta, U. of New Hampshire: Manpreet Hora, Georgia Institute of Technology
- ■CM: Scurrilous Competitors: Risk-takers, Bribers and Saboteurs in Promotion Tournaments | Niro Sivanathan, London Business School

904: (Paper Session) - (CDP) Learning through Experience, Evidence and Interpretation

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real C Tweet this session: #AOM2011 904

Facilitator: Michael P. Ciuchta, U. of Central Florida

■HCM: All Teach, All Learn, All Improve? Interorganizational Learning and Performance in Collaboratives | Ingrid M. Nembhard, Yale U. **HCM Division Best Paper Award Nominee**

PNP: Managerial Interpretations of Evidence and the Adoption of a Healthcare Innovation | James Barlow, Imperial College London; Jane Hendy, Imperial College London

MED: Enhancing Student Learning of Introductory Management Through Team-Based Learning of Case Studies | April Lee Wright, U. of Queensland

ENT: Relatedness in Market Entry and the Rate of Firm Growth: A Capability Learning Perspective | Gwendolyn Kuo-fang Lee, U. of Florida

905: (Paper Session) - (CDP) Social Relationships, Social **Networks, and Social Costs**

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real D/E Tweet this session: #AOM2011 905

- Facilitator: Martin J. Kilduff, U. of Cambridge HR: Control and Turnover Intentions: A Social Network Perspective | Scott Soltis, U. of Kentucky; Filip Agneessens, VU U. Amsterdam; Zuzana Sasovova, VU U. Amsterdam; Giuseppe Labianca, U. of Kentucky ■CM: The Relational Costs of Complete Contracts | Eileen Chou, Northwestern U.; Nir Halevy, Stanford U. Pa © ■ MED: The Effect of Mentor Intervention Style in Novice Entrepreneur Mentoring Relationships | Etienne St-Jean, U. du Québec à Trois-Rivières; Josée Audet, U. Laval ■TIM: Social Network Effects on Performance and Layoffs: Evidence from a Social Networking Tool | Lynn Wu, Massachusetts Institute of Technology
- 906: (Paper Session) (CDP) Managing the Multibusiness **Portfolio**

1:15pm - 2:45pm Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 906

Facilitator: Rocki-Lee DeWitt, U. of Vermont

- **ENT:** Core Business Prospects and the Management of Internal Corporate Ventures | Robert P. Garrett, Oregon State
- **OCIS**: Corporate relatedness: Relatedness in information trumps relatedness in production | Hyoung-Goo Kang, Hanyang U.
- **ENT:** Incidence and Performance of Spinoffs: A Cross-Industry Analysis | Mariko Sakakibara, U. of California, Los Angeles; Natarajan Balasubramanian, Syracuse U.
- **MOC**: Relative Deprivation, Organizational Identification, and Turnover Intention in an M&A Setting | Bongsoon Cho, Sogang U.; Dongseop Lee, Korea U.; Kwanghyun Kim, Korea

907: (Paper Session) - (CDP) Organizational and Individual Learning

1:15pm - 2:45pm Hilton Palacio del Rio: El Mirador West

Tweet this session: #AOM2011 907

Facilitator: Constance Van Horne, Zayed U.

- → ODC: Organizational Learning and Emotion | John Sillince, Strathclyde U.; Helen Shipton, Aston U.
- ■OM: Team Training and Project Outcomes: A Multi-Mediated Model | Christina M Scott-Young, U. of South Australia; Mary Bambacas, U. of South Australia
- MED: Too Much Fun: How Cognitive Absorption and Team Learning Behavior Affect Individual Learning | Massimo Magni, Bocconi U.; Luigi Proserpio, Bocconi U.; Rossella Cappetta, Bocconi U.
- **CAR:** Linking POS and LMX to Innovative Work Behavior: Mediating Role of Work Engagement I Upasana Aggarwal. S.P. Jain Institute for Management and Research; Sumita Dutta, IITB; Shivganesh Bhargava, Indian Institute of Technology

908: (Paper Session) - (CDP) Perspectives on Critical Thinking in Organizations

1:15pm - 2:45pm Hilton Palacio del Rio: La Espada Tweet this session: #AOM2011 908

Facilitator: Craig Prichard, Massey U.

■MH: Frederick Taylor and Dilbert: Mental Revolution versus Cynicism | Aditya Simha, Gonzaga U.; David J Lemak, Columbia Basin College

- MOC: A Pragmatic Explanation of Action | Mike Metcalfe, U. of South Australia; Eva Balan-Vnuk, U. of Adelaide
- □ □ CMS: The Crisis of Corporate Epistemology: The Division of Understanding in Business Studies | Majid Aramand, Hannam U.
- □ → MC: Transorganization Thinking and Consulting | Kurt Motamedi, Pepperdine U.

909: (Paper Session) - (CDP) Technology Ventures,

Exploration and Exploitation

1:15pm - 2:45pm Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: #AOM2011 909 Facilitator: Chuck Eesley, Stanford U.

- ENT: Should You Stay or Should You Go: Exploration and Exploitation in Corporate Venturing | Marcus Wolfe, Indiana U., Bloomington
- → ■BPS: Dynamics in Vertical and Horizontal Scope of High Technology New Ventures: A Knowledge-Based View I Niron Hashai, Hebrew U. of Jerusalem; Ivo Zander, Uppsala U.
- ■TIM: The Value of Software Patents to Software Start-Up Firms | Gili Greenberg, Bocconi U.; Alfonso Gambardella, Bocconi U.
- **ENT:** Competitive Actions of New Technology Firms: The Red Queen Effect and New Firm Performance | Robert L. Porter, U. of Central Florida

910 → \(\): (Paper Session) - (CM) Examining the Relationship between Task Conflict and Team **Performance More Closely**

1:15pm - 2:45pm Grand Hyatt: Bonham C

Tweet this session: #AOM2011 910

Chair: Andreas W. Richter, U. of Cambridge

- Task Conflict Networks and Team Performance | Daniel Gregory Bachrach, U. of Alabama; Anthony C. Hood, The U. of Alabama; David Noble, U. of Alabama; Jeong-Yeon Lee, U. of
- → The Influence of Intragroup Conflict on Promotive Voice: A Multilevel Study from China | Changchun Xiang, Huazhong U. of Science & Technology; Li-rong Long, Huazhong U. of Science & Technology
- → Intragroup Task Conflict and Team Creativity: The Moderating Role of Conflict Management Style | Sejin Keem, Korea U.; Seungwoo Kwon, Korea U.

911 → ■: (DRP Session) - (CM) Bad Behavior in the

Workplace: Causes and Consequences

1:15pm - 2:45pm Grand Hyatt: Travis A Tweet this session: #AOM2011 911

Facilitator: Ryan Fehr, U. of Washington, Seattle

- → Shadows of the Past: History of Family Aggression, Internal States and Abusive Supervision | Patrick Raymund M. Garcia, The Australian National U.; Simon Lloyd D. Restubog, The Australian National U.; Robert L. Tang, De La Salle-College of Saint Benilde; Lemuel S. Toledano, The Australian National U.
- → Workplace Bullying Across Cultures: A Research Agenda | Kathryn J. L. Jacobson, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico; Harry J Van Buren, U. of New Mexico

- Exploring the Link Between Emotional Intelligence and Workplace Anti-Social Behaviors | Jane P Murray, Bond U.: Sara Branch, Griffith U.
- → Do Emotionally Smart Employees Have Less Conflict with Abusive Supervisors? | Sungwon Choi, Yonsei U.; Donald H. Kluemper, Northern Illinois U.; Kevin W. Mossholder, Auburn U.
- ■Punishing High-Status Deviants: The Role of Transgression Severity and Betrayal | Steffen Keck, INSEAD; Natalia Karelaia. INSEAD

912 → SHCS: (CMS, S/M) Bottom of the Pyramid: A Critical / Constructive Exploration

1:15pm - 2:45pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 912

Moderator: Nilima Gulrajani, London School of Economics

Coordinator: Jonathan Murphy, Cardiff U.

Panelists: Aneel Karnani, U. of Michigan, Ann Arbor; Bill Cooke, Lancaster U.; George Cairns, RMIT U.; Kamal Munir, U. of Cambridge

913: (Paper Session) - (DISC) Creativity

1:15pm - 2:45pm Hyatt Regency: Blanco Tweet this session: #AOM2011 913

Discussant: Joseph Eric Massey, Institute For Tourism Studies

- OB: Creativity, Risk Proclivity, & Proactive Action: Psychological Underpinnings & Link to Venturing | Daniel Lerner, U. of Colorado
- ■B: Culture and Creativity: How Culture and Problem Type Interact in Affecting Problem-Solving | Sharon Arieli, Hebrew U. of Jerusalem; Lilach Sagiv, Hebrew U. of Jerusalem
- → OB: Firm Endogenous Creativity by Higher-Order Human Capital and Knowledge Exploitation | Karen Yuan Wang, U. of Technology, Sydney; Paul Z Wang, U. of Technology, Sydney; Renu Agarwal, U. of Technology, Sydney; Erming Xu, Renmin U. of China
- **OB**: How Cross-Cultural Experience Ignites Creativity: A Model of Cognitive Complexity | Dilek G. Yunlu, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee

914: (Paper Session) - (DISC) Expectations and Injustice

1:15pm - 2:45pm Hyatt Regency: Bowie A Tweet this session: #AOM2011 914

Discussant: Brian R. Dineen, U. of Kentucky

- HR: Stigma in Law Enforcement: Potential impact on benefit avoidance | Camela Steinke, State U. of New York, Albany; Alysa Dawn Lambert, Indiana U. Southeast
- ■HR: Unfairness Begets Unfairness: Victim Derogation and Moral Identity in Managers' Decision Making | Daniel Skarlicki, U. of British Columbia; R Anthony Turner, U. of British Columbia
- ■HR: Voicing Against Workplace Injustice: Utility and Immunity as Antecedents to Grievance-Filing | Brian S. Klaas, U. of South Carolina; Anna Katherine Ward, U. of South Carolina
- ♥ HR: What Do You Think | Expect? An Empirical Investigation of Young Worker Expectations for HR Practices | Angela Langevin-Heavey, Cornell U.

915 : (Paper Session) - (DISC) Social Learning, Cognition & Identity

1:15pm - 2:45pm Hyatt Regency: Bowie B Tweet this session: **#AOM2011 915**

Discussant: Robert A. Phillips, U. of Richmond

- SIM: Priming Moral Identity Attenuates Implicit Beliefs about Business | Lei Zhu, U. of British Columbia
- SIM: On the Importance of Considering Affective Rationality in the Context of Energy Supply | Roh Pin Lee, Technische U. Bergakademie Freiberg; Michael C. Nippa, Freiberg U.
- SIM: How Much More Will Buyers Pay for the Charity Auctions in the eBay Giving Works Program? | Kuo-Liang Chen, George Washington U.
- SIM: A Typology of Stakeholder Management Strategies: A Learning and Positioning Perspective I Michael Banks. Loyola U. Maryland; **Dusya M. Vera**, U. of Houston; **Mindy** Krischer, U. of Houston

916: (Paper Session) - (DISC) Public and Nonprofit Performance

1:15pm - 2:45pm Hyatt Regency: Bowie C Tweet this session: #AOM2011 916

Discussant: Jeryl Mumpower, Texas A&M U.

- **PNP**: Optimization of Warning Decisions to Increase Security in a Public Place | Navid Ghaffarzadegan, State U. of New York, Albany
- PNP: The Relationship Between Governance and Performance in Nonprofits: A Quantitative Analysis I Rebecca Tekula, Pace U.
- **PNP**: The Impact of Institutional Pressures on Performance Management Systems in Higher Education | Adelien Decramer, U. College Ghent; Carine Smolders, U. College Ghent; Johan Christiaens, U. of Ghent; Alex Vanderstraeten, U. College Ghent; Sebastian Desmidt, U. College Ghent
- **Q PNP**: Cultural Policy and Management in Rio de Janeiro, Brazil: Between New Opportunities and Old Problems I Janaina Machado Simões, UFRRJ and EBAPE/FGV; Leonardo Vasconcelos Cavalier Darbilly, Getulio Vargas Foundation-EBAPE; Vanessa Brulon Soares, Getulio Vargas Foundation-EBAPE

917: (Paper Session) - (DISC) CEO and Corporate

Governance

1:15pm - 2:45pm Hyatt Regency: Frio Tweet this session: #AOM2011 917

Discussant: Andrew von Nordenflycht, Simon Fraser U.

- OMT: CEO Duality and Firm Performance: The Moderating Roles of CEO Informal Power and Board Involvements | Hao-Chieh Lin, National Cheng Kung U.; C.B. Wijethunga, National Cheng Kung U.
- ■OMT: What moderates Performance Feedback Effect on R&D Investment? | Sunghee Park, Yonsei U.; Kyung Min Park. Yonsei U.
- → OMT: The Influence of the Supervisory Board Diversity on CEO Compensation in Publicly Traded Dutch Firms | Dean A. Hennessy. Tilburg U.
- **R**■**OMT**: Demise of Diversification for Emerging Economy Business Groups? | Apalak Khatua, IIM Calcutta

918 : (Paper Session) - (DISC) Identity and Behavior

1:15pm - 2:45pm Hyatt Regency: Live Oak Tweet this session: **#AOM2011 918**

Discussant: Ramon J. Aldag, U. of Wisconsin, Madison

- MOC: Sustaining and Enhancing Internal Legitimacy of Alternate Identity in Dual-identity Organizations | Prarthan B. Desai, Indian Institute of Management, Calcutta
- MOC: Family Ownership: 'Governor' of the Hybrid Organization's Identity | Rosamond Perkins Tompkins, George Washington U.; Andrea Casey, George Washington U.; David A. Whetten, Brigham Young U.; Pramodita Sharma, Concordia U.
- MOC: The Influence of Individual Difference on the Continent Use of Knowledge in Decision Making | Chien Sheng Richard Chan, Peking U.; H. Dennis Park, U. of Missouri, Kansas City
- MOC: The Future Comes Soon Enough: Future Orientation and Regulatory Focus Predicting Extra-Role Behavior |
 Maria Strobel, TUM School of Management; Andranik
 Tumasjan, Technical U. Munich; Matthias Spoerrle, U. of Applied Management

919 : (Paper Session) - (DISC) Human Capital and Opportunity

1:15pm - 2:45pm Hyatt Regency: Llano Tweet this session: **#AOM2011 919**

Discussant: Sandra Schillo, Christian-Albrechts-U. of Kiel

- ENT: Two Sides of the Same Coin: Human Capital as Advantage and Dependence in Entrepreneurial Firms | Reed Nelson, Southern Illinois U.; Erin P. Smith, North Carolina State U.; Ted Baker, North Carolina State U.
- ENT: Success through the Right Opportunity Recognition Process: A Test of Black Entrepreneurs | Robert P Singh, Morgan State U.; SherRhonda Gibbs, U. of Southern Mississippi
- → ■ENT: Entrepreneurial Teams, Optimal Team Size, and Founder Exits | Mili Shrivastava, Max Planck Institute; Jagannadha Pawan Tamvada, Aston Business School

920 : (Paper Session) - (DISC) Healthcare Technology and Quality

1:15pm - 2:45pm Hyatt Regency: Maverick A Tweet this session: #AOM2011 920

Discussants: Timothy Hoff, State U. of New York, Albany; Grant T. Savage, U. of Alabama, Birmingham

- → ■HCM: Making the Right Decision for New Technologies Insights on Criteria and Preferences in Hospitals | Sebastian Gurtner, Technische U. Dresden; Oliver Uecke, Technische U. Dresden; Michael Schefczyk, Technische U. Dresden
- **HCM:** Characterisitics of Hospitals with Chief Medical Information Officers (CMIOs) | **Jim Byrd**, U. of Alabama, Birmingham; **Darrell E. Burke**, U. of Alabama, Birmingham
- HCM: Intermediate and Transitional Forms of Care in Italian LHAs: What Drives Choices of Adoption? | Stefano Tasselli, Judge Business School; Amelia Compagni, Bocconi U.; Fabrizio Tediosi, Bocconi U.
- ■HCM: Competence and Connections: Human Capital and Relational Coordination Influences on Outcomes | Alankrita Pandey, U. of Texas, Arlington; Gary C. McMahan, U. of Texas, Arlington

921 : (Paper Session) - (DISC) Research Methods: Models and Analyses

1:15pm - 2:45pm Hyatt Regency: Maverick B Tweet this session: **#AOM2011 921** *Discussant:* **Seth Spain**, U. of Nebraska

- RM: Identifying the Order of an ARMA Process for Level-1 Errors in Latent Growth Modeling | Cherng G Ding, National Chiao Tung U.; Ten-Der Jane, National Chiao Tung U.
- RM: Understanding Sexual Harassment using Formative Indicator Models: Bridging Theory and Measurement | Bradley Brummel, U. of Tulsa; Christopher D. Nye, U. of Illinois, Urbana-Champaign; Fritz Drasgow, U. of Illinois, Urbana-Champaign
- RM: Using Q-Analysis to Simultaneously Study Network Structure and Flows | Martin Bliemel, U. of New South Wales; Ian P. McCarthy, Simon Fraser U.; Elicia Maine, Simon Fraser

922 : (Paper Session) - (DISC) Learning from Foreign Technologies

1:15pm - 2:45pm Hyatt Regency: Navarro Tweet this session: **#AOM2011 922**

Discussant: Anne Parmigiani, U. of Oregon

- TIM: Exploring the Antecedents of the Pace of Learning from In-Licensed Technology in Emerging Countries | Yuandi Wang, U. Hasselt; Wim Vanhaverbeke, Hasselt U.; Nadine Roijakkers, Hasselt U.; Jun Jin, Zhejiang U.
- IM: Learning-By-Licensing: A Source of Competitive Advantage for Firms in Developing Countries | Yuandi Wang, U. Hasselt; Nadine Roijakkers, Hasselt U.
- → ➡□IM: Importers' Choice? Substitution and Complementarity Effects for Indigenous Innovation Capabilities | Marshall Shibing Jiang, Brock U.; Oana Branzei, U. of Western Ontario

923 : (Paper Session) - (DISC) Intraorganizational Knowledge Sharing

1:15pm - 2:45pm Hyatt Regency: Nueces Tweet this session: #AOM2011 923 Discussant: Kira Fabrizio, Duke U.

- → ■BPS: Service Modularization, Knowledge Codification and Performance: Implications in Chinese PSFs | Jiang Wei, Zhejiang U.; Yang Liu, Zhejiang U.; Jiangqi Zhao, Zhejiang U.
- □ TIM: Knowledge Exchange in Intra-Organizational Innovation Communities: Cognition and Affect | Bastian Bansemir, U. of Erlangen, Nuremberg; Anne-Katrin Neyer, U. of Erlangen, Nuremberg; Kathrin M Moeslein, U. of Erlangen, Nuremberg
- → ■IM: Knowledge Flows and Foreign Subsidiary
 Performance: The Moderating Role of Market Diversity
 Change | Qin Yang, Robert Morris U.; Yang Yang, U. of
 Pennsylvania; Klaus Meyer, U. of Bath; Ram Mudambi, Temple U.
- TIM: Knowledge Management in a Multinational Context:
 Aligning Nature of Knowledge and Technology | Dino Ruta,
 Bocconi U.; Ubaldo Macchitella, Bocconi U.

924 : (Paper Session) - (DISC) Drivers for Alliances and Firm Performance

- 1:15pm 2:45pm Hyatt Regency: Segin Tweet this session: #AOM2011 924
- Discussant: Joanne Oxley, U. of Toronto
- → ■BPS: Alliance Management Capability and Firm Performance: Looking Inside the Process Black Box I Olli-Pekka Kauppila, Aalto U.
- **■BPS:** Comparing Theoretical Explanations of Interorganizational Cooperation: A Meta-Analysis I Johannes M. Drees, VU U. Amsterdam
- ■BPS: Economic and Social Drivers for Strategic Alliances | Yu-Kai Wang, Florida International U.; Chris Changwha Chung,

925 =: (Paper Session) - (ENT) Entrepreneurial Capabilities: How to Get Them and Why They Matter

1:15pm - 2:45pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 925

Chair: Tammi Redd, U. of Texas Pan American

- Pa Antecedents to Dynamic Managerial Capabilities: Cognition & Corporate Entrepreneurial Action | Andrew C. Corbett. Rensselaer Polytechnic Institute: Heidi M. Neck, Babson College; Tracy Marie Laverty, Lally School of Management & Technology
- ■Understanding the Development of Substantive and Dynamic Capabilities in New Ventures | Robin De Cock, U. of Ghent; Bart Clarysse, U. of Ghent
- ■How Dynamic Capabilities Can Help New Technology-Based Firms to Cope with the Global Crisis? I Anita Quas, Politecnico di Milano; Massimo Gaetano Colombo, Politecnico di Milano: Cristina Rossi-Lamastra. Politecnico di Milano; Evila Piva, Politecnico di Milano
- SMEs' Access to Market Information: The Effect of CEOs' Social Capital and Personality Traits | Barthelemy Chollet. Grenoble Ecole de Management; Mickael Geraudel, GSCM, Montpellier Business School; Caroline Mothe, U. de Savoie -**IREGE**

926 : (Paper Session) - (ENT) Founders and New Venture Performance

1:15pm - 2:45pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 926

Chair: Aparna Katre, Weatherhead School of Management

- Innovation in Founder and Family Firms: Entrepreneurial versus Nurturer Identities of Owners | Joern Hendrich Block, Erasmus U. Rotterdam; Peter Jaskiewicz, U. of Alberta; Danny Miller, HEC Montreal; Frank Spiegel, Technical U.
- Brotherly Love or Sibling Rivalry: Genealogical Ventures from Common Organizational Parents | Michael Deane Howard, U. of Washington; Arvin Sahaym, Washington State U.; Sandip Basu, California State U. East Bay
- ➡The Effects of Founder's Cultural Capital on New Venture Performance in Different Economies I Malgorzata A. Wdowiak, U. of Klagenfurt; Erich J. Schwarz, U. of Klagenfurt; Robert J. Breitenecker, U. of Klagenfurt; Richard W. Wright, U. of Klagenfurt
- **₽** Determinants of Performance: The Roles of Metacognition and Entrepreneurial Orientation | Ananda Mukherji, Texas A&M International U.; Jyotsna Mukherji, Texas

A&M International U.; Pedro S. Hurtado, Texas A&M International U.

927 : (Paper Session) - (ENT) Intention and Orientation in Entrepreneurship Research: New Research Directions

1:15pm - 2:45pm San Antonio Convention Center: Room 007 D Tweet this session: #AOM2011 927

Chair: Katharina Hoelzle, Berlin Institute of Technology

- □ ⊆ Cross-functional Co-opetition and its Drivers: What does really affect Entrepreneurial Orientation? | Christoph Chomik, RWTH Aachen U.
- □ ■ A Brief History of Entrepreneurial Orientation Measure Development: Stages, Factors, and Theory | Sheryllynn Roberts, U. of Texas, Arlington
- → The Effects of Danger on Entrepreneurial Intentions: Mediating Roles of Resilience and Self-Efficacy | Amanda Bullough, Thunderbird; Maija Renko, U. of Illinois, Chicago; **Tamara Mochelle Myatt**, American U. of Afghanistan
- Toward a Configurations Approach to Entrepreneurial Orientation | Aaron Francis McKenny, Texas Tech U.

928 🔙: (DRP Session) - (ENT) Entrepreneurship in the Social Context: Is it Really Different?

1:15pm - 2:45pm San Antonio Convention Center: Room 008 B Tweet this session: #AOM2011 928

Facilitator: Muitaba Ahsan, Pittsburg State U.

- Institutions Predicting Social Entrepreneurship | Ute Stephan, U. of Sheffield: Lorraine M. Uhlaner, EDHEC **Business School**
- Mission Accomplished? Exploring How Social Entrepreneurs Define Success | Anica Zeven, Leuphana U. Lueneburg; Markus Beckmann, Leuphana U. Lueneburg
- Organizational Responses to the Social Entrepreneurship Challenge | Matthew Grimes, Vanderbilt U.
- The Community-Led Approach | Zev Lowe, ESADE Business School; Jonathan D. Wareham, ESADE

929 : (DRP Session) - (ENT) The Role of Intentions and Orientation in Entrepreneurial Decision Making.

1:15pm - 2:45pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 929

Facilitator: Heiko Bergmann, U. of Hohenheim

- Resource Knowledge, Organizational Slack, and Entrepreneurial Orientation | Brian S. Anderson, Richard Ivey School of Business; Jeffrey G. Covin, Indiana U.
- ■Endings and Visions of New Beginnings: Does Being Laid Off Increase Entrepreneurial Intent? | Matthew S. Wood, U. of North Carolina, Wilmington; Craig Lee Engstrom, Elmhurst College; William McKinley, SIU Carbondale
- → Entrepreneurial Orientation and Firm Growth Among Japanese SMEs | Yoshihiro Eshima, osaka U. of economics; Brian S. Anderson, Richard Ivey School of Business
- Empirical Research on Entrepreneurial Orientation: A Comprehensive Qualitative Assessment | William John Wales, James Madison U.; Vishal K. Gupta, State U. of New York, Binghamton; Fariss T Mousa, James Madison U.

Does Money Make the Entrepreneurial World Go Round? I Ana Venancio, ISEG - Economic and Business School and Carnegie Mellon U.; Francisco Lima, Instituto Superior Tecnico

930 SHCS: (GDO) Black Faces in White Places: Redefining the Black Experience in Organizations & Management

1:15pm - 2:45pm Grand Hyatt: Lone Star C Tweet this session: #AOM2011 930

Organizer: Jeffrey A. Robinson, Rutgers U.

Chair: Jeffrey A. Robinson, Rutgers U. Panelists: C Douglas Johnson, Georgia Gwinnett College; Atira Cherise Charles, Florida State U.; Erika Verniece Richardson, Northwestern U.: Katherine W. Phillips. Northwestern U.: Rochelle Parks-Yancy, Texas Southern U.; Sammie L Robinson, Texas Southern U.; Laquita C Blockson, College of Charleston Participants: Darius Morse, Georgia Gwinnett College; DeMarcus A. Pegues, U. of Tennessee, Chattanooga

931: (DRP Session) - (GDO) International Women and Work **Place Experiences**

1:15pm - 2:45pm Grand Hyatt: Travis B Tweet this session: #AOM2011 931

Facilitator: Regine Bendl, WU Vienna

- ♥ ■A Multi-Level Perspective on Workplace Experiences of Women in Pakistan | Faiza Ali, U. of Kent
- The Arab Female Manager | Saleema Kauser, U. of Manchester; Hayfaa Tlaiss, U. of New Brunswick
- Femininity in the Philippines | Julia Teahen, Baker College; Edward F. Murphy, Embry Riddle Aeronautical U.; Silvia Ines Monserrat, Unicen; Arnel Onesimo O. Uy, De La Salle U.; Regina A. Greenwood, Nova Southeastern U.; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de Sao Paulo; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Sergio Madero, Tecnologico de Monterrey
- * Getting Hired in China: The Experiences of Ethnic Minorities | Reza Hasmath, U. of Melbourne
- ■Entangled Between Tradition and Modernity: The Experiences of Bhutanese Working Women | Kantha Ruby Davaram, Curtin U.: David Pick, Curtin U.

932 ♥♥→ ➡ JS: (GDO, IM) Different Yet Similar: Equal Opportunity, Diversity, and Cross-Cultural Competence Initiatives

1:15pm - 2:45pm Grand Hvatt: Presidio A Tweet this session: #AOM2011 932

Chair: Marinus van Driel, DEOMI PAFB Discussant: Sharon Glazer, U. of Maryland

Perceptions of Diversity in the DoD | Kizzy M. Parks, K. Parks Consulting, Inc.; Daniel McDonald, Defense Equal Opportunity Management Institute; Loring John Crepeau, DEOMI PAFB

Multilevel Analysis of Socio-Demographic Ethnic Diversity and Climate For Service | Koren Ichihara, Illinois Institute of Technology; Roya Ayman, Illinois Institute of Technology

Building Cross-Cultural Competence in U.S. Soldiers: Current and Future Research Directions | Jessica Gallus, U.S. Army Research Institute: Allison Abbe. U.S. Army Research Institute for the Behavioral and Social Sciences

Cross-Cultural Training for the U.S. Military: Implications for Mission Readiness | Claudia Brugman, U. of Maryland Center for the Advanced Study of Language; George Reinhart, U. of Maryland Center for the Advanced Study of Language; Sharon Glazer, U. of Maryland; Emily Feinberg, U. of Maryland Center for the Advanced Study of Language; Michelle Falk, U. of Maryland Center for the Advanced Study of Language; Shaina Castle, U. of Maryland Center for the Advanced Study of Language

933 €→ =: (DRP Session) - (HCM) Electronic Health Records and Technology

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 16 Tweet this session: #AOM2011 933

Facilitator: Timothy R. Huerta, Texas Tech U.

- ☐ Transcending Barriers to Ambulatory Electronic Health Record Use | Ann Scheck McAlearney, Ohio State U.; Nina Kowalczyk, Ohio State U.; Paula H. Song, Ohio State U.; Julie Robbins, Ohio State U.; Deena Chisolm, Ohio State U.
- ●IT Use, Delegation, and Productivity: Evidence from Electronic Health Records | Julia Adler-Milstein, Harvard U.; Robert S. Huckman, Harvard U.
- Patient Intention to Use a Personal Health Record: A Test of the Technology Acceptance Model | Alice Noblin, U. of Central Florida: Myron D Fottler. U. of Central Florida: Thomas T.T.H. Wan, U. of Central Florida
- Measurement Error in Performance Studies of Health IT: Lessons from the Management Literature | Adam Seth Litwin, Johns Hopkins U.; Ariel C. Avgar, U. of Illinois, Urbana-Champaign
- → The Impacts of Electronic Medical Records: the case of health providers in the Catalonia Region | Greta Nasi, Bocconi U.; Maria Cucciniello, Bocconi U.

934 : (Paper Session) - (HCM) Organizational Change and Learning in Healthcare

1:15pm - 2:45pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 934

Chair: Christopher Johnson, Texas A&M Health Science Center

Multi-sectoral Health Care Alliances | Larry R. Hearld, U. of Alabama, Birmingham, Jeffrey Alexander, U. of Michigan, Ann Arbor; Jessica Mittler, Pennsylvania State U.

HCM Division Best Paper Award Nominee

- Practice-Based Learning, Organizational Slack and Public Hospital Performance | Antonio Vera, German Police U.; Torsten Oliver Salge, Ruhr-U. Bochum
- ■Organizational Structure and Change Processes in Long-Term Care: A Configuration Approach | Jungyoon Kim, Pennsylvania State U.

HCM Division Best Paper Based on a Dissertation Award Nominee

935 € .: (Paper Session) - (HR) Sharing Knowledge about Knowledge Sharing

1:15pm - 2:45pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 935

Chair: Brian D. Blume, U. of Michigan, Flint

- Self-interest and Knowledge Sharing Intentions: The Impacts of Leadership Climate and HR Practices | Yuwen Liu, National Tsing Hua U.; Richard S DeFrank, U. of Houston
- ☐ The Role of SHRM in Building the Micro-Foundations of Knowledge-Based Organizational Performance | Nicolai Foss, Copenhagen Business School; Dana Minbaeva, Copenhagen Business School
- ■How Relative Job Insecurity Affects the Relation Between Information Sharing and Employee Outcomes | Bert Schreurs, Maastricht U.; Hetty Van Emmerik, Maastricht U.; Hannes Guenter, Maastricht U.; Boris F. Blumberg, Maastricht U.; Désirée Schumacher, Maastricht U.; Nele De Cuyper, Katholieke U. Leuven
- → Socio-Cultural Factors in M&A Knowledge Transfer: National Cultural Differences and Human Resources | Riikka M Sarala, U. of North Carolina, Greensboro

936 € .: (DRP Session) - (HR) Overlooked Topics in

Employee Selection Research

1:15pm - 2:45pm Grand Hyatt: Mission A Tweet this session: #AOM2011 936

Facilitator: Ryan D. Zimmerman, Texas A&M U.

- ₱ A Meta-Analysis of Relations Between Vocational Interests and Employee Performance and Turnover | Chad H. Van Iddekinge, Florida State U.; Philip L. Roth, Clemson U.; Dan J. Putka, Human Resources Research Organization; Stephen E. Lanivich, Florida State U.
- Toward Better Meta-Analytic Matrices: Input Values Affect Conclusions in HRM Simulations | Philip L. Roth, Clemson U.; Fred Switzer, Clemson U.; Chad H. Van Iddekinge, Florida State U.; In-Sue Oh, Virginia Commonwealth U.
- ₽ ☐ From Measure to Construct: An Investigation of the Nomological Network of Credit Scores | Jeremy Bernerth, Louisiana State U.; Shannon G. Taylor, Northern Illinois U.; Harvell Jackson Walker, Texas Tech U.
- ₱ Executive Attention as a Predictor of Employee Performance | Frank A. Bosco, U. of Memphis; David G. Allen, U. of Memphis
- ■What If My First Choice Turns Me Down? A Look at Smaller Applicant Pools | Steve Scullen, Drake U.

937 🔾 🖃: (Paper Session) - (HR) SHRM Foundation Dissertation Grant Recipients

1:15pm - 2:45pm Grand Hyatt: Presidio B

Tweet this session: #AOM2011 937

Chair: Suzanne S. Masterson, U. of Cincinnati

- Multi-level Examination of Idiosyncratic Deals: Antecedents and Consequences | Smriti Anand, U. of Illinois, Chicago
- The Impact of Pay Secrecy on Performance: The Conditioning Effect of Performance Appraisal | Elena Belogolovsky, Technion Israel Institute of Technology
- A Trickle-Down Model of Psychological Contract Breach Grace Lemmon, Georgia State U.
- Spillover of Organizational and Community Embeddedness: Does Social Support Hold the Key? | Barjinder Singh, U. of Houston, Victoria

938 © JS: (HR, OB) A Closer Look at Core Self-Evaluations

1:15pm - 2:45pm Grand Hyatt: Independence

Tweet this session: #AOM2011 938

Chairs: Anne-Grit Albrecht, Leuphana U. Lueneburg; Juergen Deller, Leuphana U.

- Do Core Self-Evaluations Widen the Gender Wage Gap? I Charlice Hurst, The U. of Western Ontario; Beth Ann Livingston, Cornell U.
- Core Self-Evaluations: A Multilevel Perspective | Austin Lee Nichols, Euromed Management; Timothy A. Judge, U. of Notre Dame; Ryan Lee Klinger, U. of Florida
- Is the Core-Self Evaluations Job Performance Relationship Spurious? | Anne-Grit Albrecht, Leuphana U. Lueneburg: Deniz S Ones, U. of Minnesota; Stephan Dilchert, Baruch College; Frieder Michel Paulus, Leuphana U. Lueneburg; Juergen Deller, Leuphana U.
- How Core Self-Evaluations Promote the Presence of Calling in Careers | Andreas Hirschi, Leuphana U. Lueneburg
- Core Self-Evaluation: Assessing and Improving Construct Clarity | Emilija Djurdjevic, U. of Arkansas, Fayetteville; Christopher C. Rosen, U. of Arkansas, Fayetteville; Chu-Hsiang Chang, Michigan State U.; Meng Taing, U. of South Florida; Russell E. Johnson, Michigan State U.

939 JS: (HR, RM) Conceptualizing and Operationalizing **HR Practices and Systems**

1:15pm - 2:45pm Grand Hyatt: Bonham D Tweet this session: #AOM2011 939

Organizers: Jaap Paauwe, Tilburg U. / Erasmus U.; Patrick Wright, Cornell U.; Marc Van Veldhoven, Tilburg U.; Susanne Beijer, Tilburg U.

Chair: Jaap Paauwe, Tilburg U. / Erasmus U. Discussant: David E Guest, King's College London Panelists: Patrick Wright, Cornell U.; Barry Gerhart, U. of Wisconsin, Madison; John E. Delery, U. of Arkansas; Clinton Chadwick, U. of Kansas; Wolfgang Mayrhofer, WU Vienna

940 : (Paper Session) - (IM) Cross Culturalism and Values in International Management

1:15pm - 2:45pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 940

Chair: Sankaran Manikutty, Indian Institute of Management, Ahmedabad

- → Embedding Work Values into Globalization Theory Irina Cozma, U. of Tennessee, Knoxville; David J Woehr, U. of North Carolina, Charlotte
- Going East? Psychic Distance Revisited | Sanjay Bhowmick, Auckland U. of Technology
- → What Drives Cultural Variation in Deference to Authorities? Internalized goals or Injunctive Norms I Krishna Savani, Columbia Business School
- ■Organizational Culture Differences and the Transfer of Knowledge from Foreign Parents to their IJVs | Chan S. Park, U. of British Columbia; Chol Lee, Sogang U.

941: (DRP Session) - (IM) Issues in International Human Resource Management

1:15pm - 2:45pm San Antonio Convention Center: Room 208 Tweet this session: #AOM2011 941

Chair: Meiyu Fang, National Central U.

Affiliates of U.S. MNCs -- Are They Culturally Bounded? Bing Bai, U. of Redlands; John Lawler, U. of Illinois

- → International Experience (Variety, Novelty and Host Contact) and Dynamic Cross-Cultural Competencies | Ibraiz Tarique, Pace U.
- → Relationships of Managers Derailment Potential and Competencies in US and Japan companies (WITHDRAWN) | Yi Zhang, Lingnan U.; Anand N Chandrasekar, Center for Creative Leadership and U. of Hawaii at Manoa
- →

 □ Career Motivation and Development of Self-Initiated Expatriates: A Self-Determination Perspective | Yu-Ping Chen, U. of Wisconsin, Milwaukee; Yu-Shan Hsu, U. of Wisconsin, Milwaukee
- ■A Multi-level Model of Institutional Influences and Performance in Emerging Market | Yi-Long Jaw, National Taiwan U.; Hsu-Wei Hsu, National Taiwan U.; Minder Hsieh, National Taiwan U.

942: (Paper Session) - (IM) Organizational Knowledge in International World

1:15pm - 2:45pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 942

Chair: Ryh-Song Yeh, Yuan Ze U.

- the Developing World | Daniel Z. Levin, Rutgers U.; Helena Barnard, U. of Pretoria
- →

 Knowledge Acquisition, Geographic Scope, and Isolating Mechanisms | Min-Young Kim, U. of Illinois, Urbana-Champaign; Glenn Hoetker, Arizona State U.
- → Factors Behind Knowledge-intensive Firms Cautious Expansion and their Impact on Speed of Performance I Dina AbdelZaher, Florida International U.
- → The International Coordination of Knowledge Generation: Knowledge Flow Patterns of Subsidiaries | Feng Zhang, St. Mary's U.

943: (Paper Session) - (IM) Market Information and International Strategy Dynamics

1:15pm - 2:45pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 943

Chair: Monisha Das, U. of Maryland Eastern Shore

- ₽→ Effect of Spillovers on Foreign Versus Domestic Industry Leadership in a Developing Economy | James Costantini, INSEAD
- → Foreign vs. Domestic Firms Benefit of Information Gathering and Deployment | Jörg Zimmermann, Max Planck Institute of Economics
- → The Impacts of Relational Bonds on Brand Relationship Quality and Brand Loyalty | Chao-Chin Huang, National Cheng Kung U.; Shyh-Ming Huang, Southern Taiwan U.; Shyh-Rong Fang, Hsiuping Institute of Technology
- → A Time-use Perspective on Entrepreneurial Initiatives in the Multinational Corporation | Christopher Williams, Richard Ivey School of Business; Wendelien Van Eerde, U. of Amsterdam

944: (Paper Session) - (IM) Cross-Cultural and Comparative Studies of International Goals and Values

1:15pm - 2:45pm San Antonio Convention Center: Room 210 B Tweet this session: #AOM2011 944

Chair: Dail Fields, Regent U.

- National Ethical Business Context and Employees' Organizational Commitment | Miriam Muethel, Otto Beisheim Graduate School of Management (WHU); K. Praveen Parboteeah, U. of Wisconsin, Whitewater
- → Work Goals in Regions of two Nations: Functional, Neo-Institutional and Critical Event Influences | Mark F. Peterson, Florida Atlantic U.; Ad Van Iterson, Maastricht U.
- → Viewing GLOBE through Intercultural Simulations: The Case of a Taiwanese-German Management Team. I Jasmin Mahadevan, Pforzheim U.
- → The Business Values Dimensions: A Measure of Workforce Values | David A. Ralston, U. of Oklahoma; Craig J Russell, Price College Of Business; Carolyn P. Egri, Simon Fraser U.

945 € ■ SHCS: (MC, ODC) Zen and the Art of Organizational Maintenance: Innovation in Social Profit **Firms**

1:15pm - 2:45pm Grand Hyatt: Bowie B Tweet this session: #AOM2011 945 Organizer: Gina Hinrichs, Capella U.

Chair: Jacqueline M. Stavros. Lawrence Technological U. Participants: Jane Seiling, Lawrence Technological U.; Cheryl B. Richardson, Benedictine U.; Dalitso Samson Sulamoyo, Illinois Association of Community Action Agencies

946 □ • → • : (Paper Session) - (MED) Institutional

Issues in Management Education

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 15 Tweet this session: #AOM2011 946

Chair: Charles Roy Fenner, State U. of New York, Canton Pa ■ Management Education: A Call for a New Dialogue I

Eirik Johannes Irgens, Nord-Trondelag U. College

- The Development of Managerial Skills in MBA Programs: A Reconsideration of Learning Goals | Otmar E Varela, U. of Arkansas at Little Rock; Michael J. Burke, Tulane U.; Norbert
- Michel, Nicholls State U. ■The Impact of Accreditation: A Multiple Case Study of Canadian University Business Schools | Catherine Jane Elliott, U. of Ottawa
- → The Impact of Strategic Alliances on Ranking of Business Schools | Rania Ijhaish-Nasraoui, HEC Montreal; Ulrich Wassmer, Concordia U.; Louis Hebert, HEC Montreal

947 □ • → • : (Paper Session) - (MED) Multicultural and **Experiential Learning Perspectives in Management Education and Development**

1:15pm - 2:45pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 947

Chair: Luke Novelli, Leadership Development Resources Global Developing Cross-cultural Managerial Skills through

Experiential Learning | Joao Neiva De Figueiredo, Saint Joseph's U.; Alfredo J Mauri, Saint Joseph's U.

- □ → □ An Eastern Critique of Kolb's Experiential Learning Theory | Mai P. Trinh, Case Western Reserve U. ■Dramaturgical Teaching: A Primer and Test of Student
- Impact | John E Barbuto Jr, U. of Nebraska, Lincoln

948 €→ \(\): (DRP Session) - (MH) Historic Explorations of Paradigms, Positions, Industries, Organizational Forms,

1:15pm - 2:45pm Marriott Riverwalk: Bowie Tweet this session: #AOM2011 948

This management history session examines the selected management topics across radically different cultures, periods, and paradigms.

Chair: Jacob Dahl Rendtorff, Roskilde U. Discussant: Shawn M. Carraher. Minot State U.

- → Nineteenth Century Domestic Accounting in British India: The East/West Divide | Andrew Read, U. of Canberra; Frances Myfanwy Miley, U. of New South Wales
- The Journey of the Muddled Middle: A Literature Review on the Roots of Middle Management | Sergio JJanczak, ICN Business School; Frank Bares, ICN Business School; Sergio Janczak, U. of Western Ontario
- → Historical Positioning of Scientific Management: The Case of Russia | Mikhail V. Grachev, Western Illinois U.; Boris Rakitsky, Academy of Public Policy
- → The History of the Pan-Pacific Coal Trade: 1962-2010 | Bradley Bowden, Griffith U.; Andrea Insch, U. of Otago
- □ Informal Networks and Quiet Change: The Diffusion of the Limited Liability Company | David Cohen, U. of Massachusetts, Amherst; Sudhir Nair, U. of Massachusetts, **Amherst**

949 : (Paper Session) - (MOC) Emotions at Work

1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 949 Chair: Gabriele Lakomski, U. of Melbourne

- ■Emotion and The Escalation of Commitment: An Appraisal-Tendency Framework | Carmen Kaman Ng, Hong Kong U. of Science and Technology
- → Tempered Anger or Angry Temper? Anger Intensity, Perceiver Attribution and Outcomes | David Chee-mun Cheng, U. of New South Wales; Lu Wang, U. of New South Wales
- ■Perceiving Criers at Work: A Framework of Behavioral Scripts in Stressful Work Situations | Kimberly D. Elsbach, U. of California, Davis; Beth Bechky, U. of California, Davis; Annalisa Schaub, Apple Corporation
- The Role of Regret in Institutional Persistence and Change I Gavin M. Schwarz, U. of New South Wales; Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong

950 =: (DRP Session) - (MOC) Individual Identity and Organizational Identification

1:15pm - 2:45pm La Quinta Inn & Suites: Crockett West Tweet this session: #AOM2011 950

Facilitator: Johanna Jaskari, Aalto U.

- → Enacting Occupational Identity through Sociomaterial Practices: The Case of Service Designers | Ileana Stigliani, Imperial College Business School; Anne-Laure Fayard, Polytechnic Institute of New York U.
- Loyal after the End: the Endurance of Organizational Identification | Ian J. Walsh, U. College Dublin

The Impact of Identity Threats and Emotional Capability Following an Acquisition. | Steve Stewart, Florida Atlantic U.; Kimberly M Ellis, Florida Atlantic U.

951 =: (Paper Session) - (OB) Organizational and Individual **Process that Affect Creativity & Innovation**

1:15pm - 2:45pm Grand Hyatt: Bowie A Tweet this session: #AOM2011 951

Chair: Aimee L. Hamilton, Pennsylvania State U.

Routinization, Free Cognitive Resources, and Creativity | Heesun Chae, Seoul National U.; Oh Soo Park, Seoul National U.; Dongwon Choi, Seoul National U.

- ■Putting Work off Pays off: Explaining How Procrastination Fosters Creativity | Jihae Shin, U. of Pennsylvania
- A Linear Chaos Model of the Innovation Process | Kathrin Rosing, Leuphana U. Lueneburg; Ronald Bledow, U. of Ghent; Michael Frese, National U. of Singapore; Johanna Johnson, The Pennsylvania State U.; Nataliya Baytalskaya, Pennsylvania State U.; James L. Farr, Pennsylvania State U.
- Scaling Individual Creativity to Organizational Innovation Robert Litchfield, Washington and Jefferson College; Cameron Ford, U. of Central Florida; Richard John Gentry, U. of Mississippi

952 : (Paper Session) - (OB) When Justice, Promotion Focus and Affect Meet: Postive Outcomes of Leadership

1:15pm - 2:45pm Grand Hyatt: Bowie C Tweet this session: #AOM2011 952

Chair: Bret H. Bradley, U. of Oklahoma - Norman

- ☐ Transformational Leadership and Multiple Commitments: Does Span of Control Matter? | Lale Gumusluoglu, Bilkent U.; Zahide Karakitapoglu, Bilkent U.; Giles Hirst, Monash U.
- ■Vision Content and Leader Emotion in Vision Communication: A Moderated Mediation Model I Merlin Venus, Erasmus U. Rotterdam; Daan Stam, Erasmus U. Rotterdam
- Leadership and Networking Behavior by Direct Reports | Marc H Anderson, Iowa State U.; Peter Sun, U. of Waikato
- ■Transformational Leaders as "Embedders": The Role of Follower Positive Affect and Collective Self | Marion B Eberly, U. of Washington; Dustin James Bluhm, U. of Washington

953 : (DRP Session) - (OB) Understanding Trust in Organizations: Considerations Within and Between Individuals

1:15pm - 2:45pm Grand Hyatt: Crockett B Tweet this session: #AOM2011 953

Facilitator: C. Ashley Fulmer, U. of Maryland, College Park A Cross-Level Investigation of the Trust-Creativity

Relationship | Samuel Aryee, Aston U.; Fred O. Walumbwa, Arizona State U.; Chris WL Chu, Stockholm School of Economics; Zhiqiang Liu, Huazhong U. of Science & Technology

The Waxing and Waning of Trust: The Dynamic Role of Ability in the Development of Trusting Behavior | Marcus Armin Drescher, Technical U. Munich; Isabell Melanie Welpe, Technical U. Munich: Audrey Korsgaard, U. of South Carolina: Arnold Picot, Ludwig Maximilians U.; Matthias Spoerrle, U. of

- Applied Management; Rolf T Wigand, U. of Arkansas at Little Rock
- Individual Differences in Trust Development: An Empirical Investigation | Hyung-Woo Lee, U. of Southern California; Peter J. Robertson, U. of Southern California; Robert C. Myrtle, U. of Southern California
- An Asymmetric Model of Trust Transference | Jiunwen Wang, Northwestern U.
- Cross-Level Modeling of Values, Conflict, and Trust | Ju-Li Ng, U. of Queensland; Oluremi B. Ayoko, U. of Queensland; Temesgen Kifle, U. of Queensland

954 \(\subseteq : (DRP Session) - (OB) Using Multiple Methods to Investigate Outcomes of Shared Learning and Knowledge Acquisition

1:15pm - 2:45pm Grand Hyatt: Crockett C Tweet this session: **#AOM2011 954**

Facilitator: Aimee A. Kane, Duquesne U.

- Transformational and Self Leadership in Knowledge Work:
 Mediating and Moderating Effects | Alexander Madsen
 Sandvik, Norwegian School of Economics and Business
 Administration; Øyvind Martinsen, Norwegian School of
 Management
- po Managing Knowledge-Intensive Work: A Trust Based Model | Sebastiano Massaro, UCL; Simcha Jong, U. College London

Most Innovative Student Paper sponsored by Sage Publications (a student must be the sole or first-author and must have taken the lead role on the project)

- ■Why Do I Share Knowledge with My Group Members?
 Roles of Leadership and the Mediating Mechanisms |
 Chi-Wei Liu, HongKuang U.; Pei-Wen Huang, Cheng Shiu U.
- → ■To Share or Hoard: Knowledge-based Psychological Ownership, Territoriality and Knowledge-hoarding | He Peng, Fudan U.
- Preventing Knowledge Loss When Employees Expect to Leave | Daniela Noethen, ESADE Business School

955 ☐: (DRP Session) - (OB) How Abusive Leadership Influences Follower Abuse, Voice, Deviance and Compliance

1:15pm - 2:45pm Grand Hyatt: Crockett D Tweet this session: **#AOM2011 955**

Facilitator: Alan D. Boss, U. of Washington, Bothell

- Abusive Supervision, Power Distance, and Deviance: A Social Learning Theory Perspective | Huiwen Lian, U. of Waterloo; Douglas J. Brown, U. of Waterloo
- Abusive Supervision and Supervisor-Directed Deviance: A Self-Regulation Theory Perspective | Lindie Hanyu Liang, U. of Waterloo; Huiwen Lian, U. of Waterloo; Douglas J. Brown, U. of Waterloo
- Should I or Should I Not?: Strategic Followership in the Context of Ineffectual Leadership | David B. Zoogah, Morgan State U.
- A Dual Motivational Perspective on The Antecedents and Outcomes of Abusive Supervision | Serene Ng, Australian National U.; Hataya Sibunruang, The Australian National U.; Zhen-Xiong Chen, Australian National U.

956 ⊒: (Paper Session) - (OB) Understanding Customer Service: Organizational Climate and Attachment

1:15pm - 2:45pm Grand Hyatt: Lone Star E Tweet this session: **#AOM2011 956**

Chair: Joel M. Evans, Sungkyunkwan U.

- ■The "Difficult Customer": Service Employees' Conceptualizations and Reactions | Iddo Gal, U. of Haifa; Dana Yagil, U. of Haifa; Gil Luria, Haifa U.
- ■When Does a Service Climate Improve Supervisors' Service-Oriented Behaviors? | Chak Fu Lam, U. of Michigan, Ann Arbor; David Mayer, U. of Michigan
- Organizational Identification, Customer Orientation and Service Performance | Hongwei He, U. of Warwick; Weiyue Wang, U. of Salford; Lloyd Harris, U. of Warwick
- Employee Satisfaction, Responsiveness, and Customer Satisfaction: Linkages and Boundary Conditions | Alicia A. Grandey, Pennsylvania State U.; Lori Goldberg, Personnel Decisions International; S. Douglas Pugh, Virginia Commonwealth U.

Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee

957 ☐: (Paper Session) - (OB) Investigating Ethics, Motivation and Performance with Multi-level Analyses of Organizational Climate

1:15pm - 2:45pm Grand Hyatt: Republic A Tweet this session: **#AOM2011 957**

Chair: Josh Daspit, U. of North Texas

- A Meta-Analytic Investigation of the Higher-Order Dimensions of Psychological Climate | Justin K Benzer, VA Boston Healthcare System; Margaret Tutt Horner, Texas A&M U.
- ➡ Fairness at the Collective Level: A Meta-Analytic Examination of Organizational Justice Climate | Daniel Whitman, Louisiana State U.; Suzette Caleo, New York U.; Nichelle C. Carpenter, Texas A&M U.; Margaret Tutt Horner, Texas A&M U.
- □ Organizational Ethical Climate and Employee Silence: A Cross-Level Analysis (WITHDRAWN) | Yau-De Wang, National Chiao Tung U.; Hui-Hsien Hsieh, National Chiao Tung
- Organizational Climates for Task Direction and Relational Support: A Contingency-Based Framework | Justin K Benzer, VA Boston Healthcare System; Gary J. Young, Northeastern U.; Martin P. Charns, U.S. Department of Veterans Affairs; David C. Mohr, VA Boston Healthcare System

958 ☐: (Paper Session) - (OB) Multi-Level Perspectives on Transformational Leadershp and Individual and Team Outcomes

1:15pm - 2:45pm Grand Hyatt: Republic B Tweet this session: **#AOM2011 958**

Chair: Benjamin M. Galvin, U. of Washington, Bothell

- ☐ The Effect of Consideration of Future Consequences on Transformational Leadership | Wenhui Zhang, Zhongnan U. of Economics and Law; Hui Wang, Peking U.; Craig L. Pearce, Institute for Innovative Leadership
- □ A Multilevel Model of Transformational Leadership in Academic Teams | Susanne Braun, Ludwig Maximilians U.;

- Claudia Verena Peus, Ludwig Maximilians U.; Silke Weisweiler, Ludwig Maximilians U.; Dieter Frey, Ludwig Maximilians U.
- Leadership Climate for Organizational Performance | Simon B. De Jong, U. of St. Gallen; Heike Bruch, U. of St. Gallen
- → Leader Values, Style and Behavior in Meetings: Triangulated Evidence of Effective Leadership | Marcella A.M.G. Hoogeboom, U. of Twente; Celeste P. M. Wilderom, U. of Twente; Joke Nijhuis, U. of Twente; Peter van den Berg, Tilburg U.

959 ☐: (Paper Session) - (OB) Affect and Relationships: Social and Individual Differences of Workplace Incivilities

1:15pm - 2:45pm Grand Hyatt: Republic C Tweet this session: #AOM2011 959

Chair: Aleksandra Luksyte, U. of Houston

- ₽→ Self-Love's Lost Labor: Narcissism Exacerbates Incivility's Effects on Engagement and Performance | Yuan Yi Chen, Hong Kong Baptist U.; Lance Ferris, Pennsylvania State U.; Ho Kwong Kwan, Drexel U.
- → Family Incivility and Job Performance: A Moderated Mediation Model | Sandy Lim, National U. of Singapore; Kenneth Tai, National U. of Singapore
- ■The Excluded Target of Envy: A Multicultural Analysis of Worker Behavior, Health and Attitudes | Kristin L. Scott, Clemson U.; Stefan Tams, Clemson U.; Michaéla C. Schippers, RSM Erasmus U.
- ■A Grounded Theory Investigation of the Definition and Dimensions of Difficult Workplace Colleagues | Cynthia Kay Stevens, U. of Maryland; Deborah Searcy, U. of Maryland, College Park

960 ☐: (Paper Session) - (OB) Making Sense of Context Through Affective, Cognitive, and Social Processes

1:15pm - 2:45pm Grand Hyatt: Seguin A Tweet this session: #AOM2011 960 Chair: Ivona Hideg, U. of Toronto

- ◆Affective Sensegiving in Start-up Organizations: Dimensions, Boundary Conditions, and Consequences | Christoph Zott, IESE Business School; Quy Nguyen Huy, INSEAD
- ₱ Manipulating Implicit Theories by Inducing Affect | Elliott Kruse, U. of California, Riverside; Thomas Sy, U. of California,
- → Cognitive Reappraisal and Newcomer Performance: Roles of Social Adjustment and Psychological Safety | Sushil Shyam Nifadkar, U. of Calgary
- ₱ Work Loneliness and Employee Performance | Hakan Ozcelik, California State U. Sacramento; Sigal Barsade, U. of Pennsylvania

961 =: (Paper Session) - (OB) Consequences of Political and Social Sexual Behavior at Work

1:15pm - 2:45pm Grand Hyatt: Travis C Tweet this session: #AOM2011 961 Chair: William James Fear, Cardiff U.

■ Reducing Affective Job Insecurity: How Can I Impress You? | Guo-hua Huang, Hong Kong Baptist U.; Xiongying Niu, Chinese U. of International Economics and Business; Helen Hailin Zhao, Hong Kong Polytechnic U.; Kai Song, Chinese U.

- of International Economics and Business; Cynthia Lee, Northeastern U
- ☐ The Buffering Effects of Positively Experienced Social Sexual Behavior at Work | Jane O'Reilly, U. of British Columbia; Leah Dawn Sheppard, U. of British Columbia; Marius van Dijke, Erasmus U. Rotterdam
- ■Politics in Perspectives(s): Re-Energizing Research on Organizational Politics | **Douglas A Lepisto**, Boston College; Michael G. Pratt, Boston College
- ☐ The Effects of Managing Multiple Impressions on Employee Social Anxiety and Job Performance | Anthony Klotz, U. of Oklahoma - Norman: Mark C. Bolino, U. of Oklahoma

962 © 🔙 JS: (OB, HR, RM) Challenging the Positive View of P-O Fit within the ASA Model

1:15pm - 2:45pm Grand Hyatt: Seguin B Tweet this session: #AOM2011 962

Organizers: Levi R. G. Nieminen. Denison Consulting: Amy Sund. Wayne State U.; Anne C Bal, Wayne State U.

Discussant: Jeffrey R. Edwards, U. of North Carolina

When Differences Attract: Exploring the Role of

Organizational Support under Complementary P-O Fit I Marina N Astakhova, Kent State U.; Mary Hogue, Kent State U.

Employment Discrimination: P-O Fit and P-J Fit as Rationalizations for Acting out on Prejudice | Chetan Joshi, Indian Institute of Management, Calcutta; Joerg Dietz, U. of Lausanne

Missing Links: Socio-Economic Class and Person-Organization Fit in Organization Studies | Daphne Perkins Berry, U. of Massachusetts, Amherst; Tiffany Galvin Green, Flagler College

Assessing the Impact of Leader-Culture Fit on Managerial Effectiveness | Lindsey M Kotrba, Denison Consulting; Gary Burns, Wright State U.; Ryan Smerek, Northwestern U.

963 : (Paper Session) - (OCIS) Leadership.

Communication, and Cultural Divides

1:15pm - 2:45pm San Antonio Convention Center: Room 212 B Tweet this session: #AOM2011 963

This sessions explores issues of organizational communication in different cultural settings and in virtual teams, with emphasis on influence of lea

Chair: Paul Hart, Florida Atlantic U.

- → Types of Upward Communication and Organizational Characteristics in Japanese Firms | Toshihiko Kato, Hitotsubashi U.; Tsuyoshi Numagami, Hitotsubashi U.; Masaru Karube, Hitotsubashi U.; Masato Sasaki, Musashino U.; Yoshiki Murakami, Tokyo International U.; Hiroshi Watanabe, Musashino U.
- ₱ ☐ The Effect of Emotional Stability on Powerful Leaders' Affective and Attitudinal Feedback Reactions I Jana Niemann, U. of Groningen: Barbara Wisse, U. of Groningen: Diana Rus. U. of Groningen: Nico W. Van Yperen, U. of Groningen; Kai Sassenberg, Knowledge Media Research Centre Tuebingen
- ₽→ Inclusion and Identification in Virtual Teams: When Does Leader-Member Virtual Communication Matter? I Ravi Shanker Gajendran, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign

964 → □JS: (OCIS, OB, HR) New Perspectives on Building Effective Virtual Teams: Key Elements and Evolving **Processes**

1:15pm - 2:45pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 964

Chairs: Kathryn M. Bartol, U. of Maryland, College Park; N. Sharon Hill, George Washington U.

Paradoxical Effects of Technology-Enabled Virtual Collaboration in Cognitively Diverse Virtual Teams | Arvind Malhotra, U. of North Carolina, Chapel Hill; Ann Majchrzak, U. of Southern California

Systems Savvy and the Evolution of Effective Virtual Teams | Terri Griffith, Santa Clara U.; Robert McGrath, U. of Illinois, Urbana-Champaign; M. Scott Poole, U. of Illinois, Urbana-Champaign; John E. Sawyer, U. of Delaware

Antecedents and Outcomes of Team Member Attitude toward Virtual Teamwork | N. Sharon Hill, George Washington U.; Kathryn M. Bartol, U. of Maryland, College Park

Shaping Active Faultlines in Offshore Engineering Service Teams | Sirkka Jarvenpaa, U. of Texas: Aalto U.: Elizabeth **Keating**. U. of Texas. Austin

Leveraging Structure, Identity and Coordination to Improve Virtual Knowledge Sharing and Innovation | Cristina Gibson, U. of Western Australia; John Cordery, U. of Western

965 SHCS: (ODC, OB) The Psychology of Organizational Change: Focusing on the Recipients' Perspective

1:15pm - 2:45pm Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 965

Chairs: Alexandra Michel, U. of Heidelberg; Shaul Oreg, U. of

Discussant: Jean M. Bartunek, Boston College

Capturing the Experience of Change | Mel Fugate, Southern Methodist U.

Anticipatory (In) Justice and Organizational Change: Understanding Employee Reactions to Change | Jacqueline A-M. Coyle-Shapiro, London School of Economics; Rashpal K Dhensa, London School of Economics

Leaders' Impact on Followers' Change Appraisals, Change Attitudes, and Adjustment to Change | Alannah E. Rafferty, U. of New South Wales; Nerina L. Jimmieson, U. of Queensland

Change Processes in Medical Practices: Effects on Performance and Job Satisfaction | Alexandra Michel, U. of Heidelberg; Julia Hilse, U. of Heidelberg

Change Recipients' Characteristics and Reactions to Change: A Review of Empirical Findings | Maria Vakola, Athens U. of Economics and Business; Achilles A. Armenakis, Auburn U.; Shaul Oreg, U. of Haifa

966 € SHCS: (ODC, TIM, OCIS) A Sociotechnical Systems Study of Virtual R&D Organizations

1:15pm - 2:45pm Grand Hyatt: Crockett A Tweet this session: **#AOM2011 966**

Chairs: Ronald E Purser, San Francisco State U.; Ram Tenkasi, Benedictine U.

Discussant: William A Pasmore, Columbia U.

Participants: Douglas Austrom, IU Kelley School of Business; Bert Painter, Independent Consulting Social Scientist; Betty Barrett, U.

of Illinois, Urbana-Champaign; Pamela Posey, Sociotechnical Systems Roundtable, Inc.

967 € .: (DRP Session) - (OM) New Approaches to OM Models: Replenishment, Forecasting, and Capacity Strategies

1:15pm - 2:45pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 967

Facilitator: Aravind Chandrasekaran. The Ohio State U.

- ■Intraday Store Sales Patterns The Basis to Replenish Retail Shelves Just-in-Time | Joachim Ehrenthal, U. of St. Gallen; Joerg S. Hofstetter, U. of St. Gallen
- Short-Term Wind Speed Forecasting with Bayesian Structural Break Model | Zhe Song, Nanjing U.; Dejun Cheng, Nanjing U.; Yu Jiang, Nanjing U.
- **②→** Economies of Extremes: The Case of VC Evaluation Operations | Jeffrey Scott Petty, U. of Lausanne; Suzanne de Treville, U. of Lausanne; Stefan Wager, Stanford U.
- How to Manage Intellectual Capital Efficiency to Cope with Operational Crisis in Financial Tsunami | Lopin Kuo, Tamkang U.; Ya-ti Hsu, Chihlee Institute of Technology

968 € .: (Paper Session) - (OM) Project Management Research

1:15pm - 2:45pm San Antonio Convention Center: Room 215 Tweet this session: #AOM2011 968

Chair: Virpi Turkulainen, Aalto U.

- The Effects of Schedule-driven Project Management in Multi-project Environments | Nuno A Gil, U. of Manchester; Kazem Yaghtookar, U. of Manchester
- Management in Project Portfolio Management | Daniel Jonas, Berlin Institute of Technology; Alexander Kock, Berlin Institute of Technology: Carsten Schultz. Berlin Institute of Technology; Hans Georg Gemuenden, Berlin Institute of
- ■A Synthesized Model for Customizing R&D Project Evaluation | Zigi Liao, Hong Kong Baptist U.
- Delivering Integrated Solutions: The Unbundling Paradox | Jens K Roehrich, U. of Bath; Nigel Caldwell, U. of Bath

969 \(\subseteq : (DRP Session) - (OMT) Social Influences on Pricing and Markets

1:15pm - 2:45pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 969

Chair: Robert Krug, St. Joseph's College, NY

■ Public-Private Partnerships and the Life Cycle of Contracts: The Case of Water Industries in France | Simon Porcher,

The Surprising Role of Novice Contributors in Social Production: Evidence from Wikipedia | Andreea Daniela Gorbatai, Harvard U.

Markets and Identities: Analysing Prices Paid in Buver-Supplier Exchanges in the Champagne Industry I Amandine Ody-Brasier, London Business School; Freek Vermeulen, London Business School

Industrial Pricing Orientation: The Organizational Transformation Towards Value-Based Pricing | Stephan Liozu, Case Western Reserve U.; Sheri Perelli, Wayne State U.;

Richard J Boland, Case Western Reserve U.; Andreas Hinterhuber. Bocconi U.

970 ■: (DRP Session) - (OMT) **Ambidexterity**:

Environmental and Organizational Predictors

1:15pm - 2:45pm San Antonio Convention Center: Room 207 A Tweet this session: #AOM2011 970

Chair: Jennifer Colleen Sexton, Florida State U.

- Organizational Ambidexterity and Chain Performance: Organization and Industry Contexts as Moderators I
 - Jaeyoung Kang, Iona College; Cecilia M Falbe, State U. of New
- Great Minds Think Alike: Isomorphism in Organizational Ambidexterity | Renato Sydler, ETH Zurich; Nicole Alexandra Rosenkranz, Wharton School
- → Antecedents and Consequences of Contextual Ambidexterity in UK and Chinese High-Tech Firms I Catherine L. Wang, Royal Holloway, U. of London; Mohammed Rafiq, Loughborough U.
- Challenges to Identifying and Implementing a Good Balance between Exploration and Exploitation | Dirk Martignoni, ETH Zurich; Oliver Baumann, U. of Southern Denmark

971 ☐: (Paper Session) - (OMT) Category Dynamics

1:15pm - 2:45pm San Antonio Convention Center: Room 214 B Tweet this session: #AOM2011 971

Chair: Ming D. Leung, U. of California, Berkeley

- PContextualizing the Categorical Imperative: Resource Acquisition in Nanotech Entrepreneurship | Tyler Earle Wry, Wharton School; Michael Lounsbury, U. of Alberta
- ☐ 'Robin Hood against the Big Four': Identity Processes and Market Partitioning | Min Liu, U. of Lugano: Erik Larsen, U. of Lugano; Filippo Carlo Wezel, U. of Lugano
- ☐ The Evolution of Product Categories: How Spaghetti Westerns Impacted the American Western Genre | Gino Cattani, New York U.; C. Moritz B. Fliescher, New York U.
- Recognizing Innovation: How Cognition and Institutions Combined to Foster the Rise of Nanotechnology | Jade Yu-Chieh Lo, U. of California, Los Angeles; Mark Thomas Kennedy, U. of Southern California

972 : (Paper Session) - (OMT) Interorganizational Mobility

1:15pm - 2:45pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 972 Chair: Daniel Halgin, U. of Kentucky

- Firm Size and Entrepreneurial Entry: An Entrepreneurship versus Intrapreneurship Dilemma | Aleksandra J Kacperczyk, MIT Sloan
- ■The Bounds of Boundaryless Careers: The Contingent Value of Human Capital in Job Mobility | Sea Jin Chang. National U. of Singapore; Young-Choon Kim, National U. of Singapore; Sangchan Park, National U. of Singapore
- → Performance implications of outward personnel mobility networks in creative industries | Frédéric Clément Godart, INSEAD; Andrew V. Shipilov, INSEAD; Kim Claes, INSEAD
- Employment Affiliation Networks and Career Mobility Among NFL Coaching Staff from 1985 -2008 | Anand Swaminathan, Emory U.; James B. Wade, Emory U., Gozuieta Bus Sch; Andreas Schwab, Iowa State U.

973 : (DRP Session) - (OMT) Decoupling and Symbolic Compliance

1:15pm - 2:45pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 973

Chair: Mona Al-Amin, U. of Florida → Window-Dressers and Closet Conformists: Dual Decoupling

Transcending Standards: Occupational identity and the origins of tight coupling | Kurt Sandholtz, Stanford U.

in the Spread of the Wall-Street Model | Kaisa E. Snellman,

- Symbolic or Full Compliance: How U.S. Hedge Fund Management Companies Respond to Regulation | Justin I. Miller, The Ohio State U.
- Mapping Organizational Decoupling Through a Social and Organizational Identity Perspective | Konstantinos Pitsakis, Tilburg U.; Marina Biniari, Strathclyde U.; Thijs Kuin, Tilburg U.
- → Legal Environment, Government Support, and Substantive vs. Symbolic Restructuring | Pengii Wang. National U. of Singapore; Ishtiag Pasha Mahmood, National U. of Singapore; Xiaohui Lu, National U. of Singapore

974 : (Paper Session) - (OMT) Narrative, Storytelling and Self Expression

1:15pm - 2:45pm San Antonio Convention Center: Room 217 B Tweet this session: #AOM2011 974

Chair: Louis Soloff, Boston College

- ■Good-bye Self-Interest: A Self-Expression-Based Theory of Organization | Kumar Alok, Chandragupta Institute of Management
- ₽ Rich Language for Poor Firms: The Symbolic Management of Bankruptcy | Mary-Hunter Morris, Northwestern U.; Franz Wohlgezogen, Northwestern U.; Edward Zajac, Northwestern U.
- Entrepreneurial Stories, Legitimacy and Resources: The Role of Coherence and Story-Enactment | Jatinder Singh Sidhu, Erasmus U. Rotterdam; Bettina Beata Wittneben, U. of Oxford; Jurriaan Nijholt, Erasmus U. Rotterdam
- ■A Communicative Perspective on Knowledge Sharing: Exploring Narrative- and Argumentative Modes | Daniel Geiger, U. of Kaiserslautern

975 : (Paper Session) - (OMT) Learning from Failure

1:15pm - 2:45pm San Antonio Convention Center: Room 218 Tweet this session: #AOM2011 975

Chair: David Lehman, National U. of Singapore

- ■The Strategy of Small and Large Losses: Organizational Learning from Near-misses and Accidents | Peter M. Madsen, Brigham Young U.; Catherine Tinsley, Georgetown U.; Robin Dillon-Merrill, Georgetown U.
- ■Learning from Successes and Failures in Mergers and Acquisitions | Yan Gong, U. of California, Irvine; Yu Zhang, U. of California, Irvine
- Severity of failures on organizational learning from airline accidents and incidents | Daniel Han Ming Chng, Sungkyunkwan U.; Pamela R Haunschild, U. of Texas, Austin
- Safety Policy on the Front Lines: Resisting Normalization in Complex Organizations | John Lyneis, Massachusetts Institute of Technology

976 ⊒JS: (OMT, MOC, SIM) Theoretical Approaches to Social Enterprises

1:15pm - 2:45pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 976

Organizers: Marya Hill-Popper Besharov, Cornell U.; Wendy K.

Smith, U. of Delaware

Discussant: Tina Dacin, Queen's U.

Beyond Organizational Instability and Conflict: On the Challenges of Remaining Hybrid | Julie Battilana, Harvard U.; Anne-Claire Pache, ESSEC Business School; Metin Sengul, Boston College; Jacob Model, Harvard Business School

Bringing Accountability to Education: Competing Institutional Logics in Charter Schools | **Brooking Caldwell Gatewood**, U. of California, Irvine; **Christine Beckman**, U. of California, Irvine

Forming a Hybrid Organizational Identity in a Global Social Enterprise | Wendy K. Smith, U. of Delaware; Marya Hill-Popper Besharov, Cornell U.

Navigating Paradox in a Hybrid Organization | **Jason Jesurum Jay**, Massachusetts Institute of Technology

977 : (Paper Session) - (ONE) Climate Change and the Financial Sector

1:15pm - 2:45pm Marriott Riverwalk: Salon E Tweet this session: **#AOM2011 977**

Chair: Timo Busch, ETH Zurich

- 'Carbon Market' Keywords: Tracking Field Dynamics and Ferment in Discourse, 1994-2010 | Grace Augustine, U. of Oxford; Marc Ventresca, NPS
- → Is the Tail Wagging the Dog? Corporate Carbon Footprints and Financial Performance | Magali Delmas, U. of California, Los Angeles; Nicholas Nairn-Birch, U. of California, Los Angeles
- ☐ Climate Change Adaptations and Environmental Performance: A Natural Resource Dependence Perspective | Pete Tashman, George Washington U.

978 : (DRP Session) - (PNP) Leadership and Change in Public and Nonprofit Organizations

1:15pm - 2:45pm Marriott Riverwalk: Salon A

Tweet this session: #AOM2011 978

Facilitator: Colleen Casey, U. of Texas, Arlington

- ➡☐ Functional Motives and Reasons to Quit for Volunteers | Jurgen Willems, Free U. Brussels; Gert Huybrechts, Free U. Brussels; Marc Jegers, Vrije U. Brussel; Tim Vantilborgh, Vrije U. Brussel; Jemima Bidee, Free U. Brussels; Roland Pepermans, Vrije U. Brussel
- □ Group Types, Group Direction, and the Effectiveness of Volunteer Self-Governing Groups | Ruth Wageman, Harvard U.; Colin M. Fisher, Boston U.; Steven B Wolff, GEI Partners; Emily Alter, Boston U.
- Modern Leadership Principles for Public Administration: Time to Move Forward | **Dana Kellis**, Pennsylvania State U., Harrisburg; **Bing Ran**, Pennsylvania State U., Harrisburg
- ☐ Theorizing about Social Change Leadership | Sonia Ospina, New York U.; Erica Gabrielle Foldy, New York U.; Waad El Hadidy, New York U.; Jennifer Dodge, New York U.; Amparo Hofmann, New York U.; Celina Su, Brooklyn College

□ Frame Changes in Social Movements: A Case Study | Devi Vijay, Indian Institute of Management, Bangalore; Mukta Kulkarni, Indian Institute of Management, Bangalore

979 : (Paper Session) - (PNP) Entrepeneurship in Government and Nonprofit Sectors: International Perspectives

1:15pm - 2:45pm Marriott Riverwalk: Salon F Tweet this session: **#AOM2011 979 Chair: Veronica Vecchi**, Bocconi U.

- The Role of Technology in Organizational Change: A Case Study of E-Government in an Asian Context | Roland K. Yeo, Kuwait Maastricht Business School
- Networks Dynamics of Community Entrepreneurship | Mel Edwards, U. of Technology, Sydney; Ellen Baker, U. of Technology, Sydney; Jenny Onyx, U. of Technology, Sydney
- Entrepreneurship at the Local Government Level: The Swedish Waste Management Sector | Elin Smith, Kristianstad U.
- Who's a Social Entrepreneur and How Do We Know if They're Successful? | Angela French, Texas Tech U.

980 □JS: (RM, OB) Trust in Interpersonal Relationships: Emerging Concepts and Future Directions

1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 980

Chair: Michael Lance Frazier, Old Dominion U.

Discussant: Roger C Mayer, North Carolina State U.

- Development and Validation of a Propensity to Trust Scale | Michael Lance Frazier, Old Dominion U.; Paul Johnson, Western Carolina U.; Stav Fainshmidt, Old Dominion U.
- The Role of Emotions and Cognitions in the Development of Interpersonal Trust | Janaki Gooty, U. of North Carolina, Charlotte; Donald H. Kluemper, Northern Illinois U.; Laura M. Little, U. of Georgia; Francis J. Yammarino, Binghamton U.
- The Relative Effectiveness of Trust as an Operationalization of Social Exchange | Jason Colquitt, U. of Georgia; David Montgomery Long, U. of Florida; Marie D.K. Halvorsen-Ganepola, U. of Florida; Michael D. Baer, U. of Georgia
- The Challenges of Calibrating and Measuring Trust | Roy J. Lewicki, Ohio State U.

981 © ■ SHCS: (SAP) Enhancing Relevance: Video Ethnography and Practitioner Engagement

1:15pm - 2:45pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 981

Chair: Michael Smets, Aston Business School Discussant: Sally Maitlis, U. of British Columbia

Do They Notice? Does it Matter? - Collecting Reliable Video

Ethnographic Data | Alexandru Preda, U. of Edinburgh "Your" Data but "Our" Interpretation - Team-based Analysis of Video Ethnographic Data | Feng Liu, U. of British Columbia

Making an Impact - How Video Ethnography Can Change What Practitioners See, Know, and Do | Curtis LeBaron, Brigham Young U.; Lyndon Garrett, Brigham Young U.

Mirror, Mirror on the Wall... - Practicalities and Ethics of Direct Video Feedback | Paula Jarzabkowski, Aston U.

982 → \(\text{DRP Session} \) - (SIM) Corporate Social Responsibility and Stakeholder Management: Strategies and Outcomes

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 17 Tweet this session: #AOM2011 982

Chair: Anthony F. Buono, Bentley U.

- → Exploring Relationship between Terror Threat Perceptions and Coping Strategies | Malay Biswas, Institute of Hotel Management
- Leadership, Social Responsibility & Organizational Identity: The Ben & Jerry's Acquisition | Julie Bayle-Cordier, Audencia Management School; Philip H. Mirvis, Center for Corporate Citizenship; Bertrand Moingeon, HEC Paris
- → Can We Trust Cheap Social Talk? | Josep A. Tribó, U. of Carlos III de Madrid; **Jordi Surroca**, U. Carlos III de Madrid
- Good Bedfellows? The Co-mingling of Stockholder and Stakeholder Logics | Cynthia Clark Williams, Bentley U.: Erica L. Steckler, Boston College; Sue Newell, Bentley U.
- Bibliometric Analysis of Business and Society Research, 1988-2008 | Sophia Kusyk, IESE Business School

983 → \((Paper Session) - (SIM) Corporate Responsibility and Business Government Relations: Global Competitive Advantage

1:15pm - 2:45pm Marriott Rivercenter: Salon B Tweet this session: #AOM2011 983

Chair: Joseph A. Petrick, Wright State U.

- ₽→

 Corporate Social Responsibility and National Competitive Advantage | Ioanna Boulouta, U. of Cambridge; Christos N. Pitelis, U. of Cambridge
- → Conceptualizing the Role of SMEs as Political Actors in Global Governance | Christopher Wickert, U. of Lausanne
- **№** Corporate Social Responsibility in the Russian Federation I Jo Crotty. Salford U.

984 → \((Paper Session) - (SIM) Ethics: Empirical Investigations of Ethics at the Individual and Firm Levels

1:15pm - 2:45pm Marriott Rivercenter: Salon M Tweet this session: #AOM2011 984

Chair: Gerald F Cavanagh, U. of Detroit Mercy

- ■Investigating Factors Impacting Business Ethics Course Requirements in Business Curriculum | Matthew A. Rutherford, James Madison U.; Laura Parks, James Madison U.; David Eduardo Cavazos, U. of New Mexico; Charles David White, Longwood U.
- ☐ The Norm of Reciprocity and Ethical Compromise in Business Exchanges: An Empirical Investigation | Chanchai Tangpong, North Dakota State U.; Jin Li, North Dakota State U.; Kuo-Ting Hung, Suffolk U.
- ■Information Technology and Privacy: Conceptual Muddles or Privacy Vacuums? | Kirsten Edrie Martin, Catholic U. of
- ■MIrror, Mirror on the Wall, Who is the Fairest Organization of All? | Anne Barraquier, SKEMA Business School

985 ☐: (Paper Session) - (TIM) Open Innovation

1:15pm - 2:45pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 985 Chair: Jon W Beard, George Mason U.

- → ■Is Slack Good or Bad for Open Innovation? A Resource-based Analysis I Ulrich Lichtenthaler, U. of
- → User-producer Interaction and Innovation: Costs and Advantages in an Open Innovation Model | Keld Laursen, Copenhagen Business School
- Resources and Knowledge Mediate Open Innovation: A Test and Extension of Laursen and Salter (2006) | Helena Garriga, ETH Zurich; Sebastian Spaeth, ETH Zurich; Georg von Krogh, ETH Zurich

986 =: (Paper Session) - (TIM) Building and Managing **Absorptive Capacity**

1:15pm - 2:45pm San Antonio Convention Center: Room 006 B Tweet this session: #AOM2011 986

Chair: Fredrik Hacklin, ETH Zurich

- Not-Invented-Here: How Socialization Practices Affect Negative Attitudes To External Knowledge | Ana Luiza de Araújo Burcharth, Aarhus U.; Andrea Fosfuri, U. of Carlos III
- Capturing Absorptive Capacity | Stephanie Schmidt, Free U.
- Performance Feedback & Absorptive Capacity: Role of Motivation and Ability in Acquisitions | Derek Ruth, Purdue U., Calumet; Dinesh N Iyer, Ohio U.; Barton M Sharp, Northern Illinois U.

987 ☐: (Paper Session) - (TIM) Types of Innovation

1:15pm - 2:45pm San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 987 Chair: Michael K Lin, U. of Pittsburgh

Organizational Responses to Technological Discontinuities: The Case of The ACR | Ricardo Gabriel Flores, UNSW

- Mechanisms for Creating Architectural Knowledge | Mark Jenkins. Cranfield U.
- Exploring Innovation Radicalness: From Novelty to Impact | Steffen Keijl, Tilburg U.; Victor Gilsing, Tilburg U.; Joris Knoben, Tilburg U.; Geert Duysters, Eindhoven U. of Technology

988 : (DRP Session) - (TIM) Human Capital and Organizational Learning

1:15pm - 2:45pm San Antonio Convention Center: Room 008 A Tweet this session: #AOM2011 988

Facilitator: Margaret A White, Oklahoma State U.

- ■Computerization and Skill Bifurcation: Task Complexity Creating Skill Gains and Losses | Avner Ben-Ner, U. of Minnesota: Ainhoa Urtasun. Navarra Public U.
- Using What We Know: Turning Organizational Knowledge into Team Performance | Bradley R Staats, U. of North Carolina, Chapel Hill; Melissa Valentine, Harvard U.
- → What Might Explain Employee Leisure Time Invention? Lee N. Davis, Copenhagen Business School; Jerome D. Davis, Dalhousie U.; Karin Hoisl, U. of Munich
- People in R&D: The Impact of Human Resource Practices on the Performance of Lean Product Development | Mareike **Heinzen**, Swiss Federal Institute of Technology Zurich, ETH; Nicolas Höflinger, U. of Mannheim
- Employee Discretion, Organizational Learning, and Healthcare Information Technology Implementation | Ariel

C. Avgar, U. of Illinois, Urbana-Champaign; Prasanna Tambe, New York U.; Lorin Hitt, U. of Pennsylvania

989 © ■ JS: (TIM, HCM) What Can "Knowledge Translation" and Innovation Management Learn From Each Other?

1:15pm - 2:45pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 989

Organizers: Oscar Hauptman, U. of Western Sydney; Arie Y.

Lewin, Duke U.

Participants: Ann Dadich, U. of Western Sydney; Trisha Greenhalgh, Queen Mary U. of London; Jon Chilingerian, Brandeis U.; Semyon Kogan, GEN3 Partners; Simon Litvin, GEN3 Partners

Monday 2:00PM

990 : (AAA) Academy of Management Annals Editors' Meeting (By Invitation Only)

2:00pm - 3:00pm Grand Hyatt: Travis D Tweet this session: **#AOM2011 990**

Organizer: Susan Zaid, Academy of Management

991 : (AAA) AOM Editors Meeting w/ Board Representatives

2:00pm - 3:00pm Grand Hyatt: Presidio C Tweet this session: **#AOM2011 991**

Monday 2:30PM

992 : (HR) HR Division Ice Cream Social

2:30pm - 4:30pm Grand Hyatt: Texas Ballroom B Tweet this session: **#AOM2011 992**

Monday 2:45PM

993: (AAA) Conference Break

2:45pm - 3:15pm San Antonio Convention Center: Exhibit Hall B Conference break Tweet this session: #AOM2011 993

Monday 3:00PM

994 : (Paper Session) - (BPS) Executive Succession

3:00pm - 4:30pm San Antonio Convention Center: Room 201

Tweet this session: **#AOM2011 994**Chair: David H. Zhu, Arizona State U.

- Po. ☐ The Role of Evaluative Uncertainty in CEO Pay and Early Dismissal | Scott D. Graffin, U. of Georgia; Steven Boivie, U. of Arizona; Mason A Carpenter, U. of Wisconsin, Madison
- Human Capital Acquisition and Post-Acquisition Turnover of Acquiring Firm's CEO: An Empirical Study | Qiong Zhou, Shanghai U. of Finance and Economics; Wei Shen, Arizona State U.
- → A Social Capital Perspective on CEO Dismissals: Evidence from Germany | Markus Wrage, U. of Munich; Anja Christine Tuschke, U. of Munich; Rudi K Bresser, Freie U. Berlin
- ₽→ Executive Succession and Strategic Change: The Impact of the Board in Japanese Companies | Motohiro Nakauchi, Toyo U.; Margarethe F Wiersema, U. of California, Irvine

995 □: (Paper Session) - (BPS) Is This Really Working? Analyzing Different Perspectives on Alliance Performance

3:00pm - 4:30pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 995

- Chair: Anne Parmigiani, U. of Oregon
- Antecedents and Performance Implications of Trust in Strategic Alliances: A Critical Meta-Analysis | Matthias Meier, Freie U. Berlin; Martina Lütkewitte, Freie U. Berlin; Thomas Mellewigt, Freie U. Berlin
- ■Interdependence, Coordination, and Firm Performance in Alliances: Insights from a Simulation Study | Aleksey Martynov, U. of Houston, Clear Lake
- ■The Impact of Political Connections: Examining the Recent 2008 Sudden Credit Crunch in the U.S. | Seung-Hyun Lee, U. of Texas, Dallas; Yoon-Suk Baik, KAIST; Mine Ozer, State U. of New York, Oneonta
- Alliance Intensity and Parent Performance: A Three-Stage Model and Firm Diversification | Shih-Fen S. Chen, U. of Western Ontario; Chiung-Hui Tseng, National Cheng Kung U.

996 : (DRP Session) - (BPS) Firm Boundaries: Bridging RBV and TCE

3:00pm - 4:30pm San Antonio Convention Center: Room 202 B Tweet this session: **#AOM2011 996**

Facilitator: Asli Musaoglu Arikan, Georgia State U.

- ■How Firms' Boundaries and Focus Differ As Agency Hazards and Capability Extendability Vary | Hyoung-Goo Kang, Hanyang U.
- ■Dynamic Capabilities for Managing Uncertainty and Vertical Disintegration | Arun Rai, Georgia State U.; Ilgaz Arikan, Georgia State U.; Maurice McNaughton, U. of West Indies; Jonathan D. Wareham, ESADE
- ➡Holdup or Capabilities? An Experimental Investigation on the Determinants of Vertical Integration | Luiz F. Mesquita, Arizona State U.; M Sylvia Macchione Saes, U. of São Paulo; Sergio Giovanetti Lazzarini, Insper Institute of Education and Research
- → Opportunism and Knowledge Influences on Firm Boundaries: The Case of Franchise Chains | Jerome Barthelemy, ESSEC Business School
- Whether and How Do Governance Capabilities Affect the Selection of Governance Form? | Nilesh Khare, American U. in Dubai; Michael J Leiblein, Ohio State U.

997 :: (DRP Session) - (BPS) Performance Implications of Alliances

3:00pm - 4:30pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 997

Facilitator: Benjamin L. Hallen, U. of Maryland, College Park

- ■Alliance Portfolio in the Global Semiconductor Industry | Nandini Lahiri, U. of North Carolina, Chapel Hill; Sriram Narayanan, Michigan State U.
- → Inter-Firm Dependencies and Firms' Profit Potential | Saroj Kumar Pani, Indian Institute of Management, Indore; Madhusmita Tripathy, Independent Researcher
- How Endogenous Preferences Affect Marketing Strategies | Jan-Christian Tonon, LMU Munich
- Sneak Peak! Pro or Con? Targets' Alliance Experience and Its Effect on Acquisition Premium | Patrizia Porrini, Long Island U.

Section D

Strategic Alliance Performance: Economic Logic or Sensemaking? | Louis Rinfret, U. du Québec à Trois-Rivières; David Brown, Lancaster U.; Ian Michael Clarke, Newcastle U.

998 : (DRP Session) - (BPS) Knowledge and Competitive Advantage

3:00pm - 4:30pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 998

Facilitator: Patrick Reinmoeller, Cranfield U.

- ■Complementary Capability-Seeking Investments and Competition between US & Indian Outsourcing Vendors | Joydeep Chatterjee, Wharton School; Harbir Singh, U. of Pennsylvania
- Effects of Organizational Slacks on Rent-Generating Potential of Firm-Specific Knowledge Resources | Heli Wang, Hong Kong U. of Science and Technology; Guoguang Wan, Hong Kong U. of Science and Technology; Jaepil Choi, Singapore Management U.
- Performance | William J. Worthington, Baylor U.; Jamie D. Collins, Baylor U.; Pedro Reyes, Baylor U.
- Networked Resource Distributions: Integrating Resource Based View and Interfirm Network Perspectives | Jesse Karjalainen, Aalto U.; Aku Valtakoski, Aalto U.
- ■Firm Performance in Complex Competitive Landscapes: Roles of Resource Composition and Configuration | Chi-Hyon Lee, George Mason U.; Huseyin Tanriverdi, U. of Texas, Austin

999 =: (Paper Session) - (BPS) Managerial Flows and Knowledge Transfer in Acquisition and Spin-Off Processes

3:00pm - 4:30pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 999

Chair: Sharon D. James, Ohio State U.

- ■Acquire When It Hires! Managerial Resource Flow from Incumbents to the Targeted Technology Firm | Tariq H. Malik, Dongbei U. of Finance and Economics
- ■Inheritance and Divested Firm Performance: The Moderating Role of Managerial Discretion | Donald D Bergh. Denver U.; Barton M Sharp, Northern Illinois U.
- ₱ The Impact Of Transfer and Replication of Resources on Parent and Spin-Out Firm Performance | April Franco, U. of Toronto; Martin Ganco, U. of Minnesota
- How Anticipated Employee Mobility Affects Acquisition Likelihood: Evidence from a Natural Experiment I Kenneth Younge, U. of Colorado, Boulder; Tony W. Tong, U. of Colorado; Lee Fleming, Harvard U.

1000 SHCS: (BPS, OMT, ENT) Microfoundations of Strategy and Organizational Heterogeneity

3:00pm - 4:30pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1000

Speakers: Jay B Barney, Ohio State U.; Kathleen M. Eisenhardt, Stanford U.; Teppo Felin, Brigham Young U.; Frank T. Rothaermel, Georgia Institute of Technology; Todd Zenger, Washington U. in St. Louis

1001 □ • SHCS: (BPS, SIM) The Concept of Strategy 40 Years Later: What Happened to Andrews's Vision for **Business Policy?**

3:00pm - 4:30pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1001

Organizer: Gastón de los Reyes, U. of Pennsylvania

Chair: Robert A. Phillips, U. of Richmond

Panelists: Joseph Bower, Harvard U.; Thomas J. Donaldson, U. of Pennsylvania

1002 □ • → • □: (CAR) Everett Cherrington Hughes Award

3:00pm - 4:30pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 1002 Introduction by D.T. Hall, Boston University Distinguished Speaker: Kathy E. Kram. Boston U.

1003 ○ SHCS: (CAR, HR, OB) **Beyond the Individual**: Dyadic Examinations within the Work-Family Interface

3:00pm - 4:30pm Grand Hyatt: Presidio B Tweet this session: #AOM2011 1003

Chair: Kristen M. Shockley, Baruch College

Discussant: Wendy J. Casper, U. of Texas, Arlington

Crossover Effects among Work Stress, Continuance Commitment, and Turnover Decisions | Amy-Nicole Salvaggio, U. of New Haven; Jennifer Hopper, U. of Tulsa; Judy Berry, The U. of Tulsa

Well-Being Outcomes Associated with Dual-Earner Couples' Division of Labor Desires and Realities | Kristen M.

Shockley, Baruch College; Tammy D. Allen, U. of South Florida

Organizational Family Supportiveness, Supervisor Perceptions of Family-Work Conflict and Performance | Jaime Henning, Eastern Kentucky U.; Russell A. Matthews, Louisiana State U.; Gregory Alan Lawson, Eastern Kentucky U.; Steven Jarrett, Texas A&M U., College Station

The Link Between Mother Work Characteristics and Child Health | Ryan C. Johnson, U. of South Florida; Tammy D. Allen, U. of South Florida; Jennifer Ludvigsen, U. of South

1004 □ • → ■ CAU: (CAU) Embodied Awareness and Leadership: Eastern and Western Approaches

3:00pm - 4:30pm Hilton Palacio del Rio: La Condesa East

Tweet this session: #AOM2011 1004

Chairs: Mark P. Kriger, BI Norwegian Business School; Kay Rudisill, Oracle Corporation

1005 €→ CAU: (CAU) Alternatives to Conventional Organizational Models and Leadership Practices -Learning Globally

3:00pm - 4:30pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 1005

Coordinator: John Nirenberg, Walden U.

Participants: Richard Grant Bush, Lawrence Technological U.; Neal Chalofsky, George Washington U.; Moshe Banai, Baruch College; David S Fearon, Central Connecticut State U.; David J. Finch, Mount Royal U.; Robert Finkelmeier, Walden U.; David Ford, Walden U.; Dean Frost, Walden U.; Richard Gayer, Walden U.; Jim Goes, U. of Phoenix; Jean Gordon, Southeast Research institute; Gregory Hood, Walden U.; William A. Laing, Anderson U.; Bruce Martin, McMaster U.; Walter McCollum, Sodexo; Samantha C. Paustian-Underdahl, U. of North Carolina, Charlotte; Jeffrey T. Prince, Cornell U.; Carolyn Salerno, Northcentral U.; Janice M Spangenburg, Capella U.; Mukesh Srivastava, U. of Mary Washington; Freda Turner, Walden U.; Elizabeth Catherine Wilson, Walden U.

1006 → □CAU: (CAU) Analyzing Panel Data on New Venture Creation Processes: Challenges and Opportunities

3:00pm - 4:30pm Hilton Palacio del Rio: La Duquesa South Tweet this session: **#AOM2011 1006**

Organizer: Per Davidsson, Queensland U. of Technology

1007 ☐ ♥ → ■ CAU: (CAU) International Development Management: Synergies, Complementarities and Critical Perspectives

3:00pm - 4:30pm Hilton Palacio del Rio: La Reina South

Tweet this session: #AOM2011 1007

Organizer: Jonathan Murphy, Cardiff U.

Participants: Nilima Gulrajani, London School of Economics; Rick Delbridge, Cardiff U.; Bill Cooke, Lancaster U.; Hugh Willmott, Cardiff Business School, UK; Sadhvi Dar, Queen Mary U. of London; Willy McCourt, U. of Manchester

1008 ■□CAU: (CAU) Enlightening Modern Management with Ancient Wisdom: Eastern Mindfulness in Organization Science

3:00pm - 4:30pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 1008

Organizers: Christopher James Lyddy, Case Western Reserve U.; Darren Good, Christopher Newport U.

Participants: Ante Glavas, U. of Notre Dame; Meredith H. Myers, U. of Pennsylvania; Scott N. Taylor, U. of New Mexico; Richard E. Boyatzis, Case Western Reserve U.; John Paul Stephens, Case Western Reserve U.

1009 □ ♥ → □ CAU: (CAU) Beyond Learning from Rare Events: How to Envision and Regulate the Irregular?

3:00pm - 4:30pm Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 1009

This caucus invites people who are interested in the relationship between rare events, learning, and policy-making to join the discussion. We ask three questions: Q1: Do organizations and regulators tend to bias towards assuming outcomes come from thin-tailed probability distributions (Boisot & McKelvey, 2010; Weston, working paper), leading rare successes to be mistakenly imitated (Denrell, 2003), near-misses to be mistakenly repeated (Starbuck & Milliken, 1988), and rare failures to be mistakenly ignored (Jacobides & Winter, 2010)?Q2: How do regulators disentangle 'weak signals' regarding possible rare events from normal events (Carroll, Rudolph, & Hatakenaka, 2002; Sitkin & Pablo, 1992; Weick, 1987)? What are the underlying mechanisms that lead to the construal of some events as rare and others as normal (Starbuck, 2009)?Q3: Should there be specific policies in place for detection and analysis of 'weak signals' regarding rare events? If so, how should they be implemented to prevent rare failures, and to draw sensible lessons from near-misses and rare successes? We particularly welcome reflections on (but not limited to) the aforementioned three questions. It is hoped that this caucus could contribute to the development of effective policies for regulating the irregular.

Organizers: Chengwei Liu, U. of Oxford; David Maslach, Ivey School of Business

Speaker: Shellwyn L Weston, New York U.

1010: (Paper Session) - (CDP) Trust, Coordination and Intraorganization Competition

3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 1010

Facilitator: Dionne Pohler, U. of Saskatchewan

→ → □ OB: The Moderating Effect of Middle Management's Trust in EO-Performance Relationship |

Ning Li, U. of Miami

OMT: Distinguishing between interactional & conventional coordination:Insights from a procurement project | Emmanouil Gkeredakis, U. of Warwick

■ OB: Effects of a Rival's Perceived Motives on Constructive Competition within Organizations | Kuo-i Chang, Dong Hwa U.,Taiwan; Shu-Ling Chen, Dong Hwa U.,Taiwan; Hong-Ju Chen, Dong Hwa U.,Taiwan

OMT: Social Value of Selfishness and Private Value of Altruism in Coevolutionary Organizational Systems | Juha Uotila, Aalto U.

1011: (Paper Session) - (CDP) How to Make Mentoring Effective?

3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real C

Tweet this session: #AOM2011 1011

Facilitator: Artemis Chang, Queensland U. of Technology

■ MED: The Impact of Organizational Context on the Willingness to Mentor | Stephen Bear, Pace U.; Alvin Hwang, Pace U.

CAR: Formal Mentoring: Which Protégés Report Mentoring as More Effective? | Shawn M. Duster, St. Ambrose U.; Monica L. Forret, St. Ambrose U.

→ MED: What Makes Proteges Take Mentors' Advice in a Formal Mentoring Relationship? | Su Jin Son, Ajou U.; Do-Yeong Kim, Ajou U.

➡MC: The Coaching Conundrum: Does External Coaching Affect Turnover? | Ginka Toegel, IMD; Jean-Louis Barsoux, IMD; Anna Moncef, IMD

1012 : (Paper Session) - (CDP) Careers, Jobs, and Social Divisions

3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real D/E

Tweet this session: #AOM2011 1012

Facilitator: Ermanno C. Tortia, U. of Trento

₽ PNP: Integrated or Disconnected? | Bin Chen, Baruch College; James Krauskopf, Baruch College

■GDO: Risk-Seeking Women: Career Strategies Typology and Career Success | Vipin Gupta, California State U. San Bernardino; Sylvia Maxfield, Simmons College

De ■ CAR: Enhancing Individual's Work Outcomes through Challenging Job Experiences | Chris WL Chu, Stockholm School of Economics; Reuben Mondejar, City U. of Hong Kong

■ OCIS: Digital Divide in US Healthcare | Jun Sun, U. of Texas Pan American; Nestor Rodriguez, U. of Texas Pan American

1013 : (Paper Session) - (CDP) Strategy Practice as Process 3:00pm - 4:30pm Hilton Palacio del Rio: Corte Real F

Tweet this session: #AOM2011 1013

Facilitator: Parshotam Dass, U. of Manitoba

MC: Making Strategy through the Prioritization and Management of Key Issues | Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.

- BPS: Management Attitudes to Participative Strategic Actions as Determinants of Psychological Ownership I Simon S. Torp, Aarhus U.
- ■OB: Executive Strategy Teams: The Effects of Top Management Working Groups in the Strategy Process | James Dillon. Harvard U.

1014: (Paper Session) - (CDP) Conflict Management at

3:00pm - 4:30pm Hilton Palacio del Rio: El Mirador East

Tweet this session: #AOM2011 1014

Facilitator: Irina Cojuharenco, U. Catolica Portuguesa

- MOC: Do More Than I Say, Not As I Do: Discrepancies in Ethical Decisions for Self and Others | Catherine Shea, Duke
- → IM: Understanding Conflict in MNC Matrix Structure Firms | William G Egelhoff, Fordham U.; Joachim Wolf, Christian-Albrechts-U. of Kiel
- ₱ **CM**: Task Conflict and Idea Sharing in Interdisciplinary Research Groups: Diversity Salience Matters | Gergana Todorova, Carnegie Mellon U.: Matthew R Brake, Sandia National Laboratories; Laurie R. Weingart, Carnegie Mellon U.

Winner of CM Division Best Paper Award - Conflict in Context

ECM: Unpacking Problem-Solving Conversations: When Conflict Sparks Analogies | Susannah Paletz, U. of Pittsburgh; Christian Schunn, U. of Pittsburgh

1015: (Paper Session) - (CDP) In Search of Ethical **Practices**

3:00pm - 4:30pm Hilton Palacio del Rio: El Mirador West

Tweet this session: #AOM2011 1015

Facilitator: Marcia Serra Ribeiro Viana, U. Presbiteriana

MacKenzie

- ■SIM: The Impact of Justice Climate on Unethical Behavior: The Moderating Role of Functional Dependence | Manuela Priesemuth, U. of Central Florida; Anke Arnaud, Embry Riddle Aeronautical U.
- □→□SIM: Impact of Management Academics' Social Responsibility Values on Their Intentions to Influence Values | Dirk C. Moosmayer, RWTH Aachen U.
- **■CM**: What Constitutes Torture? | Loran F. Nordgren, Northwestern U.; Mary-Hunter Morris, Northwestern U.

1016: (Paper Session) - (CDP) Recruiting, Accumulating and Managing Human Capital

3:00pm - 4:30pm Hilton Palacio del Rio: La Espada Tweet this session: #AOM2011 1016 Facilitator: Scott L Martin, Zayed U.

- ■ ONE: Sustainability Practices in Recruitment and Selection | Denise M. Jepsen, Macquarie U.; Suzanne Margaret Grob, U. of Technology, Sydney; Louise Metcalf, Macquarie U.
- MOC: Low Wages, Harsh Work: Employment Management Structure. Agency and Change in Agricultural Firms I Brigitte Kroon, Tilburg U.; Jaap Paauwe, Tilburg U. / Erasmus
- ■OMT: The Economic Performance of Human Capital Functions | Achim Krausert, Nottingham U. Business School China

■ HR: Human Capital: The Importance of Staffing Levels | William Iverson MacKenzie, U. of Alabama in Huntsville; Robert E Ployhart, U. of South Carolina; Chad H. Van Iddekinge, Florida State U.

1017: (Paper Session) - (CDP) Social, Female and Corporate Entrepreneurship

3:00pm - 4:30pm Hilton Palacio del Rio: Salon Del Rev C

Tweet this session: #AOM2011 1017 Facilitator: Phillip H. Kim, U. of Wisconsin, Madison ₽ ENT: Market Failures and the Strategies of Social

Entrepreneurship | Dmitry Khanin, California State U., Fullerton

- **GDO**: Female Entrepreneurship A Systematic Literature Review | Rene Chester Goduscheit, U. of Southern Denmark; Maria Theresa Norn, DAMVAD A/S
- SIM: Future Research Suggestions in Social Entrepreneurship Research | David Gras, Syracuse U.; Elaine Mosakowski, U. of Colorado, Boulder
- **MED**: Investigating the Impact of Corporate Entrepreneurship Training: A Conceptual Framework I Janice Byrne, EM Lyon; Alain Fayolle, EM Lyon

1018: (Paper Session) - (CDP) CEOs, Managers, Entrepreneurs, and Work-life Balance

3:00pm - 4:30pm Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 1018

Facilitator: Christoph Zott. IESE Business School

MOC: The Socio-Cognitive Dynamics of Entrepreneurial Ideation | Robert Gemmell, Case Western Reserve U.

- ₽ BPS: CEO Narcissism and Incumbent Response to Technological Discontinuities | Wolf-Christian Gerstner, International Institute for Management Development; Andreas Koenig, International Institute for Management Development; Albrecht Enders, International Institute for Management Development; Donald C. Hambrick, Pennsylvania State U.
- MOC: How Managers Maintain Organizational Identification during a Period of Change | Jane Hendy, Imperial College London; James Barlow, Imperial College London
- PNP: Dimensions, Types, and Consequences of the Technology-Enabled Work-Life Balance | Taewoo Nam, State U. of New York, Albany

1019 ☐: (Paper Session) - (CM) Forgiveness & Reconciliatation: What Will Help You to Forgive Me?

3:00pm - 4:30pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 1019

Chair: Sheli Sillito, Brigham Young U.

₱ The Forgiving Organization: Building and Benefiting From a Culture of Forgiveness | **Ryan Fehr**, U. of Washington,

Winner of CM Division Best Paper Award - New Directions

- ■The Effects of Observed Forgiveness and Discipline on Teammate Forgiveness and Team Perceptions | Lukas B. Neville, Queen's School of Business, Canada; Susan E. Brodt, Queen's U.
- ₱ In the Blame-taker's Dilemma: Actions and Reactions in the Wake of Organizational Failure | Brian C. Gunia,

Winner of CM Division Best Student Paper Award

1020 🔙: (DRP Session) - (CM) Cognition Accuracy and Bias in the Context of Interpersonal and Social Relationships

3:00pm - 4:30pm Grand Hyatt: Travis A Tweet this session: **#AOM2011 1020**

Facilitator: Matthew A. Cronin, George Mason U.

- On Trusting: The Accuracy of Initial Trust Judgments | Rachel Campagna, Washington U. in St. Louis; Kurt T Dirks, Washington U. in St. Louis; Hillary Anger Elfenbein, Washington U. in St. Louis
- Social Reactions to Overconfidence: Do the Costs of Overconfidence Outweigh the Benefits? | Jessica Kennedy, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley; Don Moore, U. of California, Berkeley
- Reducing Overconfidence in Judgment Markets | Joseph R. Radzevick, Carnegie Mellon U.
- More Affected = More Neglected: Amplification of Bias in Advice to the Unidentified and Many | Sunita Sah, Duke U.; George Loewenstein, Carnegie Mellon U.

1021 ☐☐: (Paper Session) - (CMS) Critical Management at Work: Stress, Trust, Agency and Leadership

3:00pm - 4:30pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 1021 Chair: Maxim Voronov, Brock U.

- Stress at Work: When the Fantasy Fails of Who We Are In and Through Work | Michaela Driver, Western State College
- Po→ The True Dark Side of Trust: When Trust Becomes a 'Poisoned Chalice' | Graham Dietz, U. of Durham; Denise Skinner, Coventry U.; Antoinette Weibel, Konstanz U.
- Exploring Individuals' Moral Agency In Practice: A Foucauldian Analysis | Thibaut Bardon, U. Paris Dauphine, CREPA; Emmanuel Josserand, HEC U. of Geneva; Stewart Clegg, U. of Technology, Sydney
- © Leadership From A Relational Perspective | Ann L Cunliffe, U. of New Mexico; Matthew Eriksen, Providence College

1022 : (Paper Session) - (DISC) Emotions

3:00pm - 4:30pm Hyatt Regency: Blanco Tweet this session: **#AOM2011 1022**

Discussant: Ramon J. Aldag, U. of Wisconsin, Madison

- ■OB: The Link Between Satisfaction with Corporate Disaster Response and Employee Emotional Exhaustion | Marla Baskerville Watkins, Northeastern U.; Run Ren, GSM, Peking U.; Elizabeth Eve Umphress, Texas A&M U.; Wendy R. Boswell, Texas A&M U.; María Carmen Triana, U. of Wisconsin, Madison; Asghar Zardkoohi, Texas A&M U.
- OB: Play Hard, Work Hard: Workplace Fun and Job Performance | Erin Fluegge Woolf, Southeast Missouri State
- ➡■OB: Am I Too Emotional At Work? Attachment Styles, Emotion Regulation, and Employee Well-Being | Yu-Ping Chen, U. of Wisconsin, Milwaukee; Yu-Shan Hsu, U. of Wisconsin, Milwaukee
- OB: Towards a Dynamic Theory of Emotional Labour | Rasha Nasra, Queen's U.

1023: (Paper Session) - (DISC) Health and Stressors 3:00pm - 4:30pm Hyatt Regency: Bowie A

Tweet this session: #AOM2011 1023

- Discussant: Cynthia Kay Stevens, U. of Maryland
- ■HR: Organizational Food Culture and Its Influence on Employees' Health | Jhony Choon Yeong Ng, National U. of Singapore; Richard D Arvey, National U. of Singapore
- ➡ HR: Stressors, Marginalization and Retiree Drinking: Sleep as a Mediator and Gender as a Moderator | Elena Belogolovsky, Technion Israel Institute of Technology; Samuel Bacharach, Cornell U.; Peter A. Bamberger, Tel Aviv U.
- ➡HR: Managing Work Home Interaction: A Study of Situational and Personal Strategies | Sara De Hauw, Vlerick Leuven Gent Management School; Josje Dikkers, VU U. Amsterdam; Ans De Vos, Vlerick Leuven Gent Management School

1024: (Paper Session) - (DISC) Organization and Strategy of Consulting Firms

3:00pm - 4:30pm Hyatt Regency: Bowie B Tweet this session: #AOM2011 1024

Discussant: Thomas C. Head, Roosevelt U.

- MC: Real Options in the Services Sector | Brian S. Anderson, Richard Ivey School of Business; Matthew Semadeni, Indiana U., Bloomington
- MC: Analyzing the Bureaucratization of PSFs at the Level of Roles, Identities and Work | Frans Bevort, Copenhagen Business School

1025: (Paper Session) - (DISC) Leading and Enduring Change

3:00pm - 4:30pm Hyatt Regency: Bowie C Tweet this session: **#AOM2011 1025**

Discussant: Charles G. Capps, Lipscomb U.

- ODC: Enduring Change: A 25-Year Longitudinal Study of OD Interventions Surrounding a Merger | Wayne Boss, U. of Colorado, Boulder; Alan D. Boss, U. of Washington, Bothell; Mark L. McConkie, U. of Colorado, Colorado Springs; David S. Boss, Texas A&M U., College Station
- **ODC:** Perceived Top Management and Direct Supervisors' Support and Employees' Change Beliefs | **Kätlin Pulk**, Estonian Business School
- □ CM: A Time for Cognitive Change; The Reappraisal of Interpersonal Injustice | Erica Christine Holley, U. of Washington

1026: (Paper Session) - (DISC) Status and Social Structure 3:00pm - 4:30pm Hyatt Regency: Frio

Tweet this session: #AOM2011 1026

Discussant: Hongwei Xu, INSEAD

- OMT: "Reverse Matthew Effect": High status firms after a scandal | Marco Clemente, HEC Paris
- OMT: When Celebrity and Artistic Reputation Don't Combine: The Case of French Architects | Amelie Boutinot, Grenoble Ecole de Management; Vincent Mangematin, Grenoble Ecole de Management; Iragael Joly, GAEL

Section D

- ■OMT: The Contextual Dependence of Social Network Activation | Sampsa Samila, Brock U.; Emily Erikson, Yale U.
- → OMT: Collision of Social Structures: A Sociological Analysis of Conflict in Family Business | Dali Ma, Drexel U.

1027: (Paper Session) - (DISC) Intuition and Luck

3:00pm - 4:30pm Hyatt Regency: Live Oak Tweet this session: #AOM2011 1027 Discussant: Theresa K Lant, Pace U.

- MOC: Effect of Luck Beliefs on Superstitious Behavior among Americans and Asians | Ning Chen, Clarion U. of Pennsylvania
- **● ■ MOC**: Moral Judgment and Group Formation | **Denise** Elizabeth Faifua, U. of New South Wales
- MOC: The Wheel of Misfortune and Managerial Dismissal: Punishing Managers for Observable Bad Luck | Daniel Feiler, Duke U.; Evan James Taylor, Duke U.

1028: (Paper Session) - (DISC) Entrepreneurship Analysis and Design

3:00pm - 4:30pm Hyatt Regency: Llano Tweet this session: #AOM2011 1028 Discussant: David R. King, Marquette U.

- **ENT:** Creating the Future: Entrepreneurship Research as Science for Design | Elco van Burg, Eindhoven U. of Technology; Georges Romme, Eindhoven U. of Technology
- **ENT:** The Impact of Entrepreneurs' Planning Profiles on Firm Growth: An Empirical Analysis (WITHDRAWN) | Victor Martin-Sanchez, U. Autònoma de Barcelona: Ignacio Contin-Pilart, Navarra Public U.; Martin Larraza-Kintana, Navarra Public U.
- **ENT**: A Mathematical Theory of Entrepreneurial Overoptimism | David C Croson, Southern Methodist U.
- ENT: An Analysis of Founding and Current Conditions on Firms' Survival Using the KFS | Mohamad Nassereddine, Florida International U.

1029: (Paper Session) - (DISC) Careers Motivation,

Success, and Planning

3:00pm - 4:30pm Hyatt Regency: Maverick A Tweet this session: #AOM2011 1029

Discussants: Barbara A. Ribbens. Illinois State U.: S. Gayle Baugh, U. of West Florida; Sherry E. Sullivan, Bowling Green State U.

- **CAR:** Exploring the Relationship Between Psychological Mobility and Career Success | Marijke Verbruggen. Katholieke U. Leuven
- → CAR: Students' Career Planning: A Multi-Country Study I Marjaana Gunkel, U. Magdeburg; Christopher Schlaegel, U. Magdeburg; Joy V. Peluchette, RJP Enterprises; lan M. Langella, Shippensburg U.; Elena Reshetnyak, National Technical U. Kharkov
- ■CAR: Perceived Situational Factors and Career Decision-Making: Exploring Career Motivation Theory | Lila Carden, U. of Houston; Toby Marshall Egan, Texas A&M U.
- □ → □ CAR: Career Stage Models for Entrepreneurs of High-Tech Companies | Zong-Tae Bae, Korea Advanced Institute of Science & Technology; Min-Seok Cha, Changwon National U.; Younghwan Kim, Korea Advanced Institute of Science & Technology; Jungwoo Lee, KAIST

1030 : (Paper Session) - (DISC) Research Methods: Guidance

3:00pm - 4:30pm Hyatt Regency: Maverick B Tweet this session: #AOM2011 1030

Discussant: Hettie A. Richardson, Louisiana State U.

- RM: Using Propensity Score to Estimate Average Treatment Effect: A Review and a Practical Guidance I Mingxiang Li, U. of Wisconsin, Madison
 - Sage Publications/RM Division Best Student Paper Winner
- **RM**: On the Problems of Ratio Measures as Dependent Variable OLS Regression | Robert M Wiseman, Michigan State U.: Seungho Choi. Michigan State U.

Sage Publications/RM Division Best Paper Winner

RM: Use of Planed Comparison Contrasts in the Test for Categorical Moderators | Ashutosh Patil, Boston College; James M. LeBreton, Purdue U., Lawrence R James, Georgia Institute of Technology

1031: (Paper Session) - (DISC) Internationalization of **Developing Country Firms**

3:00pm - 4:30pm Hyatt Regency: Navarro Tweet this session: #AOM2011 1031

Discussant: Thomas Roehl, Western Washington U.

- •→ ← IM: Forms of Capital and Managerial Bricolage in the Creation of Developing Country Multinationals | Ganesh N. Prabhu, Indian Institute of Management, Bangalore
- → ■IM: Emerging Market Firms and Liability of Foreignness | Ravi Sarathy, Northeastern U.; Vikas Kumar, Sydney U.
- → IM: Venturing from Emerging Economies to Developed Economies: A Knowledge-Based View | Yasuhiro Yamakawa, Babson College; Susanna Khavul, U. of Texas, Arlington; David Deeds, U. of St. Thomas
- IM: Degree Of Internationalization Of Indian Firms A Fresh Approach To Theory Building | Manish Bapurao Ganvir, Indian Institute of Management, Lucknow; Ajay Kumar Singal, Indian Institute of Management, Lucknow; Arun Kumar Jain, Indian Institute of Management, Lucknow

1032: (Paper Session) - (DISC) M&A Outcomes

3:00pm - 4:30pm Hyatt Regency: Segin Tweet this session: #AOM2011 1032

Discussant: Phanish Puranam, London Business School

- → ■BPS: Knowledge Transfer in M&As: Causal Ambiguity. Partner Attractiveness, and Cultural Integration | Paulina Junni, Hanken School of Economics; Riikka M Sarala, U. of North Carolina. Greensboro
- BPS: Does M&A Integration Really Matter? | Mathias Jacques Rossi, U. of Fribourg: Thomas Straub, U. of Fribourg
- **© BPS**: Merger Non-Consummation Decisions: Does Timing Matter? | Sheela Pandey, Fordham U.

1033 : (Paper Session) - (ENT) New Directions for Strategy in Entrepreneurial Firms

3:00pm - 4:30pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1033 Chair: Eric Anthony Clinton, UCD

₽→ Uncertainty, Strategy and Performance in SMEs: Evidence from China, Turkey, and the United States | John A Parnell, U. of North Carolina, Pembroke; Donald Lester, Middle Tennessee State U.; Zhang Long, China U. of Geosciences; Mehmet Ali Koseoglu, Cankiri Karatekin U.

- Strategic Planning in Growth Ventures: Evolution of Formal and Informal Planning | Linda Alanen, Aalto U.; Mikko Rönkkö, Aalto U.
- ■Sources of Strategic Flexibility in Emergent Organizations | Jan Brinckmann, ESADE; Dietmar Grichnik, U. of St. Gallen; Luv Singh, Otto Beisheim Graduate School of Management (WHU)
- → □ Cross-Border Venture Capital: Investment Patterns, Practices and Performance | Robert Joseph Wuebker, U. of Utah; Roman Kraeussl, VU U. Amsterdam

1034 ■: (Paper Session) - (ENT) **SME Performance**

3:00pm - 4:30pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 1034

Chair: Patricio Raul Mori, Florida International U.

- ■New Firm Survival and Exit through M&A: A Duration Analysis | Susan Coleman, U. of Hartford; Carmen Cotei, U. of Hartford; Joseph Farhat, Central Connecticut State U.
- ■The Influence of Founder Exits & Replacements on the Survival Chances of SMEs | Christina Guenther, Max Planck Institute of Economics; Simon Oertel, Friedrich Schiller U. Jena; Peter Walgenbach, Friedrich Schiller U. Jena
- Does Biology Matter? How Prenatal Testosterone Influences Venture Performance. | Joseph Coombs, Texas A&M U.; Cheryl ANN Trahms, Texas A&M U.
- Moderating Role of Risk-taking Capabilities | Hsiu Fen Tsai, Shu Te U.

1035 SHCS: (ENT) Creativity & Entrepreneurship

3:00pm - 4:30pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1035

Organizers: Elizabeth D. Rouse, Boston College; Daniel Lerner, U.

Panelists: Jennifer Mueller, U. of Pennsylvania; Robert Alan Baron, Oklahoma State U.; Christina E. Shalley, Georgia Institute of Technology; Richard Hunt, U. of Colorado; Elizabeth D. Rouse, Boston College; Daniel Lerner, U. of Colorado

1036 \sqsubseteq : (DRP Session) - (ENT) Global Entrepreneurship:

The New International Entrepreneur?

3:00pm - 4:30pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 1036

Facilitator: Regis Cabral, FEPRO - Funding for European Projects

- → To What Extent Should New Ventures from Emerging Economies Accelerate Their Internationalization? | Wiboon Kittilaksanawong, Zhejiang U.
- ☐ Effects of Global Outsourcing on Sourcing Suppliers in China: Opportunity and Spinouts | Rong Ma, U. of Missouri, Kansas City; Yen-Chih Huang, Asia U.
- → What Makes International New Ventures Grow? Linking Social Capital and Dynamic Capabilities | Marta Katarzyna Dowejko, U. of Hong Kong
- ■Global Start-Ups and the Role of Key Helpers in Accessing Information, Resources and New Contacts | Paul Kirwan, California State U. San Bernardino; Joris Heuven, U. of Twente
- → Comparative International Entrepreneurship: A Review and Research Agenda | Siri Ann Terjesen, Indiana U., Bloomington; Jolanda Hessels, EIM / Erasmus School of Economics; Dan Li, Indiana U.

1037 ■: (Paper Session) - (ENT) Entrepreneurial **Opportunities: The Search and Creation Processes**

3:00pm - 4:30pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 1037

Chair: Israel Benedicta Adewunmi Osagie, London School of

- ₽ Analogical Thinking and New Opportunities: Factors Underlying Managers' Use of Structural Similarity | Rob Mitchell, Ivey School of Business; Fei Zhu, Richard Ivey School of Business
- ₽©→ ■Entrepreneurial Orientation, Generational Involvement and Participative Strategy in Family Firms I Francesco Chirico, Texas A&M U.; David G. Sirmon, Texas A&M U.; Salvatore Sciascia, IULM U.; Pietro Mazzola, IULM U.
- Entrepreneurial Orientation and Performance; The Mediating Role of Networks and Managerial Position | Sebastiaan van Doorn, RSM Erasmus U.; Christian Troester, Erasmus U. Rotterdam
- ₽-Choosing Their Battles Wisely: An Intentions-Based Perspective on Institutional Entrepreneurship | Christopher G. Pryor, Oklahoma State U.; Justin W. Webb, Oklahoma State

1038 ■: (DRP Session) - (ENT) The Psychological Foundation of Entrepreneurship

3:00pm - 4:30pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 1038

Facilitator: Marina Biniari, Strathclyde U.

- → Determinants of Entrepreneurs' Growth Intentions. A Cognitive Style Perspective | Mirjam Knockaert, U. of Ghent; Maw-Der Foo, U. of Colorado, Boulder; Truls Erikson, Norwegian U. of Science and Technology
- From Personal Values to Entrepreneurial Intention: A Moderated Psychological Process Model | Kuo-Pin Yang, National Dong Hwa U.; Hsin-Hua Hsiung, National Dong Hwa U.; Ching-Chou Chen, National Dong Hwa U.
- Entrepreneurial Middle-Level Managers: The Roles of Psychological Ownership & Organizational Factors | Philipp Sieger, U. of St. Gallen
- Affective Regulation of Entrepreneurial Passion | Gordon Kwesi Adomdza, Northeastern U.; Andrew Lewis Maxwell, U. of Waterloo
- ■What Is Good about Being Biased? | Ksenia Podoynitsyna, Eindhoven U. of Technology; Hans van der Bij, Groningen U. (RuG); Michael Song, U. of Missouri, Kansas City

1039: (Paper Session) - (GDO) Equal Opportunity From

Cross Country Perspectives 3:00pm - 4:30pm Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 1039

Chair: Isabel Metz, U. of Melbourne

Discussant: Raymond N. C. Trau, U. of Sydney

- → Theorizing Equal Opportunity in Islamic Ideology and Culture | Jawad Syed, U. of Kent; Faiza Ali, U. of Kent
- ☐ The Managerialization of Equal Employment Opportunity Law in Australian Organizations | Andrea North-Samardzic, Luiss Guido Carli U.
- Practical Considerations for the Management of Diversity and Inclusion in an Emerging Market Context | Preeya Daya, U. of Cape Town

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

1040: (Paper Session) - (GDO) Race, Justice and Tokenism 3:00pm - 4:30pm Grand Hyatt: Presidio A

Tweet this session: #AOM2011 1040

Chair: George Marvin Neely, Southern U.

Discussant: Judith A. Clair, Boston College

- The Effect of Private Regard on Racial Minorities' Perceptions of Token vs. Majority Task Groups | Angélica S. Gutiérrez, U. of California, Los Angeles; Miguel M. Unzueta, U. of California, Los Angeles
- Effects of Racial Awareness and Ethnicity on Ratings of Organizational Justice and Trust | E. Holly Buttner, U. of North Carolina, Greensboro; Kevin B. Lowe, U. of North Carolina, Greensboro; Lenora Billings-Harris, U. of North Carolina, Greensboro
- ₽→ Advancing Racio-Ethnic and Diversity Theorising Through 'Intersectional Identity Work' | Doyin Atewologun, Cranfield U.; Ruth H.V. Sealy, Cranfield U.

1041 =: (DRP Session) - (HCM) Patient-Centered and Evidence-Based Care

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 1041

Facilitator: Eric Barends, VU U. Amsterdam

- Cascade latrogenesis: Postoperative Respiratory Failure in Hospitalized Older Adults | Deirdre Thornlow, Duke U.; Ruth A Anderson, Duke U.
- Volume, Focus and Co-morbidity: Medical Conditions and the Organization of Health Care Delivery | Jonathan Clark, The Pennsylvania State U.
- ■Using the "Customer Service Framework" to Successfully Implement Patient- and Family-Centered Care I Pavani Rangachari, Medical College of Georgia
- Awareness of Evidence-Based Practices by Organizations in a Smoking Cessation Network | Keith G Provan, U. of Arizona; Jonathan Beagles, U. of Arizona; Scott Leischow, U. of Arizona
- Navigating Patient Navigation: Conceptual, research, and practical issues | Victoria Anne Parker, Boston U.; Christy Harris Lemak, U. of Michigan

1042 © SHCS: (HCM, PNP) Implications of US Health Reform for Organizational and Management Research

3:00pm - 4:30pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 1042

Organizers: L Michele Issel, U. of Illinois, Chicago; Timothy Hoff, State U. of New York, Albany

- Delivery System Changes and U.S. Health Reform: Implications for Implementation Research and Theory, I Timothy Hoff, State U. of New York, Albany
- Value Based Purchasing in Health Reform: Implications for Management and Organizational Research | Gary J. Young, Northeastern U.
- Workforce, Wellness and Community: Opportunities for Management Theory Development and Research. | L Michele Issel, U. of Illinois, Chicago

Responses of Health Care Providers to Reform: Implications for Research on Organizational Change | Michael I. Harrison, Agency for Healthcare Research and Quality

1043 =: (Paper Session) - (HR) Performance Ratings and Raters

3:00pm - 4:30pm Grand Hyatt: Independence Tweet this session: #AOM2011 1043

Chair: Steve Scullen, Drake U.

- Multivariate Dynamic Criteria: A Process Model of Job Performance | Seth Spain, U. of Nebraska
- ☐ The Effect of Rater Goals, Implicit Theory and Ratee Performance Levels on Performance Ratings | Xiaoye Wang, Tsinghua U.
- ■Introducing a Social Network Approach to Peer Assessment: Improving Predictive Validity | Gil Luria, Haifa U.; Yuval Kalish, Tel Aviv U.
- ■Predicting Referral Hire Performance: Do Referrer Characteristics Matter? | Jenna Renae Pieper, U. of Texas,

1044 : (HR) Social Capital, Human Capital, and **Knowledge in Organizations**

3:00pm - 4:30pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 1044 Chair: Rebecca R. Kehoe, Rutgers U.

Discussant: Susan E. Jackson, Rutgers U.

Towards a Global Human Capital Architecture | Shad S. Morris, Ohio State U.

Knowledge-based Path to Subsidiary Competitive Advantage | Saba Colakoglu, Berry College

- The Effects of Merit and Sponsorship on Interfirm Career Mobility | Sung-Choon Kang, Seoul National U.
- A Task Contingency-based Framework for Social Capital Investments in Organizations | Rebecca R. Kehoe, Rutgers

1045 → \(\hbar \): (DRP Session) - (HR) HR's Role in Organizational and Institutional Processes

3:00pm - 4:30pm Grand Hyatt: Mission A Tweet this session: #AOM2011 1045

Facilitator: James P. Guthrie. U. of Kansas

- → Interaction Effects among HRM Practices, Manufacturing Configurations, and Countries | Takashi Sakikawa, Niigata U.
- ☐ The Multilevel Investigation of HRM Practice, Absorptive Capacity and New Product Development I Chia-Jung Lee. National Taiwan U.
- The Outsourcing and Devolvement of HR Activities and Their Impact on HR Department Power | Astrid Reichel, WU Vienna; Mila B. Lazarova, Simon Fraser U.
- → Negotiating Global Standards as Institutional Work: The Case of IFAs | Markus Helfen, Freie U. Berlin; Joerg Sydow, Freie U. Berlin
- ■The Management of an Aging Workforce: An Assessment of Organizational Policies in Germany and the UK | Michael Muller-Camen, Middlesex U.; Matt Flynn, Middlesex U.; Heike Schroder, Middlesex U.

1046 € .: (DRP Session) - (HR) Rethinking Employee **Performance Appraisal**

3:00pm - 4:30pm Grand Hyatt: Travis B Tweet this session: **#AOM2011 1046**

Facilitator: Arup Varma, Loyola U. Chicago

- → Employee Perceptions of Performance Management Practices: A Multilevel Investigation | Elaine Farndale, Pennsylvania State U.; Clare Kelliher, Cranfield U.
- Aligning Individual and Organizational Performance: Goal Alignment in Agency Performance Appraisals | Rebecca Ayers, U.S. Office of Personnel Management
- Impact of Performance Appraisal Justice on Employee
 Engagement: A Study of Indian Professionals | Vishal
 Gupta, Indian Institute of Management, Lucknow; Sushil Kumar,
 Indian Institute of Management, Lucknow
- ₽⊒The Best and the Rest: Revisiting the Norm of Normality of Individual Performance | Ernest H O'Boyle, Longwood U.; Herman Aguinis, Indiana U., Bloomington
- Changing the Way We Think About Performance Appraisal: A Meta-Analysis | Shaun Pichler, California State U., Fullerton

1047 → ■ JS: (HR, IM, OB) HRM in the Middle East: What West Can Learn from Middle East

3:00pm - 4:30pm Grand Hyatt: Bonham D Tweet this session: **#AOM2011 1047**

Organizers: Fida Afiouni, American U. of Beirut; Huub Ruel, U. of Twente

Chair: Randall S. Schuler, Rutgers U.

Discussant: Tanya Bondarouk, U. of Twente

What Can the West Learn from the Middle East? | **David Thomas Weir**, Liverpool Hope U.

- Women's Careers in Academia: A Middle Eastern Perspective | Fida Afiouni, American U. of Beirut; Charlotte M. Karam, American U. of Beirut; Nour A. Nasr, American U. of Beirut
- The Transfer of HRM Practices from MNCs to Their Lebanese Subsidiaries: Adaptation/Standardization | Eric F. G.
- Davoine, U. of Fribourg; Samer François Nakhle, U. of Fribourg Knowledge Transfer into a Developing Country: HRM Practice in an Iranian Hotel Chain | Maryam Shademan Pajouh, U. of Teesside; John Blenkinsopp, U. of Teesside
- Standardization and Localization of HRM in MNC's in Iran: The Case of Unilever | **Dena Ghotbi**, U. of Twente; **Huub Ruel**, U. of Twente
- The Contribution of e-HRM to HR Delivery Services Quality:
 An Empirical Case Study | Ali Rezaeian, Shahid Beheshti U.;
 Behroz Ghlichlee, Shahid Beheshti U.; Huub Ruel, U. of
 Twente; Niloofar Dehghan Manshadi, Shahid Beheshti U.

1048 : (Paper Session) - (IM) Robert H. Schaffer Award for Best Paper in Applied IM

3:00pm - 4:30pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 1048

Chair: Nadim Matta, Schaffer Consulting

- PaUncertainty Awareness and Corporate Ownership
 Concentration: Evidence from Latin America | Luiz Ricardo
 Kabbach de Castro, U. Autònoma de Barcelona; Ruth V.
 Aguilera, U. of Illinois, Urbana-Champaign; Rafel
 Crespi-Cladera, U. de les Illes Balears
- ₽→ ☐ The Internationalization of Small and Medium-Sized Enterprises Based in Transition Economies | Mai Thi Thanh Thai, HEC Montreal; Li Choy Chong, U. of St. Gallen

- Paradox of Multinational Corporations | Francesco Ciabuschi, Free U. Bozen-Bolzano; Henrik Dellestrand, Uppsala U.; Oscar Martín Martín, Navarra Public U.
- ru Spinning Gold: The Financial Returns to External Stakeholder Engagement | Witold Jerzy Henisz, U. of Pennsylvania; Sinziana Dorobantu, U. of Pennsylvania; Lite Nartey, U. of South Carolina

1049: (DRP Session) - (IM) Internationalization Process and Performance of Emerging Market MNCs

Chair: William Newburry, Florida International U.

- → ■Outward Foreign Direct Investment and Strategies by Emerging Markets | Monica Yang, Adelphi U.
- → ➡☐ The Globalization of Government Corporations: Evidence from China | Nan Zhou, Moscow School of Management Skolkovo
- → Emerging MNCs and the Interaction between Learning Capabilities and Country Specific Factors | Armando Juan Borda, Florida International U.; William Newburry, Florida International U.
- → Does Internationalization Create Value During Global Economic Crisis? Evidence from China | Xufei Ma, Chinese U. of Hong Kong; Nan Zhou, Moscow School of Management Skolkovo
- → Corporate Listings on Stock Markets in sub-Saharan Africa: An Exploratory Analysis from Ghana | Moses Acquaah, U. of North Carolina, Greensboro

1050 : (Paper Session) - (IM) Cross Cultural Management and International Organizational Teams

3:00pm - 4:30pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 1050

Chair: Bruce W. Stening, Peking U.

- →Investigating the Effect of International Non-work Experience on Cultural Intelligence | Reuben Ng, Yale U.
- → Categorization Conventions of American and Chinese Behaviors in Teams within and Across Cultures | Catherine Peyrols-Wu, Nanyang Technological U.; Josh W. Keller, Nanyang Technological U.; Ying-Yi Hong, Nanyang Technological U.
- □ Becoming One of the Guys: Stigma, Corruption, and Withdrawal Behaviors | Lorena R. Perez Floriano, El Colegio de la Fontera Norte; Jorge A. Gonzalez, U. of Texas Pan American
- → ➡ A Needs-Based Theory of Multicultural Work Team Success | Andy Molinsky, Brandeis U.; Tsedal Neeley, Harvard U.

1051: (Paper Session) - (IM) International Innovation Management and Global Outsourcing

3:00pm - 4:30pm San Antonio Convention Center: Room 210 A Tweet this session: #AOM2011 1051

Chair: Lydia Bals, Copenhagen Business School

□ Home-host Country Distance and Offshore Vertical Boundary Decisions | Julien Gooris, ULB; Carine Peeters, ULB.

- → The Effects of the Breadth and Depth Dimensions of Offshoring on Organizational Innovativeness | Oli Radu Mihalache, Erasmus U. Rotterdam
- → Fostering Tacit Knowledge in Global Industries: Changes in Italian Textiles and Apparel Production | Sara Jane McCaffrey, Franklin & Marshall College
- → Exploring MNC Open Innovation from a Game Theory Perspective: Insights from HQ Innovation Managers | Jaap Vossen, U. of Amsterdam; Sarah Straub, U. of Amsterdam; Christopher Williams, Richard Ivey School of Business

1052: (Paper Session) - (IM) Examining International **Human Resource Management**

3:00pm - 4:30pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 1052 Chair: Sully Taylor, Portland State U.

- ■Cultural Intelligence, Role Clarity, and Thriving: Implications for Self Initiated Expatriates | Hong Ren, U. of Wisconsin, Milwaukee; Dilek G. Yunlu, U. of Wisconsin, Milwaukee; Katy Fodchuk, Visiting International Faculty Program; Margaret Shaffer, U. of Wisconsin, Milwaukee
- ☐ International Entrepreneurial Orientation and Performance: a configuration approach | Ioannis Thanos, Athens U. of Economics and Business; Pavlos Dimitratos, Athens U. of **Economics and Business**
- → Organizational Image, Identity, and International Divestment: A Theoretical Examination | William P. Wan, Texas Tech U.; H Shawna Chen, Texas Tech U.; Daphne W. Yiu, Chinese U. of Hong Kong
- ₽→ The Performance Implications of International Intensity, Diversity, and Distance | Stewart R. Miller, U. of Texas, San Antonio; Dovev Lavie, Technion Israel Institute of Technology; Andrew Delios, National U. of Singapore

1053 (Paper Session) - (MC) Professional Service

Firms: Purchasing, Human Capital and Clients

3:00pm - 4:30pm Grand Hyatt: Bowie B Tweet this session: #AOM2011 1053 Facilitator: Joseph Baugh, Capella U. Discussant: Peter Sorensen, Benedictine U.

- ■Purchasing Professional Services | Frida Pemer, Stockholm School of Economics; Andreas Werr, Stockholm School of **Economics**
- ■Can Client Satisfaction Help Retain Professional Services Employees? A Dyadic Analysis | Regina Viola Frey, German Graduate School of Management & Law (GGS)
- parties and its impact on Intangible Capital | Andreeas Pazi Raharso, Hay Group

1054 🛄 🗨 🖃: (Paper Session) - (MED) Leadership Development and Practice in Management Education and Development

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 1054

Chair: Katherine A. Karl, U. of Tennessee, Chattanooga

Business Schools Exhibiting Evidence Based Practice? I Benjamin J. Amos, George Mason U.; Michelle Amy Marks, George Mason U.

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

MED Best Paper in Graduate Management Education Award sponsored by the Graduate Management Admission Council for the most significant contribution to graduate management education.

□□Threshold Concepts and Modalities for Teaching Leadership Practice | Jeffrey Yip, Boston U.; Joseph A Raelin, Northeastern U.

Transcending Western-Finance & Eastern-Management Teaching Differences

3:00pm - 4:30pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 1055

Facilitator: James A.F. Stoner, Fordham U.

Panelists: Frank Werner, Fordham U.; Cheryl Connor, Marlboro Graduate School; David Goodman, Maharishi U.; Kevin Lynch,

1056 SHCS: (MH) Then and Now in Management History

3:00pm - 4:30pm Marriott Riverwalk: Salon B Tweet this session: #AOM2011 1056

Organizers: Robert C. Ford, U. of Central Florida; Richard T.

Mowday, Eugene, OR

Moderator: Ronald F. Piccolo, Rollins College

Presenters: Gary P. Latham, U. of Toronto; Edwin A. Locke, U. of Maryland, College Park; Gerard H Seijts, U. of Western Ontario

1057 ■: (Paper Session) - (MOC) Extensions and

Applications of Cognitive Theories

3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta A&B Tweet this session: #AOM2011 1057

Chair: Jacqueline Meszaros, National Science Foundation ₱ Being Present but not Fully There: Interruptions and the Challenge of Anticipated Time Pressure | Sophie Leroy, U.

of Minnesota

- ₽ Leader Ethical Decision-Making in Organizations: Strategies for Sensemaking | Chase Thiel, U. of Oklahoma; Zhanna Bagdasarov, U. of Oklahoma; Lauren N Harkrider, U. of Oklahoma; James F Johnson, U. of Oklahoma; Michael Mumford, U. of Oklahoma
- → The Effects of Guilt on Strategic Decision-Making: A China-US Cross-Cultural Experimental Study | Weichu Xu, Framingham State College; Anil Nair, Old Dominion U.; Mahesh Gopinath, Old Dominion U.; William Q Judge, Old Dominion U.
- ■Cultural Conceptualizations of Power and their Behavioral Consequences among Biculturals | Yu-Wei Hsu, Northwestern U.

1058 ⊒: (Paper Session) - (MOC) Cognition in Teams

3:00pm - 4:30pm La Quinta Inn & Suites: Crockett East Tweet this session: #AOM2011 1058

Chair: Frances J. Milliken. New York U.

Estriking a Balance: The Impact of Balanced versus Imbalanced Subgroups on Work Team Performance | Andrew M. Carton, Pennsylvania State U.; Jonathon N. Cummings, Duke U.; Alon Evron, Duke U.

- → The Structure of Team IdentityThe Impact of Multiplex Relationships on World Cup Soccer Outcomes | Jose Uribe, Columbia Business School
- ☐ The Relationship between Collective Intelligence, Cognitive Diversity and Team Learning | Ishani Aggarwal, Carnegie Mellon U.; Anita Williams Woolley, Carnegie Mellon U.; Christopher Chabris, Union College; Thomas W. Malone, Massachusetts Institute of Technology
- An Uncertainty Reduction Model of Relational Demography | Carmen Kaman Ng, Hong Kong U. of Science and Technology; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Elizabeth George, Hong Kong U. of Science and Technology

1059 =: (DRP Session) - (MOC) Making Sense of Organizational Identity

3:00pm - 4:30pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 1059

Facilitator: Daniel A. Gruber, Northwestern U.

- → When Identity May Matter Most: Factors that Make Organizational Identity Features Appear Essential | Johan Van Rekom, Erasmus U. Rotterdam
- Identity, Competitors & Distinctiveness: Who are we? Who are they? | W Timothy Few, Penn State Beaver
- An Examination of the Reliability and Validity of Six Measures of Positive Organizational Identity | Jeffrey Bednar, U. of Michigan; Bradley Paul Owens, U. of Michigan; Jane E. Dutton, U. of Michigan; Laura Morgan Roberts, Antioch U.

1060 JS: (MOC, OB) Transitions in Understanding: Exploring How Understanding Evolves in Dynamic Contexts

3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta C Tweet this session: **#AOM2011 1060**

Chairs: Marlys K. Christianson, U. of Toronto; Mary J. Waller, York U.

Discussant: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor Shaping Entrepreneurial Opportunities | Michelle A. Barton, U. of Michigan, Ann Arbor

- The Ins and Outs of Nursing Change of Shift Handoffs: A Communication Contest? | John S. Carroll, Massachusetts Institute of Technology; Michele Williams, Cornell U.
- Building Swift Understanding: Collective Sensemaking in Emergency Management Command Teams | Sjir Uitdewilligen, U. of Maastricht
- The Emergence of Shared Understanding During Unexpected Events: An Example from 9/11 | Mary J. Waller, York U.; Marlys K. Christianson, U. of Toronto
- Risk, Rare Events, and the Politics of Organizational Learning
 | Claus Rerup, U. of Western Ontario; Mark J Zbaracki, The U.
 of Western Ontario

1061 : (Paper Session) - (OB) Creativity and Innovation: The Importance of Team Processes and Leadership

3:00pm - 4:30pm Grand Hyatt: Bowie A Tweet this session: **#AOM2011 1061** Chair: Christina Fong, U. of Washington

- Team Culture, Creative Efficacy and Team Innovation A Moderated Mediation Model | Yang Sui, GSM, Peking U.; Yunyun Chen, Peking U.
- Leaders' Achievement Goals and Employee Creativity: How to Get New Ideas into the Mind | Roy B. L. Sijbom, U. of Groningen; Onne Janssen, U. of Groningen; Nico W. Van Yperen, U. of Groningen
- Impact of Transformational Leadership on Creativity via Employee Development and Knowledge Sharing | Yuntao Dong, U. of Maryland, College Park; Kathryn M. Bartol, U. of Maryland, College Park

1062 □: (Paper Session) - (OB) Injustice and Conflict: Counterproductive Behaviors and Recovery Efforts

3:00pm - 4:30pm Grand Hyatt: Bowie C Tweet this session: **#AOM2011 1062**

Chair: Adib Birkland, City U. of New York, City College

- West Meets East: Karma's Fruits As Just Desserts | R Anthony Turner, U. of British Columbia; Sandra L. Robinson, U. of British Columbia
- ➡≡Envy and Counterproductive Work Behaviors: Is More Justice Always Good? | Abdul Karim Khan, Lahore U.; Samina Qurat-ul-ain, U. of Central Punjab; Chris M Bell, York U.
- Pa→ Employee Sabotage Associated with Customer Injustice: A Comparison of North America and East Asia | Ruodan Shao, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

OB Division Best International Paper Award, sponsored by Emerald Group Publishing on behalf of the Leadership and Organization Development Journal

PoExamining the Effectiveness of Talking as a Victim-Centered Recovery from Organizational Injustice | Rashpal K Dhensa, London School of Economics

1063 届: (DRP Session) - (OB) Understanding Psychological Contracts: Affect, Identification, and Justice in Social Exchange

3:00pm - 4:30pm Grand Hyatt: Crockett B Tweet this session: **#AOM2011 1063**

Facilitator: Angela Langevin-Heavey, Cornell U.

- When Broken Promises Threaten One's Identity: The Impact of PCB on Self-Identity Threat | Kevin E. Henderson, U. of St. Thomas, St. Paul/Mpls, MN
- → Promise Exchange between Newcomers and Their Employer:Building Blocks of the Psychological Contract | Maria Tomprou, Carnegie Mellon U.; Ioannis Nikolaou, Athens U. of Economics and Business; John N. Nezlek, College of William and Mary; Denise M. Rousseau, Carnegie Mellon U.
- → Motivating Employees to Work Beyond Retirement: A Multi-Level Study of the Role of I-deals | Matthijs Bal, Erasmus U. Rotterdam; Simon B. De Jong, U. of St. Gallen; Arnold B. Bakker, Utrecht U.
- Exploring Accommodation and Forgiveness within the Employment Relationship | **Kyle Ingram**, London School of

Economics; Jonathan Edward Booth, London School of **Economics**

1064 : (DRP Session) - (OB) The Consequences of Social Networks: Creativity, Performance, and Interpersonal Relations

3:00pm - 4:30pm Grand Hyatt: Crockett C Tweet this session: #AOM2011 1064 Facilitator: Mathis Schulte, HEC Paris

- Players and Purists: Networking Profiles and Strategies of Service Professionals | Ben M. Bensaou, INSEAD; Charles D. Galunic, INSEAD; Claudia D. Jonczyk, ESCP Europe
- ■Boomerang Effects: The Interaction Between Social Network Structures and Creative Outcomes | Dirk Deichmann, Erasmus U. Rotterdam; Jan Van den Ende, Erasmus U. Rotterdam
- Social Networks, Formal Rank, and Interpersonal Avoidance Behavior in the Workplace | Travis J Grosser, U. of Kentucky: Chris Sterling, U. of Kentucky: Giuseppe Labianca, U. of
- **№** Bonds and Boundaries: Network Structure. Organizational Boundaries, and Job Performance | Xi Zou. London Business School; Paul Ingram, Columbia U.

1065 ■: (DRP Session) - (OB) Workplace Power Plays: Power and Politics Influences on Follower Cognitions and **Emotions**

3:00pm - 4:30pm Grand Hyatt: Crockett D Tweet this session: #AOM2011 1065

Facilitator: William H Clampitt, Central Michigan U.

- → Masters of the Universe and Moral Hazard: Power and Accountability in Unethical Risk Taking | Marko Pitesa, Grenoble Ecole de Management
- ₱ In Curse of Power: Elevated Resource Control Hinders Self-Determination | Nathanael J. Fast, U. of Southern California; Jennifer R. Overbeck, U. of Southern California
- Development of a Scale for Personalized and Socialized Power (SPSP) | Gregory W. Stevens, Auburn U.; Ross Scruggs, Auburn U.; Jacqueline Deuling, Roosevelt U.
- Diabolical Dictators or Capable Commanders? Autocratic Leaders, Power Struggles and Team Performance | Annebel H.B. De Hoogh, U. of Amsterdam; Lindred L. Greer, U. of Amsterdam; **Deanne N. DenHartog**, U. of Amsterdam

1066 ■: (Paper Session) - (OB) Unethical Behavior: Influences of Leadership, Goal Setting and Organizational Climate

3:00pm - 4:30pm Grand Hyatt: Republic C Tweet this session: #AOM2011 1066

Chair: Sankalp Chaturvedi, Imperial College London

The Burden of Social Exchange: How and When High Quality LMX Leads to Unethical Behavior | Deborah Searcy, U. of Maryland, College Park; Hui Liao, U. of Maryland; Vijaya Venkataramani, U. of Maryland, College Park

- ■The Moderating Effect of Subconscious Priming on Goal Setting and Unethical Behavior | **David Welsh**, U. of Arizona; Lisa Ordonez, U. of Arizona
- ■□Organizational Forgivingness Influences the Punishment of Ethical Misconduct | Rommel O. Salvador, U. of Washington, Tacoma

Corporate Ethics and Firm Performance: The Role of Collective Organizational Commitment and OCB | Jinseok Chun, Seoul National U.; Yuhyung Shin, Hanyang U.; Jin Nam Choi, Seoul National U.; Min-Soo Kim, Hanyang U.

1067 \blacksquare : (Paper Session) - (OB) Cultural Values, Cultural Intelligence, and Shared Perspective

3:00pm - 4:30pm Grand Hyatt: Travis C

Tweet this session: #AOM2011 1067

Chair: Rebecca Robin Portnoy, Washington State U.

- Antecedents of Global Mindset: Personal, Psychological, and Role Complexity | Joana S. Story, U. Nova de Lisboa; John E Barbuto Jr, U. of Nebraska, Lincoln; Fred Luthans, U. of Nebraska, Lincoln; James A. Bovaird, U. of Nebraska, Lincoln
- Eves - A Congruence Effect | Lu M Shannon, U. College Dublin
- ☐ The Effects of Cultural Values on Mental Health: Mediating of Attitudes towards Emotional Expression | Li-Chuan Chu, Chung Shan Medical U.
- → Cultural Intelligence as Related to Cultural Adjustment, Self-Monitoring and Core Self-Evaluations | J Kline Harrison, Wake Forest U.; Holly H Brower, Wake Forest U.

1068 → 🖑 🖳 JS: (OB, GDO, CM) Broader, Deeper, and Richer Faultlines: New Thinking and Data about Social **Fissures in Work Teams**

3:00pm - 4:30pm Grand Hyatt: Lone Star E Tweet this session: #AOM2011 1068

Chairs: Miriam Sanchez-Manzanares, U. Carlos III de Madrid; David A. Harrison, U. of Texas, Austin; Ramon Rico, U. Autónoma de Madrid

Discussant: Karen A. Jehn. Melbourne U.

Faultlines, Networks, and Conflict | Eiston Lo, U. of Texas, Austin; David A. Harrison, U. of Texas, Austin

Faultlines and Climate Change | Yekaterina Bezrukova, Santa Clara U.; Chester S. Spell, Rutgers U.; Karen A. Jehn, Melbourne U.

Can We Counteract the Detrimental Effect of Team Faultlines? | Ramon Rico, U. Autónoma de Madrid; Miriam Sanchez-Manzanares. U. Carlos III de Madrid: Mirko Antino. U. Complutense de Madrid; Dora C. Lau, Chinese U. of Hong Kong

Faultlines and Risk-Taking: Do High-Faultline Teams Make More Conservative and Less Risky Decisions? | Eric Kearney, Leibniz U. Hannover

1069 → ♥ ← □ JS: (OB. GDO. CM) Managing Status Differentials in Demographically Diverse Groups

3:00pm - 4:30pm Grand Hyatt: Republic A Tweet this session: #AOM2011 1069

Chairs: Bret Crane, U. of Virginia; Melissa C. Thomas-Hunt, U. of

Discussant: Lisa Hisae Nishii, Cornell U.

Who Gives? Employee Demographics, Workgroup Diversity, and Charitable Giving | Lisa M. Leslie, U. of Minnesota; Mark Snyder, U. of Minnesota; Theresa M. Glomb, U. of Minnesota

Ethnic Dissimilarity and Individual Performance In Work Groups. | Yves R. F. Guillaume, Aston U.; Felix Brodbeck, Ludwig Maximilians U.; Daan van Knippenberg, Erasmus U. Rotterdam

- Going Global: Managing Nation Culture Status Differences within Heterogeneous Teams | Bret Crane, U. of Virginia; Joris Gjata, U. of Virginia; Selin Selin Kesebir, U. of Virginia; Melissa C. Thomas-Hunt, U. of Virginia
- Eliminating the Experiential Differences That Divide Diverse Groups through Climate for Inclusion | Lisa Hisae Nishii, Cornell U.

1070 © ■ JS: (OB, HR) Looking for Love in All the Workplaces: Exploring Passion for Work and Loving a

3:00pm - 4:30pm Grand Hyatt: Seguin B Tweet this session: **#AOM2011 1070**

Coordinator: Constance Noonan Hadley, Harvard U.

The Power of Love | Connie Bygrave, Saint Mary's U.; E Kevin Kelloway, Saint Mary's U.

What's Love Got to Do with It?: How We Love What We Do | Brad Almond, Texas A&M U.

Who Loves Their Job, and for How Long? | Constance Noonan Hadley, Harvard U.

Igniting Passion for Work | Kimberly H. Perttula, U. of California, Irvine

1071 SHCS: (OB, ODC) Leadership in the Plural: Forms, Practices and Dynamics

3:00pm - 4:30pm Grand Hyatt: Republic B Tweet this session: **#AOM2011 1071**

Organizers: Ann Langley, HEC Montreal; Laura Empson, City U.

Perspectives on Leadership in the Plural | Jean-Iouis Denis, ENAP; Ann Langley, HEC Montreal; Viviane Sergi, HEC Montreal

Navigating Ambiguity: Collective Leadership Processes in Professional Service Firms | Laura Empson, City U. London

The Emergence of Distributed Leadership during Strategic Organizational Change | **Heidi K. Gardner**, Harvard U.

Distributed Leadership, Professional Hierarchy and Organizational Accountability | Graeme Currie, U. of Warwick; Andy Lockett, U. of Warwick

Seeking Governance in Dual Executive Leadership | Wendy Reid. HEC Montreal

1072 🗏 JS: (OB, ODC, CM) Organizational Change and Emotions

3:00pm - 4:30pm Grand Hyatt: Seguin A Tweet this session: **#AOM2011 1072**

Chairs: Janaki Gooty, U. of North Carolina, Charlotte; Jane

Shumski, U. of North Carolina, Charlotte

Discussant: Jean M. Bartunek, Boston College

More than Just Blowing off Steam: The Roles of Anger and Advocacy in Promoting Organizational Change | Lisa T. Stickney, U. of Baltimore; Deanna Geddes, Temple U.

A Multi-Level Model of Emotions and Affective Commitment to Change | Jane Shumski, U. of North Carolina, Charlotte; Janaki Gooty, U. of North Carolina, Charlotte

Changing Plans: Emotional Dynamics in the Construction of a Strategic Plan | Feng Liu, U. of British Columbia

Emotional Climate and Organizational Innovation | Veronique Tran, ESCP Europe

1073 ☐: (Paper Session) - (OCIS) Information Technology and Organizational Change

3:00pm - 4:30pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1073

Papers in this session explore the relationships between IT use and organizational change using various social theories and methodological approache

Chair: Marie-Claude Boudreau, U. of Georgia

₽ When Does Technology Enable Organizational Change?
Convergent Feature Use and Collective Affordances | Paul
M. Leonardi. Northwestern U.

- Evolution of Digitally-enabled Design Processes: The Case of a LargeDesign and Construction Firm | James Gaskin, Case Western Reserve U.; Kalle Lyytinen, Case Western Reserve U.; Youngjin Yoo, Temple U.; Omri Shiv, Case Western Reserve U.; Zhewei Zhang, Temple U.
- Sustaining Change In The Absence Of Focal Actors: An Actor Network Perspective | Cecil Eng Huang Chua, U. Auckland; Siew Kien Sia, Nanyang Technological U.; Christina Soh, Nanyang Technological U.

1074 **○**: (ODC) Assumption University, Thailand: A West Meets East Case Study

3:00pm - 4:30pm Grand Hyatt: Crockett A Tweet this session: **#AOM2011 1074**

Presenters: Perla Rizalina M. Tayko, ABAC, Assumption U.; Ann Leone Clancy, Appreciative Coaching Collaborative, LLC; Jacqueline Binkert, Appreciative Coaching Collaborative, LLC; Udomsak Soponkij, ABAC, Assumption U.

1075 : (ODC) ODC Distinguished Speaker, Kim Cameron, U Michigan, "Positive Organizational Change"

3:00pm - 4:30pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 1075 Host: James D Ludema, Benedictine U.

1076 : (DRP Session) - (OM) Measuring Performance from Environmental and Social Initiatives

3:00pm - 4:30pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 1076

Facilitator: Robert Sroufe, Duquesne U.

- Implementation of Green SCM: Impact on Performance Outcomes in Small Electronics Firms | Sung Tae Kim, Solbridge International Business School; Sunran Jeon, Butler U.; Donghyun Choi, U. of Nebraska, Lincoln
- Eco vs. Productive Efficiency: A New Methodology for Comparative Performance Analysis | Chien-Ming Chen, Nanyang Technological U.; Magali Delmas, U. of California, Los Angeles; Maria J. Montes-Sancho, U. of Carlos III de Madrid
- ■Lean and Green in Action: Drivers, Interdependencies and Performance of Environmental Projects | Ambra Galeazzo, U. of Padova; Andrea Furlan, U. of Padova; Valentina Franchini, U. of Padova; Andrea Vinelli, U. of Padova

1077 ☐: (Paper Session) - (OM) Effects of Supply Chain Complexity & Strategic Alliances on Trust, Disruptions, & Performance

3:00pm - 4:30pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 1077

Chair: Arash Azadegan, New Mexico State U.

■Dimensions of Supply Chain Complexity and Their Effects on the Frequency of Supply Chain Disruptions | Christoph

- Bode, Swiss Federal Institute of Technology Zurich, ETH; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH
- Relational and Contextual Dynamics of Strategic Alliances and Partnerships in Supply Chain | Yuliya Shymko, IE **Business School**
- ■Complex Interdependence Patterns in Supply Chain Networks: Effects on Trust | Ilaria Giannoccaro, Politecnico di Bari: Antonio Capaldo. Catholic U. of the Sacred Heart - Milan

1078 : (DRP Session) - (OMT) Boards in Crisis

3:00pm - 4:30pm San Antonio Convention Center: Room 007 A Tweet this session: #AOM2011 1078

Chair: Michael Wolff, U. of Mainz

- Duck, Duck, Goose: How Power Shapes Director Dismissals Following Financial Frauds | Jeremy John Marcel, U. of Virginia; Amanda Cowen, U. of Virginia
- ⊟Help, Motivate or Discipline the CEO? How Board Directors React to Negative Performance Conditions | Nikolaos Kavadis. RSM Erasmus U.
- ☐ The Crisis on Board: The Effect of Economic Slowdown on Boards Decision Making Processes | Alberto Lavin Fernandez, IE Business School; Carmelo Mazza, IE Business School
- → The Effects of CEO Trustworthiness on Directors' Monitoring and Resource Provision | Catherine E Connelly, McMaster U.; Toru Yoshikawa, Singapore Management U.; Wee-Liang Tan, Singapore Management U.; Esther del Brio, Salamanca U.

1079 ■: (DRP Session) - (OMT) The Impact of Structures and Rules on the Flow of Knowledge

3:00pm - 4:30pm San Antonio Convention Center: Room 207 A Tweet this session: #AOM2011 1079

Chair: Anne L.J. ter Wal, Imperial College Business School

- ■Comparing Internal Markets and Hierarchy in the Coordination of Knowledge: A Simulation Analysis | Bruce Skaggs, U. of Massachusetts; Alfred Boccia, Western New England College; **De Liu**, U. of Kentucky; **Peter Mills**, U. of Oregon
- Embodying Knowledge?Information Compliance Behavior in the Creation of Patents | Dana Wang, U. of Texas, San Antonio
- Individuals' Knowledge Transfer Behaviors and Social Networks: a Co-evolution Framework | Yuan Lin, U. of Washington; Kevin Clyde Desouza, U. of Washington, Seattle
- Multiparty Knowledge Transformation in Post-Merger IT Integration | Pauli Alin, Aalto U.; Maria Alaranta, Aalto U.
- ■Governance Mechanisms Fit Knowledge Characteristics for Inter-organizational Knowledge Transfer | Wen-Yen Hsu, National Cheng Kung U.

1080 ■: (Paper Session) - (OMT) Events and Institutional Change

3:00pm - 4:30pm San Antonio Convention Center: Room 214 B Tweet this session: #AOM2011 1080

Chair: Peer C. Fiss, U. of Southern California Facilitator: Marvin Washington, U. Alberta

- Making the World a Safer Place: Creating Institutions by Defining Deviant Industrial Practices | **Ken Chung**, Rutgers
- ■Backstage: Organizing Field Configuring Events as Institutional Work | Leonhard Dobusch, Free U. Berlin; Elke Sybille Schuessler, Free U. Berlin; Lauri Wessel, Freie U. Berlin
- Mechanisms of Field Configuration and Maintenance: FCEs and International Climate Change Policy | Elke Sybille Schuessler, Free U. Berlin; Charles-Clemens Rüling, Grenoble Ecole de Management; Bettina Beata Wittneben, U. of Oxford

1081 : (Paper Session) - (OMT) Community Networks 3:00pm - 4:30pm San Antonio Convention Center: Room 214 C Tweet this session: #AOM2011 1081

Chair: Denis Trapido, U. of California, Irvine

- Exploring the Locus of Innovation: The Role of Network Communities | Maxim Sytch, U. of Michigan; Adam Tatarynowicz, Tilburg U.
- ■California Dreaming? Cross-Cluster Embeddedness and the Non-Emergence of the 'Next Silicon Valley' | Dan Breznitz, Georgia Tech; Mollie Taylor, Georgia Tech
- → Bowling Alone? A Critical Look at Accounts of Inclusive Growth at the 'Bottom of the Pyramid' | Shaz Ansari, U. of Cambridge; Tricia Gregg, U. of Cambridge; Kamal Munir, U. of Cambridge
- ■Rules for Emergence:Ostrom's Contribution to the Problem of Cluster Formation | Adam Fremeth, Ivey School of Business; Alfred Allen Marcus, U. of Minnesota

1082 → \(\text{: (DRP Session) - (OMT) The Operation of } \) Institutional Logics at Different Levels

3:00pm - 4:30pm San Antonio Convention Center: Room 216 A Tweet this session: #AOM2011 1082

Chair: Claudia Gabbioneta, U. of Genoa

- → Transparency and Sovereign Wealth Funds transnational codes for disclosure | Afshin Mehrpouya, ESSEC Business School - Paris
- Balancing Risk and Reward: The Impact of Community and Financial Logics in Bank Founding Groups | John Almandoz, Harvard U.
- Reasserting the Influence of Institutional Logics of Family in Organizations | Samantha Fairclough, U. of Alberta; Evelyn Rita Micelotta, U. of Alberta
- Firms' Unexpected Involvement in Constructing the Shareholder Value Maximization Logic | Guilhem Bascle. Erasmus U. Rotterdam; Jiwook Jung, Harvard U.

1083 =: (Paper Session) - (OMT) Institutions and Identity 3:00pm - 4:30pm San Antonio Convention Center: Room 217 B Tweet this session: #AOM2011 1083

Chair: Wesley Helms, York U.

- For Love and Money: the Entrepreneurial Self and the
- Creation of Caring Organizations | Tyler Earle Wry, Wharton School; Michael Lounsbury, U. of Alberta
- Scorning Their Shame: Theology, the Marginalized, and the Institutional Work of Allies | Steve Stewart, Florida Atlantic U.: Bryant A Hudson, Florida Atlantic U.
- Revolution of the Middle-class Housewives: Identity Work as a Process for Embedded Change | Aegean Oi Kam Leung,

U. of Victoria; Charlene E. Zietsma, U. of Victoria; Ana- Maria Peredo. U. of Victoria

Social Investors' Collaborative Strategies to Change Institutional Fields | Jegoo Lee, U. of South Florida; William B. Stevenson, Boston College

1084 : (Paper Session) - (OMT) Learning and Performance Feedback

3:00pm - 4:30pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1084

Chair: David Touve, Washington and Lee U.

- ₽ Momentum and the Performance-Risk Relationship: Evidence from Professional Football | David Lehman, National U. of Singapore; Jungpil Hahn, Purdue U.
- Aspirations, Performance, and Changes in Partnering Behavior: Pharmaceutical Industry 1990-2006 | Francesco Di Lorenzo, Georgetown U.
- ■Corporate Structure, Performance Feedback and Innovation in Multi-divisional Firms | Vibha Gaba, INSEAD; John Joseph, Duke U.
- Coalitions and Organizational Learning: The Politics of Making Decisions | Gino Cattani, New York U.; Ji-hyun Kim, New York

1085 → SHCS: (OMT, ONE, SIM) Innovation and Organizational Responses to Sustainability: An **Institutional Perspective**

3:00pm - 4:30pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1085

Organizer: W Chad Carlos, Cornell U.

Chair: Shon R Hiatt. Harvard Business School

Discussant: Andrew J. Hoffman, U. of Michigan

- What it Means to Be Sustainable: A Comparative Analysis of the Lav Models of Sustainability | Klaus Weber, Northwestern U.; Sara B. Soderstrom, U. of Michigan
- Intermediaries in a Nascent Field: The Case of the Clean Development Mechanism | Brandon H. Lee, London Business
- Innovation and Regulative Ambiguities in the U.S. Geothermal Power Sector | Shon R Hiatt, Harvard Business School; Sangchan Park, National U. of Singapore
- The Evolving Influence of Social Movement Organizations on the U.S. Wind Power Industry | W Chad Carlos, Cornell U.; Wesley Sine, Cornell U.

1086 ■: (Paper Session) - (ONE) Critical Events,

Organizational Performance and the Natural Environment

3:00pm - 4:30pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 1086

Chair: P. Devereaux Jennings, U. of Alberta

- ■What Do We Care About Yesterday's Chatter? Firm Legitimacy, Spill Severity, & Firm Performance | Marko Horn, Millsaps College; Jack Fiorito, Florida State U.; Samuel H Goh, Northern Kentucky U.
- The Role of the Natural Environment on Avoiding Organizational Decline | Denise L. Fleck, Federal U. Rio de Janeiro
- Frame-Dynamics in the BP Crisis: Organization, Media and the Natural Environment | Friederike Schultz, VU U. Amsterdam; Jan Kleinijenhuis, VU U. Amsterdam; Dirk

Oegema, VU U. Amsterdam; Sonja Utz, VU U. Amsterdam; Wouter van Atteveldt. VU U. Amsterdam

1087 → ■ JS: (ONE, ENT, TIM) Saving the Planet from East and West: Public and Private Efforts to Deploy Renewable Energy

3:00pm - 4:30pm Marriott Riverwalk: Salon C Tweet this session: #AOM2011 1087

Organizers: Joel West, San Jose State U.; Xiaohong Quan, San

Discussant: Andrew B. Hargadon, U. of California, Davis

- Green vs. Jobs: Goal Conflict Inherence in the Solar Policies of California, China and Germany | Erik G. Hansen, Leuphana U. Lueneburg; Florian Lüdeke-Freund, Leuphana U. Lueneburg; Joel West, San Jose State U.; Xiaohong Quan, San Jose State U.
- Factors Affecting Innovation in the Wind and Solar Industries in China I Xudong Gao. Tsinghua U.: Yunhuan Tong. Tsinghua U.; Jianghua Zhou, Tsinghua U.; Liping Zhang,
- Quest for Industry Legitimacy: The Interplay of Multiple Actors in the Growing Solar Energy Sector | Desiree F. Pacheco, Portland State U.
- The Value of Market Signals and Social Networks to Certify Venture Investments in Renewable Energy | Nina Lucia Hampl, U. of St. Gallen; Rolf Wuestenhagen, U. of St. Gallen; Robert Joseph Wuebker, U. of Utah

1088: (DRP Session) - (PNP) HRM in Public and Nonprofit Organizations

3:00pm - 4:30pm Marriott Riverwalk: Salon A

Tweet this session: #AOM2011 1088 Facilitator: Marlene J Le Ber, U. of Western Ontario

- Divergence in HR Functional Roles in Local Government I Sara Lindstrom, Finnish Institute of Occupational Health; Sinikka Vanhala, Aalto U.
- ■Nonprofit Human Resource Management: Toward an Analytical Framework | Kunle Akingbola, U. of Toronto
- Homophily, Tie Strength, and Information Flow in a Health and Human Services Network | Kun Huang, U. of New Mexico
- ₱ = The Italian Operatic Sector After Privatization and HRM: A Critical Reflection | Marcello M Mariani, U. of Bologna
- Reforming the Public Sector between Standardization and Personalization. (WITHDRAWN) | Marta Trotta, U. degli Studi di Roma Tor Vergata; Stefano Scravaglieri, Tor Vergata U.; Maurizio Decastri, Tor Vergata U.; Sibel Yamak, Galatasaray

1089 : (Paper Session) - (PNP) Management Innovations and Cross-sector Transfer of Management Ideas

3:00pm - 4:30pm Marriott Riverwalk: Salon F Tweet this session: #AOM2011 1089

Chair: John Rohrbaugh, State U. of New York, Albany Integrating For-Profit and Non-Profit Logics: The (Possible) Potential of the Social Enterprise | Madeline Toubiana, York

→ The New Public Management Theory in the British Health Care System: A Critical Review | Daniel Simonet, American U. of Sharjah

- ◆Organizing Prisons through Public-Private Partnerships: A Cross-Country Investigation | Sandro Cabral, Federal U. of Bahia; Stephane Saussier, U. Paris 1 Panthéon Sorbonne
- ■The Climate for Innovation in State Government Agencies and Nonprofit Organizations | John C. Ronquillo, DePaul U.

1090 ☐: (Paper Session) - (SAP) Strategy Process:

Meetings. Rules and Routines

3:00pm - 4:30pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 1090 Chair: Linda Rouleau. HEC Montreal

- ▶ → Meetings in the Strategy Process: Toward an Integrative Framework | Katharina Dittrich, U. of Zurich; Stephane Guerard, U. of Zurich; David Nils Seidl, U. of Zurich **SAP Best Student Paper Award**
- ■Replication as Shaping: Investigating Micro Practices of Business Format Replication | Martin Friesl, Lancaster U.; Joanne Larty, Lancaster U.
- ▶■Rules of Suspension: A Rules-Based Explanation of Strategy Workshops in the Strategy Process | David Nils Seidl, U. of Zurich; Donald MacLean, Glasgow U.; Robert MacIntosh, U. of Glasgow

1091 ⊕→ ← .: (DRP Session) - (SIM) System Change and Social Repair

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 1091

Chair: William E Martello, St. Edward's U.

- ■Pre-Weberian Joining of Ethics, Institutional, and Political-Economic Theory | Richard P Nielsen, Boston College; Felipe Massa, Boston College
- ■Paradoxical Tensions of Hybrid Business Models: A Framework and Case Study | Garima Sharma, Case Western Reserve U.: Anand Jaiswal, Indian Institute of Management. Ahmedabad; Jagdip Singh, Case Western Reserve U.
- the Food Abundance Index | Audrey Murrell, U. of Pittsburgh; Ray Jones, U. of Pittsburgh; Jasneet Sharma, U. of Pittsburgh
- → The Renzhi Practices in Chinese Management System: Theory, Practice and Implications | Kuan-Cheng Chen, Shih Hsin U.
- Sustainability Reporting: Link Between Stakeholder Strategy and Engagement Processes | Irene M. Herremans, U. of Calgary; Jamal A. Nazari, U. of Calgary

Presenter: Linda Ambrosie, U. of Calgary

1092 → \(\subseteq : (Paper Session) - (SIM) Business Government Relations: Corporate Policital Activity and the Power of **Stakeholders**

3:00pm - 4:30pm Marriott Rivercenter: Salon B Tweet this session: #AOM2011 1092

Chair: Chalmer E. Labig, Oklahoma State U.

- ■Stakeholder-firm Power Difference and SMEs'
 - Environmental Performance in China | Zhi Tang, Rochester Institute of Technology; Jintong Tang, Saint Louis U.
- Corporate Political Activity, Organizational Learning and Absorptive Capacity | Jean-Philippe Bonardi, HEC U. of Lausanne; Guy Holburn, U. of Western Ontario; Richard G. Vanden Bergh. U. of Vermont

Stakeholder Power Plays: The Influence Tactics Stakeholders Use to Impact TMT Responses I Alexander S. Rose, U. of Arkansas; Emilija Djurdjevic, U. of Arkansas, Fayetteville; Samantha A. Conroy, U. of Arkansas

1093 → • : (Paper Session) - (SIM) Ethics: Western and Eastern Perspectives on Rights, Human Resources, and **Real Global Development**

3:00pm - 4:30pm Marriott Rivercenter: Salon M Tweet this session: #AOM2011 1093

Chair: Judith Schrempf, U. of Richmond

- A Perspective on Ethics, Human Rights, and Freedom of Association | Cedric Dawkins, California State Polytechnic U.,
- → Localization of Human Resources in the Gulf Cooperation Council Countries | Justin Shale Williams, Charles Sturt U.; Ramudu Bhanugopan, Charles Sturt U.; Alan Fish. Charles Sturt U.
- → Do "Western" Multinational Companies Bring Benefits to Emerging and Developing Economies? | Elisa Giuliani, U.

1094 =: (Paper Session) - (TIM) Open Source

3:00pm - 4:30pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 1094

Chair: Jack Bernard Crumbly, Tuskegee U.

- ■Where and When can Open Source Thrive? Towards a Theory of Performance | Sheen S. Levine, Massachusetts Institute of Technology; Michael J. Prietula, Emory U.
- ■Understanding Commercial Open Source as Product and Service Innovation | Maha Shaikh, London School of Economics; **Tony Cornford**, London School of Economics
- ■Interaction in Open Source Software and Innovation Capabilities of the Community | Francesco Rullani, Luiss Guido Carli U.; Lars Frederiksen, Aarhus Business School

1095 : (Paper Session) - (TIM) Human Capital and Innovation

3:00pm - 4:30pm San Antonio Convention Center: Room 006 B Tweet this session: #AOM2011 1095

Chair: Amol M. Joshi, U. of Hawaii-Manoa

- → Human Capital. Social Capital and Firm Performance: The Mediating Role of Innovative Capabilities | Marjo-Riitta Parzefall, EBS International U.; Amit Karna, EBS Business
- → □ Cool Again! Spin Outs and the Rejuvenation of Old Timers | Bruno Cirillo, Bocconi U.; Giovanni Valentini, Bocconi U.; Stefano Brusoni, Bocconi U.
- ■Structural Microfoundations of Innovation: Relational Stars and Quality of Inventive Output | Konstantinos Grigoriou, Georgia Institute of Technology; Frank T. Rothaermel, Georgia Institute of Technology

1096 =: (Paper Session) - (TIM) Knowledge Transfer and Integration

3:00pm - 4:30pm San Antonio Convention Center: Room 006 C Tweet this session: #AOM2011 1096

Chair: Lionel Layerle, Sariba

■A Grounded Model of Formalization of Knowledge Transfer Processes in Small Firms | Martin Spraggon, American U. of Sharjah; Virginia Bodolica, American U. of Sharjah

- ■When Does Knowledge Integration Work? Strategic Contingencies and Value Creation | Federica Ceci, G. D'Annunzio U.; Andrea Masini, HEC Paris
- Why Do Firms Take Over Some but not Other Customer Activities? A Knowledge Based View | Magnus Holmén, Chalmers U. of Technology; Joakim Björkdahl, Chalmers U. of Technology; Rögnvaldur Sæmundsson, N/A

1097 : (TIM) TIM Division Best Paper from a Dissertation Award

3:00pm - 4:30pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1097

1098 : (DRP Session) - (TIM) Managing Alliances

3:00pm - 4:30pm San Antonio Convention Center: Room 008 A Tweet this session: #AOM2011 1098

Facilitator: Ralph A Heidl, Michigan State U.

- → R&D Alliance Formation and SME Performance: How Do Relational and Organizational Resources Matter? I Deeksha A Singh, National U. of Singapore; Debmalya Mukherjee, U. of Akron; Sanjaya S. Gaur, Auckland U. of Technology; Florian Schmid, Roland Berger Strategy Consultants
- → Resource Complementarity and Opportunism in Strategic Alliance | Kai Xu, Texas A&M U.; Kuo-Feng Huang, National Chengchi U.
- → Governance of R&D Alliances between Competitors | Sascha G Walter, Christian-Albrechts-U. of Kiel; Achim Walter,
- → International Agreements and Technology Diffusion: A Multilevel Analysis of the Global Tire Industry | Marius Sorin Krammer, Groningen U. (RuG)
- ■Board Level Control in R&D Minority Equity Alliances in Biotech Industry | Shivaram Devarakonda, Purdue U., West Lafayette; Jeffrey J. Reuer, Purdue U.

Monday 4:30PM

1099: (ENT) ENT IDEA Awards

4:30pm - 6:30pm San Antonio Convention Center: Mission 103 A

Tweet this session: #AOM2011 1099

This meeting is before the ENT Business Meeting that is scheduled on Monday, August 15, 2011, 6:30 – 7:30 p.m. at the San Antonio Convention Center, Room 007B

1100 : (ICW) Organizational Research Methods Editorial **Review Board Meeting**

4:30pm - 5:30pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 1100

Organizer: Cynthia Nalevanko, Sage Publications

Monday 4:45PM

1101 =: (Paper Session) - (BPS) Opening the Black Box of **Board Processes**

4:45pm - 6:15pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 1101

Chair: Daniel P. Forbes. U. of Minnesota

Social Identities in the Boardroom | Dennis Veltrop, U. of Groningen; Eric Molleman, U. of Groningen; Reggy

- Hooghiemstra, U. of Groningen: Hans Van Ees, U. of Groningen
- Board Process, Climate and the Impact on Board Task Performance | Bernard Craig Bailey, Case Western Reserve U.; Simon Peck, Case Western Reserve U.; Terry McNulty, U. of Liverpool
- ⊕ Exploring Minority Directors' Participation | Chris Tuggle, U. of Missouri at Columbia; David G. Sirmon, Texas A&M U.; Leonard Bierman, Texas A&M U.
- □ Information Disclosure of Corporate Venturing Investments Shu-Jou Lin. National Taiwan Normal U.: Jerry W. Lin. U. of Minnesota, Duluth

1102 =: (Paper Session) - (BPS) Alliances: Learning and Capability Development

4:45pm - 6:15pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 1102

Chair: Ann McFadyen, U. of Texas, Arlington Why (Some) Firms Fail to Learn from Collaborative

Experience: Fragmentation of IOR Management | Astrid ter Wiel, VU U. Amsterdam; Paul W. L. Vlaar, VU U. Amsterdam; Tom Elfring, VU U. Amsterdam

- Re-Conceptualizing Alliance Management Capability: A Revised and Augmented Model | Mayank Dhaundiyal, Dublin Institute of Technology; Joseph P Coughlan, Dublin Institute of Technology
- → A Process Study of Inter-Firm Relationships: Exploration, Exploitation, and Emergent Ambidexterity | Alexander Zimmermann, U. of St. Gallen; Sebastian Raisch, HEC U. of Geneva; Julian Birkinshaw, London Business School
- ■Internal and External Alliance Capabilities: Substitutes or Complements? | Dennis van Eerden, VU U. Amsterdam; Brian Tjemkes, VU U. Amsterdam; Paul W. L. Vlaar, VU U. Amsterdam

1103 =: (Paper Session) - (BPS) Getting to Know You: **Experience and the Attractiveness of Governance Alternatives**

4:45pm - 6:15pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1103

Chair: Turanay Caner, North Carolina State U.

Alliances versus Acquisitions: The Ambiguous Effect of Partner-Specific Alliance Experience | Adeline Thomas,

- Freie U. Berlin; Thomas Mellewigt, Freie U. Berlin ■The Effect of Experience on the Realignment of
- Transactions across Joint Ventures and Acquisitions | Shyam Kumar, Rensselaer Polytechnic Institute; William M. Tracy. Rensselaer Polytechnic Institute
- Experience. Superstition and the Weight of Activity Load in Management Buyouts | Francesco Castellaneta, Bocconi U.
- ₽→ Prior Alliance with the Target and Acquisition Performance: The Danger of Honeymoon before Marriage I Pierre-Xavier Meschi, IAE Aix-en-Provence; Emmanuel Metais, EDHEC; Katsuhiko Shimizu, Keio U.

1104 =: (Paper Session) - (BPS) Role of Employees in

Organizational Adaptation

4:45pm - 6:15pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1104

Chair: Andrew von Nordenflycht, Simon Fraser U.

- □ Disruption of Routines Through Employee Mobility | Brian Michael Saxton, The Ohio State U.; Benjamin A. Campbell, Ohio State U.
- Motivating Organizational Search | Oliver Baumann, U. of Southern Denmark; Nils Stieglitz, U. of Southern Denmark
- ₱ In the Dangers of Deep Knowledge: New Ventures in the U.S. Solar Industry | Nathan Furr, Brigham Young U.; Fabrice Cavarretta, ESSEC Business School; Sam Garg, Stanford U.
- → How Do Firms Match Their Capabilities to Tasks? Evidence from M&A Advisors | Olivier Chatain, U. of Pennsylvania: Philipp Meyer, U. of Pennsylvania

1105 JS: (BPS, OMT, SIM) Category Effects in the Evolution of Industries: Cognitive and Institutional **Approaches**

4:45pm - 6:15pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1105

Organizer: Rhonda K. Reger, U. of Maryland Discussant: Joseph Porac, New York U.

Fashioning an Industry: Cognitive Processes and the Construction of Worth | Mukti V Khaire, Harvard U.

- Adopting the US Wind Energy Sector: The Effects of Media Influence and Sensemaking | Scott Benjamin, U. of Maryland, College Park; Michael D. Pfarrer, U. of Georgia; J Robert Baum, U. of Maryland
- Competitor Categorization, Identity Domains, and Strategic Choice in the Wind Energy Industry | Jonathan Randall Moerbe, U. of Texas; Rhonda K. Reger, U. of Maryland; Y. Sekou Bermiss, U. of Texas, Austin
- Convergence or Competition: The Trajectory of Standards in the Forestry and Chiropractic Fields | Karen D. W. Patterson, U. of New Mexico
- Changing the Rules in the Middle of the Game: Certification Contests in Established Fields | Anastasiya A. Zavyalova, U. of Maryland, College Park

1106: (CAR) CAR Business Meeting

4:45pm - 6:15pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 1106

Division Chair: Suzanne C. de Janasz, IMD Program Chair: Julia Richardson, York U.

Professional Development Workshop Chair: Peter A. Heslin. U. of New South Wales

Division Chair-Elect: Svetlana Khapova, VU U. Amsterdam

1107 □ • □: (Paper Session) - (CAR) Exploring the Implications and Experiences of 'New' Ways of Working

4:45pm - 6:15pm Grand Hyatt: Presidio B Tweet this session: #AOM2011 1107

Chair: Erin E. Makarius, Canisius College

- Electronic Tethering: The Impact of After-hours Connectivity on Work-to-Family Conflict and Strain | C. Melissa Fender, Drexel U.
- Salance Family Balance for Remote Workers: A Myth or Reality? | Jay Prakash Mulki, Northeastern U.; Fleura Bardhi, Northeastern U.; Kimberly Eddleston, Northeastern U.
- ■The Impact of Standard and Nonstandard Work Scheduleson Work-Family Conflict and Synergy | Nicholas J Beutell, Iona College

1108 → ■ CAU: (CAU) West Meets East: Research Strategies for Japan Business Studies

4:45pm - 6:15pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 1108

Chair: Ulrike Schaede, U. of California, San Diego

Participants: Christina L Ahmadjian, Hitotsubashi U.; Kazuhiro Asakawa, Keio U.; James R Lincoln, U. of California, Berkeley; Thomas Roehl, Western Washington U.; Jesper Edman,

Hitotsubashi U.; Masaru Karube, Hitotsubashi U.

1109 → CAU: (CAU) Consulting In the Middle East versus the United States: Differences in Consulting **Procedures**

4:45pm - 6:15pm Hilton Palacio del Rio: La Duguesa South

Tweet this session: #AOM2011 1109 Organizer: Ousama Salha, Bendictine U.

Speaker: David Jamieson. U. of St. Thomas Participants: Peter Sorensen, Benedictine U.; Henry Eric

Williams, Benedictine U.; Rebecca A. Ellis, Benedictine U.; Bronwyn Rains, Benedictine U.; Carmen F. Armstrong, Benedictine U.

1110 **●**CAU: (CAU) Meeting The West: Native and Indigenous Culture Research Caucus

4:45pm - 6:15pm Hilton Palacio del Rio: La Reina North & Center

Tweet this session: #AOM2011 1110

This caucus seeks to bring together people interested in research related to business practices and contributions of Indigenous and Native People and societies.

Coordinator: Joe Gladstone, New Mexico State U.

1111 ■ □ CAU: (CAU) West Meets East: Exploring Alternative Traditions to Organizational Paradoxes

4:45pm - 6:15pm Hilton Palacio del Rio: La Reina South Tweet this session: #AOM2011 1111

Coordinators: Marianne W. Lewis, U. of Cincinnati; Wendy K. Smith, U. of Delaware

1112 □ • → □ CAU: (CAU) West Meets East Through the Africa Bridge: Enlightening, Balancing, and

Transcending

4:45pm - 6:15pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 1112

Under the aegis of the Africa Academy of Management

Organizers: David B. Zoogah, Morgan State U.; Eileen Kwesiga,

Bryant U.; Nceku Nyathi, Open U.

Participants: Moses Acquaah. U. of North Carolina. Greensboro: Stella M. Nkomo, U. of Pretoria; Paul A Sears, U. of Findlay; Karel Stanz, U. of Pretoria; Elham Kamal Metwally, American U. in Cairo

1113: (Paper Session) - (CDP) Confidence, Competence.

Consciousness and Trustworthiness

4:45pm - 6:15pm Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 1113

Facilitator: Neal M. Ashkanasy, U. of Queensland

₱**■PNP**: Confidence in the Face of Terrorism: Factors Associated with Collective Efficacy | Tammy E. Beck, U. of North Carolina, Charlotte; Stephanie Thomas Solansky, U. of Houston, Victoria

■OB: Charting Paths of Least Resistance: How Managers Link Control and Trustworthiness-Promotion | Chris P. Long, Georgetown U.

- ■ODC: The Influence of Leader and Member Competencies on Emotionally Competent Team Norms | Vanessa Urch Druskat, U. of New Hampshire; Joan Manuel Batista-Foguet, ESADE; Steven B Wolff, GEI Partners
- OB: Relating Stigma Consciousness and Core Self
 Evaluation: A Dirty Work Study | Amanda Danielle Shantz,
 Kingston U.; Jonathan Edward Booth, London School of
 Economics

1114: (Paper Session) - (CDP) Ratings, Rankings, and Performance Evaluation

4:45pm - 6:15pm Hilton Palacio del Rio: Corte Real F Tweet this session: **#AOM2011 1114**

Facilitator: R Scott Livengood, U. of Florida

- MED: On the Folly of Rewarding (R)esearch While Also Needing (T)eaching | Robert Marx, U. of Massachusetts, Amherst; Joseph E Garcia, Western Washington U.; D. Anthony Butterfield, U. of Massachusetts, Amherst; Jeffrey A Kappen, U. of Massachusetts, Amherst
- ODC: Life Without Rating and Ranking: How Organizations Fulfill the Purposes of Performance Appraisal | Vicki M. Scherwin, California State U. Long Beach; Jean-Francois Coget, California Polytechnic State U.; Randy Kirner, Nevada State Assembly
- ■BPS: Strategic Management Journal Rankings: Roles of Constituency Orientation and Disciplinary Influence | John G Michel, U. of Notre Dame
- □ → ■MC: Action Learning for Business Students: The Role of Consulting Projects in the MBA Curriculum | James P Johnson, Rollins College; D. Michael Brown, Birmingham City U.

1115 : (Paper Session) - (CDP) Office Politics, Conflicts, and Career

4:45pm - 6:15pm Hilton Palacio del Rio: El Mirador East

Tweet this session: #AOM2011 1115

Facilitator: Jennifer Dunn, Michigan State U.

- CAR: Cynicism and Need for Leadership: Two Competing Self-Fulfilling Effects on Career Success | Anyi Chung, National Sun Yat-sen U.; Shyh-jer Chen, National Sun Yat-sen U.; I-Heng Chen, National Sun Yat-sen U.
- OCIS: Gossip from the Top: The Relationships between
 Negative Gossip from Supervisor and Employee Outcomes
 | Jie Wang, City U. of Hong Kong
- ■OCIS: Office gossip as an informational source | Gordon Bruce Schmidt, IPFW
- ■OB: Is Silence Always Miserable? The Dual Effects of Silence on Career Success | Yi Li, Shanghai U.; Steven X Si, Tongji U.
- □ CM: Social Influence and Legal Claiming: Examining
 Antecedents to Invocation of Legal Rights | Jermaine Vesey,
 U. of Texas, San Antonio; Angela Hall, U. of Texas, San
 Antonio; Christopher Langford, U. of Texas, San Antonio; Teri
 Elkins, U. of Houston; Wajda Wikhamn, U. of Gothenburg;
 Robert Zinko, East Carolina U.; Julio Cesar Canedo Soto, U.
 of Texas, San Antonio

1116: (Paper Session) - (CDP) Work, Family and Gender 4:45pm - 6:15pm Hilton Palacio del Rio: El Mirador West

Tweet this session: #AOM2011 1116

Facilitator: Laura L. Alderson, U. of Memphis

- ■GDO: The Impact of Work/Family Centrality on the Work-Family Conflict-Satisfaction Relationship | Jessica Bagger, California State U. Sacramento; Andrew Li, West Texas A&M U.
- ■GDO: Ask her.. She won't Mind: Are Women Interrupted more than Men? | Linda M. Dunn-Jensen, Indiana U.; Frances J. Milliken, New York U.; Theresa K Lant, Pace U.
- GDO: Employees' Assessment of Optional HR Practices: A Relational Framework | Ariane Ollier-Malaterre, Rouen Business School
- → ■HR: Who is that Elephant in our Parlor: Public Policy Spending and non-standard work arrangements | Georgios I. Kassinis, U. of Cyprus; Eleni Stavrou, U. of Cyprus

1117: (Paper Session) - (CDP) Size, Scale, and Rationality 4:45pm - 6:15pm Hilton Palacio del Rio: La Espada

4:45pm - 6:15pm Hilton Palacio del Rio: La Espac Tweet this session: #AOM2011 1117

Facilitator: William James Fear, Cardiff U.
SIM: Process and People: Managing Conflict Based on

- Weber's Types of Rationality | Michael A. Gross, Colorado State U.; Raymond Louis Hogler, Colorado State U.; Chris A. Henle, Colorado State U.
- ENT: Stigmatization of Bankrupt Entrepreneurs in the Dutch Mass Media: Size Matters | Ingrid Wakkee, VU U. Amsterdam; Frank Dorrestein, VU U. Amsterdam; Yvette Taminiau, VU U. Amsterdam
- ■OB: Are Virtuous Choices Especially Valued Once Possessed? | Michael Andreas Pirson, Fordham U.; Ben Shenoy, Harvard U.
- ONE: The Constraining Effect of Scale on Organizational Attention | Michael Wood, Richard Ivey School of Business

1118: (Paper Session) - (CDP) Understanding Development of Exceptional Leaders

4:45pm - 6:15pm Hilton Palacio del Rio: Salon Del Rey N

Tweet this session: #AOM2011 1118

Facilitator: Annette Towler, DePaul U.

- **MED:** A Meso-Level Mnemonic Framework for Teaching and Practicing Leadership and Leader Development | **Teresa J Rothausen**, U. of St. Thomas
- MED: Distinguishing Competencies of Successful Physician Leaders | Margaret M. Hopkins, U. of Toledo; Deborah Anne O'Neil, Bowling Green State U.
- OCIS: Structural Antecedents of Transformational
 Leadership | Kihyun Lee, Yonsei U.; Hongseok Oh, Yonsei U.;
 Dongil Jung, Yonsei U.; Myung-Ho Chung, Ewha Womans U.
- ₽ ☐ OMT: Towards an Expanded Model of Transcendent Leadership: Substitutes and the Societal Level | Rachel E. Sturm, U. of Houston; Dusya M. Vera, U. of Houston

1119: (Paper Session) - (CDP) Sustainability Practices and Business Performance

4:45pm - 6:15pm Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 1119
Facilitator: Glen Dowell, Cornell U.

₽ ■ ONE: Climate Change and Environmental Performance: A Longitudinal Study in the U.S. Ski Resort Industry | Pete Tashman, George Washington U.

Winner of ONE Division Best Paper Award

- Environmental Responsiveness? | Sukhbir Sandhu, U. of South Australia; Clive Smallman, U. of Western Sydney; Lucie Ozanne, U. of Canterbury; Ross Cullen, Lincoln U.
- **GOM:** Does Sustainability Matter? Impact of Sustainability Practices on Firms' Financial Performance | Jocelin Yinfen Lam, U. of Melbourne; Prakash Jagat Singh, U. of Melbourne; Kannan Sethuraman, Melbourne U.
- **ONE:** Longitudinal Study of ES, EP, and FP in The Dirty Industries of the USA 1991-2005 | Kenneth J. Hatten, Boston

1120 → ← : (DRP Session) - (CM) Conflict in Teams: A Multi-level Perspective

4:45pm - 6:15pm Grand Hyatt: Travis A Tweet this session: #AOM2011 1120

Facilitator: Anita D. Bhappu, U. of Arizona

- → A Multilevel Investigation of Conflict Influencing Team Commitment in Work Teams | Sanghyun Lee, POSCO Research Institute; Seungwoo Kwon, Korea U.; Min-Soo Kim, Hanyang U.; Shung Jae Shin, Portland State U.
- Conflict In Top Management Team Decision-Making: Can Affective Conflict Possess A Silver Lining? | Kevin J. Hurt, U. of Texas Pan American
- ■The Effect of Task Conflict on Employees: The Moderating Role of Social Capital and Discretion | Eun Kyung Lee, U. of Illinois, Urbana-Champaign; WonJoon Chung, U. of Illinois, Urbana-Champaign; Ariel C. Avgar, U. of Illinois, Urbana-Champaign
- → The Relationship between Conflict Management Strategies and Team Effectiveness | Li-Kuo Sung, Vanderbilt U.; Mei-Yu Yang, Chihlee Institute of Technology

1121 □→ □ JS: (CM. OB. IM) Cross-Cultural

Differences in Negotiation

4:45pm - 6:15pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 1121

Chair: Sudeep Sharma, Washington U. in St. Louis

Dealing with Multiple Parties at the Same Time: Polychronicity in Three-Party Negotiations | Marwan Sinaceur, INSEAD; Margaret A. Neale, Stanford U.; Nazli Turan, Carnegie Mellon U.; Roderick Swaab, Northwestern U.; Gerben A. Van Kleef, U. of Amsterdam

- Western and Middle Eastern Models of Inter-cultural Dispute Resolution | Catherine Tinsley, Georgetown U.; Nazli Turan, Carnegie Mellon U.; Laurie R. Weingart, Carnegie Mellon U.; Soroush Aslani. Northwestern U.: Rebecca Heino. Georgetown
- Culture, Subjective Time Horizon, and Negotiation | Michele J. Gelfand, U. of Maryland; Elizabeth Salmon, U. of Maryland; Hsuchi Ting, Carnegie Mellon U.; Sarit Kraus, U. of Maryland; Ya'akov Gal, Harvard U.
- Individual Differences and Negotiation Outcomes: A Cross-Cultural Field Study | Hillary Anger Elfenbein, Washington U. in St. Louis; Sudeep Sharma, Washington U. in St. Louis; Shirli Kopelman, U. of Michigan, Ann Arbor; Noah Eisenkraft, U. of North Carolina, Chapel Hill; Jared R. Curhan, Massachusetts Institute of Technology

1122 → ← : (CMS) CMS Keynote-Academic: "The Spirit Returns to the East"

4:45pm - 6:15pm Marriott Rivercenter: Salon G Tweet this session: #AOM2011 1122

The CMS keynote is sponsored by the journal Organization & Fundacao Getulio Vargas - EBAPE, Brazil. Distinguished Speaker: Walter Mignolo, Duke U.

Division Chair-Elect: Sarah Stookey, Central Connecticut State U.

1123 → ← ... (CMS) West-East, North-South and Between: Terror, Greed, War, Race and Community in a Narrative World

4:45pm - 6:15pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 1123

Participants: Karen Ho, U. of Minnesota; Stephen A. Linstead, U. of York, UK: John Van Maanen, Massachusetts Institute of Technology; Mark de Rond, Cambridge U.; Harold Lloyd Goodall, Arizona State U.; Michael Rosen, Independent

1124: (Paper Session) - (DISC) Power and Empowerment 4:45pm - 6:15pm Hyatt Regency: Blanco

Tweet this session: #AOM2011 1124

Discussant: Lynn Harland, U. of Nebraska, Omaha

- **© ■OB**: Employee Popularity Mediates the Relationship Between Political Skill and Interpersonal Mistreatment I Kristin L. Cullen, Auburn U.; Jinyan Fan, Auburn U.; Cong Liu, Hofstra U.
- **OB:** Breaking the Gestalt of Psychological Empowerment: Causes and Consequences of Empowered Employees | Matt Luth. U. of Kansas: Pankai C Patel. Ball State U.: Jake Messersmith, U. of Nebraska at Kearney
- **OB**: The Development of a Process Model of Care Exchange in Organizations | Sen Xu, UCD; Ian J. Walsh, U. College Dublin
- → → B: Assessing Managerial Coaching Outcomes for South Korean Employees | Sewon Kim, State U. of New York, Empire State College; Toby Marshall Egan, Texas A&M U.

1125: (Paper Session) - (DISC) Culture and Development 4:45pm - 6:15pm Hyatt Regency: Bowie C Tweet this session: #AOM2011 1125

Discussant: Zachary Sheaffer, Ariel U. Centre

- Humanistic Connection Between National Culture and Quality Efforts | Chiung-Wen Yeh, Benedictine U.; Therese F. Yaeger, Benedictine U.
- ■ODC: Developmental Space for Innovation | Karin Derksen, VU U. Amsterdam; Leon De Caluwe, Vrije U., Twynstra; Robert Jan Simons. U. of Amsterdam
- Intra Organization Supply Chains | Carol Gill, U. of Melbourne

1126: (Paper Session) - (DISC) OMT and Change

4:45pm - 6:15pm Hyatt Regency: Frio

Tweet this session: #AOM2011 1126 Discussant: Christine Quinn Trank, Texas Tech U.

→ ■ OMT: New Capability or Continuous Challenge? Offshoring Knowledge Work and Managing Process Interfaces | Stephan Manning, U. of Massachusetts, Boston; Thomas Hutzschenreuter, Otto Beisheim Graduate School of

- Management (WHU): Alexander Strathmann. Otto Beisheim Graduate School of Management (WHU)
- ■OMT: Non-monotonic Effects of Discourses on Collective Action for De-institutionalization | Sang-Joon Kim, U. of California, Irvine
- **GOMT**: Technological Frame on the Timing of Innovation: Automotive Emission Control in the 1970s | Ying Zhu, Kvushu U.
- **OMT:** Going West: The American 'Frontier' and the Westward Expansion of the American Firearms Industry | Chirag Kasbekar, Emory U.

1127: (Paper Session) - (DISC) Relationships

4:45pm - 6:15pm Hvatt Regency: Live Oak Tweet this session: #AOM2011 1127

Discussant: Peter O. Foreman, Illinois State U.

- **MOC**: Relationship Capacity as a Source of Resilience in Individuals and Teams in the Workplace I John Paul Stephens, Case Western Reserve U.; Emily Heaphy, Boston U.; Abraham Carmeli, Tel Aviv U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Jane E. Dutton, U. of Michigan; Richard P. Bagozzi, U. of Michigan
- → MOC: A Metaphorical Analysis of Relationship Dynamics in International Strategic Alliances | Leigh Anne Liu, Georgia State U.; Wendi L. Adair, U. of Waterloo; Daniel C Bello, Georgia State U.
- MOC: Talking about Yourself at Work: Self-disclosure as a Predictor of Relational Identification | Kerry Roberts Gibson, Georgia Tech

1128: (Paper Session) - (DISC) Enhancing

Entrepreneurship

4:45pm - 6:15pm Hyatt Regency: Llano Tweet this session: #AOM2011 1128

Discussant: Lawrence A. Plummer, U. of Oklahoma - Norman

- → ENT: How Do We Reach Them? Comparing Random Samples from Mobile and Landline Phones | Paul Richard Steffens, Queensland U. of Technology; Marcello Tonelli, Queensland U. of Technology
- **ENT**: How Can a Cluster Policy Enhance Entrepreneurship? The "BioRegio" Case | Claire Champenois, Audencia Nantes School of Management
- ENT: Stars and Misfits: Self-Employment and Labor Market Frictions | Thomas Astebro, HEC; Jing Chen, Copenhagen Business School; Peter Thompson, Florida International U.
- **ENT:** Do Venture Capitalists Learn from Own and Others' Trade Sales? | Bart Clarysse, U. of Ghent; Itxaso Del-Palacio, Imperial College Business School; Annelies Bobelyn, U. of Ghent

1129: (Paper Session) - (DISC) Understanding and Managing Conflict

4:45pm - 6:15pm Hyatt Regency: Maverick A Tweet this session: #AOM2011 1129

Discussant: Alexandra A. Mislin, American U.

CM: Temporal Tribes: Affective Conflict in Venture Backed Top Management Teams | Marty Abbott, Case Western Reserve U.

- **CM**: Relational Orientation and Familiarity of Negotiators: Effects on Outcomes in Dyadic Negotiations | Ann-Sophie De Pauw, Vlerick Leuven Gent Management School
- → **CM**: Why Negative Anticipation in Conflict Resolution? Zhi-Xue Zhang, Peking U.; Danni Wang, GSM, Peking U.
- → CM: Enlightening and Transcending Conflict by Accepting Paradoxes: When Western and Eastern Visions Meet | Laurence de Carlo, ESSEC Business School Paris-Singapore

1130: (Paper Session) - (DISC) Internationalization and Technological Learning

4:45pm - 6:15pm Hyatt Regency: Navarro

Tweet this session: #AOM2011 1130

Discussant: Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign

- **■BPS**: Toward a Theory of Converting Country-Specific Advantages into Firm-Specific Advantages | Feng Wan, U. of Cambridge; Peter J. Williamson, U. of Cambridge
- → IM: Extending the Uppsala Model: Disruptive Innovation from a Chinese Evolved Subsidiary | Simone Corsi, Scuola Superiore Sant'Anna; Alberto Di Minin, U. of California, Berkeley
- IM: The Growth of Indigenous Technology Firm: the Case of Lenovo Computer | Cheng-Hua Tzeng, Fudan U.

1131: (Paper Session) - (DISC) Contributions of Firms and Communities to Knowledge Exchange

4:45pm - 6:15pm Hyatt Regency: Nueces

Tweet this session: #AOM2011 1131

Discussant: Sebastian Fixson, Babson College

- ■TIM: Joining Forces: A Framework of Multi-partner Alliances for Public Good Innovations | Georg von Krogh, ETH Zurich; Helena Garriga, ETH Zurich; Sebastian Spaeth, ETH Zurich
- ■TIM: Give and It Will be Given to You: The Strategic Case for Sharing in the Information Age | Simcha Jong, U. College London; Kremena Slavcheva Slavova, U. College London
- ■TIM: Exploring incentives in Science, Technology and Knowledge-Based Communities | Francesco Rullani, Luiss Guido Carli U.; Lorenzo Zirulia, U. of Bologna

1132: (Paper Session) - (DISC) Firm Scope and

Performance

4:45pm - 6:15pm Hyatt Regency: Segin Tweet this session: #AOM2011 1132

Discussant: Tony W. Tong, U. of Colorado

- ■BPS: Dynamic Implications of Relatedness on Multi-Business Firm Value | Arkadiy Sakhartov, Purdue U., West Lafayette; Timothy B Folta, Purdue U.
- ■BPS: Resource Configuration, Business Scope and Performance: A Dynamic Capability Perspective | Chia-Wen Hsu, National Chung Cheng U.; Sonic Wu, Yuan Ze U.; Ji-Ren Lee. National Taiwan U.

1133 🖃: (ENT) Passion and Psychological Ownership in Entrepreneurship

4:45pm - 6:15pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1133 Organizer: Melissa S. Cardon, Pace U.

Is Entrepreneurial Passion Obsessive in Nature? | Rosemary Fisher. Swinburne U. of Technology

- Entrepreneurial Passion and Self-Efficacy in the Development of Entrepreneurial Intent and Behaviors | Maija Renko, U. of Illinois, Chicago; Laurel F Ofstein, U. of Illinois, Chicago; Jenny M. Hoobler, U. of Illinois, Chicago
- Psychological Ownership and Entrepreneurial Decision-making | Diane M. Nelson, Washington State U.; Sam Yul Cho, Washington State U.; Jonathan D. Arthurs, Washington State U.; David M. Townsend, North Carolina State
- Entrepreneurial Exit, Psychological Ownership, and Passion: Personal Psychological Consequences | Charles Y. Murnieks, U.S. Air Force Academy; Melissa S. Cardon, Pace U.

1134 : (DRP Session) - (ENT) International Entrepreneurship: Organization, Strategy and Performance

4:45pm - 6:15pm San Antonio Convention Center: Room 008 B Tweet this session: #AOM2011 1134

Facilitator: Mark V. Cannice, U. of San Francisco

- ■Institutional Determinants of Macro-level Entrepreneurship | Michael Valdez, Seton Hall U.; James Richardson, U. of Hawaii
- → Are Born Global Firms Really Born Regional? | Alan M Rugman, U. of Reading; In Hyeock Ian Lee, Western Kentucky U.; Siri Ann Terjesen, Indiana U., Bloomington
- → Cultural Burdens and Institutional Blessings: Internationalization by SMEs from Emerging Countries | Sonia Ketkar, George Mason U.; Zoltan J. Acs, George Mason
- The Role of the Entrepreneur in Venture Capital Firms Post-investment Process | Philipp Niemann, RWTH Aachen
- Agglomeration vs. Organizational Reproduction The Molds Cluster in Portugal | Carla Costa, Carnegie Mellon U.; Rui Baptista, Instituto Superior Tecnico

1135: (GDO) GDO Townhall Meeting: AoM Faculty Diversity Coalition, Diversity & Inclusion Theme Committee & GDO

4:45pm - 6:15pm Grand Hyatt: Presidio A Tweet this session: #AOM2011 1135

The meeting will examine role(s) of the Coalition in concert with the new Diversity & Inclusion Theme Committee and GDO. Organizers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Ron Ophir, York U.; C Douglas Johnson, Georgia Gwinnett College; Susan L. Kirby, Texas State U.

1136 JS: (GDO, HR, OB) Advancing Theory and Research on Hispanic Work Issues

4:45pm - 6:15pm Grand Hyatt: Lone Star C Tweet this session: #AOM2011 1136

Chair: Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania Discussant: Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania Relations among Values, Ethnicity, and Job Choice Tradeoff Preferences | Eugene F Stone-Romero, U. of Texas, San Antonio; Linda C. Isenhour, Eastern Michigan U.; Dianna L. Stone, U. of Texas, San Antonio

La Familia: A Significant Aspect of Job Choice for Latino Millennials | Donna Maria Blancero, Bentley U.

- The Role of Values in Organizational Attraction | Elizabeth J. Muniz, Little Elm, Texas; Eugene F Stone-Romero, U. of Texas, San Antonio
- Factors Related to the Digital Divide and Hispanics' Use of Computers | Richard D. Johnson, State U. of New York, Albany; Diana S. Navas, Charles Schwab & Co., Inc.
- Factors Related to the Success of Hispanic Small Businesses Dianna L. Stone, U. of Texas, San Antonio; Teresa Johnson, U. of Texas, San Antonio; Julio Cesar Canedo Soto, U. of Texas, San Antonio; Kimberly Lukaszewski, State U. of New York, New Paltz; Mark M. Suazo, Wright State U.

1137 → \(\): (DRP Session) - (HCM) Organization of Healthcare Delivery - International and US Perspectives

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 16 Tweet this session: #AOM2011 1137

Facilitator: Amer Kaissi, Trinity U.

- ■The Impact Of Demographic And Perceptual Variables On Young Adult Health Insurance Status | John Cantiello, George Mason U.; Dawn Oetjen, U. of Central Florida; Myron D Fottler, U. of Central Florida; Ning Jackie Zhang, U. of Central
- Exploring Organizational Form and Organization Design in the Context of the British AHSCs | **Jonathan Pinto**. Imperial College Business School; Panita Surachaikulwattana, Imperial College London
- → Dynamics of Hospital Competitive Relationships: Social Network Analysis in the Italian NHS I Fausto Di Vincenzo. G. D'Annunzio U.; Daniele Mascia, Catholic U. Rome
- Services Research Settings | Martin Wood, RMIT U.
- ■A Network Approach to Distributed Leadership: Concentration, Co-Ordination and Contextualization | Graeme Currie, U. of Warwick; Andy Lockett, U. of Warwick; Leroy White, U. of Bristol

1138: (HCM) Healthcare Leadership: Thoughts from my

4:45pm - 6:15pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 1138 Organizer: Trish Reay, U. of Alberta

Healthcare Leadership: Thoughts from my Foxhole I MG David Rubenstein, U.S. Army Medical Department Center

Presenter: MG David Rubenstein, U.S. Army Medical Department

1139 & .: (Paper Session) - (HR) The Effects of Downsizing 4:45pm - 6:15pm Grand Hyatt: Bonham D

Tweet this session: #AOM2011 1139 Chair: Clinton Chadwick, U. of Kansas

- Schmitt, Audencia Nantes School of Management; Stefano Borzillo, SKEMA Business School; Gilbert Probst, U. of
- ■The Loyalty Effect? Employee Downsizing, Customer Satisfaction and Firm Performance | James P. Guthrie, U. of Kansas; Jeong-Yeon Lee, U. of Kansas; Inmaculada Martin-Tapia, U. of Granada

→ Workforce Downsizing and Firm Performance: Does Family Ownership Make a Difference? | Matthias F. Brauer, U. of St. Gallen

1140 → ⊒: (DRP Session) - (HR) HR Implementation and Strategic Fit

4:45pm - 6:15pm Grand Hyatt: Mission A Tweet this session: #AOM2011 1140 Facilitator: Patrick Wright, Cornell U.

Critical Factors Influencing Human Resource Practice Implementation | **David Sikora**, Florida State U.

- ■HRM practices and archetypes in Dutch Law Firms | Maarten Dehaas, U. of Amsterdam; Wendelien Van Eerde, U. of Amsterdam
- → CEO Background and the Adoption of Western-Style Human Resource Practices in China | Katherine A. Frear, U. of North Carolina, Charlotte; Wei Zhao, U. of North Carolina, Charlotte; Yang Cao, U. of North Carolina, Charlotte
- ■Practicing a Coherent HRM Strategy: Exploring the Fit Perspective | Al-Karim Samnani, York U.
- The Familiness Structure and its Dynamic Characteristics of HRM | Shimei Yan, Zhejiang U.

1141 \sqsubseteq : (DRP Session) - (HR) Group- and Firm-Based Incentives

4:45pm - 6:15pm Grand Hyatt: Travis B Tweet this session: **#AOM2011 1141**

Facilitator: Anthony J Nyberg, U. of South Carolina

- A Comprehensive Framework of Collective Incentives: A Perspective of Time Span | Kyongji Han, Rutgers U.; Andrea Kim, Rutgers U.
- Determinants of ESOP Satisfaction: Job Value and a Synergy of HR Practices | Andrea Kim, Rutgers U.; Kyongji Han, Rutgers U.; Douglas Kruse, Rutgers U.; Joseph Blasi, Rutgers U.
- Stock Option Exercise and Gift Exchange Relationships: Evidence from a Large US Company | Martin J. Conyon, Wharton School; Peter Cappelli, U. of Pennsylvania
- Dynamics of Shared Capitalism Policies in a Startup Company | Joe Hsueh, Massachusetts Institute of Technology

1142: (IM) Barry Richmond Dissertation Award Session 4:45pm - 6:15pm San Antonio Convention Center: Room 207 B Tweet this session: #AOM2011 1142

1143 : (DRP Session) - (IM) Internationalization Process and Foreign Direct Investment

4:45pm - 6:15pm San Antonio Convention Center: Room 208 Tweet this session: #AOM2011 1143

Chair: James J Kennelly, Skidmore College

- → Cross-Cultural Interaction in Entry Mode Decisions as Cultural Friction: A Macro-Level Study | Ramya Tarakad Venkateswaran, Indian Institute of Management, Bangalore; Rejie George, Indian Institute of Management, Bangalore
- ■Do Cross-Border Acquisitions Strengthen the Productivity of the Acquiring Firm in its Home Market? | Olivier Bertrand, St. Petersburg State U.; Laurence Capron, INSEAD
- → ➡□How Does Political Risk Affect Chinese Outward
 Foreign Direct Investment? | Marshall Shibing Jiang, Brock

- U.; Chang Hoon Oh, Brock U.; Ying Fang, Communication U. of China
- The choice of export destination by manufacturing firms: an empirical investigation | Fatima Zahra Barrane, Laval U.; Egide Karuranga, Virginia State U.; Diane Poulin, U. Laval
- → ➡☐The Determinants of Outward Foreign Direct Investment for Chinese Private Enterprise | Fiona Quinn, U. of Sydney; Chris Styles, U. of Sydney

1144: (Paper Session) - (IM) Social Network, Political Ties, and International Management

4:45pm - 6:15pm San Antonio Convention Center: Room 209 Tweet this session: #AOM2011 1144

Chair: Motofusa Murayama, Seattle U.

- → ← Patron or parasite? The effects of CEO political connections on Chinese firms' time to IPO | Tony Lewis, U. of Wisconsin, Milwaukee; Sali Li, U. of Wisconsin, Milwaukee; Jianfeng Wu, Peking U.
- Does Collaboration Mitigate Competition? Perspectives on Network Ties, Market and Resource | Yu-Ching Chiao, National Chung Hsing U.; Shu-Mei Hsu, National Chung Hsing U.; Tzu-Jen Chou, National Chung Hsing U.
- → ➡ The Challenge of Defining Guanxi: a Review | kai yan carlin guo, Queensland U. of Technology

1145 : (Paper Session) - (IM) Institution Influences on Internationalization Process and Performance

4:45pm - 6:15pm San Antonio Convention Center: Room 210 A Tweet this session: **#AOM2011 1145**

Chair: Mohamad Fakhreddin, INSEAD

- → East to West: The Implications of Institutional Distance for MNES from Emerging Economies (EM MNEs | Abdulrahman Chikhouni, John Molson School of Business; Gwyneth Edwards, Concordia U.; Mehdi Farashahi, Concordia
- → ➡ Host Country Institutions, Home Country Government Support and Chinese Firms' FDI | Mike Wright, Nottingham U.; Jiangyong Lu, Peking U.; Xiaohui Liu, Loughborough U.; Igor Filatotchev, City U. London
- Bienvenue or Non Merci? Diversity of Institutional Investors and Foreign Blockholdings in France | Michel Goyer, U. of Warwick; Dong Kwan Jung, U. of Warwick
- Pa→ ← How do Subsidiaries Confront Institutional Duality? Identity Claims at Hindustan Lever 1961-2009 | Anirvan Pant, Indian Institute of Management, Bangalore; J Ramachandran, Indian Institute of Management, Bangalore

1146: (Paper Session) - (IM) Learning and Strategic Change in the Internationalization Process

4:45pm - 6:15pm San Antonio Convention Center: Room 210 B Tweet this session: **#AOM2011 1146**

Chair: Roberto Gamarra, Lewis U.

→ Learning and Strategic Change in the Internationalization of Emerging Economy Firms | Vikas Kumar, Sydney U.;

Garry D Bruton, Texas Christian U.; Ajai S Gaur, Rutgers U.

₽⊋→ ■Reforms, Multinationalization, and Profitability | Luis Alfonso Dau, Northeastern U.

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 Transformational Learning Experiences of International Assignments: A Field Study | Anthony Fee, U. of Sydney; Sid Gray, U. of Sydney
- → Performance Implications of Complementary Control Mechanisms in International Family Business Groups | Hsi-Mei Chung, I-Shou U.; Garry D Bruton, Texas Christian U.

1147: (Paper Session) - (IM) Executive Compensation, **Expatriate Management, and Pay Satisfaction**

4:45pm - 6:15pm San Antonio Convention Center: Room 216 B Tweet this session: #AOM2011 1147

Chair: Daniel J Miller, Central Connecticut State U.

- ₽ An Institution-Based View of Executive Compensation: A Multilevel Meta-Analytic Test | Marc van Essen, U. Utrecht School of Economics; Pursey Heugens, RSM Erasmus U.; Hans Van Oosterhout, RSM Erasmus U.; Jordan Otten, RSM Erasmus U.
- → Different from Expatriates: Foreign Executives in Local Organisations (FELOs) | Frithjof Arp, Monash U.; Kate Hutchings, Griffith U.; Wendy A. Smith, Monash U.
- ₽→ ■A New Approach to Expatriate Effectiveness: A Perspective-Taking Model for Global Assignments | Joon Hyung Park, U. of Houston; Jeanna Lea Abbott, U. of Houston
- ₽→ The Love of Money is the Root of All Evil: Pay Satisfaction and CPI as Moderators | Thomas Li-Ping Tang, Middle Tennessee State U.; Toto Sutarso, Middle Tennessee State U.; Mahfooz Alam Ansari, U. of Lethbridge; Vivien KG Lim, National U. of Singapore; Thompson SH Teo, National U. of Singapore; Fernando Arias-Galicia, U. Autónoma del Estado de Morelos; Ilya Garber, Saratov State U.; Peter Vlerick, U. of Ghent; Adebowale Akande, Potchefstroom U.; Michael W. Allen, U. of Sydney; Abdulgawi Salim Alzubaidi, Sultan Qaboos U.; Mark G. Borg, U. of Malta; Brigitte Charles Pauvers, U. of Nantes; Bor-Shiuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Linzhi Du, Nankai U.; Consuelo Adelaida Garcia-de-la-Torre, EGADE, Instituto Tecnologico y de Estudios Superiores de Monterrey; Rosario Correia Higgs, Polytechnic Institute of Lisbon, Portugal; Abdul Hamid Safwat Ibrahim, Iman U.; Chin-Kang Jen, National Sun Yat-sen U.; Ali Mahdi Kazem, Sultan Qaboos U.; Kilsun Kim, Sogang U.; Roberto Luna-Arocas, U. of Valencia; Eva Malovics, U. of Szeged; Alice S. Moreira, Federal U. of Para; Richard T Mpoyi, Middle Tennessee State U.; Anthony Ugochukwu Obiajulu Nnedum, Nnamdi Azikiwe U.; Johnsto E. Osagie, Florida A & M U.; Mehmet Ferhat Özbek, Gümüþhane U.: AAhad Osman-Gani. UIA International U.: Francisco Costa Pereira, Polytechnic Institute of Lisbon, Portugal; Ruja Pholsward, Rangsit U.; Horia Pitariu, Babes-Bolyai U.; Marko Polic, U. of Ljubljana; Elisaveta Sardzoska, U. St. Cyril and Methodius; Petar Skobic, Middle Tennessee State U.; Allen F. Stembridge, Andrews U.; Theresa Li-Na Tang, Tang Global Consulting Group; Martina Trontelj, U. of Ljubljana; Caroline Urbain, U. of Nantes; Luigina Canova, U. of Padua; Anna Maria Manganelli, U. of Padua

1148: (MC) MC Distinguished Speaker - Academia and Consulting: How Can We Work Together?

4:45pm - 6:15pm Grand Hyatt: Bowie B Tweet this session: #AOM2011 1148

How can academic scholarships inform the practice of consultants and managers, and what can academia learn from the latter? Is their relationship a complementary or a substitutive one? How can academia and consulting contribute to the future development of the management profession? In this session, the two Distinguished Speakers -- Prof. Michael A. Hitt, a former President of both the Academy of Management and the Strategic Management Society, and Jeanne Harris, Executive Senior Research Fellow at the Accenture Institute for High Performance and co-author (with Tom Davenport) of the best-selling book Competing on Analytics -- will provide their perspectives on these matters and engage in a dialogue about the relationship between academia and consulting. Organizer: Ansgar Richter, EBS Business School Distinguished Speakers: Michael A. Hitt, Texas A&M U.; Jeanne G. Harris, Accenture Institute for High Performance

1149: (Paper Session) - (MED) International Perspectives on Management Education and Development

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 1149

Chair: Jonathan D. Raelin, U. of Bath

- Examining the Relationship between Emotional Intelligence and Intercultural Growth | Nicole Gullekson, U. of Wisconsin, La Crosse; Mary Tucker, Ohio U.
- → Global Organizational Leaders' Social Capital Formation Yoshie Tomozumi Nakamura, Columbia U.
- □→ Effects of Cross-Cultural Management Courses on Cultural Intelligence | Jacob Eisenberg, U. College Dublin; Hyun-Jung Lee, London School of Economics; Frank Brueck, WU Vienna; Barbara Brenner, WU Vienna; Marie-Therese Claes, U. Catholique de Louvain; Roger Bell, ESADE; Jacek Mironski, Warsaw School of Economics
- MED Global Forum Best Paper Award sponsored by the University of Manchester, Manchester Business School for the paper that best creates the opportunity to address global issues of significance to management education and/or development.
- ■The Determinants of International Student Mobility in UK Higher Education | Ping Zheng, U. of Westminster

1150 □ ← □ SHCS: (MED) Managerial Interpersonal

Skills: The State of the Science

4:45pm - 6:15pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 1150

Chairs: Gerard Beenen, California State U., Fullerton; Lori A. Muse, California State U., Fullerton; Shaun Pichler, California State U., Fullerton

Discussant: Ronald E. Riggio, Claremont McKenna College Developing a Model of Managerial Interpersonal Skills | Shaun Pichler, California State U., Fullerton; Lori A. Muse, California State U., Fullerton; **Stephanie Lee**, California State U., Fullerton; Gerard Beenen, California State U., Fullerton

- Managing Challenging Interpersonal Situations at Work I Paulo N. Lopes, Catholic U. of Portugal
- Connecting Leader Influence to Perceptions of Effectiveness: The Importance of Political Skill | Elizabeth P. Karam, Michigan State U.
- Social Effectiveness and Career Success | Sharon Y. Wu, High Point U.; Yu Ha Cheung, Hong Kong Baptist U.; Kenneth J. Harris, Indiana U., Southeast
- The Effective Leader: A Course to Develop the Interpersonal Skills of MBA Students | Rosemary Maellaro, U. of Dallas

1151: (MH) Management History Division Business Meeting

4:45pm - 6:15pm Marriott Riverwalk: Salon B Tweet this session: **#AOM2011 1151** *MH Division Executive Board Members*

1152 =: (Paper Session) - (MOC) Creativity and Cognition

4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta C Tweet this session: #AOM2011 1152 Chair: Vincent L. Barker, U. of Kansas

- ₽⇒ Selling out: How impressions of materialism influence creative evaluations and performance | Sharon H Kim, Johns Hopkins U.
- ■Linear and Nonlinear Thinking: A Multidimensional Model and Measure | Kevin S. Groves, Pepperdine U.; Charles M. Vance, Loyola Marymount U.
- Look In or Out for Two Types Of Creativity? Scanning, Creative Self Efficacy, and Cross-Application | Kimberly Jaussi, Binghamton U.; Amy Randel, San Diego State U.
- № ■Novel Hence Useless?: Re-Examining Assumptions about Creativity and Innovation | Tina L. Juillerat, IBM

1153 🗨 🖳 JS: (MOC, OB) Intuition in Organizations

4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 1153

Organizers: Jean-Francois Coget, California Polytechnic State U.; Marta Sinclair, Griffith U.

- Investigating Intuition: Progress and Challenges | Gerard P. Hodgkinson, U. of Leeds; Eugene Sadler-Smith, U. of Surrey
- Development and Validation of a New Measure of Intuition: The Types of Intuition Scale (TIntS) | Jean E. Pretz, Elizabethtown College; Jeffrey Brookings, Wittenberg U.; Lauren A. Carlson, Illinois State U.
- Performance under Varying Task-Environment Related Conditions | Allard C.R. Van Riel, Radboud U. Nijmegen; Csilla Horvath, Radboud U. Nijmegen; Janjaap Semeijn, Open U.; Marie Broi, U. of Liège
- Measurement of Intuitive Processing | Bjørn Tallak Bakken, Norwegian Defense U. College; Thorvald Haerem, Norwegian School of Management
- The Challenges of Measuring Intuition in the Domain of Emergency Medicine | Christian Harteis, U. of Paderborn
- The Role of Anger and Fear in the Intuitive Decision Making of Film Directors | Jean-Francois Coget, California Polytechnic State U.; Christophe Haag, EM Lyon; Donald E. Gibson, Fairfield U.

Intuitive Profile of Film Makers | Marta Sinclair, Griffith U. Intuition as a Research Method for Investigating the Extraordinary | Viktor Dörfler, Strathclyde U.

1154 🖃: (Paper Session) - (OB) Creativity and Social Ties: Effects of Agreeableness, Networks and Interpersonal Relationships

4:45pm - 6:15pm Grand Hyatt: Bowie A Tweet this session: **#AOM2011 1154**

Chair: Shyhnan Liou, National Cheng Kung U.

■ Psych Safety, Creativity and Agreeableness: Creative Performers Don't Always Have to Be Jerks | Lily Cushenbery, Pennsylvania State U.; Joshua Fairchild, The Pennsylvania State U.; Samuel Hunter, Pennsylvania State U.

- → ➡□It's Not Just Your Direct Ties But Also Your Connections: Extended Networks & Employee Creativity | Giles Hirst, Monash U.; Jing Zhou, Rice U.; Cherrie J. Zhu, Monash U.; Eric Quintane, U. of Lugano
- ■The Effects of Information Exchange Tie Characteristics and Relational Demography on Creativity | Diana Jimeno-Ingrum, U. of Notre Dame
- □ Is Positive Affect Enough? The Moderating Role of Relationship Conflicts | Nils Henker, U. of Mannheim; Sabine Sonnentag, U. of Mannheim

1155 ☐: (DRP Session) - (OB) Cross-Cultural Examinations of Mentoring, Emotions, and Attitudes

4:45pm - 6:15pm Grand Hyatt: Crockett B Tweet this session: #AOM2011 1155 Facilitator: Tejinder K Billing, Rowan U.

- → ■A Cross-Cultural Examination of the Impact of Mentoring on Job Satisfaction | Ekin K. Pellegrini, U. of Missouri, St. Louis
- □ Cultural Differences in Moral Emotions and Taking Personal Responsibility | Sun Young Kim, Northwestern U.; Taya R. Cohen, Carnegie Mellon U.; Brian C. Gunia, Northwestern U.
- → Conflicting Perspectives on Gender Inequality in Japanese Organizations | Markus Pudelko, Tübingen U.; Helene Tenzer, Tübingen U.; Eriko Varkey, Tübingen U.
- → → West Meets (Middle) East: Psychological Capital and Job Satisfaction | Mohga Badran, American U. in Cairo; Carolyn M. Youssef, Bellevue U.

1156 ⊞: (DRP Session) - (OB) Perceptions and Social Comparison: Relationships to Behavior and Performance

4:45pm - 6:15pm Grand Hyatt: Crockett C Tweet this session: **#AOM2011 1156**

Facilitator: Natalie C. Cotton, U. of Michigan

- A Structural Account of the Development of Organizational Attention | Nicole S. Zimmermann, U. of Siegen
- ☐ The Relationship Between Attribution Theory, Implicit
 Theory, Core Confidence, and Performance | Jessica Marie
 Greenwald. Saint Ambrose U.
- Social Facilitation and Referee Foul Call Differential in NBA Games | Emery Yao, Peking U.; Yong Li, State U. of New York, Buffalo; Jiming Wu, California State U. East Bay; James Robert Langabeer, U. of Texas, Houston
- Meta-Perceptions and Meta-Accuracy Within
 Organizations: Theory Expansion and Implications | R
 Anthony Turner. U. of British Columbia

1157 🖃: (DRP Session) - (OB) Perspectives in LMX Research: Multi-Level, Cross-Cultural, and Theoretical Issues

4:45pm - 6:15pm Grand Hyatt: Crockett D Tweet this session: **#AOM2011 1157**

Facilitator: Jennifer D. Nahrgang, Arizona State U.
The Missing Middle: The Overlooked Importance of
Middle-Quality LMX | Terry A. Nelson, U. of Memphis; Tom
Stafford, U. of Memphis; Peter Wright, U. of Memphis

The Role of Empowerment in the Effects of Leaders'

Upward Exchange Relationships on Subordinates | Le

- Zhou, U. of Maryland, College Park; Mo Wang, U. of Maryland, College Park; Gilad Chen, U. of Maryland; Junqi Shi, Peking U.
- → Does It Help Teams to Differentiate LMX Relations?

 Opposite Answers from East and West | Ying Chen,

 Vanderbilt U.; Ray Friedman, Vanderbilt U.; Raymond T

 Sparrowe, Washington U. in St. Louis
- Measuring Leader-Member Exchange (LMX): Evidence for Consensus and Construct Breadth | Dana L. Joseph, U. of Central Florida; Daniel A. Newman, U. of Illinois, Urbana-Champaign; Hock-Peng Sin, Michigan State U.

1158 : (Paper Session) - (OB) Diversity and Demography Influences on Individual and Group Outcomes: Status, Feedback & Inclusion

4:45pm - 6:15pm Grand Hyatt: Republic A Tweet this session: **#AOM2011 1158**

Chair: Hazel-Anne M. Johnson, Rider U.

- ₱☐Demography, Emotional Expressivity, and Undermining in a Female-Dominated Organization | Olivia Amanda O'Neill, George Mason U.; Jennifer Mueller, U. of Pennsylvania
- Employee Performance in the Light of Demographic Change: Investigating the Role of Age Inclusion | Ruth Maria Stock, Darmstadt U. of Technology; Gisela Irene Bieling, Darmstadt U. of Technology; Florian Dorozalla, Darmstadt U. of Technology
- Managing Diversity: How Innovative Job Performance at Different Ages Depends on Coworker Feedback | Stefan Schaffer, Jacobs U. / BARTEC; Eric Kearney, Leibniz U. Hannover; Ralf Koester, GISMA Business School; Robert A. Eckhoff, Jacobs U. Bremen
- Diversity and Virtuality in Teams: Effects of Status
 Differences and Communication Configuration | Ravi
 Shanker Gajendran, U. of Illinois, Urbana-Champaign; David A.
 Harrison, U. of Texas, Austin

1159 : (Paper Session) - (OB) What Leads to Leader Emergence

4:45pm - 6:15pm Grand Hyatt: Republic B
Tweet this session: **#AOM2011 1159**

Chair: Natalia Lorinkova, Wayne State U.

- → Learning Goal Orientation and Leadership Emergence in Multicultural Teams: A Moderated Process Model | Minna Paunova, IESE Business School; Yih-teen Lee, IESE Business School
- □ The Mainstream is Not Electable: Vision and Representativeness in Leader Emergence and □ Effectiveness | Nir Halevy, Stanford U.; Yair Berson, U. of Haifa; Adam D. Galinsky, Northwestern U.
- № Relational Schemas to Investigate the Process of Leadership Emergence | Cécile Emery, London School of Economics; Gianluca Carnabuci, U. of Lugano; David Brinberg, Virginia Tech
- Individual Differences, Motivation to Lead, and Leader Emergence: A Mediated Model | Samantha Collins, Georgia Institute of Technology; Terry C. Blum, Georgia Institute of Technology

1160 ☐: (Paper Session) - (OB) Ostracism and Deviance: The Role of Supervisors, Social Capital, and Social Support

4:45pm - 6:15pm Grand Hyatt: Republic C Tweet this session: **#AOM2011 1160**

Chair: D'Lisa N. McKee, Mississippi State U.

- Ostracism and Job Performance: A Moderated Mediation Model | Lance Ferris, Pennsylvania State U.; Huiwen Lian, U. of Waterloo; Douglas J. Brown, U. of Waterloo
- Social Capital's Influence on Conformity and Deviance: The Role and Saliency of Shared Mental Models | Kevin S. Cruz, U. of Texas. El Paso
- ■The Negative Impact of Ostracism and the Moderating Role of Social Support at Work | Sandra L. Robinson, U. of British Columbia; Jane O'Reilly, U. of British Columbia; Angela Wolff, Fraser Health Authority
- A Contingency Approach to Supervisor Aggression and National Culture of the Target | Abhinav Gupta, Pennsylvania State U.

1161 🖃: (Paper Session) - (OB) Employee Engagement: Antecedents, Influences and Connectivity

4:45pm - 6:15pm Grand Hyatt: Seguin B Tweet this session: **#AOM2011 1161**

Chair: Emily Stiehl, U. of Pittsburgh

- A Multi-Level Analysis of the Antecedents of Employee Engagement | Jaewan Yang, Virginia Tech; Jeffrey B. Arthur, Virginia Tech; Andrew O. Herdman, East Carolina U.
- ☐ The Effect of Manager Influence Tactics on Employee Emotional Engagement and Voluntary Turnover | Suzanne J. Peterson, Arizona State U.; Kristie M Rogers, Arizona State U.; Peter Hom, Arizona State U.; Kris Byron, Syracuse U.
- □ Perceived Need for Connectivity: Staying Engaged Away from the Workplace | Rashimah Rajah, National U. of Singapore
- ➡Mindfulness, Authentic Functioning, and Work Engagement: Modeling Growth in Mindfulness Training | Hannes Leroy, Katholieke U. Leuven

1162 ☐: (Paper Session) - (OB) How to be a Better Organizational Citizen: Affect, Motivation and Leadership Effects on OCB

4:45pm - 6:15pm Grand Hyatt: Travis C Tweet this session: **#AOM2011 1162**

Chair: Meagan Eleanor Brock, West Texas A&M U.

- Better to Give than Compete? Prosocial and Competitive Motives as Predictors of Citizenship Behavior | Teresa Cardador, U. of Illinois, Urbana-Champaign; Amy Wrzesniewski, Yale U.; Jooyeon Son, UIUC-ILIR
- Transformational Leadership and Citizenship Behavior: The Effects of Paternalism and Collectivism | Ivan Destian Butar Butar, Monash U.; Sen Sendjaya, Monash U.; Charmine E. J. Hartel, U. of Queensland
- A Tale of Perception: The Role of Perceived Intent on OCBs and Interpersonal Relationships | C Justice Tillman, U. of Alabama; Ericka R. Lawrence, U. of Alabama; Josh Daspit. U. of North Texas
- □ Organizational Secure Base and Citizenship Behaviors: The Mediating Role of Newcomers' Job Crafting | Jane Yan Jiang, Nanjing U.; Chi-Wei Liu, HongKuang U.

1163 © ■JS: (OB, HR, RM) Ethics and Integrity in the Publishing Process: Mythology, Facts, and Solutions

4:45pm - 6:15pm Grand Hyatt: Lone Star E Tweet this session: #AOM2011 1163

Chair: Maureen L. Ambrose, U. of Central Florida Discussant: Marshall Schminke, U. of Central Florida

And Justice for All: Our Research Participants Considered as Valued Stockholders | Thomas A Wright, Kansas State U.

Editorial Responsibility: Managing the Publishing Process to Do Good and Do Well | Herman Aguinis, Indiana U., Bloomington; Sofia Justina Vaschetto, Indiana U.

Maximizing Your Data? Recommendations for Managing Multiple Submissions from the Same Dataset | Bradley L. Kirkman, Texas A&M U.

Ethical Issues Faced by Editors and Reviewers | Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign

1164 ♥→ ■JS: (OB, MOC) Affect at the Beeping Edge

4:45pm - 6:15pm Grand Hyatt: Seguin A

Tweet this session: #AOM2011 1164

Chairs: Zhaoli Song, National U. of Singapore; Devasheesh P. Bhave, Concordia U.

Discussant: Remus Ilies, Michigan State U.

Diurnal and Weekly Patterns of Mood and Satisfaction: Profiling Based on Mobile Phone Data | Shuhua Sun, National U. of Singapore; Zhaoli Song, National U. of Singapore

An Experience Sampling Study of Emotion Norms and Emotion Regulation | Devasheesh P. Bhave, Concordia U.; Theresa M. Glomb, U. of Minnesota, Tao Yang, U. of Minnesota

The Influence of Positive and Negative Mood on Concentration: Examining the Moderating Role of Flow Wen-Dong Li, National U. of Singapore; Zhaoli Song, National U. of Singapore; Xian Li, National U. of Singapore

Affect, Temporal Focus, and Venture Efforts of Entrepreneurs | Marilyn A. Uy, U. of Victoria; Maw-Der Foo, U. of Colorado,

1165 © JS: (OB, RM, HR) Implicit Measures in

Management Research 4:45pm - 6:15pm Grand Hyatt: Bowie C

Tweet this session: #AOM2011 1165

Organizers: Ben Hardy, U. of Cambridge; Jochen I. Menges, U. of Cambridge; William J. Becker, Texas Christian U.

Speakers: Sigal Barsade, U. of Pennsylvania; Modupe Akinola, Columbia U.; Keith Leavitt, United States Military Academy

1166 🔙: (OC/S) OCIS Keynote Address: Dr. M. Lynne Markus, Bentley University

4:45pm - 6:15pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1166

OCIS Keynote Address | M Lynne Markus, Bentley U.

1167 : (ODC) Complexity Leadership Theory (CLT):

Enabling Requisite Complexity in Organizations 4:45pm - 6:15pm Grand Hyatt: Crockett A

Tweet this session: #AOM2011 1167 Chair: Mary Uhl-Bien, U. of Nebraska

Discussant: Todd H Chiles, U. of Missouri

The Ashby Space and Requisite Complexity | Max Boisot,

ESADE; Bill McKelvey, U. of California, Los Angeles Findings on Complexity Leadership: The Key Role of Enabling Requisite Complexity | Mary Uhl-Bien, U. of Nebraska;

Michael Arena, Queens U. of Charlotte

Complexity Leadership: Enabling Semistructures for Requisite Complexity | Liselore Havermans, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam; Anne Keegan, U. of Amsterdam

Traditional Leadership: The Failure to Enable Requisite Complexity | Russ Marion, Clemson U.; William R. Hanson, Anderson U

Adaptive Leadership: A Network Analysis of the Adaptive Function | David Sweetman, U. of Nebraska, Lincoln; Craig Schreiber, Lenoir Rhyne College; Ivana Milosevic, U. of Nebraska

1168: (ODC) ODC Division Business Meeting

4:45pm - 6:15pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 1168

Division Chair: Ronald Fry, Case Western Reserve U.

Program Chair: James D Ludema, Benedictine U.

Professional Development Workshop Chair: Jeffrey D Ford, Ohio State U.

Coordinator: Sonja A. Sackmann, U. Bundeswehr, Munich Division Chair-Elect: Inger G. Stensaker, Norwegian School of Economics and Business Administration

1169 =: (DRP Session) - (OM) Supply Chain Management: Green Procurement, New Product Development, **Knowledge Transfer & Integration**

4:45pm - 6:15pm San Antonio Convention Center: Room 212 A Tweet this session: #AOM2011 1169

Facilitator: Kimberly A. Bates, Trent U.

- ☐ Green Procurement and Collaboration: Antecedents and Effect on Supplier Performance | Constantin Blome, EBS Business School; Antony Paulraj, U. of North Florida; Daniel Hollos, EBS Business School
- Leveraging Critical Supplier's Technical Competencies To Gain Buyer Firm New Product Advantage | Benn Lawson, U. of Cambridge; Beverly B. Tyler, North Carolina State U.; Antony J Potter, Queen's U. Belfast
- Supply Chain Resources, Integration, and Peformance | Xinping Shi, Hong Kong Baptist U.; Luning Wang, Hong Kong Baptist U.
- Power Distribution and Supply Chain Knowledge Transfer: A Study of a Chinese Steel Manufacturer | Qile He, U. of Bedfordshire; Abby Ghobadian, Henley Management College; David Gallear, Brunel U.; Nicholas O'Regan, Bristol Business

1170 🔾 🖃: (Paper Session) - (OM) Information Systems and Competition in Service Operations, and Servitization

4:45pm - 6:15pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 1170

Chair: David M Dilts, Knight Cancer Institute

- **№** Information Systems, Error Culture, and Healthcare Performance Outcomes | John Gardner, Ohio State U.; Ken Boyer, Ohio State U.; John Gray, Ohio State U.
- How do Incumbents Fare in the Face of Increasing Service Competition? | Ryan W. Buell, Harvard Business School; Dennis Campbell, Harvard Business School; Frances X. Frei, Harvard Business School

- ■Informed Operations in Industrial Field Services and Maintenance | Timo Ala-Risku, Aalto U.; Jan Holmstrom, Aalto U.; Max Finne, Aalto U.
- → Exploring the Service Paradox: How Servitization Impacts Performance of Manufacturers | Ivanka Visnjic, ESADE; Andrew Neely, Cambridge U.

1171 =: (DRP Session) - (OMT) Structural Contingency at **Different Levels**

4:45pm - 6:15pm San Antonio Convention Center: Room 007 A Tweet this session: #AOM2011 1171

Chair: Anthony Briggs, U. of Alberta

- → The Effect of Network Structure on Cross-border Acquisitions: A Resource Dependence Perspective | J. Muir Macpherson, Georgetown U.
- → The Micro-Foundations of Performance: The Roles of Integration, Differentiation and Strategic Scope I Virpi Turkulainen, Aalto U.; Mikko Ketokivi, IE Business School; Fabrizio Salvador, IE Business School
- Self-Reinforcing Fit and the Endogenous Evolution of Configurations | Ann Langley, HEC Montreal: Lorenzo Bizzi.
- ■The Economics of Collective Organisation | Achim Krausert, Nottingham U. Business School China

1172 =: (Paper Session) - (OMT) Organizational Identity

4:45pm - 6:15pm San Antonio Convention Center: Room 206 B Tweet this session: #AOM2011 1172

Chair: Aimee L. Hamilton, Pennsylvania State U.

- ■Organizational Identity Formation: Identity Imprinting and Enactment In Dutch Microbreweries | Jochem Kroezen, RSM Erasmus U.
- Imprisoned Freedom at "Wikipedia. The Free Encyclopedia"? | Christian M. B. Gebhardt, Catholic U. of Eichstaett-Ingolstadt; Stephan Kaiser, U. Bundeswehr, Munich; Gordon Mueller-Seitz, Freie U. Berlin
- ☐ The Organizational Antecedents of Interpersonal Tie Strength: A Theory and Empirical Test | Kenneth William Foster, U. of Toronto
- → The Impact of Identity Conflict on Organizational Restructuring at the Chinese Academy of Sciences | Dali Ma. Drexel U.

1173 =: (DRP Session) - (OMT) Evolution and Use of Technology

4:45pm - 6:15pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 1173

Chair: Ethan Mollick, U. of Pennsylvania

- Understanding Aesthetic Design in the Context of Technological Evolution | Micki Eisenman, Hebrew U. of Jerusalem
- ■The Automator's Dilemma: An Investigation of the Link Between Automation and the Nature Of Work | David Touve, Washington and Lee U.; Bruce Barry, Vanderbilt U.
- vManagement: Observations on the Practice of Management in a Virtual World | Susan Wurtz, U. of Northern Iowa; Dale Cyphert, U. of Northern Iowa; Leslie Duclos, U. of Northern lowa
- Are Walls Just Walls? Organizational Culture Maintenance in a Virtual Firm | Miriam Plavin, Brown U.

1174 : (Paper Session) - (OMT) Institutional Maintenance and Decay

4:45pm - 6:15pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1174

Chair: Anna B. Holm, Aarhus U.

- p. Defending your institution? The case of Italian lawyers | Evelyn Rita Micelotta, U. of Alberta; Marvin Washington, U.
- □ Cruel and Unusual Punishment: Institutional Maintenance via the Technologies of Death | David Chandler, U. of Texas, Austin; Roy R Suddaby, Alberta U.
- Identification And Analysis Of Institutional Decay: Exhibit "A" Health Care | Mikelle A. Calhoun, Georgia Southern U.: Joseph Weatherford, Georgia Southern U.
- ₱ Grobalization, Glocalization and Theorization in the Ontario Wine Industry I Maxim Voronov. Brock U.: Dirk De Clercq, Brock U.; C.R. Bob Hinings, U. of Alberta

1175 : (Paper Session) - (OMT) Interactions, Homophily, & Stratification

4:45pm - 6:15pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1175 Chair: Jennifer M. Merluzzi, U. of Chicago

₱Discretion Within the Constraints of Opportunity: Gender Homophily and Structure in a Formal Org | Adam M.

Kleinbaum, Dartmouth College; Toby E. Stuart, Harvard U.; Michael L. Tushman, Harvard U.

- ₱ Go with Your Gut: A Theory of Emotion and Inequality in Hiring | Lauren A Rivera, Northwestern U.
- ♥ Overcoming Differences: Activities and Diversity in a Social Network | Mark Thomas Rivera, Northwestern U.; Helena Buhr, Northwestern U.; Brian Uzzi, Northwestern U.
- ☐ The Stratification of Organizational Attention: A Simulation Model | Sara B. Soderstrom, U. of Michigan

1176 =: (DRP Session) - (OMT) Dynamics of Institutional Entrepreneurship

4:45pm - 6:15pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 1176

Chair: Mike Valente, Richard Ivey School of Business

- → Boundary Organization Design and Interaction Work as Tools of Institutional Change | Markus Perkmann, Imperial College London; Henri Schildt, Hanken School of Economics
- ■Towards a Process Theory of Propagating Interests: Change in a Chamber of Commerce | Brett Crawford, Copenhagen Business School; John Branch, U. of Michigan
- → ☐ From ideals to Institutions: Institutional Entrepreneurship in Small Business Finance | Rodrigo Canales, Yale U.
- Beyond Dispersed Institutional Entrepreneurship Interplay Between Change and Professionalization | Betina Szkudlarek, U. of Sydney

1177 =: (DRP Session) - (OMT) The Institutional Work of **Professions and Associations**

4:45pm - 6:15pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 1177 Chair: Mary Dunn, U. of Texas, Austin

■Knotting Institutional Logics Together: Insights from the Field of Retail Pharmacy | Davide Nicolini, U. of Warwick; Giuseppe Delmestri, Bergamo U.; Elizabeth Goodrick, Florida

- Atlantic U.; **Trish Reay**, U. of Alberta; **Kajsa Lindberg**, Goteborg U.; **Petra Adolfsson**, Goteborg U.
- Professions and the Institutional Work of Maintenance: Regulating the H-1B Visa Program | **Greg Liegel**, U. of Chicago
- → The Institutional Work of German Bioenergy Associations in Creating New Markets | Bogdan Prokopovych, U. of Rhode Island
- ₱Bringing Institutional Change Inside the Organization: Staff Professionals as Key Enablers | Thibault Daudigeos, Grenoble Ecole de Management; Marko Pitesa, Grenoble Ecole de Management

1178 : (DRP Session) - (OMT) Early Experiences and Imprinting in Organizations

4:45pm - 6:15pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1178

Chair: Amit Karna, EBS Business School

- Generation of Firm-Specific Knowledge The Role of Organizational Imprinting and Exploratory Learning | Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Yijin Wu, Hong Kong U. of Science and Technology
- The Effect of Individuals' Experiences on the Form and Path of Entrepreneurial Behavior | Kathryn Heinze, U. of Michigan, Ann Arbor
- Success as a Buffer: Hibernation and the Advantages of Waiting | Henning Piezunka, Stanford U.; Jerker C. Denrell, U. of Oxford

1179: (ONE) ONE Business Meeting

4:45pm - 6:15pm Marriott Riverwalk: Salon C Tweet this session: **#AOM2011** 1179

Division Chair: Magali Delmas, U. of California, Los Angeles

1180 ☐: (Paper Session) - (ONE) Institutional Logics, Legitimacy and Deviance on the Issue of Sustainability

4:45pm - 6:15pm Marriott Riverwalk: Salon E Tweet this session: **#AOM2011 1180**

Chair: Susse Georg, Copenhagen Business School

- Institutional Forces and Legitimacy: Their Role in Proactive Environmental Strategies | David Graham Hyatt, U. of Arkansas, Fayetteville; Nicholas Berente, U. of Georgia
- Resisting Isomorphism: Investigating the Adoption of Corporate Environmentalism | Ruthairat Protpakorn, Pennsylvania State U.; Judd Michael, Pennsylvania State U.; Tim Pollock, Pennsylvania State U.
- Institutional Logics of Sustainable Development | Aarti Sharma, U. of South Florida

1181: (DRP Session) - (PNP) Networks, Collaboration and Partnerships Within and Across Sectors

4:45pm - 6:15pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 1181

Facilitator: Gordon Kingsley, Georgia Institute of Technology

■ Same Differences:Comparing Social Service Policy
Networks in the US and Korea | Jeongyoon Lee, Rockefeller

- College, U. at Albany SUNY; **R Karl Rethemeyer**, Rockefeller College, U. at Albany SUNY
- Wingtips to Dancing Shoes: Institutional Dynamics of Strategic Planning in a Privatizing Firm | W. L. Dougan, U. of Wisconsin, Whitewater; David Jennings, Nottingham Trent U.
- When Might a Project Break up? A Case Study of National Physical Laboratory PFI Project | Chen-Yu Chang, U. College London
- □ Internal and External Approaches to Structure and Authority in Boundary-Spanning Collaborations | Craig Boardman, Ohio State U.
- ■Patterns of Interlocking Boards of Directors: The Search for Specific and Complementary Knowledge | Nicole Esparza, U. of Southern California

1182 �→ □JS: (PNP, CAR) Organizational Change in Public Sector Health Care Organizations and Universities

4:45pm - 6:15pm Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 1182

Organizers: Stephen T.T. Teo, Curtin U.; Cameron John Newton, Queensland U. of Technology; David Pick, Curtin U.

- LMX, Networks, and Psychological Wellbeing of Australian Nurses and Police | Yvonne Brunetto, Southern Cross U.; Kate Shacklock, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast
- Do Australian Public and Nonprofit Nurses Cope with Administrative Stressors? | Stephen T.T. Teo, Curtin U.; Cameron John Newton, Queensland U. of Technology; Esther Chang, U. of Western Sydney; David Pick, Curtin U.; Melissa Yeung, Sydney U.
- Figurehead of Change in Health Care Institutions in the Netherlands | Lysbeth van Silfhout, U. of Twente; Karin Sanders, U. of Twente
- Organizational Change and University Administrative Staff in Hong Kong | Victor P. Lau, Hang Seng Management College; Irene Hau-siu Chow, Chinese U. of Hong Kong; Yin Yee Wong, City U. of Hong Kong
- Changing Paradigms: Perceptions, Processes and Priorities | Kantha Ruby Dayaram, Curtin U.

1183 ■: (Paper Session) - (RM) Measuring personality, personality and sampling bias, and insufficient survey effort

4:45pm - 6:15pm La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 1183

Chair: Chester A. Schriesheim, U. of Miami

- ■Personality Assessment and Natural Language | Alka Gupta, State U. of New York, Binghamton; William D. Spangler, State U. of New York, Binghamton
- → □ Visiting the Role of Conscientiousness in Research Methods: A Neglected Bias in Sampling | Bing Wu, East China U. of Science and Technology
- Detecting Insufficient Effort Responding to Surveys: Convergent Validity and Psychometric Impact | Jason L. Huang, Michigan State U.; Paul G Curran, Michigan State U.; Jessica Keeney, Michigan State U.; Elizabeth Poposki, Indiana U. - Purdue U., Indianapolis; Rick DeShon, Michigan State U.

1184 — JS: (RM, OB) Operationalizing Team-Level Constructs: What Lies beyond Aggregations?

4:45pm - 6:15pm La Quinta Inn & Suites: Crockett East

Tweet this session: #AOM2011 1184

Coordinator: Mai P. Trinh, Case Western Reserve U. Presenters: James M. LeBreton, Purdue U.; David A Hofmann, U. of North Carolina, Chapel Hill; Richard J. Klimoski, George Mason U.; Matthew A. Cronin, George Mason U.; Mary J. Waller, York U.; Corinne Coen, Case Western Reserve U.

1185 → \((DRP Session) - (SIM) Ethics Education and Leadership

4:45pm - 6:15pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 1185 Chair: Laura Ann Ketter, Tiffin U.

- Ethical Leadership and Employee Commitment: A Multifoci Social Exchange Perspective | S. Duane Hansen, Central Washington U.; Bradley J Alge, Purdue U.; Michael E. Brown, -Pennsylvania State U., Erie; Christine Lynn Jackson, Purdue U., West Lafayette; Benjamin B. Dunford, Purdue U.
- □ Student Perceptions of Business Ethics Education: Do We Really Understand What They Think? | Scott J. Reynolds, U. of Washington; Carolyn Dang, U. of Washington
- Approving or Improving Ethics in Management Journals | Michelle Greenwood. Monash U.
- □ Individual Moral Identity as a Moderator of Reactions to Leader Dishonesty | Steven Grover, U. of Otago
- ☐ Toward Authenticity in Teaching the Principles of Responsible Management Education | Amy Klemm Verbos. U. of South Dakota

1186: (SIM) SIM Division Business Meeting

4:45pm - 6:15pm Marriott Rivercenter: Salon B Tweet this session: #AOM2011 1186

Division Chair: Barry M Mitnick, U. of Pittsburgh

1187 =: (Paper Session) - (TIM) Geography and Innovation 4:45pm - 6:15pm San Antonio Convention Center: Room 006 A Tweet this session: #AOM2011 1187

Chair: Anne L.J. ter Wal, Imperial College Business School

- → The Influence of R&D Alliance Partner's Location on Firm Exploratory and Exploitative Innovation | Mashiho Mihalache, Erasmus U. Rotterdam; Oli Radu Mihalache, Erasmus U. Rotterdam
- Geographic and Technological Proximity and the Quality of Knowledge of New Ventures | Warren Boeker, U. of Washington, Seattle: Sandip Basu, California State U. East Bay: Michael Deane Howard, U. of Washington; Arvin Sahaym, Washington State U.
- Network Dynamics in Regional Clusters: The Perspective of Emerging Economies | Elisa Giuliani, U. of Pisa

1188 : (Paper Session) - (TIM) Managing Product Innovation

4:45pm - 6:15pm San Antonio Convention Center: Room 006 B Tweet this session: #AOM2011 1188

Chair: Francis Cornut, HEC Montreal

- Managing Product Innovation in Environment with Dysfunctional Competition | Weiping Liu, Shanghai U. of Finance and Economics; Kwaku Atuahene-Gima, City U. of
- Balancing New Product Quality and Innovativeness through Learning and Knowledge-sharing in NPD Teams I Abdessamad Ennabih, Radboud U. Nijmegen; Allard C.R. Van

Riel, Radboud U. Nijmegen; Zuzana Sasovova, VU U. Amsterdam; Janjaap Semeijn, Open U.

Product Innovation Processes in Small Firms: The Logic of Effectuation | Hans Berends, Eindhoven U. of Technology; Mariann Jelinek, College of William and Mary; Isabelle Reymen, Eindhoven U. of Technology; Rutger Stultiëns,

1189 =: (Paper Session) - (TIM) Technological Leaders and Followers

4:45pm - 6:15pm San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 1189 Chair: Monisha Das, U. of Maryland Eastern Shore

- → Technological Catching-up of Laggards: Don't Forget Looking up Your Peers. | Yuzhe Miao, Seoul National U.; Jaeyong Song, Seoul National U.
- ■Technological Leadership and Innovation Persistence: Empirical Evidence | Roberto Fontana, U. of Pavia & Bocconi U.; Diana Moriniello, Bocconi U.
- Leapfrog Me if You Will: Under What Circumstances a Laggard Technologically Leapfrogs the Leader? | I-Chen Wang, U. of Illinois, Urbana-Champaign

1190 : (T/M) TIM Division Distinguished Speaker

4:45pm - 6:15pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1190

1191 =: (DRP Session) - (TIM) Intellectual Property

4:45pm - 6:15pm San Antonio Convention Center: Room 008 A Tweet this session: #AOM2011 1191

- Facilitator: Valérie Duplat, EDHEC Business School Which Firms Patent (or Not)? Organizational Sources of Variation in Patent Acquisition | Sangmook Yi, Duksung Women's U.; Sangchan Park, National U. of Singapore
- ■The Role of Patents in the Context of New Product Development Failures | Robin Bürger, Fraunhofer Center for Central and Eastern Europe; **Diemo Urbig**, U. of Antwerp; Holger Patzelt, Technical U. München; Philipp G. Sandner, Technische U. München
- Business Models and Strategies for Knowledge Ownership: New Trends in US Patent Transactions | Bou-Wen Lin. National Tsing Hua U.; Yi-Ching Wu, National Tsing Hua U.
- Locus of Diversity and the Usefulness of Recombined Knowledge: Evidence from the USA Patent | Osamu Suzuki, Kwansei Gakuin U.; David T. Methe, Kwansei Gakuin U.
- → Impact of Transnational IP Rights on Firms' Knowledge Formation: Evidence from China-US Patent Dyads | Kenneth G Huang, Singapore Management U.

1192 : (DRP Session) - (TIM) Technological Evolution 4:45pm - 6:15pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 1192

Facilitator: Jose Ednilson De Oliveira Cabral, U. of Fortaleza (UNIFOR)

- Cognition, Disruptive Technologies, and the Decline of Incumbents | Riccardo Vecchiato. Polytechnic of Milan
- ■What Doesn't Kill You Makes You Stronger: General Technologies, Supporting Assets And Firm Survival | Gautam Ahuja, U. of Michigan; Alfonso Gambardella, Bocconi U.; Elena Novelli, U. of Bath

■Profiting from Disruptive Innovation | Hung-hsiang Kao, National Chengchi U.; Jen-fang Lee, National Chengchi U. ■When Patent Clusters in Discrete Technologies Pay Off Christian Sternitzke, CFH Beteiligungsgesellschaft/Ilmenau U. of Technology; Martin G Moehrle, U. of Bremen, Germany ■Technological Environments, R&D Investment and Firm Survival | Dmitry Sharapov, U. of Cambridge; Paul Antony Kattuman, Cambridge U.; Vania Sena, Aston Business School

Monday 5:00PM

1193: (ICW) Northeastern University-Moscow State **University Annual Reception**

5:00pm - 7:00pm San Antonio Convention Center: Room 205

Tweet this session: #AOM2011 1193

Organizer: Chris Robertson, Northeastern U.

1194: (ICW) Management Faculty of Color Association **Business Meeting**

5:00pm - 6:30pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 1194

Organizer: Tiffany Galvin Green, Flagler College

Monday 5:30PM

1195 🗨 🖃 : (HR) Research Meets Practice 2: Networking among HR Professionals

5:30pm - 8:30pm Grand Hyatt: Lone Star F Tweet this session: #AOM2011 1195 Organizer: Saul Carliner, Concordia U.

Monday 6:00PM

1196: (ICW) MMD Debriefing (4)

6:00pm - 7:00pm Grand Hyatt: Bonham B Tweet this session: #AOM2011 1196

We would like to invite the MMD Community to debriefing sessions every evening during AoM. The purpose of the debriefing sessions is to allow the MMD students and faculty to share knowledge, ideas, wonder and other issues of the AoM experience. Target group: present and former participants of the Master of Management Development (MMD) programme of CBS. Host: MMD / professor John Christiansen, professor Kristian Kreiner, professor Jan Molin,

Organizer: Lise Balslev, CBS/ MMD

1197: (MOC) MOC Social Hour and Business Meeting

6:00pm - 8:00pm Marriott Riverwalk: Salon D Tweet this session: #AOM2011 1197

1198: (RM) Business Meeting

6:00pm - 7:00pm La Quinta Inn & Suites: Fiesta E&F Tweet this session: #AOM2011 1198

All are welcome to attend.

1199: (SAP) SAP Business Meeting and Party

6:00pm - 8:00pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 1199

A combined business meeting and social for the Strategizing, Activies & Practice Special Interest Group

Monday 6:15PM

1200: (MED) MED Business Meeting and Awards Presentation

6:15pm - 7:45pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 1200

This is a meeting in which (1) officers of MED review the activities of the past year and (2) the division presents its awards. All MED

members are en

Secretary: Joann Krauss Williams, Judson College

Treasurer: V Seshan, Pepperdine U.

Division Chair: Kenneth R. Thompson, DePaul U. Program Chair: Toni Ungaretti, Johns Hopkins U.

Professional Development Workshop Chair: Jacob Eisenberg, U.

College Dublin

Division Chair-Elect: Jon Billsberry, Coventry U.

Past Chair: Katherine A. Karl, U. of Tennessee, Chattanooga

Monday 6:30PM

1201: (BPS) BPS Business Meeting

6:30pm - 7:30pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1201

1202: (CAR) CAR Social Hour

6:30pm - 8:30pm Grand Hyatt: Texas Ballroom D Tweet this session: #AOM2011 1202 Division Chair: Suzanne C. de Janasz, IMD Program Chair: Julia Richardson, York U.

Professional Development Workshop Chair: Peter A. Heslin, U. of

New South Wales

Division Chair-Elect: Svetlana Khapova. VU U. Amsterdam

1203 : (CMS) CMS Social Hour

6:30pm - 8:30pm Marriott Rivercenter: Salon J Tweet this session: #AOM2011 1203 Chair: Alex Faria, Fundação Getulio Vargas

1204: (ENT) ENT Business Meeting

6:30pm - 7:30pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1204

To be held 6:30 - 7:30 p.m., immediately followed by the ENT Social

Secretary: Franz T. Lohrke, Samford U. Treasurer: Melissa S. Cardon, Pace U.

Division Chair: Per Davidsson, Queensland U. of Technology Program Chair: David Audretsch, Indiana U., Bloomington Professional Development Workshop Chair: Sharon Alvarez, The

Ohio State U.

Division Chair-Elect: Mike Wright, Nottingham U.

Past Chair: Eileen Fischer, York U.

1205: (GDO) GDO Business Meeting.

6:30pm - 7:30pm Grand Hyatt: Presidio A Tweet this session: #AOM2011 1205

Members and friends of GDO are encouraged to attend the Business Meeting. Celebrate with recipients of GDO Division research and service awards.

Division Chair: David A. Kravitz, George Mason U.

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

Simmons College

Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.

Past Chair: Quinetta Roberson, Villanova U.

1206: (HCM) HCMD Business Meeting

Section D

6:30pm - 7:30pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 1206

Division Chair: Eric S. Williams, U. of Alabama Program Chair: Jami Leanne DelliFraine, U. of Texas

Professional Development Workshop Chair: Eric W. Ford, U. of

North Carolina, Greensboro

Division Chair-Elect: Trish Reay, U. of Alberta

Past Chair: Robert Weech-Maldonado, U. of Alabama, Birmingham

1207: (ICW) Management Faculty of Color Association Reception

6:30pm - 8:00pm Grand Hyatt: Texas Ballroom B Tweet this session: #AOM2011 1207

A reception of Management Faculty of Color Association Members,

Sponsors, and Interested Parties.

Organizer: Tiffany Galvin Green, Flagler College

1208: (IM) IM Business Meeting

6:30pm - 7:30pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 1208

1209 (MC) MC Business Meeting

6:30pm - 7:30pm Grand Hyatt: Lone Star E Tweet this session: #AOM2011 1209

Division Chair-Elect: Therese F. Yaeger, Benedictine U. Presenter: Ansgar Richter, EBS Business School

1210 : (MH) Management History Division Social Gathering

6:30pm - 8:30pm Marriott Rivercenter: Salon A Tweet this session: #AOM2011 1210

Open to all. Refreshments and stimulating conversation. For MH Division members, guests, and all AOM members.

1211 : (OB) OB Division Awards and Social Hour

6:30pm - 8:30pm Grand Hyatt: Texas Ballroom E & F Tweet this session: #AOM2011 1211

1212 : (OCIS) OCIS Business Meeting (Following Keynote)

6:30pm - 7:30pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1212

Division Chair: Brian S. Butler, U. of Pittsburgh

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

Syracuse U.

Division Chair-Elect: Manju K Ahuja, U. of Louisville

Past Chair: Katherine J. Stewart, U. of Maryland, College Park

1213 : (ODC) ODC Division Reception

6:30pm - 8:30pm Grand Hyatt: Texas Ballroom C Tweet this session: #AOM2011 1213

Featuring the Frank Barrett & Colin Fisher Jazz Ensemble

Host: Ronald Fry, Case Western Reserve U.

1214: (OMT) OMT Business Meeting and Artifact

6:30pm - 7:30pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1214

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

Division Chair-Elect: Matthew Kraatz, U. of Illinois Past Chair: Henrich R. Greve, INSEAD

1215 : (S/M) SIM Division Social

6:30pm - 9:00pm Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 1215

Monday 7:00PM

1216 : (ONE) ONE Social

7:00pm - 10:00pm Offsite: Institute of Texas Cultures

Tweet this session: #AOM2011 1216

OS: Institute of

Texas Cultures, 801 East Durango Blvd. (<a

href="http://texancultures.com/"

target="_blank">http://texancultures.com/)

Monday 7:15PM

1217: (RM) Research Methods Division Reception

7:15pm - 9:15pm La Quinta Inn & Suites: Fiesta D Tweet this session: #AOM2011 1217 All are welcome to attend.

Monday 7:30PM

1218: (AAC) Indian Academy of Management Social

7:30pm - 9:30pm Marriott Rivercenter: Salon D

Tweet this session: #AOM2011 1218

By invitation only

Organizers: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U. Chicago

1219 : (BPS) BPS Social

7:30pm - 8:30pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1219

1220 : (ENT) ENT Social Reception

7:30pm - 10:30pm San Antonio Convention Center: Room 007 C Tweet this session: #AOM2011 1220

Sponsored by USC. Immediately after the ENT Business Meeting.

1221 : (GDO) GDO Division Reception

7:30pm - 10:00pm Grand Hyatt: Lone Star C

Tweet this session: #AOM2011 1221

Division Chair: David A. Kravitz, George Mason U.

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

Simmons College

Division Chair-Elect: Diana Bilimoria, Case Western Reserve U.

Past Chair: Quinetta Roberson, Villanova U.

1222 : (HCM) Health Care Management Division Reception

7:30pm - 9:30pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 1222

Sponsored by the Association of University Programs in Health Administration (AUPHA) and the Texas A&M University School of Rural Public Health.

1223 : (ICW) University of Michigan Reception

7:30pm - 9:00pm San Antonio Convention Center: Room 217 D

Tweet this session: #AOM2011 1223

Organizer: Heewon Chae, U. of Michigan, Ann Arbor

1224: (OCIS) OCIS Reception and Social Event

7:30pm - 10:00pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1224

The OCIS Reception is open to all OCIS and others interested Academy Members.

1225: (OMT) OMT Social Hour

7:30pm - 9:00pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 1225

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

of Alberta

Division Chair-Elect: Matthew Kraatz, U. of Illinois

Past Chair: Henrich R. Greve, INSEAD

Monday 8:00PM

1226: (MED) MED Social Event

8:00pm - 11:00pm Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 1226**

This is a social event for all members of MED. Please come to socialize with friends new and old, All MED members are welcome.

Host: Toni Ungaretti, Johns Hopkins U.

Division Chair: Kenneth R. Thompson, DePaul U.

Monday 8:30PM

1227: (ICW) Weatherhead School of Management, Case Western Reserve University, Annual Reception

8:30pm - 10:30pm Grand Hyatt: Lone Star A Tweet this session: **#AOM2011 1227**

Weatherhead School of Management, Case Western Reserve University annual reception for alumni and colleagues. Registration and submission of business card at door will be required for entry. Organizer: Lila E Robinson, Weatherhead School of Management

Tuesday 7:00AM

1228: (IM) Meet the IM Leadership Breakfast

7:00am - 8:00am San Antonio Convention Center: Room 214 A

Tweet this session: #AOM2011 1228 Organizer: John Mezias, U. of Miami

1229: (MC) MC Executive Committee Planning Meeting

7:00am - 8:00am Grand Hyatt: Crockett B Tweet this session: #AOM2011 1229

1230: (MSR) MSR Morning Meditation Session

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

Tweet this session: #AOM2011 1230

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

Organizer: Gerald Biberman, U. of Scranton

Tuesday 7:30AM

1231: (AAA) AOM Past Presidents Breakfast

7:30am - 8:30am San Antonio Convention Center: Mission 103 B

Tweet this session: #AOM2011 1231

1232: (MED) MED Executive Committee Planning Meeting

7:30am - 9:30am Marriott Rivercenter: Salon D Tweet this session: #AOM2011 1232

This meeting is for the MED Executive Committee to plan the agenda and establish the work plan for the coming year.

Secretary: Joann Krauss Williams, Judson College

Treasurer: V Seshan, Pepperdine U.

Program Chair: Toni Ungaretti, Johns Hopkins U.

Professional Development Workshop Chair: Jacob Eisenberg, U.

College Dublin

Division Chair-Elect: Jon Billsberry, Coventry U.

1233: (SIM) SIM Tuesday Welcome Session

7:30am - 8:00am Marriott Rivercenter: Salon B Tweet this session: #AOM2011 1233

Tuesday 8:00AM

1234: (AAA) Conference Registration

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

Tweet this session: #AOM2011 1234

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

1235 : (AAA) San Antonio 2011 LAC

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

Tweet this session: #AOM2011 1235

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

Miller, U. of Texas, San Antonio

1236: (AAA) AOM Membership

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

Tweet this session: #AOM2011 1236

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

Organizer: Stephanie Case Henagan, Northern Illinois U.

1237 : (Paper Session) - (BPS) Governance and

Corporate-Level Outcomes

8:00am - 9:30am San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 1237

Chair: Richard L Priem, Texas Christian U.

- → Configurations and Performance: The Role of Complementarities in the Design of Law Firms | Edgar Ennen, EBS Business School; Ansgar Richter, EBS Business School; Klaus Uhlenbruck, U. of Montana
- Corporate Turnaround Revisited: A Theory Rebuilding and Empirical Testing Study | Chanchai Tangpong, North Dakota State U.; Zonghui Li, Nanjing Audit U.
- ■What's News? CSR and Corporate Reputation Management | Jiao Luo, Columbia U.: Stephan Meier. Columbia Business School; Felix Oberholzer-Gee, Harvard Business School
- Corporate Effect vs. Industry Effect: New Evidence from Private Equity Owned Businesses | Oliver Gottschalg, HEC

1238 ■: (Paper Session) - (BPS) Entrepreneurship,

Innovation and Networks

8:00am - 9:30am San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 1238

Chair: Yongwook Paik, U. of Southern California

- New Venture Creations by Business Groups: An Intra-Group Structure Perspective | Qian Gu, National U. of Singapore; Chi-Nien Chung, National U. of Singapore; Jane Lu, National U. of Singapore
- Costs of Partner Search and Selection in Entrepreneurial Alliances | Thomas Mellewigt, Freie U. Berlin; Carolin Decker, Otto Beisheim Graduate School of Management (WHU)
- Entrepreneurial Orientation, Resource Acquisition, and Firm Competitiveness: A Network Perspective | Xu Jiang, Xi'an Jiaotong U.: Yue Gao, Xi'an U. of Technology: Gang Wang. Xi'an Jiaotong U.; Carl F. Fey, Nottingham U. Business School
- ■The Impact of Network Instability on Innovation at a Network Level | Shu-Ping Li, National U. of Singapore; Ishtiag Pasha Mahmood, National U. of Singapore; Sai Krishna Yayavaram, National U. of Singapore

1239 ■: (DRP Session) - (BPS) Antecedents of

Organizational Change

8:00am - 9:30am San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 1239

Facilitator: Peer C. Fiss, U. of Southern California

- ■When and Why Are Reliable Organizations Favored? | Sendil Ethiraj, U. of Michigan, Ann Arbor; Sangyoon Yi, U. of Southern Denmark
- Resource Bundling and the Speed of Strategic Change: Moderating Effects of Relational Capital | Yuan Li, Shanghai JiaoTong U.; Yaqun Yi, Xi'an Jiaotong U.; Michael A. Hitt, Texas A&M U.; Yi Liu, Shanghai JiaoTong U.
- An Organizational Identity Perspective on Boundary Decisions | Sabine B. Klein, Otto Beisheim Graduate School of Management (WHU); David N. Hanisch, Otto Beisheim Graduate School of Management (WHU)
- → ■Let the Customer Lead, Lead the Customer or Do Both? | Monika Oswald, RWTH Aachen U.

■ Measuring Strategic Decision Comprehensiveness: A Scale Development and Validation Study | Bradley George, Babson College

1240 =: (DRP Session) - (BPS) Governing Multi-Business Firms: TCE and Agency Theoretical Perspectives

8:00am - 9:30am San Antonio Convention Center: Room 203 A Tweet this session: #AOM2011 1240

Facilitator: Thomas Brush. Purdue U., West Lafavette Influence of Ownership Form and Knowledge Transfer Processes on Firm Performance | Mona Bahl, Purdue U., West Lafayette; Aldas Pranas Kriauciunas, Purdue U.

- Weak Institutional Developments of Emerging Markets | Chunguo Yu, Zhejiang U.
- ■An Empirical Test of the Key Determinants of Chinese Construction Subcontracting Decisions | Chen-Yu Chang, U. College London; Chen Shi, UCL
- Vertical Integration and the Scope of Uncertainty: Evidence from the PC Gaming Industry | Joerg Claussen, Ifo Institute for Economic Research
- Plural Governance: A Transaction Cost Model | Niels Peter Mols, Aarhus U.

1241 =: (Paper Session) - (BPS) Downsizing and

Divestment

8:00am - 9:30am San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1241

- Chair: Donald D Bergh, Denver U.
- ■Stakeholder Reaction and Post-Bankruptcy Outcome: An Application of Signaling Theory | Jun Xia, West Virginia U.; David Dawley, West Virginia U.; Rong Ma, U. of Missouri, Kansas City; Kimberly B. Boal, Texas Tech U.
- ■Post-Divestment Innovation Productivity and Technological Diversity | Aseem Kaul, U. of Minnesota
- On the Outside Looking In: Capital Market Perceptions of Legacy Spinoffs | Emilie Feldman, Wharton School
- ₽ Corporate Diversification, Bureaucratic Costs and Likelihood of Bankruptcy | Punit Arora, Syracuse U.

1242 : (Paper Session) - (BPS) Knowledge, Capabilities, and Competitive Heterogeneity

8:00am - 9:30am San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1242

Chair: Craig E. Armstrong, U. of Alabama

- → Dynamic Capabilities at a Bifurcation Point: A Definition For Fostering Meaningful Conversation | Maria Cristina Cinici, U. of Catania; Giovanni Battista Dagnino, U. of Catania; Alessandro Giudici, Cranfield U.; Patrick Reinmoeller, Cranfield U.
- Performance Effects of Proactive Exploratory and Exploitative Innovation in Dynamic Environments | Shiko M. Ben-Menahem, Erasmus U. Rotterdam: Justin J.P. Jansen. Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U. Rotterdam
- ■What are the Strategic Implications of Firm-Specific Incentives? | David Kryscynski, Emory U.
- № Knowledge Management Processes and Unit Performance: A Contingency Perspective | Derrick McIver,

U. of Texas. San Antonio: Cynthia A. Lengnick-Hall. U. of Texas, San Antonio

1243 🗏 JS: (BPS, MOC) The Fog of Feedback: Performance Feedback Amidst Turbulent, Complex and Ambiguous Environments

8:00am - 9:30am San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1243

Organizers: John Joseph, Duke U.; Vibha Gaba, INSEAD; Nils Plambeck, HEC

Distinguished Speaker: Philip Bromiley, U. of California, Irvine Discussant: Theresa K Lant. Pace U.

Aspiration Correlation and Innovation in the Mobile Device Industry | John Joseph, Duke U.; Vibha Gaba, INSEAD

Toward Understanding Firms' Responses to Adversity: An Integrative Approach | Nils Plambeck, HEC; Sucheta Nadkarni, Drexel U.

The Moderating Influence of Diversification on Firm Actions in Response to Attainment Discrepancy | Federico Aime, Oklahoma State U.; Gerry McNamara, Michigan State U.; Kalin D. Kolev, Michigan State U.

The Role of Aspirations and Performance Variance in Corporate Acquisitions: A Behavioral Perspective | Ji-Yub Jay Kim, INSEAD; Sydney Finkelstein, Dartmouth College

1244 → □ JS: (CAR, HR, OB) Strategies for Sustaining **Employability throughout Careers**

8:00am - 9:30am Grand Hyatt: Lone Star B

Tweet this session: #AOM2011 1244

Chairs: Ans De Vos, Vlerick Leuven Gent Management School; Beatrice Van der Heijden, Radboud U. Nijmegen Discussant: Mel Fugate, Southern Methodist U.

Post-Organizational Employability: A Four-Cohort Study of Graduates' Changes in Career Aspirations I Katharina Chudzikowski, WU Vienna: Paul Georg Demeter, Wu Wien: Markus Latzke, Wu Wien; Bernadette Loacker, Wu Wien; Wolfgang Mayrhofer, WU Vienna; Astrid Reichel, WU Vienna; Michael Schiffinger, WU Vienna; Thomas M. Schneidhofer, WU Vienna; Johannes Steyrer, WirtschaftsU. Wien

Skills, Employability Perceptions and Work Attitudes in Graduate Occupations | **Dora Scholarios**, U. of Strathclyde; Belgin Okay, U. of Strathclyde

The Role of Perceived Employability in Active Job Search throughout the Career | Ans De Vos, Vlerick Leuven Gent Management School; Anneleen Forrier, Lessius U. College; Sara De Hauw, Vlerick Leuven Gent Management School; Ine Willemse, Vlerick Leuven Gent Management School; Katleen E. M. De Stobbeleir, Vlerick Leuven Gent Management School

The Predictive Validity of Big Five Personality Traits versus Profiles for Career Success | Judith Semeijn, Open U. the Netherlands; Beatrice Van der Heijden, Radboud U. Nijmegen; Alain De Beuckelaer. Radboud U. Niimegen

1245 S: (CAR, OMT, HR) Structures of Opportunity: Careers Within and Across Organizations

8:00am - 9:30am Grand Hyatt: Presidio B

Tweet this session: #AOM2011 1245

Organizers: Christopher I. Rider, Emory U.; David Tan,

Georgetown U.

Discussant: Joseph Broschak, U. of Arizona

Ties to Stars and Career Advancement I Forrest Briscoe. Pennsylvania State U.; Wenpin Tsai, Pennsylvania State U. Networks of Distinction: Social Networks and Prestige in the Architectural Profession | Candace Jones, Boston College;

Massimo Maoret, Boston College

- The Influence of Person-Job Misfit on Organizational Structure | Amanda Ferguson, London Business School; Christine Beckman, U. of California, Irvine; M. Diane Burton, Cornell U.; Lisa Ellen Cohen, McGill U.
- A Behavioral Perspective on Inventors' Mobility | Paul Almeida, Georgetown U.; Francesco Di Lorenzo, Georgetown
- Organizational Status Hierarchies and Individual Mobility among Large U.S. Law Firms | Christopher I. Rider, Emory U.; David Tan, Georgetown U.

1246 €→ ← □CAU: (CAU) West Meets East and Multicultural Effects: Developmental Networks Research

8:00am - 9:30am Hilton Palacio del Rio: La Reina South Tweet this session: #AOM2011 1246

In line with this year's conference theme "West Meets East: Enlightening, Balancing, and Transcending", the purpose of this research incubator is to generate new insights into key questions at the intersection of developmental networks and global cultural multiplicity: What role do cultural values play in the soliciting and provisioning of developmental support within and outside the work setting? How do country cultural values influence network structural dimensions (e.g., network size, diversity)? What specific culturally-aware practices can and do Eastern, Western, and multinational organizations employ to facilitate supportive relationships that enhance individual and organizational success? How can scholars and practitioners collaborate to advance our understanding in this area? The developmental network is a relatively new construct that has received increasing academic attention. We believe this caucus will provide participants a valuable forum to network with others who share a research interest, discuss methodological, conceptual, and practice issues, and explore potential collaborations, in addition to helping move the current focus toward a more holistic and culturally-aware understanding of the solicitation and provisioning of developmental network support for individuals from many cultures.

Organizers: Richard Donald Cotton, Appalachian State U.; Yan Shen. U. of Victoria

1247 № ■ CAU: (CAU) Promoting Diversity Among Faculty in Higher Education: Challenges, Insights, and New Collaborations

8:00am - 9:30am Hilton Palacio del Rio: La Vista North & Center Tweet this session: #AOM2011 1247

Participants: Mark V Roehling, Michigan State U.; Diana Bilimoria, Case Western Reserve U.

1248 📖 🗪 🔙 CAU: (CAU) Evidence-Based Management Gathering and Conversation

8:00am - 9:30am Hilton Palacio del Rio: La Vista South Tweet this session: #AOM2011 1248

You are welcome to this annual AOM get-together for scholars, educators, and practitioners interested in EBMgt. Come learn and share EBMgt activities and interests.

Organizers: Denise M. Rousseau. Carnegie Mellon U.: Eric Barends, VU U. Amsterdam; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania

1249: (Paper Session) - (CDP) Emerging Economies, **Consulting and Human Resource Management**

8:00am - 9:30am Hilton Palacio del Rio: La Espada Tweet this session: #AOM2011 1249 Facilitator: Atsuto Nishio, Takushoku U.

- → HR: High performance work system, transformational leadership behavior and task performance | Hsi-An Shih, National Cheng Kung U., Tso Jen Chen, National Cheng Kung U.; Chu-Chun Hsu, Southern Taiwan U.
- → MC: The Use of FX Derivatives and the Cost of Capital: Evidence of Brazilian Companies | Hsia Hua Sheng, Fundacao Getulio Vargas; Mayra Ivanoff Lora, Fundacao Getulio Vargas; Joao Ricardo Ribeiro Coutinho, Fundacao Getulio Vargas
- MC: Commodification and Colonization: The Impact of Procurement on Consulting Knowledge (WITHDRAWN) | Joe O'Mahoney, Cardiff U.; Christopher Wright, U. of Sydney; Stefan Huesinkveld, Katholieke U. Nijmegen
- → HR: HR Practice and Job Satisfaction of Culturally Different Companies in China: A Case Study | Zhengdan Liu. Northeastern U.

1250 €→ 🗨 🖃: (DRP Session) - (CM) Negotiator Effectiveness: Does it Matter Who You Are, What You Feel, or What You Do?

8:00am - 9:30am Grand Hyatt: Travis A Tweet this session: #AOM2011 1250

Facilitator: Kathleen O'Connor, Cornell U.

Physical Attractiveness and Negotiation Performance I Don Moore, U. of California, Berkelev

- Job Satisfaction on Negotiator Effectiveness I Shu-cheng Steve Chi, National Taiwan U.; Ray Friedman, Vanderbilt U.; Huei-Lin Shih, National Taiwan U.
- ■Compensation and Job Offer Negotiations: A Review and Recommended Research Strategy | Edward W. Miles, Georgia State U.; Elizabeth Foster Clenney, Georgia State U.
- → Glad to be Mad: When Negotiators Strategically Choose to Feel Angry | Alison Wood, U. of Pennsylvania; Simone Moran, Ben Gurion U. of the Negev; Yoella Bereby-Meyer, Ben Gurion U. of the Negev; Maurice Schweitzer, U. of Pennsylvania
- ■Ask (the Right Way) and You Shall Receive: The Effect of Question Type on Disclosure and Deception, I Julia Alexandra Minson, Wharton School: Nicole Ruedy, U. of Washington; Maurice Schweitzer, U. of Pennsylvania

1251 → ■ JS: (CM, OB) Trust in Bargaining

8:00am - 9:30am Grand Hyatt: Bonham C Tweet this session: #AOM2011 1251

Organizer: Dejun Tony Kong, Washington U. in St. Louis Discussant: Roy J. Lewicki, Ohio State U.

Of Machiavelli and Mad Men: The Effect of Strategic Emotion on Trust and Negotiation Outcomes | Rachel Campagna, Washington U. in St. Louis; Dejun Tony Kong, Washington U. in St. Louis; Alexandra A. Mislin, American U.; William P. Bottom, Washington U. in St. Louis

- Trust as a Tactic: The Calculative Induction of Reciprocity | Eileen Chou, Northwestern U.; Nir Halevy, Stanford U.; Keith Murnighan, Northwestern U.
- Primed to Lie: Regulatory Fit, Trust and Deception in Negotiation | Mara Olekalns, U. of Melbourne; Corinna Hong Yie Tsao, U. of Melbourne; Christopher James Horan, U. of Melbourne; Philip Leigh Smith, U. of Melbourne
- Trust Recovery after Violation: A Middle Eastern Investigation

 C. Ashley Fulmer, U. of Maryland, College Park; Doa'a

 Barqawi, Independent Institute for Administration and Civil Society Studies; Munqith Dagher, Independent Institute for Administration and Civil Society Studies

1252 🗀 🖃 : (Paper Session) - (CMS) New Critical Vistas on Research and Education

8:00am - 9:30am Marriott Rivercenter: Salon L Tweet this session: **#AOM2011 1252**

Chair: Deborah Jones, Victoria U. of Wellington

- New Scientific Management? A Critique of Ideology and Epistemology in Evidence-based Management | Severin Hornung, Hong Kong Polytechnic U.
- Letters From Philip Morris: A Feminist version of Corporate Denial | Robbin Derry, U. of Lethbridge
- Towards a Theory of Aged Organizations | Rebecca Whiting, Birkbeck, U. of London
- → Women in Academe: Bringing Feminism Back to Dispel yet Another Wicked Issue | Marianna Fotaki, U. of Manchester

1253: (Paper Session) - (DISC) Identity

8:00am - 9:30am Hyatt Regency: Blanco Tweet this session: **#AOM2011 1253**

Discussant: S. Douglas Pugh, Virginia Commonwealth U.

- OB: The Role Identity Process in Organizational Socialization Improvement: An Interactionist Perspective | Ming Nick Yan, Hong Kong Baptist U.; Guo-hua Huang, Hong Kong Baptist U.; Yuan Yi Chen, Hong Kong Baptist U.; Mingjian Zhou, Harbin Institute of Technology
- OB: A Punctuated Equilibrium Model of Identity Change: The Case of Women's Career Commitment (WITHDRAWN) | Una Kim, Harvard U.
- ■OB: Outperforming Whom? | Bart Dietz, RSM Erasmus U.

1254: (Paper Session) - (DISC) **Training and Experiential Learning**

8:00am - 9:30am Hyatt Regency: Bowie A Tweet this session: #AOM2011 1254 Discussant: Daniel J Koys, DePaul U.

- ☐☐ MED: Linking in with Linkedin®: 3 Exercises,
 Professional Networking and Career-building | Joseph
 Gregory Gerard, Western New England College
- MED: Experiential Learning: Assessing Students' Entrepreneurial Skills in Live Projects | Jane Chang, U. of Westminster; Alison Rieple, U. of Westminster
- MED: Striking a Balance: Personalized Leadership Development for Direct-Entry MBA Students | Scott Comber, Dalhousie U.; Jenny Baechler, Dalhousie U.
- MED: Older Adults and Technology-Based Instruction:Optimizing Learning Outcomes and Transfer |

Natalie Wolfson, Colorado State U.; Thomas M. Cavanagh, Colorado State U.

1255 : (Paper Session) - (DISC) Organizational Theories in Operations Management

8:00am - 9:30am Hyatt Regency: Bowie B Tweet this session: **#AOM2011 1255**

Discussant: Suzanne de Treville, U. of Lausanne

- ■OM: Organizational Environment Impacting Servitization of Manufacturing | Max Finne, Aalto U.; Taija Turunen, Aalto U.
- OM: Consistent High Quality Performance in a Dynamic Environment: A Case Study | Hung-Chung Su, U. of Minnesota, Twin Cities; Kevin Linderman, U. of Minnesota
- ■OM: Management Innovation and Performance: Role of Organizational Effectiveness | Hale Kaynak, U. of Texas Pan American; Nuran Acur, U. of Strathclyde

1256: (Paper Session) - (DISC) OMT and Method

8:00am - 9:30am Hyatt Regency: Frio Tweet this session: **#AOM2011 1256**

Discussant: Georg Schreyogg, Freie U. Berlin

OMT: Make Hay While/Where the Sun Shines: Temporal and Spatial Heterogeneity in Venture Founding | **Mathijs de Vaan req your bil de Vaan**, Utrecht U.

- OMT: Article Quality and Team Size in Management Research: The Moderating Role of Article Type | Daniel Albert, U. of St. Gallen; Markus Kreutzer, U. of St. Gallen
- → ■OMT: International Expansion of Professional Fields | Congcong Zheng, San Diego State U.

1257 : (Paper Session) - (DISC) Information and Technology 8:00am - 9:30am Hyatt Regency: Maverick B

Tweet this session: #AOM2011 1257

Discussant: Cecil Eng Huang Chua, U. Auckland

- ➡→ ➡□OCIS: The West-East Divide in Information Ethics: Evidence from America and China | Maris G. Martinsons, City U. of Hong Kong; David Ma, Tsinghua U.
- ■OCIS: Ranking the Most Critical Skills for Managing IT Projects: A Delphi Study of IT Project Managers | Mark Keil, Georgia State U.; Hyung Koo Lee, Georgia State U.; Tianjie Deng, Georgia State U.
- → ■OCIS: Coordination of Global Teamwork: A Script-Based View | Catherine Cramton, George Mason U.; Tine Koehler, U. of Melbourne
- OCIS: Double-Distributed Coordination: Mobile Challenges to Coordination Perspectives | Gamel O. Wiredu, Ghana Institute of Management and Public Administration (GIMPA); Carsten Sorensen, London School of Economics; Adel Al-Taitoon, London School of Economics

1258 : (Paper Session) - (DISC) Internationalization and Innovation

8:00am - 9:30am Hyatt Regency: Navarro Tweet this session: **#AOM2011 1258**

Discussant: Motofusa Murayama, Seattle U.

- → ■BPS: General Purpose Technologies (GPTs) and the Restructuring of MNC International Innovation Networks | Ranfeng Qiu, California State U. San Bernardino
- → ■IM: R&D Internationalization, Resource Deployment, and Innovation Performance | Chia-Wen Hsu, National Chung

- Cheng U.; Hsien-Jui Chung, National Chung Cheng U.; Heng-Yih Liu, Yuan Ze U.
- → ■IM: FDI and Firm Innovation: The Role of the Institutional Environment and Absorptive Capacity | Kevin Chastagner, Washington State U.; Arvin Sahaym, Washington State U.

1259: (Paper Session) - (DISC) Cooperation and Competition

8:00am - 9:30am Hyatt Regency: Segin Tweet this session: #AOM2011 1259

Discussant: William Bogner, Georgia State U.

- ■BPS: The Impact of Alliances on Mutual Forbearance among Multimarket Competitors | Sascha Albers, U. of
- BPS: The Impact of Social Capital and Relationship Tension on Firms' Cooperative Performance I Ya Yuan Chang, National Chung Hsing U.; Ku-Ho Lin, National Chung
- BPS: The Wealth Effect of Competitive Behavior Among Rivals | Shao-Chi Chang, National Cheng Kung U.: Heng-Yu Chang, National Cheng Kung U.

1260 =: (Paper Session) - (ENT) The Role of Networks in **Entrepreneurial Activity**

8:00am - 9:30am San Antonio Convention Center: Room 007 B Tweet this session: #AOM2011 1260

Chair: Dominic M. Mwenja, California Miramar U.

- A Structure-Multiplexity Typology of Entrepreneurial Network Configurations | Martin Bliemel, U. of New South Wales; Ian P. McCarthy, Simon Fraser U.; Elicia Maine, Simon Fraser U.
- → Entrepreneurs' Networking Styles and Personal NetworkChurn | Balagopal Vissa, INSEAD; Suresh Bhagavatula, Indian Institute of Management, Bangalore
- Entrepreneurial Tie-Order Strategies and the Creation of Network Advantage | Celina Smith, EM Lyon; Erkko Autio, Imperial College Business School
- ■Performance of Newly-Formed Micro Firms: The Role of Financing & Entrepreneurs' Characteristics | Rowena Ortiz-Walters. Quinnipiac U.: Mark Gius. Quinnipiac U.

1261 =: (Paper Session) - (ENT) The Role of Learning in the Entrepreneurial Context

8:00am - 9:30am San Antonio Convention Center: Room 007 C Tweet this session: #AOM2011 1261

Chair: R H Hamilton, U. of Mississippi

- ₽ Selection and Serial Entrepreneurs | Jing Chen. Copenhagen Business School
- ■Toward a Conceptual Advancement of Entrepreneurial Learning | Catherine L. Wang, Royal Holloway, U. of London; Harveen Chugh, Royal Holloway, U. of London
- Barriers to Learning in Entrepreneurship | Rasmus Vendler Toft, Copenhagen Business School; Karl Wennberg, Stockholm School of Economics
- → Survival-Enhancing International Learning and the Effects of Nascence and Organizational IQ. | Alex Tai Loong Tan, Singapore Management U.; Mooweon Rhee, U. of Hawaii; Tung X. Bui, U. of Hawaii

1262 : (Paper Session) - (ENT) It's all in the Family: New Research on Management and Strategy

8:00am - 9:30am San Antonio Convention Center: Room 007 D Tweet this session: #AOM2011 1262

Chair: Manisha Singal, Virginia Tech

- ☐ Financial Choices in Family Firms: The Influence of Family Norms | Dietmar Grichnik, U. of St. Gallen; Christian Koropp, U. of St. Gallen; Franz W. Kellermanns, U. of Tennessee
- □ Family Firm Owners' Attitude towards the Private Equity Succession Route | Florian Kreer, RWTH Aachen U.
- ■Sins of the Father's Firm: Exploring Responses to Ethical Dilemmas in Family Business | Reg Litz, U. of Manitoba; Nick Turner, U. Manitoba
- ■The State and Future of Family Business Research: At a Break Through or a Brick Wall? | Reg Litz, U. of Manitoba; Allison W Pearson, Mississippi State U.; Shanan Litchfield, Mississippi State U.

1263 =: (DRP Session) - (ENT) Finance Issues in Entrepreneurship

8:00am - 9:30am San Antonio Convention Center: Room 008 B Tweet this session: #AOM2011 1263

Facilitator: David M. Townsend. North Carolina State U.

- Valuation of Angel-Backed Companies: The Role of Investor Human Capital I Veroniek Collewaert, Maastricht U.: Sophie Manigart, U. of Ghent
- → The Influence of Top Management Team Turnover on the Financial Performance of IPOs I Nina Rosenbusch, U. of Western Ontario; Simon C Parker, Ivey School of Business; Shaker A. Zahra, U. of Minnesota, Twin Cities
- Enhancing New Venture Attractiveness: Signals, Symbols and Entrepreneurial Identity | Greg Fisher, U. of Washington
- ■Determinants of Early Entry: Syndicate Networks in U.S. Venture Capitals' Internet Investments | Chun-Yun Cheng, National Taiwan U.
- Credit Where Credit Is Due: Race, Gender, and Creditworthiness among Business Startups | Loren Henderson, U. of Illinois, Chicago; Cedric Herring, U. of Illinois, Chicago

1264 ♥ 💻: (ENT) The Causes, Nature, and Effects of Stress in Unique Jobs/Occupations

8:00am - 9:30am San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 1264

Chairs: Rebecca J. Franklin. Oklahoma State U.: Gabi Eissa. Oklahoma State U.; Jeffrey B. Paul, Oklahoma State U.

Discussant: Robert Alan Baron, Oklahoma State U.

Abusive Supervision, Strain, and Moral Motivation Among Deployed Soldiers | John Schaubroeck, Michigan State U.; Sean Hannah, U.S. Military Academy, West Point; Steve W. J. Kozlowski, Michigan State U.; Robert G. Lord, U. of Akron; Linda K. Trevino, Pennsylvania State U.; Nikos Dimotakis, Michigan State U.; Ann Chunyan Peng, Michigan State U.

How Entrepreneurs Withstand Work-Family Conflict: The Buffering Role of Psychological Capital | Keith Hmieleski, Texas Christian U.; Robert Alan Baron, Oklahoma State U.; Jon C. Carr, Texas Christian U.

Conflict Management Strategies and Job Burnout | M Afzalur Rahim, Western Kentucky U.

Occupational Stress Correlates in Unusual Work
Environments | Rebecca J. Franklin, Oklahoma State U.; Gabi
Eissa, Oklahoma State U.; Jeffrey B. Paul, Oklahoma State U.

1265: (Paper Session) - (GDO) Diversity in Teams

8:00am - 9:30am Grand Hyatt: Presidio A Tweet this session: **#AOM2011 1265**

Chair: David C. Baldridge, Oregon State U.

Discussant: Marcy Crary, Bentley U.

- ☐ Functional Heterogeneity as a Two-Dimensional Concept –
 Empirical Evidence for New Venture Teams | Uwe Cantner,
 Friedrich Schiller U. Jena; Maximilian Goethner, Friedrich
 Schiller U. Jena; Michael Stuetzer, Queensland U. of
 Technology
- Relating Cognitive Style Composition, Mobility and Faultlines to Team Innovation | Corinne Post, Lehigh U.
- *→ Diversity and Learning: The Role of Affect, Conflict, Team Cognition and Affective Climate | Oluremi B. Ayoko, U. of Queensland; Christine D. Ho, Deakin U.

1266 → ♥ ■ JS: (GDO, OB, IM) Women Leaders across the Globe: Perceptions and Issues

8:00am - 9:30am Grand Hyatt: Lone Star C Tweet this session: **#AOM2011 1266**

Chairs: Nathalie Castano, Wayne State U.; Lindsey M Kotrba,

Denison Consulting

Discussant: Mary Ann Von Glinow, Florida International U.
Culturally Endorsed Implicit Leadership Theories and
Women's Participation in Leadership | Amanda Bullough,
Thunderbird; Mary F. Sully de Luque, Thunderbird

From the East to the West: Women Leaders across the Globe | Nathalie Castano, Wayne State U.; Lindsey M Kotrba, Denison Consulting

Work-Life Issues and Strategies for Women Leaders across the Globe | Susan R. Madsen, Utah Valley U.

1267 ♥☐: (Paper Session) - (HCM) Management Practices to Improve Healthcare Quality

8:00am - 9:30am Marriott Rivercenter: Salon K Tweet this session: **#AOM2011 1267** *Chair:* **Barbara Bigelow**, Clark U.

Winner of HCM Division Best Theory-to-Practice Paper

- ☐ Facilitating the Use of High-Performance Work Practices in Healthcare to Transcend the Ordinary | Ann Scheck McAlearney, Ohio State U.; Julie Robbins, Ohio State U.; Paula H. Song, Ohio State U.
- ●■Process Improvement Program in Hospitals: An Empirical Examination of Management-By Wandering Around | Sara J. Singer, Harvard U.; Anita L. Tucker, Harvard U. HCM Division Best Theory to Practice Award Nominee

1268 : (Paper Session) - (HR) Employee-Organization Relationship and Employee Creativity

8:00am - 9:30am Grand Hyatt: Bonham D Tweet this session: **#AOM2011 1268 Chair: Rebecca R. Kehoe**, Rutgers U.

- → Employee-Organization Relationship and Employee
 Creativity: Test of the Intervening Mechanisms | Li-Yun
 Sun, Macau U. of Science and Technology; Irene Hau-siu
 Chow, Chinese U. of Hong Kong; Xi Li, Macau U. of Science and
 Technology; Ai-Shi Zhang, South Cement Limited Company
- roll—Employee-Organization Relationships and Team Creativity | Liangding Jia, Nanjing U.; Jason D. Shaw, U. of Minnesota; Tae-Youn Park, U. of Minnesota
- → ☐ High Performance Work System, Goal Orientations, and Creativity: A Firm-Level Analysis | Song Chang, Chinese U. of Hong Kong; Cass Shum, Hong Kong U. of Science and Technology

1269 🔊 🖃 : (Paper Session) - (HR) HR and Corporate Social Responsibility

8:00am - 9:30am Grand Hyatt: Lone Star D Tweet this session: **#AOM2011 1269 Chair: Kevin Carlson**, Virginia Tech

- Applicants' and Employees' Reactions to CSR: The Role of Justice and Moral Identity | Ruodan Shao, U. of British Columbia; Daniel Skarlicki, U. of British Columbia; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign
- □ Employee-oriented socially responsible (SR) HRM and employees' support for external SR-HRM | Jie Shen, Curtin U. of Technology; John Benson, U. of South Australia
- ₱⊒Do All Firms Do Well by Doing Good? The Moderating Role of HPWPs on the CSP-CFP Relationship | Youngkyun Chang, U. of Kansas; Won Yong Oh, U. of Kansas; Jong-Seok Cha, Hansung U.

1270 → 🖃: (DRP Session) - (HR) Integrating HR into

Organizational Strategy

8:00am - 9:30am Grand Hyatt: Mission A Tweet this session: **#AOM2011 1270**

Facilitator: David P. Lepak, Rutgers U.

Strategic HRM: Building the Bridge between HR and Business Strategies | **Hwanwoo Lee**, U. of Houston

- ■Which Came First, the Chicken or the Egg? Dynamic Human Resource Management and the Strategy | Yingying Zhang, CUNEF, Complutense U. of Madrid; Ying Hong, McMaster U.
- The Challenge to Become a Strategic Business Partner: An HRM Case Study from the Asia Pacific Region | Julie Ann Cogin, AGSM-Australian School of Business; Lucy Taksa, Macquarie U.
- ➡HR-Firm Performance Linkage through Strategy Implementation: Qualitative Study of 4 U.S. Firms | Meera Alagaraja, U. of Louisville; Toby Marshall Egan, Texas A&M U.

1271: (Paper Session) - (IM) Mergers and Acquisitions, Internationalization, And Performance

8:00am - 9:30am San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 1271

Chair: David Ahlstrom, Chinese U. of Hong Kong

- → ➡☐Milking the Rich Cow Dry?: Cross-Border M&As by Developing Country Multinational Companies | Wenjie Chen, George Washington U.; Alvaro Cuervo-Cazurra, Northeastern U.
- → The Effects of Market Efficiency and Transparency on the Performance of Cross-Border Acquisitions | Antti Ritala,

- Aalto U.; Olivier Bertrand, St. Petersburg State U.; Tomi M. M. Laamanen, Aalto U.
- → Relational Typology of Institutional Distance and M&A Transactions: A Two-Dimensional View | Rimi Zakaria, Florida International U.; Yannick Thams, Florida International U.; Keith Kelley, Florida International U.
- → Arbitration and Cross-border Transaction Costs | Brian Campbell Pinkham, U. of Texas, Dallas; Mike Peng, U. of Texas, Dallas

1272: (DRP Session) - (IM) Cross Cultural Impact on Leadership, Corporate Networks, and Competitive Strategies

8:00am - 9:30am San Antonio Convention Center: Room 208 Tweet this session: **#AOM2011 1272**

Chair: C Lakshman, Bordeaux école de Management

- →Are East and West Meeting in the Right Place? Global Acumen and Chinese business leadership. | Leigh Baker, Griffith U.
- → ➡⊒"Winning behaviours" in East and
 West.Recontextualizing a Strategic Concept | Martine
 Cardel Gertsen, Copenhagen Business School; Anne-Marie
 Soederberg, Copenhagen Business School
- ■Corporate Values of a Danish MNC om Asian Contexts Receptions and Understandings | Martine Cardel Gertsen, Copenhagen Business School; Mette Zoelner, Copenhagen Business School
- → The Heterogeneity of MNE Competitors and its Competitive Consequences | Lilach Nachum, Baruch College; Marina Carnevale, Baruch College; Helaine J Korn, Baruch College
- → Corporate Networks in turbulent environments. A comparative study of ID of Argentina and Chile | Erica Helena Salvaj, U. del Desarrollo; Andrea Lluch, National Research Council Argentina (CONICET)

1273 : (Paper Session) - (IM) Base-Of-The-Pyramid Economies and Sustainability Development

8:00am - 9:30am San Antonio Convention Center: Room 209 Tweet this session: **#AOM2011 1273**

Chair: Mikelle A. Calhoun, Georgia Southern U.

- ➡☐ Social Intermediation in Base-of-the-Pyramid Markets | Geoff Kistruck, The Ohio State U.; Paul Beamish, U. of Western Ontario; Israr Qureshi, Hong Kong Polytechnic U.; Chris J Sutter, Ohio State U.
- Po → Identity Spillover: Mitigating Principal-Agent Problems in Base-of-the-Pyramid Markets | Geoff Kistruck, The Ohio State U.; Chris J Sutter, Ohio State U.; Brett R. Smith, Miami U. Ohio
- ₽→ Creating Markets under Institutional Voids: The Case of Small-scale Renewables in Tajikistan | Bogdan Prokopovych, U. of Rhode Island
- → Internationalization in NGOs: Environment, Structure, and Board Governance | Alnoor Ebrahim, Harvard U.; Srilatha Batliwala, Harvard U.

1274: (Paper Session) - (IM) Political and Legal Effects on MNC Governance and Ownership

8:00am - 9:30am San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 1274 Chair: William D Guth, New York U.

- □ Capitalizing on Weak Institutions: Localness and Private Equity Performance in Emerging Economies | Markus David Taussig, Harvard Business School
- → Investor Protection and Firm Performance: Empirical Evidence from Select MENA Countries | Nada Kobeissi, Long Island U.; Iftekhar Hasan, Rensselaer Polytechnic Institute; Liang Song, Michigan Technological U.
- → How Venture Capital Firms Confront Political and Legal Risks: The Case of Latin America, 1992-2003 | Theodore Andrew Khoury, Portland State U.; Marc T. Junkunc, U. of Miami; Santiago Mingo, U. Adolfo Ibanez

1275 → ← □ JS: (IM, OB) East Meets West: A South Asian Perspective on Management Theories and Practices

8:00am - 9:30am San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 1275

Organizers: Jawad Syed, U. of Kent; Naresh Khatri, U. of Missouri at Columbia; Shaista Ehsan Khilji, George Washington U. Conceptualizing "Frugal" Innovation | Yasser Ahmad Bhatti, U. of Oxford

- The Dynamics of Cronyism in South Asia | Naresh Khatri, U. of Missouri at Columbia; Jawad Syed, U. of Kent; Shaista Ehsan Khilji, George Washington U.
- Work-Life Balance in India: A `Kichhidi' of Disparate
 Organizational Responses | **Ujvala Arun Rajadhyaksha**,
 Saint Mary's College
- An Exploration of Workplace Harassment or Bullying Behavior amongst Managers in Pakistan | **Shehla Riza Arifeen**, Lahore School Of Economics

1276 →: (DRP Session) - (MC) Transcending Divides:

Global Consulting Challenges

8:00am - 9:30am Grand Hyatt: Bonham B Tweet this session: **#AOM2011 1276**

Facilitator: Laurent Cappelletti, CNAM Paris (France)

Discussant: Pratim Datta, Kent State U.

- → Participatory Performance Measurement in a Vietnamese Professional Service Firm | Bianca A. C. Groen, U. of Twente; Mirthe Van De Belt, U. of Twente
- ■DUKE-NUS GMS: Working Towards a Successful Educational Transplant | Audrey Chia, National U. of Singapore; Hwee Sing Khoo, National U. of Singapore
- Telework Regulatory and Legal Contingencies for Employers and Consultants | William "Patch" Paczkowski, Lally School of Management & Technology
- Acquiring Global Leadership & Cultural Competence in Asia by Developing Asian American Leaders | Thomas Sy, U. of California, Riverside; Kurt Takamine, Chapman U.; Susanna Tram, U. of California, Riverside

1277 (☐ ©: (DRP Session) - (MED) Innovative and Experiential Approaches and Strategies for Management Education and Development

8:00am - 9:30am Marriott Rivercenter: Conference Room 16

Tweet this session: #AOM2011 1277

Facilitator: Darlene Alexander-Houle, Hewlett Packard
Using Evidence-Based Practices for Teaching Strategic
Management to Undergraduate Business Students |
Sharron D Hunter-Rainey, North Carolina Central U.

- □ Teaching Roles: A Framework for Implementing Experiential Learning in Management Education I Angela Passarelli, Case Western Reserve U.
- □ Walking the Talk of Interdisciplinary Management Education | Kevin M. Kniffin, Cornell U.
- The Empowerment of Leadership Development | Stephanie Thomas Solansky, U. of Houston, Victoria
- Observations from the Classroom | Elizabeth Florent-Treacy, INSEAD
- Exploring the Corporate University Phenomenon as a HRD Employee Learning Strategy | Amy Lui Abel, New York U.; Jessica Li, U. of North Texas; Sabra Brock, Touro College

1278 □ • → □: (MED) Current Research in Executive Coaching

8:00am - 9:30am Marriott Rivercenter: Salon C Tweet this session: #AOM2011 1278

Moderator: Mary Wayne Bush, Colorado Technical U. Pivotal Moments in Executive Coaching: Revealing their Capacities and Power | Ann Leone Clancy, Appreciative Coaching Collaborative, LLC; Jacqueline Binkert, Appreciative Coaching Collaborative, LLC

What Does "Critical Reflection" Mean for the Practice of an Executive Coach? | Pauline Fatien Diochon, U. of Lyon

How Do Executive Coaches Develop? I Linda Page. U. of

Inspiring Hopes and Dreams in Executive Coaching | Ellen Van Oosten, Case Western Reserve U.

1279 : (Paper Session) - (MOC) Interaction, Coordination and Knowledge Sharing

8:00am - 9:30am La Quinta Inn & Suites: Fiesta A&B Tweet this session: **#AOM2011 1279**

Chair: Blaine Landis, U. of Cambridge

Network Centrality and Knowledge Sharing: The Role of Reputations | Blaine Landis, U. of Cambridge; Michael Barrett, U. of Cambridge; Eivor Oborn, U. of London

- ●■Performing Beauty: Attention, Aesthetics and Action in the Coordination of a Community Choir | John Paul Stephens, Case Western Reserve U.
- ■Structuring Spontaneity: How Are Knowledge-Sharing Communities Managed? | Harry Scarbrough, U. of Warwick; Jacky Swan, U. of Warwick; Monique Ziebro, U. of Warwick
- New When People Agree whilst Disagreeing: Implicit and Explicit Mental Models in Group Cognition | Timo Vuori, Aalto U.; Mark P. Healey, U. of Leeds; Gerard P. Hodgkinson, U. of

1280 : (DRP Session) - (MOC) Cognition and Performance

8:00am - 9:30am La Quinta Inn & Suites: Crockett West Tweet this session: #AOM2011 1280

Facilitator: Sophie Leroy, U. of Minnesota

- Cognitive Accuracy in Network Perception and Individual Performance | Min Jeong Kim, Chonnam National U.
- Symbolic Reinforcements as Signals of Future Monetary Reward: Non-Linear Effects of Reward Frequency | Adi Luria, Ruppin Academic Center; Ido Erev, Technion Israel Institute of Technology

Storytelling as a Means of Organizational Problem Handling: The Work of Patient Advocates | **Emily Heaphy**. Boston U.

1281 JS: (MOC, OB) Sensegiving: An Analogue to Sensemaking?

8:00am - 9:30am La Quinta Inn & Suites: Fiesta C Tweet this session: #AOM2011 1281 Organizer: Lee Watkiss, Boston College Chair: Mary Ann Glynn, Boston College

Participants: Dennis A. Gioia, Pennsylvania State U.; Sally Maitlis, U. of British Columbia; Kathleen M. Sutcliffe, U. of Michigan, Ann

1282 ©: (MSR) The Corporate Mystic: Integrating Eastern and Western Spiritual Practices into Organizational Life

8:00am - 9:30am La Quinta Inn & Suites: Crockett Fast

Tweet this session: #AOM2011 1282

Presenters: Gerald Biberman, U. of Scranton; Lynne Sedgmore, Centre for Excellence in Leadership; Judith A. Neal, U. of Arkansas, Fayetteville; **Dorianne Cotter-Lockard**, Fielding Graduate Institute

1283 =: (DRP Session) - (MSR) Work, Religion and **Spirituality Roundtable**

8:00am - 9:30am La Quinta Inn & Suites: Fiesta D Tweet this session: #AOM2011 1283 Chair: Alan G. Walker, Auburn U.

- Maharishi on Management: Transcending, Balancing, Enlightening, and Harmonizing | **Dennis P. Heaton**, Maharishi
- Work Motivation under Extreme Conditions: Motivation in Religious Orders | Emil Inauen, U. of Zurich; Margit Osterloh, U. of Zurich; Bruno S. Frey, U. of Zurich
- → Accounting Stewardship and the Case of Stolen Indigenous Wages in Australia | Frances Myfanwy Miley, U. of New South Wales; Andrew Read, U. of Canberra
- □Same Direction Different Path: How Leaders Who are Religious Think About Religious Difference | Kelly A. Phipps, Rockhurst U.; Gina S. Matkin, U. of Nebraska, Lincoln
- Workplace Spirituality and a Multi-generational Workforce: A Conceptual Model | Claire A. Simmers, Saint Joseph's U.

1284 : (Paper Session) - (OB) Fostering Innovation and Creativity: The Role of Leaders and Team Empowerment

8:00am - 9:30am Grand Hyatt: Bowie A Tweet this session: **#AOM2011 1284**

Chair: Richard Blackburn, U. of North Carolina, Chapel Hill

- A Conceptual Framework of Creative Performance under Pressure: The Moderating Role of Leadership | Darja Carl, U. of Groningen; **Bernard Nijstad**, U. of Groningen
- ■The Role of Team Empowerment and Knowledge Integration in Shaping Team Improvisation | Massimo Magni, Bocconi U.; Likoebe M Maruping, U. of Louisville
- → Test of an Integrated Model Linking Transformational Leadership and Innovative Behavior | Samuel Aryee, Aston U.; Qin Zhou, Instituto de U. de Lisboa; Xiujuan Zhang, Sun Yat-sen U.
- **○→** □ Transformational Leadership and Team Performance in Functional Teams | Yuan Jiang, Indiana-Purdue; Susan E. Jackson, Rutgers U.; Chao C. Chen, Rutgers U.

1285 ■: (Paper Session) - (OB) The Effects of Coupling Transformational Leadership with Additional Leader Attributes

8:00am - 9:30am Grand Hyatt: Bowie C Tweet this session: #AOM2011 1285

Chair: Xiaohua Wang, Vlerick Leuven Gent Management School ₱ Change Cynicism. Transformational Leadership, and the Buffering Role of Dispositional Optimism I Frank Walter, U. of Groningen; Michael S. Cole, Texas Christian U.

- ₱⊒Transformational Leadership and Citizenship Behavior: The Role of Core Self-Evaluation I Jia Hu. U. of Illinois. Chicago; Zhen Wang, Renmin U. of China; Robert C Liden, U. of Illinois, Chicago; Jian Min Sun, Renmin U. of China
- ☐ Group-Focused Versus Individual-Focused Leadership:Proactive Personality as a Double-Edged Sword | Jinlong Zhu, National U. of Singapore; Zhitao Xie, Shanghai JiaoTong U.; Juhun Song, National U. of Singapore; Xin-Ming Tian, Shanghai JiaoTong U.
- Political Skill and Transformational Leadership Effectiveness | Chia-Yen Chiu, State U. of New York, Buffalo; Lei Wang, State U. of New York, Buffalo; Robyn L. Brouer, State U. of New York, Buffalo; Fred Dansereau, State U. of New York, Buffalo

1286 =: (DRP Session) - (OB) Work-Life Balance: Family, Social, and Organizational Support

8:00am - 9:30am Grand Hyatt: Crockett B Tweet this session: #AOM2011 1286

Facilitator: Whitney Botsford Morgan, U. of Houston, Downtown

- ☐ The Mediating Effects of Social & Occupational Support on Work Life Conflict in Extreme Contexts | Kelly Anne Basile, London School of Economics
- ■What Employees Do at Work Matters for the Family: How Emotional Labor Impacts Family Life | Kelly Schwind Wilson, Purdue U., West Lafayette; Remus Ilies, Michigan State
- → Antecedents and Career Consequences of Breach of Employee Psychological Contract Obligations | Prashant Bordia, The Australian National U.; Simon Lloyd D. Restubog, The Australian National U.; Sarbari Bordia, The Australian National U.; Robert L. Tang, De La Salle-College of Saint Benilde
- → Revisioning Theoretical Perspectives in Work-Life Balance | Gwen Daverth, U. of Manchester

1287 : (DRP Session) - (OB) Emotion at Work: Appraisal, Regulation, and Emotion Labor

8:00am - 9:30am Grand Hyatt: Crockett C Tweet this session: #AOM2011 1287

Facilitator: William J. Becker, Texas Christian U.

- PaDissonance Matters: Meta-Analytic Examination of the Antecedents and Consequences of Emotional Labor I Jessica R. Mesmer-Magnus, U. of North Carolina, Wilmington; Leslie A. DeChurch, U. of Central Florida; Amy Wax, U. of Central Florida; Kristin T Anderson, U. of North Carolina, Wilmington
- ■The Roles of Personal Agency and Emotional Discrepancy in Emotion Regulation | Michael A Daniels, Bowling Green State U.; Jennifer Zophy Gillespie, Bowling Green State U.

- Appraisals, Goal Orientations, and Emotions While Working Cynthia D Fisher, Bond U.; Amirali Minbashian, U. of New South Wales; Robert E. Wood, U. of Melbourne; Nadin Beckmann, U. of New South Wales
- Pala Multilevel Investigation of Self-Monitoring and Variability in Emotional Labor | Brent A. Scott, Michigan State U.; Christopher M. Barnes, Virginia Tech; David T. Wagner, Singapore Management U.

1288 : (DRP Session) - (OB) Self-Cognition and Social Interactions: Mediators and Moderators of Workplace Motivation

8:00am - 9:30am Grand Hyatt: Crockett D Tweet this session: #AOM2011 1288

Facilitator: James P Gelatt, U. of Maryland, U. College

- ₽ Dynamic Test-taking Motivation: Effects of Self-Efficacy on Time Allocation and Performance | James W. Beck, U. of Minnesota, Twin Cities; Aaron M. Schmidt, U. of Minnesota, Twin Cities
- Motivational Mechanism Linking Constructive Controversy to Performance: A Moderated Mediation Model | Hong Deng, City U. of Hong Kong
- Exploring the Linkage between Motivation and Commitment: The Meditating Role of Work Engagement I Amna Yousaf, COMSATS Institute of Information Technology; Huadong Yang, U. of Twente
- Working Harder or Hardly Working? Motivation Gains and Losses in Organizational Workgroups | Robert B. Lount, Ohio State U.; Steffanie L. Wilk, Ohio State U.

1289 ■: (Paper Session) - (OB) Alleviating Tension and Increasing Prosocial Behavior: How Voice Makes a Difference

8:00am - 9:30am Grand Hyatt: Republic A Tweet this session: #AOM2011 1289

Chair: Gerard Beenen, California State U., Fullerton

Voice Matters: The Role of Individual Differences in Bystander Responses to Workplace Bullying | Maiyuwai N. Reeves, State U. of New York, Buffalo

- The Conceptual Map of Employee Voice: Expanding and Refining the Construct | Deirdre Gobeille Snyder, U. of North Carolina, Chapel Hill
- Speaking up to the Boss's Boss: Social Exchange Relationships and Skip-Level Voice | Wu Liu, Hong Kong Polytechnic U.; Rangaraj Ramanujam, Vanderbilt U.
- Employee Voice: Development and Validation of a Multi-Dimensional Measure | R David Lebel, U. of Pennsylvania; Sara L. Wheeler-Smith, New York U.; Elizabeth Wolfe Morrison, New York U.

1290 ■: (Paper Session) - (OB) **Shared Leadership**: Dynamics of Distance, Composition and Analysis

8:00am - 9:30am Grand Hyatt: Republic B Tweet this session: #AOM2011 1290

Chair: Michael Kukenberger, U. of Connecticut

→ Expertise Coordination Over Distance: Shared Leadership in Dispersed Teams | Miriam Muethel, Otto Beisheim Graduate School of Management (WHU); Martin Hoegl, Otto Beisheim Graduate School of Management (WHU)

- Shared Leadership in Teams: An Investigation of the Impact of Team Composition and Performance. | Michael Kukenberger, U. of Connecticut; John Mathieu, U. of Connecticut; Lauren D'Innocenzo, U. of Connecticut; Gregory P. Reilly, U. of Connecticut
- A Compilational Model Of Shared Leadership | Lauren D'Innocenzo, U. of Connecticut; Michael Kukenberger, U. of Connecticut
- Dynamic Shared Leadership: A Call for Longitudinal Network Analysis | Cécile Emery, London School of Economics

1291 ⊒: (Paper Session) - (OB) Establishment and Violation of Intragroup Interpersonal Relationship Norms

8:00am - 9:30am Grand Hyatt: Republic C Tweet this session: **#AOM2011 1291**

Chair: Andrew P. Knight, Washington U. in St. Louis

- The Bubble Lamp Model of Cooperative Work Relationships |
 Thomas Stephen Calvard, London School of Economics;
 Angela Joy Carter, U. of Sheffield
- ■Team Performance Implications of Peer Control: A Situational Strength Perspective and Empirical Test | Bart A. de Jong, VU U. Amsterdam; Katinka Monica Bijlsma-Frankema, VU U. Amsterdam
- → Trust in the Workplace: The Role of Social-Network
 Diversity in the Community and in the Workplace | Victor
 Cui, U. of Winnipeg; Ilan Vertinsky, U. of British Columbia;
 Oana Branzei, U. of Western Ontario

1292 ☐: (Paper Session) - (OB) Overcoming the Deleterious Effects of Job Stress and Burnout

8:00am - 9:30am Grand Hyatt: Seguin B Tweet this session: **#AOM2011 1292**

Chair: Vickie Coleman Gallagher, Cleveland State U.

Coping in High-Risk Occupations | Lisa M. Russell, Indiana U. Southeast

- A Multilevel Empirical Expansion of Siegrist's ERI Model of Job Stress and Health | Tove Helland Hammer, Cornell U.; Mahmut Bayazit, Sabanci U.; Per Oystein Saksvik, NTNU
- Recovery During The Weekend: The Interactive Role of Mindfulness and Weekend Experiences | Nabil Marzuq, U. of Haifa; Anat Drach-Zahavy, U. of Haifa

1293 🗕 JS: (OB, HR) New Directions in Organizational Silence and Voice Research

8:00am - 9:30am Grand Hyatt: Seguin A Tweet this session: **#AOM2011 1293**

Chairs: Laurie J. Barclay, Wilfrid Laurier U.; David B. Whiteside, Wilfrid Laurier II

Understanding Employee Silence: The Big Five and Three Forms of Silence | Isabel C. Botero, Aarhus U.; Linn Van Dyne, Michigan State U.; Chui-Yan Yap, U. Malaysia Pahang Examining the Relationship Between Conscientiousness and Voice: A Test of Mediators/Moderators | Subrahmaniam

- **Tangirala**, U. of Maryland, College Park; **Dishan Kamdar**, Indian School of Business; **Vijaya Venkataramani**, U. of Maryland, College Park
- Power, Construal, and Silence in Hierarchies | Frances J. Milliken, New York U.; Joe Magee, New York U.
- Sounds of Silence: Employee Silence as a Mediator between Overall Fairness and Employee Outcomes | David B. Whiteside, Wilfrid Laurier U.; Laurie J. Barclay, Wilfrid Laurier II
- Silence Speaks Volumes: The Differential Effects of Silence Motives on Work Outcomes over Time | Sharon K. Parker, U. of Western Australia; Anya Johnson, U. of New South Wales; Uta Bindl, U. of Western Australia; Helena Hong, U. of New South Wales; Markus Groth, U. of New South Wales

1294 JS: (OB, HR) Accept the New: Directions for Research on Socialization and Newcomers

8:00am - 9:30am Grand Hyatt: Travis C Tweet this session: **#AOM2011 1294**

Organizers: Samir Nurmohamed, U. of Michigan, Ann Arbor;

Susan J. Ashford, U. of Michigan

Discussant: John Kammeyer-Mueller, U. of Florida

Newcomers' Performance Trajectories: The Interactive Effects of Coaching and Fit Perceptions | Samir Nurmohamed, U. of Michigan, Ann Arbor; Daniel Scott DeRue, U. of Michigan

- Newcomers Abroad: Expatriate Adaptation at Early Phases of International Assignments | Brady Firth, U. of Maryland, College Park; Gilad Chen, U. of Maryland; Bradley L. Kirkman, Texas A&M U.; Kwanghyun Kim, Korea U.
- Surprising the Cat: States of Curiosity and Surprise in Newcomer Learning | Spencer Harrison, Boston College; David M. Sluss, Georgia Institute of Technology
- New Employees Come with New Ideas | Talya N. Bauer, Portland State U.; Berrin Erdogan, Portland State U.; Daniel M. Cable, U. of North Carolina, Chapel Hill; Donald M Truxillo, Portland State U.

1295 =: (Paper Session) - (OCIS) Information Technology, Dialogue, and Organizations

8:00am - 9:30am San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1295

Papers in this session examine the role of IT and social media in promoting organizational conversations and societal discourses.

Chair: Alexandre Barsi Lopes, U. of Cincinnati

- ₽⇒ A Call to Arms: A Social Movements Perspective on "Issue" Surfacing on Social Media | Sung Won Kim, U. of Oklahoma; Shaila Miranda, U. of Oklahoma
- ₽⊒Theorizing Embodied Communicative Organizing: Fleshing Out Genre via Goffman's Situational View | JoAnn M Brooks, Vanderbilt U.
- Organizational dialogue: A conceptual framework for an interdisciplinary understanding | Christa Thomsen, Aarhus U.

1296 : (DRP Session) - (OCIS) Virtual Teams 8:00am - 9:30am San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1296

Facilitator: Katherine Chudoba, Utah State U.

■Governance of Virtual Communities: A Literature Review and a Conceptual Framework | Ying Li, DTU Danish Technical U.; Soeren Salomo, DTU Danish Technical U.

- Social Norms as Governance Mechanisms in Online Professional Communities | Christine Moser, VU U. Amsterdam; Peter Groenewegen, VU U. Amsterdam; Marleen Huysman, VU U. Amsterdam
- ☐ The Plastic Prometheus: An Exploration of Individual Work Identity and Routines in Virtual Worlds | Taryn Lyn Stanko, U. of Oregon; Jonathon Richter, U. of Oregon
- Ethics of Online Research: Inquiry in a Fishbowl | Ulrike Schultze, Southern Methodist U.; Richard O Mason, Southern Methodist U.
- ■Using construal level theory to understand newcomer adaptation in virtual teams | Rashmi H. Assudani, Xavier U.; Stacie Furst Holloway, U. of Cincinnati

1297 =: (ODC) Virtue, Virtuousness or Vice: Conceptual Tensions in the Study of Virtue in POS

8:00am - 9:30am Grand Hyatt: Crockett A Tweet this session: #AOM2011 1297

Organizers: David S. Bright, Wright State U.; Bradley A Winn, Utah State U.

Virtues Versus Strengths |

Individual Virtues Versus Organizational Virtuousness I Bradley A Winn, Utah State U.

The Dark Side of Passion: When is Too Much of a Good Thing Bad? | Kimberly H. Perttula, U. of California, Irvine

Compassion and Conceptual Tensions in the Study of Virtue I Jason Kanov. Western Washington U.

Reconciling Virtue Perspectives: An Integrative Framework I David S. Bright. Wright State U.

Participant: Kim Cameron, U. of Michigan

1298 € → \(\): (Paper Session) - (ODC) The Effect of **Emotional Management and Transformational Leadership** on Organizational Effectiveness

8:00am - 9:30am Grand Hyatt: Lone Star A Tweet this session: #AOM2011 1298 Chair: Anthony F. Buono, Bentley U.

₽ Workplace Incivility and Turnover Intentions: The Efficacy of Managerial Interventions | Francesco Squera, U. of Michigan, Ann Arbor; Richard P. Bagozzi, U. of Michigan; Wayne Boss, U. of Colorado, Boulder

ODC Division Best Paper Finalist

→ Emotional Intelligence (EQ) and Transformational Leadership for Organizational Development | Dr. Dereje Tessema, Virginia International U.; Bezakulu B Alemu, Walden

ODC Division Best Paper Finalist

₽ ■ An Emotion-Based View of Acquisition Integration Capability | Quy Nguyen Huy, INSEAD; Taco Reus, Erasmus U. Rotterdam

Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper

1299 ♦ → 🗨 🖃 : (DRP Session) - (ODC) The Dynamics of Values, Dialogue, and Positive Emotions in Promoting Sustainable Change

8:00am - 9:30am Grand Hyatt: Travis B Tweet this session: #AOM2011 1299

Facilitator: Lachlan Whatley, Trinity Western U.

- Emotionally Sustainable Change: Two Frameworks to Assist with Transition | Stephen A Leybourne, Boston U.
- Conversations Project Abortion Dialogues | Kate Parrot, Massachusetts Institute of Technology

Winner of ODC Division Best Doctoral Student Paper

- □ Impact of Socio-Ecological Beliefs and Values on Societal Compassion in Disaster Management I Latha Poonamallee. Michigan Technological U.: Anita Howard. Case Western Reserve U.
- A 'Triple-Agent' Approach to Research Organisational Change for Corporate Sustainability | Tim Williams, Westpac Banking Corporation
- An Appreciative Intervention Approach in Enhancing Team Effectiveness | Pi-Hui Hsu, National Chung Cheng U.; Bella Ya-Hui Lien, National Chung Cheng U.; Yu-Ming Kuo, National Chung Cheng U.; Tz-Li Wang, National Chung Cheng U.

1300 =: (Paper Session) - (OM) Supply Chain Integration and Innovation

8:00am - 9:30am San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 1300 Chair: Dayna Simpson, Monash U.

- ₽ Supply Chain Integration Configurations: Product Newness and Process Structure | Christos Tsinopoulos, Durham U.; Heather McDougall, U. of Warwick
- ₱⊒Mitigating Supplier Integration's Challenges in NPD: The role of Modular Design Competence | Fabrizio Salvador, IE Business School; Veronica Haydee Villena Martínez, Pennsylvania State U.
- → Electronic Integration and Innovation in Food Supply Chains | Suhana Mohezar Ali. U. of South Australia: Claudine Soosay, U. of South Australia

1301 ■: (Paper Session) - (OMT) Various Responses to State Pressure

8:00am - 9:30am San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1301

Chair: Matthew Lee. Harvard U.

- → Is CSR Reporting Symbolic or Substantive? Evidence From China | Chris Marquis, Harvard U.; Cuili Qian, City U. of Hong Kong
- Establishing Market Order: A Sociological Investigation of the "Fair Market" Rule Implementation | Steven Kahl, U. of Chicago; Damon J Phillips, U. of Chicago
- ■Re-Structuring the Institutional Architecture: Institutional Control and the Change Process | James Vardaman, Mississippi State U.; John Matthew Amis, U. of Memphis; Paul Wright, U. of Memphis; Ben Dyson, U. of Auckland; Maria B Gondo, U. of New Mexico
- → □ Cyclic Change in Regulatory Environment and Temporary Organizational Adaptations | Rajiv Krishnan Kozhikode, U. of Groningen

1302 =: (DRP Session) - (OMT) Network Antecedents and **Consequences for Project Teams**

8:00am - 9:30am San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 1302

Chair: Regis Cabral, FEPRO - Funding for European Projects

Facilitator: Gina Dokko, U. of California, Davis

- → Intermediate Levels of Social Embeddedness in NPD: The Role of Contextual Antecedents | Alexander Zimmermann, U. of St. Gallen; Christian Welling, U. of St. Gallen
- Esprit De Corps: How Team Network Configuration Affects Team Performance | Wouter Stam, Hong Kong U. of Science and Technology; Yi Tang, Hong Kong Polytechnic U.
- Sociotemporal Regularities in Organizational Networks: An Example in the Context of Project Teams | Eric Quintane, U. of Lugano; Philippa E. Pattison, U. of Melbourne; Garry L. Robins, U. of Melbourne; Joeri M. Mol, U. of Melbourne
- → ■Connections Count: How Embeddedness Drives Product Innovation by Augmenting Absorptive Capacity | Mark Ebers, U. zu Koeln; Indre Maurer, U. of Cologne

1303 SHCS: (OMT) The Normative Pillar of the Professions

8:00am - 9:30am San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1303

Chairs: Brett Crawford, Copenhagen Business School; John Branch, U. of Michigan

Discussant: Royston Greenwood, U. of Alberta

- Selznick's Normative Theory: Implications for the Study of Contemporary Professional Organizations | Matthew Kraatz, U. of Illinois
- Professions and Norms: Internal and External Employment | W. Richard (Dick) Scott, Stanford U.
- Managing Institutional Difference in GPSFs: Italian lawyers in transnational law firms | Daniel Muzio, Leeds U.; James Faulconbridge, Lancaster U.; Andy Cook, Lancaster U.
- Diagnosing Biased Treatment: Medical Training and Racial Disparities in Patient Care | **Brian Rubineau**, Cornell U.; **Yoon Kang**, Cornell U.

1304 : (DRP Session) - (OMT) Legitimacy and Illegitimacy in Organizations

8:00am - 9:30am San Antonio Convention Center: Room 216 A

Tweet this session: **#AOM2011 1304** *Chair:* **Sébastien Mena**, U. of Lausanne

- ■Industrial Turmoil: The Emergence of New Organizational Forms in the Online News Community | Matthew Weber, Duke U.; Peter R Monge, U. of Southern California
- →The Role of Semantic Fit in Shaping Legitimacy for Service Offerings | Shaz Ansari, U. of Cambridge; Roy Wenting, ICSB Strategy and Marketing; Juliane Reinecke, U. of Warwick
- → The Categorical Alternative: Global Defense Contractors and the Stigmatization Dilemma | Rodolphe Durand, HEC Paris; Jean-Philippe Vergne, HEC Paris

1305 =: (Paper Session) - (OMT) Complexity Theory at the Macro Level

8:00am - 9:30am San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 1305

Chair: Chris Meyer, U. of Massachusetts, Amherst

□ Organizational Scholarship as Emergent Collective
Behavior I **Thomas Will**. Agnes Scott College

- Pu ☐ Using Power-Law Science to Enhance Knowledge for Practical Relevance | Hind Benbya, GSCM, Montpellier Business School; Bill McKelvey, U. of California, Los Angeles
- ■The Biology of Business: Towards a New Business Paradigm | David R. Hekman, U. of Wisconsin, Milwaukee
- Social Capital: Useful but Transient | K Sankaran, U. of Strathclyde; Catherine Demangeot, U. of Strathclyde

1306 =: (Paper Session) - (OMT) The Value of Category Distinctiveness

8:00am - 9:30am San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1306

Chair: Anand Swaminathan, Emory U.

- ■What is It Worth? Preferential Selection in Critical Endorsements of Creative Innovations | Serden Ozcan, Copenhagen Business School
- → How Much is Too Much? The Impact of Complexity on Audience Evaluations | Frédéric Clément Godart, INSEAD; Kim Claes, INSEAD; Stoyan V. Sgourev, ESSEC Business School - Paris
- Relational Signals and Institutional Expectations: Networks and Market Value Across Sectors | Jason Owen-Smith, U. of Michigan, Ann Arbor; Helena Buhr, Northwestern U.; Russell J. Funk, U. of Michigan, Ann Arbor
- ☐ The Power of "Other": The Advantageous Effects of Miscategorization into an Ambiguous Category | Ming D. Leung, U. of California, Berkeley; Brian Philip Reschke, U. of California, Berkeley

1307 SHCS: (OMT, BPS, TIM) Enabling Innovation Outside the Firm

8:00am - 9:30am San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1307

Organizers: Michael L. Tushman, Harvard U.; Karim R. Lakhani,

Harvard U.; Hila Lifshitz, Harvard Business School

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

Rotating Leadership and Collaborative Innovation:

- Recombination Process in Symbiotic Relationship | **Jason Davis**, Massachusetts Institute of Technology; **Kathleen M. Eisenhardt**, Stanford U.
- The Economic and Organizational Underpinning of Open Innovation Strategies | Gary Dushnitsky, London Business School
- Investigating How Online Markets Alter The Technology-Application Landscape | Rahul Kapoor, U. of Pennsylvania
- Organizational Factors Determining the Effectiveness of Opening Innovation Boundaries | Hila Lifshitz, Harvard Business School
- The "Negative Space" of Innovation: The Role of "Selecting Out" on Innovative Performance | **Andrew King**, Dartmouth U.; **Anil R. Doshi**, Harvard Business School; **Karim R. Lakhani**, Harvard II.

1308 SHCS: (OMT, OB, OCIS) Horizontal Coordination across Boundaries and Locations: New Insights from the Field

8:00am - 9:30am San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1308

Organizers: Katherine C. Kellogg, Massachusetts Institute of Technology; Julia DiBenigno, Massachusetts Institute of Technology

Discussant: Linda Argote, Carnegie Mellon U.

- Faultlines and Cross-Occupational Coordination in Two Hospital Units | Julia DiBenigno, Massachusetts Institute of Technology; Katherine C. Kellogg, Massachusetts Institute of Technology
- Sustaining Expertise Coordination in Fast-Response Organizations | Samer Faraj, McGill U.; Ruthanne Huising, McGill U.
- Knowledge Creation in Global Product Development
 Networks: Structuring Captive Offshore Centers | Paul M.
 Leonardi, Northwestern U.; Diane E Bailey, U. of Texas, Austin
- Group Engagement as the Process through Which Mutual Focus of Attention Emerges and Is Sustained | Anca Metiu, ESSEC; Nancy Rothbard, U. of Pennsylvania Speaker: Jody Hoffer Gittell, Brandeis U.

1309 ☐: (Paper Session) - (ONE) Certifications, Standards and Supply Chains; The Natural Environment and Competitive Strategy

8:00am - 9:30am Marriott Riverwalk: Salon E Tweet this session: **#AOM2011 1309**

Chair: Ivan Montiel, Loyola Marymount U.

- Corporate Responsibility Initiatives: Resources Appropriation vs Strategy Infusion | **Ruthairat Protpakorn**, Pennsylvania State U.
- Choosing among Competing Sustainability Certifications: An Exploratory Analysis of Producer Adoption | **Andrea Maria Prado**, New York U.
- Key Capabilities for Ensuring Compliance with Voluntary Sustainability Standards in Value Chains | Jörg H. Grimm, U. of St. Gallen; Joerg S. Hofstetter, U. of St. Gallen

1310 : (DRP Session) - (SAP) Strategy Work: Exploring Possibilities for a Multilevel Perspective

8:00am - 9:30am San Antonio Convention Center: Room 212 A Tweet this session: **#AOM2011 1310**

Facilitator: Julia Balogun, Lancaster U.

- → Corporate Strategy, Chief Strategy Officer Type, And Firm Performance: A Knowledge Based-View | Markus Menz, U. of St. Gallen; Sotirios Paroutis, U. of Warwick; Duncan Angwin, U. of Warwick
- → Impetus and Definition: The Way NEDs are Involved and Exercise Power and Influence in SDMPs | Michael Ruess, Jacobs U. Bremen
- ☐ Formalization as Antecedent to Upward Strategizing of Middle Managers in Strategic Planning | Carola Wolf, U. of St. Gallen
- → A Strategy as Practice Lens on Organizational Change Cynicism and Middle Manager Strategy Commitment | Lisa Barton, Leicester Business School; Veronique Ambrosini, Birmingham U.
- pu Strategy in Practice: Re-Categorising Tour Guides as Strategists | Katie Best, BPP U.

1311 → ⊒: (DRP Session) - (SIM) Business Government Relations: Corporate Political Activity

8:00am - 9:30am Marriott Rivercenter: Conference Room 17

Tweet this session: **#AOM2011 1311**Chair: Lianne Lefsrud, U. of Alberta

- □ The Politics of Corporate Responsibility and the Responsibility of Corporate Politics | Frank den Hond, VU U. Amsterdam; Kathleen Rehbein, Marquette U.; Frank G.A. De Bakker, VU U. Amsterdam; Douglas A Schuler, Rice U.
- → ■A Variety of Firm Responses to New Labor Legal Environment in China | Sunwook Chung, Cornell U.
- ■Google in (and out of) China: Hegemony, Human Rights and International Trade | Glen Whelan, Nottingham U.
- ☐ Corporate Electioneering and Political Morality | Miguel Angel Alzola, Fordham U.
- Corporate Tax Evasion, Corruption And Reciprocity: From The Distributive Justice Perspective | Seung-Hyun Lee, U. of Texas, Dallas; Omer N. Gokalp, U. of Texas, Dallas

1312 → ◀ : (Paper Session) - (SIM) Business Government Relations: Public Affairs, Regulations and Firm Performance

8:00am - 9:30am Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 1312**

Chair: Miguel Rivera-Santos, Babson College

- → The Value of Unregulated Business-NGO Interaction: A Deliberative Perspective | Dorothea Baur, Nottingham U.; Daniel Arenas, ESADE-Ramon Llull U.
- → Wealth, Culture and Corruption Revisited: A Longitudinal Study | Trish Ruebottom, York U.
- → What Drives Corporate Social Performance? Evidence from Social, Environmental & Governance Scores | Ioannis Ioannou, London Business School; George Serafeim, Harvard U.

1313 → □JS: (SIM, OMT, BPS) Organizational Legitimacy: Different Sources. Different Outcomes?

Different Sources, Different Outcome 8:00am - 9:30am Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 1313
Chair: Olga Voronina Hawn, Duke U.

Discussant: Kimberly D. Elsbach, U. of California, Davis

Models of Organizational Legitimacy Processes | Paul Olk, Denver U.

The Role of Competition in Social Construction of Legitimacy | Alex B. Bitektine, HEC Montreal

The Commons Problem and Industry Legitimacy in Emerging Industries | **David Deeds**, U. of St. Thomas

How Operational Legitimacy Conditions the Impact of Changes in Social Legitimacy on Economic Value | Olga Voronina Hawn, Duke U.

Beyond Looking Legitimate: Political Connection, International Exposure and CSR Management in China | Meng Zhao, Moscow School of Management Skolkovo

1314 =: (Paper Session) - (TIM) Innovation Performance

8:00am - 9:30am San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 1314

Chair: Philippe Rouchy, Blekinge Institute of Technology

- □ Innovation and Firm Performance: The Value of Dense Versus Porous Thickets | Michael B. Heeley, Colorado School of Mines; Jeffrey G. Covin, Indiana U.
- ■Breadth and Selectiveness: The Effect of Flexible Resource Allocation on Innovation Performance | Ronald Klingebiel,

- U. of Warwick; **Christian Rammer**, Centre for European Economic Reserach (ZEW)
- □ Increasing Innovation Performance through Open Innovation: The Role of Organizational Structure | Philipp Wagner, RWTH Aachen U.; Christoph Ihl, RWTH Aachen U.; Patrick Pollok, RWTH Aachen U.

1315 =: (Paper Session) - (TIM) Innovation in Asia

8:00am - 9:30am San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 1315

Chair: Daniel Engler, New York U.

- Process Dependence in R&D Activities: an Empirical Study of the Taiwanese IC Industry | JenJen Tseng, Ching-Yun U.; Yung-Cheng Lai, Ching-Yun U.
- → ■Alternative Innovation Processes in China: Diffusion of Nanotechnology in Beijing and Shanghai | Ricky Leung, U. of Missouri
- ъDevelopment and Validation of the Organizational Creativity Inventory in a Chinese Context | Xinmei Liu, Xi'an Jiaotong U.; Yang Bai, Xi'an Jiaotong U.; Ruili Zhang, Xi'an Jiaotong U.

1316 🖃: (Paper Session) - (TIM) Temporal Dynamics in Innovation

8:00am - 9:30am San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 1316

Chair: Dorothy M. Kirkman, U. of Houston, Clear Lake

- ■The Chicken or the Egg? The Relationship and Temporal Dynamics between Innovation and Firm Size | Jeongsik Jay Lee, Georgia Institute of Technology; Byung-Cheol Kim, Georgia Institute of Technology
- □ □ Innovation Ecosystems and the Pace of Substitution: Re-examining Technology S-curves | Ron Adner, Dartmouth College; Rahul Kapoor, U. of Pennsylvania
- Measuring the Trailing-end of Technological Evolution: An Empirical Study of the PC Game Industry | Ozgur Dedehayir, Tampere U. of Technology; Adrian Hornsby, Nokia Research Center

1317 =: (DRP Session) - (TIM) Dynamics of Open Innovation

8:00am - 9:30am San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 1317

Facilitator: Robert Anthony Edgell, American U.

- Open Innovation and Firm Performance: Moderating Roles of Internal R&D and Environmental Turbulence | **Kuang-Peng Hung**, Ming-Chuan U.
- Absorptive Capacity for Open Innovation Communities -Learnings from Theory and Practice | Ivo Blohm, Technical U. München; Orhan Köroglu, Technical U. München; Jan Marco Leimeister, U. Kassel; Helmut Krcmar, Technical U. München
- Dynamics of Open Innovation: A Process Study of the Development of Fiber Metal Laminates | Elco van Burg, Eindhoven U. of Technology; Erik van Raaij, Erasmus U. Rotterdam; Hans Berends, Eindhoven U. of Technology
- Cooperation and Open Innovation in Emerging Economies. Study of Innovation Strategies in Russia | Daria Podmetina, Lappeenranta U. of Technology; Maria Smirnova, St. Petersburg State U.; Juha Väätänen, Lappeenranta U. of Technology; Marko T. Torkkeli, Lappeenranta U. of Technology

→ How Open are Open Innovation Networks? | Miriam Wilhelm, Groningen U. (RuG); Frank Lerch, Free U. Berlin

1318 ♥→ ◆JS: (TIM, IM, ENT) Innovations for Inclusive Growth: Lessons from India

8:00am - 9:30am San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1318

Organizer: A. D. Amar, Seton Hall U.

Presenters: Jai Ganesh, Infosys Technologies; Gopakumar Gopalakrishnan, Infosys Technologies; KB Akhilesh, Indian Institute of Science; Carsten Hentrich, CSC Deutschland Solutions GmbH; A. D. Amar, Seton Hall U.

Tuesday 9:00AM

1319: (OB) OB Division Lifetime Achievement Award Address: Past as Prologue?

9:00am - 10:10am Grand Hyatt: Texas Ballroom B

Tweet this session: #AOM2011 1319

Distinguished Speaker: Charles A O'Reilly, Stanford U. Chair: Jennifer A. Chatman, U. of California, Berkeley

Tuesday 9:45AM

1320 =: (Paper Session) - (BPS) Contracts, Relationships and Trust: Unpacking Different Aspects of Governance

9:45am - 11:15am San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 1320

Chair: Peter G Klein, U. of Missouri

- → International Trust and the Governance of International R&D Alliances: A Cross-Level Analysis | Seok-Woo Kwon, U. of California, Riverside; John Hagedoorn, Maastricht U.; Daniel J. Brass, U. of Kentucky
- □ Formal Contracting in Repeated Exchanges: Do Network Differences Influence Partner History Effects? | Jay Horwitz, U. of Toronto
- Pa Sources of Alliance Partner Trustworthiness: Reconciling Calculative and Relational Approaches | Oliver Schilke, U. of California, Los Angeles; Karen S Cook, Stanford U.
- ⊒Why Do Firms Fight Legal Battles? Signaling Toughness in Dispute Resolution | Jean-Philippe Bonardi, HEC U. of Lausanne; Cyril Daniel Bouquet, IMD; Fabrice Lumineau, U. of Technology, Sydney

1321 🖃: (DRP Session) - (BPS) Decision Processes in Organizations

9:45am - 11:15am San Antonio Convention Center: Room 202 B

Tweet this session: **#AOM2011 1321**Facilitator: **John Stephan**, Marist College

- How to Motivate Joint Production? Towards the Micro-Foundations of Cooperation in Organizations | Zheng Jane Zhao, U. of Kansas
- Triggering Absorptive Capacity in Organizations: Role of CEO succession and Executive Turnover | Indu Ramachandran, U. of Texas, San Antonio
- Human Capital Bargaining Power in the Health Care Sector
 Jill Ann Brown, Lehigh U.; Peter T. Gianiodis, Clemson U.;
 Michael D Santoro, Lehigh U.

- ■Impact of Earnout Frames and Structure on Target Management Behavior and Fairness Perceptions in M&A | Libby Weber, U. of California, Irvine
- Middle Management, Strategic Type, and Organizational Performance | Alexander Kern, WU Vienna; Wolfgang Woerner, WU Vienna

1322 =: (DRP Session) - (BPS) Industry Dynamics and Competitive Advantage

9:45am - 11:15am San Antonio Convention Center: Room 203 A Tweet this session: #AOM2011 1322

Facilitator: Kira Fabrizio, Duke U.

- Switching Enemies from Specialist to Generalist: Product Variety Competition in Retailing | Charlotte Ren. Purdue U., West Lafayette; Wm. Gerard Sanders, Rice U.; Ye **Hu**, U. of Houston
- ■Geographic Fragmentation, Entry and the Decline of Dominant Incumbent | Lalit Manral, U. of Central Oklahoma; Kathryn Rudie Harrigan, Columbia Business School
- Competitive Network Characteristics as Predictors of Competitors' Actions | Keng Hsiang Cheng, National Chung Hsing U.; Yu-Ching Chiao, National Chung Hsing U.
- Quality Competition in Platform Markets: How Does Product-Niche Competition Affect Product Quality? | Carmelo Cennamo, Bocconi U.; Juan Santalo, Instituto de Empresa Business School
- Navigating Industry Convergence: A Contingency Model of Competitive Aperture and Firm Performance | Sean Tsuhsiang Hsu, U. of Pittsburgh

1323 =: (DRP Session) - (BPS) Top Management Teams and Compensation

9:45am - 11:15am San Antonio Convention Center: Room 203 B Tweet this session: #AOM2011 1323

Facilitator: Mathias Arrfelt, Arizona State U.

- Option Exercisability, Investment Visibility, and Firm Investment Behavior | David Souder, U. of Connecticut; Philip Bromiley, U. of California, Irvine
- Playing to Win or Playing Not to Lose: The Role of Regulatory Focus in TMT Strategic Dynamism | Philip T. Roundy, U. of Texas, Austin
- → The Contingent Value of Internal and External Knowledge Acquisition on TMT Ambidextrous Orientation | Mariano L.M. Heyden, Erasmus U. Rotterdam
- ■Benefitting from Organization: How Committee Decisions Can Be Organized to Increase Profits | Michael Christensen, U. of Southern Denmark; Thorbjoern Knudsen, U. of Southern Denmark; Kannan Srikanth, Indian School of **Business**
- ■The Moderating Effect of TMT Heterogeneity on the Resource Orchestration Process | Hermann Achidi Ndofor, Texas A&M U.; Xiaoming He, Beijing Jiaotong U.

1324 =: (Paper Session) - (BPS) Technology and Competitive Overlap

9:45am - 11:15am San Antonio Convention Center: Room 204 A Tweet this session: #AOM2011 1324

Chair: James Costantini, INSEAD

- ₱ Technology Overlap and the Acquisition of External Technology by Leaders versus Laggards | Joshua Sears, U. of Illinois, Urbana-Champaign
- ₽ It Takes Two to Continue to Tango: A Two-Sided View on Post-M&A Supplier-Buyer Tie Continuation | Youtha Cuypers, U. of Hong Kong; Xavier Martin, Tilburg U.
- ■Institutional Ownership and Technological Relatedness: Evidence of an Endogenous Relationship | Jongtae Shin, Long Island U.; Hyun S Shin, Long Island U.
- Dominant Design, Conposito Desiderata, and The Follower's Dilemma | Nicholas Argyres, Washington U. in St. Louis; Lyda S. Bigelow, U. of Utah

1325 =: (Paper Session) - (BPS) Dynamic Fit between the Firm and Its Environment

9:45am - 11:15am San Antonio Convention Center: Room 204 B Tweet this session: #AOM2011 1325

Chair: Shaz Ansari, U. of Cambridge

- → Corporate Social and Environmental Responsibility Practices and Performance in Europe | Olivier Furrer, Radboud U. Nijmegen; Carolyn P. Egri, Simon Fraser U.; David A. Ralston, U. of Oklahoma; Wade Danis, Georgia State U.; Knud Sinding, U. of Southern Denmark; Jean-Pascal Gond. HEC Montreal; Nicola Berg, U. of Hamburg; Mario Molteni, Catholic U. of the Sacred Heart - Milan; Tomasz Ochinowski, Warsaw U.; Francisco B. Castro, U. of Porto; Irina Naoumova, U. of Hartford; Amandine Furrer-Perrinjaquet, Unilever; Tevfik Dalgic, UTD; Frances E Bowen, Queen Mary U. of London; Ruth Alas, Estonian Business School
- ☐ 'Good' and 'Evil': The Relationship between CSR and Corporate Political Activity | Brian Kelleher Richter, Richard Ivey School of Business
- □ Strategic Congruence between Community-Focused Strategies and Profit Maximization | Andrea Fosfuri, U. of Carlos III de Madrid; Marco Giarratana, U. Carlos III de Madrid; Esther Roca, U. Carlos III de Madrid
- ■Testing the Law of Requisite Complexity | Efthimios Poulis, Norwich Business School; Paul Ronald Jackson. U. of Manchester; Konstantinos Poulis, U. of Essex

1326 JS: (BPS, MOC, TIM) Strategic Management Meets

Neurosciences: Problems and Opportunities

9:45am - 11:15am San Antonio Convention Center: Room 217 A Tweet this session: #AOM2011 1326

Organizers: Stefano Brusoni, Bocconi U.; Daniella

Laureiro-Martínez, Bocconi U.

Discussants: Anita McGahan, U. of Toronto; Stefano Brusoni, Bocconi U.

- Why (And How) Strategic Decision Making Needs the Social Neurosciences? | Mark P. Healey, U. of Leeds; Gerard P. Hodgkinson, U. of Leeds
- Examining the Neural Foundations of Escalation of Commitment | Gerry McNamara, Michigan State U.: Donald E. Conlon, Michigan State U.; James Hamilton Dulebohn, Michigan State U.; Joel Koopman, Michigan State U.
- The Innovative Brain: A Neural Signature | Daniella Laureiro-Martínez, Bocconi U.; Stefano Brusoni, Bocconi U.; Maurizio Zollo, Bocconi U.; Nicola Canessa, San Raffaele U.; Stefano Cappa, San Raffaele U.

1327 € ■ JS: (BPS, OMT) Securities Analysts in Management Practice and Research

9:45am - 11:15am San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 1327

Chairs: Guoli Chen, INSEAD; Yu Zhang, U. of California, Irvine Discussant: Margarethe F Wiersema, U. of California, Irvine Exploration, Exploitation and Analysts: Are Firms Rewarded for Ambidexterity? | Mary J. Benner, U. of Minnesota; Yoonhee Cecile Choi, U. of Minnesota, Twin Cities

Learning from Unsynchronized Feedbacks in Capital Market and Product Market | Yu Zhang, U. of California, Irvine; Yan Gong, U. of California, Irvine

Managerial Discretion and Market Reaction: Analysts' Responses to Management Earnings Guidance | Guoli Chen, INSEAD; Craig Crossland, U. of Texas, Austin

Global Securities Analysts' Evaluations of Family Firms in Emerging Markets | Young-Chul Jeong, U. of Illinois, Urbana-Champaign; Xiaowei Luo, INSEAD

1328 QQ (Paper Session) - (CAR) Work Family **Enrichment, Conflict and Life Balance**

9:45am - 11:15am Grand Hyatt: Lone Star B Tweet this session: #AOM2011 1328 Chair: Corinne Post, Lehigh U.

₽ Work-Family Enrichment and Entrepreneurial Success: Do Female Entrepreneurs Benefit Most? | Gary N. Powell, U. of Connecticut; Kimberly Eddleston, Northeastern U.

- No Pain. No Gain? A Resource-Based Model of Work-to-Family Conflict and Enrichment I Zheng Chen, U. of South Florida, St. Petersburg; Gary N. Powell, U. of Connecticut
- ■The Impact of Job Insecurity on Career-Specific Parenting Behaviors and Youths' Career Self-Efficacy | Xiuxi Zhao, National U. of Singapore

1329 🕮 🌣 🖳: (Paper Session) - (CAR) Does 'Knowing Who'

9:45am - 11:15am Grand Hyatt: Presidio B Tweet this session: #AOM2011 1329

Chair: Shelly McCallum, Saint Mary's U. of Minnesota

- ■Over-identification and Distress: Examining the Moderating role of Self-esteem and Social Support | Cindy Wu, Baylor U.; David K Pooler, Baylor U.
- ■Pipes, Prisms and Promotions: Effect of Social Networks on the Performance-Promotion Relationship | Jun Yang, State U. of New York, Buffalo; Zoe Barsness, U. of Washington, Tacoma; Marc-David L Seidel, U. of British Columbia; Prasad Balkundi, State U. of New York, Buffalo
- ☐ The Relationship Between Networking Behaviors and the Big Five Personality Dimensions | Hans-Georg Wolff, U. of Erlangen, Nuremberg; Sowon Kim, IESE Business School

1330 GAU: (CAU) Career Theory as a Form of Organizational Scholarship

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa North Tweet this session: #AOM2011 1330

Organizers: Hugh P. Gunz, U. of Toronto; Jeffrey H. Greenhaus,

1331 CAU: (CAU) Complexity Theory in Organizational Research: Gathering Empirical Researchers

9:45am - 11:15am Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 1331

Organizers: Russ Marion, Clemson U.; William R. Hanson, Anderson U.

1332 \(\subseteq CAU: (CAU) \) Taking Management Research to (and Between) the Next Level: A Meso-Paradigm Research Agenda

9:45am - 11:15am Hilton Palacio del Rio: La Reina North & Center

Tweet this session: #AOM2011 1332

Organizers: Ted A. Paterson, U. of Nebraska, Lincoln; Erin Bass, U. of Nebraska, Lincoln

Participants: Kimberly B. Boal, Texas Tech U.; Subrata

Chakrabarty, U. of Nebraska, Lincoln; Katherine Klein, U. of Pennsylvania; John Mathieu, U. of Connecticut; Denise M. Rousseau, Carnegie Mellon U.; Mary Uhl-Bien, U. of Nebraska

1333 \(\subseteq CAU: (CAU) \) Publishing in the Top Tier

9:45am - 11:15am Hilton Palacio del Rio: La Reina South

Tweet this session: #AOM2011 1333

Caucus participants will engage in a discussion of best practices for publishing in the top tier. With the participation of journal editors and authors of published works, the caucus will focus on "best practices" advice about how to achieve excellence in research, how to create an outstanding research career, and how to avoid the pitfalls that sidetrack emerging scholars. Mitchell and Dino will briefly provide a foundational template using person-environment fit theory and then facilitate interactive dialogue between the participating journal editors, authors, and young scholars in an effort to reach into the unexplored corners of the top-tier research craft and make explicit the tacit knowledge of top tier research. This caucus is designed for graduate students, young faculty, and anyone else interested in publishing in the top tier. With respect to the 2011 Theme, the caucus will enlighten young scholars, help them balance their work efforts, and transcend the chasm between asking interesting research questions and publishing their works in a top tier journal. Organizers: Richard N. Dino, U. of Connecticut; Ronald Mitchell, Texas Tech U.

1334 → ← □CAU: (CAU) EMONET: The Network for the Study of Emotion in Organizations

9:45am - 11:15am Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 1334

Organizer: Neal M. Ashkanasy, U. of Queensland

1335 GAU: (CAU) Strategic Management and the RMD Measure Chest Wiki

9:45am - 11:15am Hilton Palacio del Rio: La Vista South

Tweet this session: #AOM2011 1335

Chairs: Brian Boyd, Arizona State U.; Steve Gove, Virginia Tech

1336: (Paper Session) - (CDP) Managing Health and Healthcare

9:45am - 11:15am Hilton Palacio del Rio: Corte Real A/B

Tweet this session: #AOM2011 1336

Facilitator: Kun Huang, U. of New Mexico

- → PNP: The Effect of Outpatient Dialysis Global Budget Cap on Health Care Utilization by ESRD Patients | Ray-e Chang, National Taiwan U.; Chi-Jeng Hsieh, Oriental Institute of Technology; Robert C. Myrtle, U. of Southern California
- → HR: Genetic and Environmental Effects on Work Features and Their Relations with Well-Being and Health I Wen-Dong Li, National U. of Singapore; Richard D Arvey, National U. of Singapore

- Po ☐ OM: Role of State and Hospital Leadership in CMS Process Management: Effects on Art and Science of Care | Claire Senot, The Ohio State U.; Aravind Chandrasekaran, The Ohio State U.; Ken Boyer, Ohio State U.
- ■HCM: Resonant and Dissonant Physician-Patient Relationships: Understanding Sustained, Desired Change | Loren R. Dyck, U. of La Verne

HCM Division Best Paper Based on a Dissertation Award Nominee

1337 : (Paper Session) - (CDP) Internal and External Antecedents of Proactive Market Orientation

9:45am - 11:15am Hilton Palacio del Rio: Corte Real C

Tweet this session: #AOM2011 1337

Facilitator: Henri Burgers, Queensland U. of Technology

- OB: How Departmental Decision Influence Shapes
 Responsive and Proactive Market Orientation | Malte
 Brettel, RWTH Aachen U.; Monika Oswald, RWTH Aachen U.
- → IM: Antecedents of Proactive Market Orientation A Five Country Study | Monika Oswald, RWTH Aachen U.

1338: (Paper Session) - (CDP) Career Development, Work and Job Satisfaction

9:45am - 11:15am Hilton Palacio del Rio: Corte Real D/E

Tweet this session: #AOM2011 1338

Facilitator: Alexandra Michel, U. of Heidelberg

- CAR: Work-Life Stage Diversity and People Management Support for Employees | Peter Leisink, Utrecht U.; Eva Knies, Utrecht U.
- **CAR:** The Impact of Specific and Difficult Career Visions on Job Satisfaction and Turnover Intentions | **Claudia Holtschlag**, U. of Barcelona; **Aline D. Masuda**, EADA
- ₽⇒ HR: What Matters When: A Multi-Stage Examination of Factors Contributing to Job Search Effort | Ginny L. Kidwell, U. of Kentucky; Travis J Grosser, U. of Kentucky; Brian R. Dineen, U. of Kentucky
- Winner of HR Division Best Student Paper Award

 ♥ ■GDO: Applying Social Cognitive Career Theory to a
 Diverse Workforce | Karen S. Lyness, Baruch College; Belle

Rose Ragins, U. of Wisconsin, Milwaukee

1339: (Paper Session) - (CDP) Leadership and its Trap 9:45am - 11:15am Hilton Palacio del Rio: El Mirador East

Tweet this session: #AOM2011 1339

Facilitator: Stefan Krummaker, Leibniz U. Hannover

- Polar Pragmatism and Personalism in Post-Merger Leadership: Lessons from the Founding of LULAC | John Humphreys, Texas A&M U.-Commerce; Stephanie Pane-Haden, Texas A&M U.; Jennifer Oyler, Texas A&M U.; Jack Cooke, Texas A&M U.-Commerce; Zhao Duan, HuaZhong Normal II.
- ●→ ■OMT: How does CEO cooperative behavior affect organizational performance? | Bjarne Espedal, Norwegian School of Economics and Business Administration
- MOC: Seeing Leaders in Context: Implicit Leadership Theory Formation of Academic Department Chairs | Brodie Boland, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.
- ■ENT: Revisiting the Living-Dead as Trap: Inside Entrepreneurship's Self-Destructive Cognitive Core | Tomas

Casas i Klett, U. of St. Gallen; Michael Dominik Hilb, U. of Fribourg

1340 : (Paper Session) - (CDP) Succession, Job Attachment and Embeddedness

9:45am - 11:15am Hilton Palacio del Rio: El Mirador West

Tweet this session: #AOM2011 1340

Facilitator: Anders Dysvik, BI Norwegian Business School

- MC: The Woodville Republican and Four Generations of the Lewis Family: A Case Study | John James Cater, Nicholls State U
- GDO: From HR Management to Work-Related Attitudes: The Mediating Role of Future Time Perspective | Joerg Korff, Jacobs U. Bremen; Torsten Biemann, U. of Cologne; Sven Constantin Voelpel, Jacobs U. Bremen
- OB: Extending and Enriching Job Embeddedness Theory:
 Predicting College Persistence | Peter Hom, Arizona State U.;
 Kristie M Rogers, Arizona State U.; Delia Saenz, Arizona State
- ■HR: Social Network Effects on Supervisor-Employee Performance Assessment | Kent Wickstrøm Jensen, U. of Southern Denmark; Torben Andersen, U. of Southern Denmark; Antonio Rivero Ostoic. U. of Southern Denmark

1341: (Paper Session) - (CDP) Unknown Future: Developing Foresight and Managing Uncertainty

9:45am - 11:15am Hilton Palacio del Rio: La Espada

Tweet this session: **#AOM2011 1341**Facilitator: Claire A. Simmers, Saint Joseph's U.

- ■OMT: Becoming Aware of the Unknown: Decision Making during Strategy Implementation | Ronald Klingebiel, U. of Warwick; Arnoud De Meyer, Singapore Management U.
- MOC: Integrated Differentiation: A cognitive and affective perspective to risky decision making | Magdalena Cholakova, Bocconi U.
- ONE: Challenges of Using Futures Methods in Sustainable
 Development Projects | Angela Wilkinson, Smith School of
 Enterprise and the Environment; Diana Mangalagiu, REIMS
 Management School; John W Selsky, U. of South Florida
- ■ONE: Environmental Awareness, Habits and Expectations for the Future of the City of Porto Alegre | Luis Felipe Machado Nascimento, PPGA EA -UFRGS; Marcia Dutra de Barcellos, PPGA EA -UFRGS; Carlos Alberto Frantz dos Santos, PPGA EA -UFRGS; Daiane Muelling Neutzling, PPGA EA -UFRGS; Marilia Bonzanini Bossle, PPGA EA -UFRGS;

1342: (Paper Session) - (CDP) **Job Embeddedness**,

Employment, and Managerial Performance 9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey C

Tweet this session: #AOM2011 1342

Facilitator: Mark Maltarich, Saint Ambrose U.

- ➡ TIM: Stretching Role Breadth: Overachieving IT Managers in Underperforming IT Organizations | Linda M Pittenger, Case Western Reserve U.; Eugene Allen Pierce, MITRE Corporation
- TIM: Why Would Employees be Supposed to Embrace Managers' Innovation? | Hao Jiao, Beijing Normal U.; Guozhen Zhao, Rutgers U.

- PNP: Against All Odds: Job Embeddedness in Extreme Contexts | Marion B Eberly, U. of Washington; Dustin James Bluhm, U. of Washington; Terence R. Mitchell, U. of Washington; Thomas Lee, U. of Washington
- ₽⇒OB: A Longitudinal Analysis of the Relationship Between Life Satisfaction and Employee Volunteerism | Valentina V. Kuskova, State U. - Higher School of Economics

1343 : (Paper Session) - (CDP) Building an Impression and Exerting Influence

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey N Tweet this session: **#AOM2011 1343**

Facilitator: David Montgomery Long, U. of Florida

- OM: The Labor Illusion: How Operational Transparency Increases Perceived Value | Ryan W. Buell, Harvard Business School; Michael Norton, Harvard Business School
- **p₀GDO:** Passing as Superman: The Ideal Worker and Men's Professional Identities | **Erin Marie Reid**, Harvard U.
- ■BPS: Managing External Aspirations: Examining Executives' Attempts to Influence Stock Market Analysts | Mark Washburn, California State U. Long Beach
- OB: Executive Legacy Behavior: Evidence from International Cases | Björn Rosenberger, Freiberg U.; Michael C. Nippa, Freiberg U.

1344: (Paper Session) - (CDP) Sustainability, Employment and Organizational Outcomes

9:45am - 11:15am Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 1344

Facilitator: Kathy Ning Shen, Abu Dhabi U.

- ■OM: Why Safer Employees Make Happier Customers: Empirical Evidence From The Electric Utility Industry | P. Geoffrey Willis, U. of Central Oklahoma; Karen A Brown, Thunderbird; Gregory E. Prussia, Seattle U.
- **₽J**ONE: Understanding Employee Proenvironmental Behavior: A Test of a Theoretical Model | Laura M. Graves, Clark U.; Joseph Sarkis, Clark U.; Qinghua Zhu, Dalian U. of Technology
- ONE: Embedding Sustainability: Lending Construct Clarity through a Systematic Review | Stephanie Bertels, Simon Fraser U.; Lisa Papania, Simon Fraser U.; Daniel Papania, Simon Fraser U.
- → ■OMT: Ownership's Consequences: The Performance Effects of Broad-based Employee Ownership in Organizations | Susanne Verena Schrader, EBS Business School

9:45am - 11:15am Grand Hyatt: Bonham C Tweet this session: #AOM2011 1345

Chair: Melissa C. Thomas-Hunt, U. of Virginia

- ■A New Perspective on Coalitions: What Motivates Membership? | Christopher J. Meyer, Baylor U.
- → Negotiations between Equally vs. Unequally Sized Teams: Effects on Negotiation Process and Outcome | Andreas W. Richter, U. of Cambridge; Wendy P. Van Ginkel, Erasmus U. Rotterdam; Anne Nederveen Pieterse, U. of Groningen

■Three Amigos vs. Dynamic Duos: The Effect of Simmelian Friends on Retaliation | Kenneth Goh, Carnegie Mellon U.; David Krackhardt, Carnegie Mellon U.; Laurie R. Weingart, Carnegie Mellon U.; Tat Koon Koh, Carnegie Mellon U.

1346 (☐ ⓒ → ☐: (Paper Session) - (CMS) Entrepreneuring the Global Financial Crisis

9:45am - 11:15am Marriott Rivercenter: Salon L Tweet this session: **#AOM2011 1346**

Chair: Marcos Pereira Fernandes de Barros, HEC Montreal Demystifying the "Entrepreneurial Mind": A Wittgensteinian Approach | Stratos E Ramoglou, Cambridge U.

- pu⊟On `Cooling out the Marks' of the Financial Markets: Recuperating Neo-Liberal Normality | **Jason Glynos**, U. of Essex; **Robin Klimecki**, Cardiff U.; **Hugh Willmott**, Cardiff Business School, UK
- Rhetorical Strategies of Institutional Work: The Banking Profession and the Financial Crisis | Suhaib Riaz, U. of Ontario; Hari Bapuji, I. H. Asper School of Business; Sean Christopher Buchanan, Schulich School of Business
- Putting the Public into 'Public Interest': Lessons from the GFC for the Future of Business Schools | Todd Bridgman, Victoria U. of Wellington

1347: (Paper Session) - (DISC) Individual Differences

9:45am - 11:15am Hyatt Regency: Blanco

Tweet this session: #AOM2011 1347

Discussant: John Rohrbaugh, State U. of New York, Albany
■ OB: Individual-Level Experience as a Source of Dynamic
Capabilities | Marc Rodenbach, RWTH Aachen U.

- → ■OB: Intrafirm Network Centrality and Individual Employee's Market Orientation | Tao Zhu, U. of Groningen
- ■OB: Work Ethic: Its Relationship to Conscientiousness, Need for Achievement and Organizational Behavior | Melissa Janine Mann, Winston-Salem State U.; Thomas D Taber, State U. of New York, Albany
- OB: Guilt, Shame, and Reparative Behavior: The Effect of Proximity | Majid Ghorbani, Simon Fraser U.; Yuan Liao, Simon Fraser U.; Sinan Caykoylu, Simon Fraser U.

1348: (Paper Session) - (DISC) Tracking the Management Education Process and Outcomes

9:45am - 11:15am Hyatt Regency: Bowie A Tweet this session: **#AOM2011 1348**

Discussant: **Thomas P. Bradley**, Tarleton State U.

■ MED: Towards An Understanding of Peak Learning Experiences: A Phenomenological Investigation | Thomas A. Conklin, Gannon U.

MED: Service Learning and Business Students: Moving from Me to Us to All of Us | **Monika Hudson**, U. of San Francisco

MED: Knowledge Management and Implementation of Vocational Technology Courses in Institutes in Brazil | Adriana Roseli Wunsch Takahashi, U. Federal do Paraná; Marcia MAY Gomel, CEPPAD/UFPR

1349 : (Paper Session) - (DISC) Challenges in Measuring Costs

9:45am - 11:15am Hyatt Regency: Bowie B Tweet this session: **#AOM2011 1349**

Discussant: Janet L. Hartley, Bowling Green State U.

- ■OM: Thought Worlds In An Intra-Organizational Supply Chain | T. T. Niranjan, Swiss Federal Institute of Technology Zurich, ETH; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH
- ■OM: An Outsourcing Model for Lead Users: An Empirical Investigation | Christos Tsinopoulos, Durham U.; Zu'bi Mohammad Al-Zu'bi, U. of Jordan
- + OM: The Price of Responsiveness: Cost Analysis of Change Orders in Make-to-Order Manufacturing | Jukka Uskonen, Aalto U.; Antti Tenhiälä, IE Business School

1350: (Paper Session) - (DISC) Stability and Embeddedness

9:45am - 11:15am Hyatt Regency: Frio Tweet this session: #AOM2011 1350

Discussant: E. Geoffrey Love, U. of Illinois, Urbana-Champaign

- ■OMT: Inter-organizational Managerial Migration and Emergent Organizational Boundaries | Hamidah Salleh, National U. of Singapore
- **OMT:** The Influence of Team Stability on Team Errors A Panel Data Analysis | Jost Sieweke, U. of Duesseldorf
- → OMT: Broadening the Scope of Structural Embeddedness: A Study of the Indian Interorganizational Network | Dalhia Mani, HEC Paris

1351: (Paper Session) - (DISC) Entrepreneurship and Globalization

9:45am - 11:15am Hyatt Regency: Llano Tweet this session: #AOM2011 1351

Discussant: Sabine B. Klein, Otto Beisheim Graduate School of Management (WHU)

- → ENT: Globalization, Institutions, and Entrepreneurship: Measuring Global Entrepreneurial Activity | Robert Joseph Wuebker, U. of Utah; Pekka Stenholm, U. of Turku; Zoltan J. Acs, George Mason U.
- ENT: The Intersection of Institutional Entrepreneurship and Industry Convergence: Evidence from Korea I Marina Yue Zhang, Tsinghua U.
- **ENT:** The Impact of Credit Crunch on Firm Financing in Transition Economies: Does Size Matter? | Julia Korosteleva, U. College London; Yulia Rodionova, De Montfort
- ■ENT: Business Model Engineering: Bricolage and Creating 'Lollapalooza' Effects for Online Services I Biörn Kijl, U. of Twente; Michel Ehrenhard, U. of Twente; Fons Wijnhoven, Twente U.; Lambert Nieuwenhuis, U. of Twente; Durk Boersma, U. of Twente

1352: (Paper Session) - (DISC) Understanding and Using Knowledge

9:45am - 11:15am Hyatt Regency: Maverick B Tweet this session: **#AOM2011 1352**

Discussant: Jim Nelson, Southern Illinois U. Carbondale

- ■OCIS: An Empirical Investigation of Internal Markets as a Sourcing Option for the Delivery of is Services | Andrea Carugati, Aarhus U.; Lapo Mola, U. of Verona; Jacques Bulchand-Gidumal, U. of Las Palmas de Gran Canaria
- OCIS: Boundaries of Identity in the Upwards Flow of Strategic Knowledge | Nina Bauer, NOVA School of Business and Economics; Joao Cunha, U. Nova de Lisboa

- → OCIS: A Duality of Knowledge: Knowledge Transfer Practices in Outsourcing Between East and West | Tom Stafford, U. of Memphis
- ■OCIS: Correction of misunderstanding: The link between communication media and communication routines | Sigmund Valaker, Norwegian Defense Research Establishment

1353: (Paper Session) - (DISC) MNC Strategies in **Developed and Developing Economies**

9:45am - 11:15am Hyatt Regency: Navarro Tweet this session: #AOM2011 1353

Discussant: Xavier Castañer, U. of Lausanne

- → IM: Multinational Corporations' Migration Strategies in Large Emerging Economies | Bou-Wen Lin, National Tsing Hua U.; Ming-Feng Ho, National Tsing Hua U.
- → ■IM: Regional Integration and the International Strategies of Large European Firms | Chang Hoon Oh, Brock U.; Alan M Rugman, U. of Reading
- → ■IM: Slack Resources and the Performance of State Owned Enterprises | Ciprian Stan, U. of Texas, Dallas

1354: (Paper Session) - (DISC) New Theoretical

Perspectives in Strategy 9:45am - 11:15am Hyatt Regency: Segin

Tweet this session: #AOM2011 1354

Discussant: Richard L Priem, Texas Christian U.

- **BPS**: Reconfiguring Porter's Generic Strategies in a Virtuous World I Geoffrey G Bell, U. of Minnesota, Duluth: Bruno Dyck, U. of Manitoba; Mitchell J. Neubert, Baylor U.
- BPS: Strategic Categorizations of the Principal Investigator in Publicly Funded Research Projects | Conor O' Kane, U. of Otago; James A. Cunningham, National U. of Ireland - Galway; Paul O'Reilly, Dublin Institute of Technology; Agnes Maciocha, **Dublin Institute of Technology**
- BPS: Answering Mintzberg's Question: Toward Understanding the Factors Leading to Strategy Emergence Scott D Julian, Wayne State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.

1355 =: (Paper Session) - (ENT) Entrepreneurship in the **Community and Regional Context**

9:45am - 11:15am San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1355

Chair: Bo Zhao, U. of Michigan, Ann Arbor

- Regional Innovative Capabilities and Firm Creation: A Regional Analysis | In Hyeock Ian Lee, Western Kentucky U.; Eunsuk Hong, Queen's U. Belfast
- → Family Firms and Regional Innovation Activity: Evidence from the German Mittelstand | Joern Hendrich Block, Erasmus U. Rotterdam; Frank Spiegel, Technical U. München
- → Making Room for Something New: Foreign Direct Investment and Host-Country Entrepreneurial Activity Phillip H. Kim. U. of Wisconsin. Madison: Mingxiang Li. U. of Wisconsin, Madison
- Incubators Support High Performing Firms | Alejandro Amezcua, Syracuse U.

1356 ■: (Paper Session) - (ENT) Entrepreneurship and **Markets**

9:45am - 11:15am San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 1356

Chair: Dante DiGregorio, U. of New Mexico

- Po. ☐ The Role of Entrepreneurship in the Market Process: A Simulation Study | Mohammad Keyhani, Schulich School of Business; Moren Levesque, York U.
- Flexibility and Commitment in the Management of Uncertainty in Nascent Markets. | **Philippe Silberzahn**, EM Lyon
- → Institutional Differences, International Experience, and Venture Capital Investment Performance | Yong Li, State U. of New York, Buffalo; Jing Li, Simon Fraser U.; Ilan Vertinsky, U. of British Columbia
- ■When Stars are Aligned: Technology Entrepreneurs and Institutional Voids in the Emergence of Pay TV | Kerem Gurses, La Salle U.; Pinar Ozcan, IESE Business School

1357 🖃: (Paper Session) - (ENT) Gender Issues in Entrepreneurship

9:45am - 11:15am San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1357

Chair: Drganesan Ramaswamy, King Saud U.

- ■Buffering the Effects of Stereotype Threat on Women's Entrepreneurial Competence Evaluations | Jeffrey M. Pollack, U. of Richmond; Jeni L. Burnette, U. of Richmond; Crystal L Hoyt, U. of Richmond
- ■Human Capital, Gender, and Entrepreneurial Innovativeness | Anat BarNir, U. of North Texas

1358 ☐: (DRP Session) - (ENT) New Sources of Entrepreneurial Finance

9:45am - 11:15am San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 1358

Facilitator: Darrel L. Sandall, Purdue U., West Lafayette

The Impact of Slack on Firm Performance: The Role of

Private Faulty Investors | Tem P. Venedor II. of Chapter

- Private Equity Investors | Tom R. Vanacker, U. of Ghent; Veroniek Collewaert, Maastricht U.; Ine Paeleman, U. of Ghent
- Growth and Venture Capital Selection: A Multidimensional Approach | Will Drover, SIU Carbondale
- → Corporate Venture Capital Performance Is There a First-Mover Advantage? | Carolin Haeussler, U. of Munich; Matthew J Higgins, Georgia Institute of Technology; Stephanie Hochhold, LMU Munich
- Firm Valuation in Venture Capital Financing Rounds: The Role of Investor Bargaining Power | Andy Heughebaert, U. of Ghent; Sophie Manigart, U. of Ghent
- ■Intellectual Property, Prior Knowledge & the Survival of New Firms | Sonali K. Shah, U. of Washington; Sheryl Winston Smith, Temple U.

1359 🖃: (DRP Session) - (ENT) SME Strategies and Performance

9:45am - 11:15am San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 1359

Facilitator: James A. Downing, U. of Illinois, Chicago

■ An Exploratory Study of Decline and Turnaround Amongst SMEs in Finland | Nick John Collett, U. of Manchester;

- Naresh Pandit, U. of East Anglia; Jukka Saarikko, CM Consulting OY
- → Strategic Alliance Portfolio Flexibility and Satisfaction with Alliance Usage in SMEs | Louis Marino, U. of Alabama; Karen Strandholm, U. of Michigan, Dearborn; Pat H Dickson, Wake Forest U.; Jamal Maalouf, U. of Alabama; Paul Louis Drnevich, U. of Alabama
- □ Ambidexterity in SMEs: The Role of Exploration and Exploitation in Enhancing Firm Performance | Dinesh N lyer, Ohio U.; Patrick Kreiser, Ohio U.
- ■Success Mantra for Small and Medium Enterprises in Fiji Islands | Sonal Singh, Macquarie U.; Raghuvar Dutt Pathak, U. of the South Pacific; Himanshu Kumar Shee, Victoria U.; Azhar Kazmiu, King Fahd U. of Petroleum and Minerals; David william Parker, U. of Queensland
- Influence of Incentive Distribution in Start-ups Teams on Performance of Start-ups | Reddi Kotha, Singapore Management U.; Jayanth Narayanan, National U. of Singapore

1360 🗏 **SHCS: (ENT, GDO) Female and Minority Entrepreneurs of the 21st Century in the U.S. and Abroad

9:45am - 11:15am San Antonio Convention Center: Room 212 B Tweet this session: **#AOM2011 1360**

Chairs: Rowena Ortiz-Walters, Quinnipiac U.; Monica C. Gavino, Saint Xavier U.

Discussant: Eugene F Stone-Romero, U. of Texas, San Antonio Turkish Women Entrepreneurs: Do Work-Family Interface Theories Apply? | Sammie L Robinson, Texas Southern U.; Dewaynna A. Cates, Prairie View A&M U.; Stacey Reynolds McNeil, Jackson State U.

- A Study of Aboriginal and Non-Aboriginal Australian Women Entrepreneurs | **Andrea E Smith-Hunter**, Siena College; **Sammie L Robinson**, Texas Southern U.
- Preferences for Entrepreneurial Training by Latino & Latina Business Owners | Monica C. Gavino, Saint Xavier U.; Rowena Ortiz-Walters, Quinnipiac U.; Denise E. Williams, Indiana U. Kelley School
- Gender in its Many Hues: An Examination of Black, Mexican & Korean Women Business Owners | Laquita C Blockson, College of Charleston; Yoon Lee, Utah State U.; Ramona Zachary, Baruch College
- Financial Institutions' Funding to Minority Entrepreneurs:
 When is there Equal Access? | Tolulope Bewaji, Saint Xavier
 U.; Qin Yang, Robert Morris U.; Yunxuan Han, Temple U.

1361 © ■ SHCS: (GDO) Stereotype Threat in the Workplace: A Multi-Perspective and Multi-Method Exploration

9:45am - 11:15am Grand Hyatt: Presidio A Tweet this session: **#AOM2011 1361**

Organizers: **Atira Cherise Charles**, Florida State U.; **Shalei V. K. Simms**, Ramapo College

Stereotype Threat in the Workplace: A Scale Development and Validation Effort | **Atira Cherise Charles**, Florida State U.

Contending with Stereotype Threat at Work: An Examination of Long-term Responses | Caryn J Block, Columbia U.; Maura M. Bairley, Columbia U.; Mateo Cruz, Columbia U.; Taly Harel-Marian, Columbia U.; Loriann Roberson, Columbia U.

- Is Male Tokenism Bad for Women?: The Effect of Social Dominance Orientation and Tokenism on Men | Aneika L. Simmons, Sam Houston State U.
- Impression Management: Means of Mitigating the Effects of Sex-Stereotyping in Organizations | Renuka Hodigere, Case Western Reserve U.

1362: (DRP Session) - (GDO) Women and Leadership

9:45am - 11:15am Grand Hyatt: Travis A Tweet this session: #AOM2011 1362 Facilitator: dt ogilvie, Rutgers U.

- ₱ = The Gendered Nature of (Male) Leadership: Expressive Identity Salience and Cooperation | Leire Gartzia. Northwestern U.
- ■Who Takes the Floor and Why? Gender, Power, and Volubility in Organizations | Victoria L Brescoll, Yale U.
- ☐ The Need for Legitimacy: How Firms Respond to Institutional Pressures to Appoint Women Directors I Jennifer Miner Knippen, U. of Florida; Wei Shen, Arizona State
- Facilitating the Pygmalion Effect: Why Leader Gender Matters | Leonard Karakowsky, York U.; Nadia C. DeGama, York U.; Kenneth James McBey, York U.

1363 → ♥ ← 🔙 JS: (GDO, IM, OB) Multi-Level Factors Impacting Women at Work in the Arab MENA Region

9:45am - 11:15am Grand Hyatt: Lone Star C Tweet this session: #AOM2011 1363

Organizers: Charlotte M. Karam, American U. of Beirut; Fida Afiouni, American U. of Beirut

Chair: Katty Marmenout, EM Lyon

Discussant: Dima Jamali, American U. of Beirut

Factors Influencing Women Entrepreneurs in the UAE: A Multi-Level Analysis | Rabia Naguib, Sharjah U.

- Factors Influencing Women's Employment Status in Jordan I Amal El-Kharouf, U. of Jordan; David Thomas Weir, Liverpool
- Challenges Facing Women Corporate and Political Leaders in the MENA Region | Ikhlas Ali Abdalla, Gulf U. of Science and Technology
- Think Global Research Local: Contextual Research on Women Leaders in the Region | Lynda L Moore, Simmons
- Localizing Women's Experiences of Academia: Multi-Level Factors at Play in the MENA | Charlotte M. Karam, American U. of Beirut; Fida Afiouni, American U. of Beirut

1364 @ .: (Paper Session) - (HCM) Physician Practice and Innovation

9:45am - 11:15am Marriott Rivercenter: Salon K Tweet this session: #AOM2011 1364 Chair: Margarete Arndt. Clark U.

- ■Deskilling and Adaptation Among Primary Care Physicians Using Two Work Innovations | Timothy Hoff, State U. of New York, Albany
- □ The Cultural Complexity of Medical Groups | Ingrid M. Nembhard, Yale U.; Sara J. Singer, Harvard U.
- Improving Patient Safety by Fostering an Interprofessional Learning Environment for Medical Trainees | Michal Tamuz,

SUNY Downstate Medical Center; Traber Davis Giardina, Michael E. DeBakev VA Medical Center: Eric J. Thomas. U. of Texas Houston Medical School; Shailaja Menon, Michael E. DeBakey VA Medical Center; Hardeep Singh, Michael E. DeBakey VA Medical Center

1365 € \(\subseteq \subseteq : (Paper Session) - (HR) \text{ New Perspectives on } \) Employee Recruiting

9:45am - 11:15am Grand Hyatt: Bonham D Tweet this session: #AOM2011 1365

Chair: Brian W. Swider, Texas A&M U.

- Rebranding Employment Branding: A Conceptual Framework for Worker Based Employment Brand Equity | Timothy M. Gardner, Vanderbilt U.; Niclas Erhardt, U. of Maine; Carlos Martin-Rios, U. Carlos III de Madrid
- ■Organizational Reputation and Recruiter Political Skill Influences on NCAA Football Recruiting | Darren C. Treadway, State U. of New York, Buffalo; Garry L. Adams, Auburn U.; T. Johnston Hanes, U. of Illinois, Urbana-Champaign; Pamela L. Perrewe, Florida State U.; Marshall J. Magnusen, Florida State U.; Gerald R. Ferris, Florida State U.
- ₽ Complementary and Supplementary Fit During Recruitment: An Integration | Kang Yang Trevor Yu, Nanyang Technological U.
- Role of Workplace Romance Policies and Procedures on Individuals' Job Pursuit Intentions | Charles A. Pierce, U. of Memphis; **Katherine A. Karl**, U. of Tennessee, Chattanooga; Eric Brey, U. of Memphis

1366 ☐: (Paper Session) - (HR) Organizational-Level **Outcomes of HR Practices**

9:45am - 11:15am Grand Hyatt: Lone Star D Tweet this session: #AOM2011 1366

Chair: Alexander Colvin, Cornell U.

- ☐ How Does Human Resource Management Influence Organizational Outcomes? | Kaifeng Jiang, Rutgers U.; Jia Hu, U. of Illinois, Chicago
- ₽ Corporate Governance, Human Resource Practices and Establishment-Level Outcomes | Hossam Zeitoun, U. of Zurich; Paolo Pamini, ETH Zurich
- ☐ The Effects of Part-Time Workers on Establishment Performance | Clinton Chadwick, U. of Kansas: Carol Flinchbaugh, U. of Kansas
- ■The Role of HR Architecture and Capabilities in Shaping Museum Performance | Chiara Paolino, U. Commerciale L. Bocconi, Silvia Bagdadli, Bocconi U.; James C. Hayton, Newcastle Business School

1367 =: (DRP Session) - (HR) Pay Structure, Policies, and **Decisions**

9:45am - 11:15am Grand Hyatt: Mission A Tweet this session: #AOM2011 1367

Facilitator: James M. Schmidtke, California State U. Fresno

■Pay Dispersion and Member Performance in Interdependent Groups: The Role of Status Hierarchy | Mahmut Bayazit, Sabanci U.; Firat Inceoglu, Sabanci U.

Verifying Influences of Actual Income and In-Department Comparison on Pay and Benefit Satisfaction | Wei He,

- Huazhong U. of Science & Technology; **Li-rong Long**, Huazhong U. of Science & Technology
- Workplace Pay Policies, Workers' Behaviour and Gender Implications in Italian Manufacturing Firms | **Edoardo Della Torre**, U. of Bergamo; **Luca Solari**, U. degli studi di milano
- ☐ Fair Pay Allocation Decisions from a Regulatory Focus Theory View | Tae-Youn Park, U. of Minnesota
- □ Information Use in Counter-Offer Decisions | William Iverson MacKenzie, U. of Alabama in Huntsville; Brian S. Klaas, U. of South Carolina; John A. McClendon, Temple U.

1368 : (Paper Session) - (IM) Internationalization Dynamics and Entry Mode Choice

9:45am - 11:15am San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 1368

Chair: Cordula Barzantny, Groupe ESC Toulouse Business School

- □ → ← □ FDI Spillovers Over Time: The Role of Foreign Firms' Entry Pattern, Intangible Assets, and Locations | Anthea Yan Zhang, Rice U.; Yu Li, U. of International Business and Economics; Haiyang Li, Rice U.
- □ Proposed Factors Influencing Entry Mode Choice Decisions
 | Willie E. Hopkins, California State U. Chico; Michael T. Rehg,
 California State U. Chico; Michael J. Gundlach, California State
 U., Chico; Shirley A. Hopkins, California State U. Chico
- → ☐ The Dynamics of Professional Services
 Internationalization | Cher Li, Imperial College Business
 School; Bruce Tether, Imperial College Business School;
 Andrea Mina, U. of Cambridge; Karl Wennberg, Stockholm
 School of Economics

1369 : (DRP Session) - (IM) Effects of Outsourcing and Knowledge Management on Global Strategy Formulation

9:45am - 11:15am San Antonio Convention Center: Room 208 Tweet this session: **#AOM2011 1369**

Chair: Thomas Roehl, Western Washington U.

- → Backsourcing: Beneficial Strategic Change or Strategy Failure? | Pooja Thakur, Virginia Tech
- → Analyzing the Outsourcing Potential in Research & Development | Lydia Bals, Copenhagen Business School; Kyra C. Kneis, Bayer Business Services; Christine Lemke, Bayer Business Services; Torben Pedersen, Copenhagen Business School
- → Global Strategy Formulation and Learning from the Field: Three Modes of Comparative Learning | Mary Yoko Brannen, INSEAD; Christopher John Voisey, Vlerick Leuven Gent Management School
- → Multinational Enterprise (MNE) Head Office Location: The Role of Institutional Quality | Regis Coeurderoy, U. de Louvain; Emmanuelle Maincent, European Commission; Alain C. Verbeke, U. of Calgary
- → Internationalization of Professional Service Firms and Client Organizations | Yuliani Suseno, Edith Cowan U.; Ashly H Pinnington, British U. in Dubai

1370: (Paper Session) - (IM) Management and Governance of MNC-Subsidiary Relationships

9:45am - 11:15am San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 1370

Chair: Felipe Monteiro, U. of Pennsylvania

- → Autonomy Delegation to Foreign Subsidiaries by Emerging Market Multinationals | Yadong Luo, U. of Miami; Stephanie C Lu, U. of Miami; Xiongwen Lu, Fudan U.; Jinyun Sun, Fudan U.
- ⊒Piloting and Adoption Responses of Strategic Initiatives within MNCs | Rhoda Davidson, U. of Geneva; Bettina Buchel. IMD
- → Stakeholders' Demands and Organizational Identity: Enabling Parent-Subsidiary Cooperation in an MNC | Ru-Shiun Liou, U. of Arkansas, Fayetteville; Alan E. Ellstrand, U. of Arkansas
- → The Evolving Geographic Scope of the MNE: Towards a Dynamic View of Regional Multinationals | Luis Vives, ESADE Business School; Rafael Lucea, George Washington U.

1371: (Paper Session) - (IM) Cross-Cultural Comparison: Decision-Making, Leadership, and Governance Codes

9:45am - 11:15am San Antonio Convention Center: Room 210 B Tweet this session: **#AOM2011 1371**

Chair: Svjetlana Madzar, U. of Minnesota

- ₽→ CEO-Senior Executive Dissimilarity and CEO Dismissal:
 The Moderating Role of Power Distance | Weiwen Li, Sun
 Yat-sen U.; Yuan Lu, Chinese U. of Hong Kong; Ai He, South
 China U. of Technology; Yuanyuan Gong, Chinese U. of Hong
 Kong
- Pa→ Linear/Nonlinear Thinking Style and
 EthicalDecision-Making: US versus Chinese Managers |
 Yongsun Paik, Loyola Marymount U.; Kevin S. Groves,
 Pepperdine U.; Charles M. Vance, Loyola Marymount U.;
 Donghong Li, Tsinghua U.
- Po→ Effects of Participative Leadership: The Moderating Role of Cultural Values | Zhen Zhang, Arizona State U.; Mo Wang, U. of Maryland, College Park; John W. Fleenor, Center for Creative Leadership
- ➡Understanding Non-Compliance with Corporate Governance Codes: Evidence from Europe | Luiz Ricardo Kabbach de Castro, U. Autònoma de Barcelona; Rafel Crespi-Cladera, U. de les Illes Balears

1372 □ ♥ → □ JS: (IM, MED, GDO) Scientific Mindfulness 9:45am - 11:15am San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 1372

Chairs: Joerg Dietz, U. of Lausanne; Markus Vodosek, German Graduate School of Management & Law (GGS); Karsten Jonsen, IMD

- Facilitator: Mark E. Mendenhall, U. of Tennessee, Chattanooga Scientific Mindfulness and Cultural Diversity: Learning From Different Disciplines | Joerg Dietz, U. of Lausanne; Zeynep Aycan, Koc U.; Nakiye Boyacigiller, Sabanci U.; Karsten Jonsen, IMD; David C. Thomas, Simon Fraser U.; Markus Vodosek, German Graduate School of Management & Law (GGS)
- Scientific Mindfulness and Global Leadership: The Case of Considering Sustainability | Sully Taylor, Portland State U.
- Scientific Mindfulness in Business Teaching and Learning | Markus Vodosek, German Graduate School of Management & Law (GGS); Iris Berdrow, Bentley U.
- The University of Life: Scientific mindfulness in a research program on motivation and learning | Audra I. Mockaitis,

Monash U.: Lena Zander, Uppsala U.: Peter Zettinia. U. of

1373 (III) : (DRP Session) - (MC) Balancing Consulting with **Outcomes: Measuring Success**

9:45am - 11:15am Grand Hyatt: Bonham B Tweet this session: #AOM2011 1373

Facilitator: Joanne C Preston, Colorado Technical U. Discussant: Jay Finkelman, Alliant International U.

- → Consulting Implications from International OD Research: Meta-Analysis of Four Leading Publications | Celia Porod, Benedictine U.; David Klinger, Benedictine U.
- Contribution of the Qualimetrics Methodology to Management Consulting Research | Henri Savall, ISEOR; Veronique Zardet, ISEOR; Marc Bonnet, ISEOR; Michel Peron, ISEOR
- Measuring the Creation of Value through Management Consulting: the Case of the Hidden Costs Method | Laurent Cappelletti, CNAM Paris (France); Florence Noguera, U. of Montpellier; Djamel Khouatra, ISEOR

1374 □ • ← □: (DRP Session) - (MED) Ethics,

Leadership, and Effective Learning Environments

9:45am - 11:15am Marriott Rivercenter: Conference Room 16 Tweet this session: #AOM2011 1374

Facilitator: James A.F. Stoner, Fordham U.

- ■Ethics Education in MBA Programs: Looking into the Beyond Grey Pinstripes Survey Data | Andreas Rasche, U. of Warwick; Ingo Schedel, U. of Erlangen, Nuremberg; Dirk Ulrich Gilbert, U. of Erlangen, Nuremberg
- □ → Ethical Decision-making of Accounting Students: A Western - Eastern Perspective | Yi-Hui Ho, Chang Jung Christian U.; Chieh-Yu Lin, Chang Jung Christian U.
- Professor as Facilitator: Shaping an Emerging, Living System in the Classroom | David S. Bright, Wright State U.; Elizabeth Fisher Turesky, U. of Southern Maine; Thomas Stang. Wright State U.
- Supervisor as Steward of Leadership Development Efforts | Larry Peters, Texas Christian U.; John F Baum, Texas Christian U.; Gregory K. Stephens, Texas Christian U.
- Nurturing the UN PRME pedagogical agenda through Natural Critical Learning Environments | Jose Manuel Alcaraz, Barna Business School: Eappen Thiruvattal, U. of Dubai; Ken Bain, Montclair State U.; Carlos Martí, Barna **Business School**

1375 (Paper Session) - (MED) Social Responsibility and Experiential Learning in Management Development

9:45am - 11:15am Marriott Rivercenter: Salon J

Tweet this session: #AOM2011 1375 Chair: Scott Comber, Dalhousie U.

Pa→ ■ Promoting CSR and Sustainable Development Through Service Learning Programs | Nicola M. Pless, ESADE; Thomas Maak, ESADE; Guenter K. Stahl, WU Vienna MED SAGE/Journal of Leadership and Organizational Studies Best Paper Award for the most significant contribution to advance leadership and organizational studies.

□•+**□**Humanistic Business Schools as the Way Forward - An Essay | Wolfgang Amann, Goethe U. Frankfurt; Shiban Khan, U. of St. Gallen

Surprise and Sensemaking: Understanding Anxiety in MBA Programmes | Amanda Hay, Nottingham Trent U.; John Blenkinsopp, U. of Teesside

1376 JS: (MED. OB. PNP) Effects of Leader **Developmental Readiness on Leader Self-Development Outcomes**

9:45am - 11:15am Marriott Rivercenter: Salon C Tweet this session: #AOM2011 1376

Chair: Stefanie K. Johnson, U. of Colorado at Denver and Health Sciences Center

Discussant: Susan E. Murphy, James Madison U.

Readiness for Leader Self-Development in the Nonprofit Sector | Stefanie Putter, Colorado State U.

Developmental Readiness: An Essential Precursor of Leader Development | Rebecca J Reichard, Claremont Graduate U.; Josh Villanueva, Claremont Graduate U.

How Does Transformational Leadership Develop Followers into Leaders? | Weichun Zhu, Pennsylvania State U.

Ready or Not: Effects of Developmental Readiness on Leader Development | Stefanie K. Johnson, U. of Colorado at Denver and Health Sciences Center

1377 ② □: (Paper Session) - (MH) **Management Practice** versus Theory: Deep Lessons from Real Historic Cases

9:45am - 11:15am Marriott Riverwalk: Salon B Tweet this session: #AOM2011 1377

This session examines actual organizations and scholars through a historic lens to convey lessons that tend to elude theoretic approaches.

Chair: Roland E. Kidwell, U. of Wyoming Discussant: Kenneth R. Thompson, DePaul U.

- Looking Back at Saturn: A Different Kind of Automobile Company? | Kevin M. Kniffin, Cornell U.; Richard H Reeves-Ellington, State U. of New York, Binghamton; David Sloan Wilson, Binghamton U.
- "Does it Work?" Ernest Dale Reconsidered | John Norman Davis, Hardin Simmons U.
- Reconsidering Ford's Highland Park Assembly Line: New Data versus Old Ideas I James M Wilson, U. of Glasgow
- Henry Gantt's Last Hurrah 1915-1919 | Peter B. Petersen, Johns Hopkins U.

1378 : (Paper Session) - (MOC) Mental Models and Goals 9:45am - 11:15am La Quinta Inn & Suites: Fiesta A&B Tweet this session: #AOM2011 1378

Chair: Gregory S. Waddell, Mid-South Christian College Pack to the Grind: How Attention Affects Satisfaction during Goal Pursuit | Andrew M. Carton, Pennsylvania State U.; Richard Larrick, Duke U.; Lionel Page, Queensland U. of Technology

- Organizational Goals, Mental Models, and Performance I Michael Shayne Gary, AGSM-Australian School of Business; Miles Min-Huei Yang, U. of New South Wales; Phillip W. Yetton, U. of New South Wales
- Strategy as Collective Cognition: A Process Model of Goal Formation in a Nascent Industry | Tiona Zuzul, Harvard Business School; Amy C. Edmondson, Harvard U.

- ■The Influence of Managerial Myopia on Firm Strategy | Jason Ridge, Clemson U.; David Kern, Northeastern State U.; Margaret A White, Oklahoma State U.
- 1379 : (DRP Session) (MOC) Cognition in Teams

9:45am - 11:15am La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 1379

Facilitator: William James Fear, Cardiff U.

- → Cross Functional Teams and Organizational Risk Taking During New Product Development | Devaki Rau, Northern Illinois U.; Thorvald Haerem, Norwegian School of Management; Elisa Fredericks, Northern Illinois U.
- Emotional Capability in Teams: Its Influence on the Development of Team Climate and Outcomes | Steve Stewart, Florida Atlantic U.; Ethlyn Anne Williams, Florida Atlantic U.; Stephanie L. Castro, Florida Atlantic U.; Taco Reus, Erasmus U. Rotterdam
- ➡The Impact of Communications on Transactive Memory System in Task-teams | Fangcheng Tang, Beijing Jiaotong U.

1380 ⊒: (MOC) The Role of Context in Shaping Organizational Behavior

9:45am - 11:15am La Quinta Inn & Suites: Fiesta C

Tweet this session: #AOM2011 1380

Organizers: Laura Borgogni, U. of Rome; Silvia Dello Russo, U. of Rome

Discussant: Gary Johns, Concordia U.

Work Design and the Task Context: The Consequences of Error Criticality | Adela Garza, Michigan State U.; Frederick P. Morgeson, Michigan State U.; Stephen E. Humphrey, Pennsylvania State U.; Jennifer D. Nahrgang, Arizona State U.

Social Cognitive Theory as Reference Frame for Perceptions of Context | Laura Borgogni, U. of Rome; Silvia Dello Russo, U. of Rome; Cristina Di Tecco, U. of Rome; Michele Vecchione, U. of Rome

Leadership: Context Matters in More Ways than You Know | Richard J. Klimoski, George Mason U.

1381 🖃: (Paper Session) - (MSR) Religion in the Workplace

9:45am - 11:15am La Quinta Inn & Suites: Crockett East Tweet this session: **#AOM2011 1381**

Chair: Eric B. Dent, U. of North Carolina, Pembroke

- □ Praying for Security: The Role of Religion in Moderating
 Outcomes of Job Insecurity | Bert Schreurs, Maastricht U.;
 Hetty Van Emmerik, Maastricht U.; Nele De Cuyper, Katholieke
 U. Leuven; Tahira M. Probst, Washington State U., Vancouver;
 Machteld van den Heuvel, Utrecht U.; Eva Demerouti,
 Eindhoven U. of Technology
- ■The Effects of Religiosity on Ethical Judgments | Alan G. Walker, Auburn U.; James W Smither, La Salle U.; Jason D Debode, Auburn U.
- Wall What's the Real Problem?: Are Religious Behaviors a Bigger Issue than Faith Differences? | James E. King, U. of Alabama, Tuscaloosa

1382 □: (OB) Individual and Team Creativity: A Cognitive Perspective

9:45am - 11:15am Grand Hyatt: Bowie A Tweet this session: **#AOM2011 1382**

- Organizer: Christina E. Shalley, Georgia Institute of Technology
 The Effect of Breaks from the Creative Task on Creative
 Performance | Daria Tal Bigory, Technion Israel Institute of
 Technology; Miriam Erez, Technion Israel Institute of
 Technology
- Cognitive Style, Team Cognitive Climate, and Employee Creativity | Pamela Tierney, Portland State U.
- Role of Leader Cognitive Style in the Relationship between Team Member Heterogeneity and Creativity | Maria del Mar Bornay-Barrachina, Pablo de Olavide U.; Lucy L. Gilson, U. of Connecticut; Ramón Valle-Cabrera, Pablo de Olavide U.; Seth Spain, U. of Nebraska
- Member outside Network Diversity Effect on Team Creativity: A Categorical Elaboration Model Approach | Gamze Koseoglu, Georgia Tech; Christina E. Shalley, Georgia Institute of Technology

1383 ■: (DRP Session) - (OB) Work to Life and Life to Work Conflict: The Role of Affect and Resource Depletion

9:45am - 11:15am Grand Hyatt: Crockett B
Tweet this session: #AOM2011 1383

Facilitator: C. Melissa Fender, Drexel U.

- Testing a Model of Work-Family Enrichment: The Effects of Social Resources and Affect | Oi Ling Siu, Lingnan U.; Jiafang Lu, Hong Kong Institute of Education; Chang-qin Lu, Peking U.; Paula Brough, Griffith U.; Thomas Kalliath, Australian National U.; Michael O'Driscoll, U. of Waikato; Arnold B. Bakker, Utrecht U.; Carolyn Timms, Griffith U.; Haijiang Wang, Peking U.
- Linking Job Demands and Sleep Problems: The Role of External and Internal Work-Family Interference | Christoph Nohe, U. of Heidelberg; Karlheinz Sonntag, U. of Heidelberg
- Work-Family Conflict Crossover and the Role of Exchange Relationships at Home | David L. Taylor, Purdue U., West Lafayette; Heidi M. Baumann, Purdue U., West Lafayette; Kelly Schwind Wilson, Purdue U., West Lafayette
- Impact of Cyberloafing on Psychological Engagement | Don J.Q Chen, National U. of Singapore

1384 : (DRP Session) - (OB) Predictions and Decisions in Organizations: Affective and Cognitive Processes

9:45am - 11:15am Grand Hyatt: Crockett C Tweet this session: **#AOM2011 1384** Facilitator: **James Dillon**, Harvard U.

- Depression and Accuracy: Evidence from the 2010 FIFA World Cup | Kriti Jain, INSEAD; Neil Bearden, INSEAD; Allan Filipowicz, INSEAD
- ■The Who, Where, and When of Likely and Unlikely Events | Cheryl Wakslak, U. of Southern California
- □ The Controlling and Enabling Roles of Management Control Systems in Crisis Management | Arthur Posch, WU Vienna; Johannes August Asel, WU Vienna; Gerhard Speckbacher, WU Vienna
- Reducing and Exaggerating Escalation of Commitment by Option Partitioning | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong

1385 ■: (DRP Session) - (OB) Perspectives on Motivation: The Role of Goals, Touch and Self-Determination

9:45am - 11:15am Grand Hyatt: Crockett D Tweet this session: #AOM2011 1385

Facilitator: Alina Payne, U. of California, San Diego

The Person-Situation Interaction Revisited: An Achievement Goal Theory Perspective | Christina G. L. Nerstad. Bl. Norwegian Business School: Astrid M. Richardsen. Norwegian School of Management; Glyn C. Roberts, Norwegian U. of Sport Science

- ■Fulfilling the Need for Touch at Work | Bryan Fuller, Louisiana Tech U.; Laura Elizabeth Marler, Mississippi State U.; Marcia Simmering, Louisiana Tech U.; Susie S. Cox, McNeese State U.; Robin Cheramie, Kennesaw State U.
- Reconsidering Job Design: A Self-Determination Theory Perspective | Margaret M. Luciano, U. of Connecticut
- ■The Influence of Initial Goal Setting on Escalation of Commitment | Jong Seok Lee, Georgia State U.; Mark Keil. Georgia State U.
- ■Goal Focused Leadership: All in Moderation | Maya Gibson-Reinemer. James Madison U.: Marshall Wilson Pattie. James Madison U.; Laura Parks, James Madison U.; Andrew Ansoorian, SCPS

1386 🖃: (Paper Session) - (OB) How OCB's Fit: Decreasing Deviance and Increasing Voluntary Efforts with New Methodologies

9:45am - 11:15am Grand Hyatt: Republic A Tweet this session: #AOM2011 1386

Chair: Brian J. Collins, U. of Southern Mississippi

- Sustainable Compassion: The Importance of Cultivating Psychological Flexibility | Paul Atkins, Australian National U.
- Moral Employees and Their Voluntary Behaviors at Work I Hao Chen, Tsinghua U.; Orlando C. Richard, U. of Texas, Dallas; David L Ford Jr, U. of Texas, Dallas; Livia Anna Markoczy, U. of Texas, Dallas
- Workers' Psychological Attachments to Non-Traditional Organizational Forms | Daan Stam, Erasmus U. Rotterdam; Mark Boons, Erasmus U. Rotterdam; Harry G. Barkema, London School of Economics

1387 =: (Paper Session) - (OB) The Impact of Leaders' Styles and Attributes on Follower Attitudes and Behaviors

9:45am - 11:15am Grand Hyatt: Republic B. Tweet this session: #AOM2011 1387 Chair: Arran Caza. Wake Forest U.

- ■The Role of Supervisor and Network Ties in Newcomers' In-Role and Extra-Role Performance | Markku Jokisaari, Finnish Institute of Occupational Health
- ■Humor Styles of Supervisors and Employee Outcomes: The Moderating Role of Trust in the Supervisor | Tae-Yeol Kim, CEIBS; Deog Ro Lee, Seowon U.; Noel Yuen-Shan Wong, City U. of Hong Kong
- The Impact of Authentic Leadership on Followers' Self-Actualization | Alisa Miniotaite, ISM U. of Management and Economics
- ▶ Follower Affect Linking Transformational Leadership to Job Performance: A Cross-level Analysis | Shin-quang

Liang, National Taiwan U.; Shu-cheng Steve Chi, National Taiwan U.

1388 ■: (Paper Session) - (OB) Understanding the Sources and Coping Skills Employees Use to Manage Stress

9:45am - 11:15am Grand Hyatt: Seguin B Tweet this session: #AOM2011 1388

Chair: Constance Noonan Hadley, Harvard U.

₱ Lunch Breaks Unpacked: The Effect of Daily Lunch Break Activities and Control Over Break on Fatigue | John P. Trougakos, U. of Toronto; Ivona Hideg, U. of Toronto; Bonnie Hayden Cheng, U. of Toronto

OB Division Best Paper Award

- ■A Head Start or a Step Behind? Emotional Exhaustion and Motivational Resources through the Work Day | John Kammeyer-Mueller, U. of Florida; Timothy A. Judge, U. of Notre Dame; Lauren Simon, Portland State U.
- Don't Let Your Boss Catch You Exercising at Work! Workplace Anxiety, Exercise, and Job Performance I Bonnie Hayden Cheng, U. of Toronto; Julie M. McCarthy, U. of Toronto
- ■The Boost Effect of Vision and Excellence Values on Burning-out Employees' Attendance | Geneviève Jourdain. HEC Montreal; Denis Chênevert, HEC Montreal

1389 : (Paper Session) - (OB) Understanding Interpersonal Relationships at Work and their Relationship to Outcomes

9:45am - 11:15am Grand Hyatt: Travis C Tweet this session: #AOM2011 1389

Chair: Wendy L. Bedwell, U. of Central Florida

- ■Interpersonal Disconnection at Work | Jason Kanov, Western Washington U.
- Predicting Participation in Collective Action: A Laboratory Simulation | Laura Erskine, Illinois State U.
- ■Getting the Job Done: Coordinating Work through Helping Behavior | Stine Grodal, Boston U.; Andrew Nelson, U. of Oregon; Rosanne Marie Siino, Stanford U.
- ■The Role of Suppressing Emotional Expression in the Quality of Interpersonal Interaction | Paulo N. Lopes, Catholic U. of Portugal; John N. Nezlek, College of William and Mary; Pablo Fernández-Berrocal, Malaga U.

1390 \(\subseteq JS: (OB, CM) \) New Perspectives on Team Inputs, Processes, and Outcomes

9:45am - 11:15am Grand Hvatt: Republic C Tweet this session: #AOM2011 1390

Chairs: Amanuel G. Tekleab, Wayne State U.; Narda Quigley, Villanova U.

Discussant: Debra L. Shapiro, U. of Maryland

Extreme Personalities in Teams: How Long Does It Take for a "Bad Apple" to Spoil the Barrel? | Catherine G. Collins, U. of New South Wales; Benjamin Walker, U. of New South Wales

From Functional Diversity to Performance: The Role of Team Processes | Ayse Karaca, Wayne State U.; Amanuel G. Tekleab, Wayne State U.; Narda Quigley, Villanova U.; Eric WK Tsang, U. of Texas, Dallas

Presenting a New Measure of Task Conflict and a Model of Conflict and Conflict Management | Thomas A. O'Neill, U. of Western Ontario; Natalie Allen, U. of Western Ontario

Enhancing Team Performance: Team Flexibility, Efficacy, and Conflict | Sharyn D. Gardner, California State U. Sacramento

1391 → ■SHCS: (OB, HR) New Directions in Global **Leadership Development**

9:45am - 11:15am Grand Hyatt: Lone Star E Tweet this session: #AOM2011 1391

Chairs: Christopher G. Myers, U. of Michigan, Ann Arbor; Daniel Scott DeRue, U. of Michigan

Discussant: Morgan McCall, U. of Southern California

Developing Global Leadership of Asian Executives | Mansour Javidan, Thunderbird

Cross-Cultural Themes and Issues for Executive Coaching: Thoughts from European Coaches | William A. Gentry, Center for Creative Leadership; Lisa Prochnow, Gonzaga U.; Gina Hernez-Broome, U. of the Rockies; Leigh Allen, Center for Creative Leadership

The Complex Self-Concept of the Global Leader | Jeffrey L. Herman, Booz Allen Hamilton; Stephen J. Zaccaro, George

Are Your Leaders Ready? How Developmental Readiness Predicts LeaderDevelopment | Bruce J. Avolio, U. of Washington; Sean Hannah, U.S. Military Academy, West Point; Adrian YL Chan, U. of Nebraska, Lincoln

What is Your Motivation for Learning? Cultural Differences and the Impact on Leader Development I Daniel Scott DeRue, U. of Michigan: Christopher G. Myers, U. of Michigan. Ann Arbor

Making Connections Award, sponsored by the OB Division

1392 JS: (OB, HR) Developments in Voice Behavior Research: Mediators, Moderators, and Outcomes

9:45am - 11:15am Grand Hyatt: Seguin A Tweet this session: #AOM2011 1392

Chair: Nathan Philip Podsakoff, U. of Arizona

Discussant: Elizabeth Wolfe Morrison, New York U.

Effects of Message, Source, and Context Characteristics on Perceptions of Employee Voice Behavior I Steven Whiting. Indiana U.; Timothy D. Maynes, Indiana U.; Nathan Philip Podsakoff, U. of Arizona; Philip M. Podsakoff, Indiana U.

Conditional Effects of Members' Voice on Team Performance Trajectories | Subrahmaniam Tangirala, U. of Maryland. College Park: Matthew J Pearsall, U. of North Carolina, Chapel Hill; Gilad Chen, U. of Maryland; Brady Firth, U. of Maryland,

When Does Voice Lead to Exit? It Depends on Leadership Elizabeth McClean, Cornell U.; James R. Detert, Cornell U.; Ethan Burris, U. of Texas, Austin

1393 □ • → ■ JS: (OB, HR, SAP) A Theoretical and **Practical Exploration of Shared Leadership**

9:45am - 11:15am Grand Hyatt: Bowie C Tweet this session: #AOM2011 1393

Chair: Craig L. Pearce, Institute for Innovative Leadership Panelists: Christina Louisa Wassenaar, Claremont Graduate U.; Edwin A. Locke, U. of Maryland, College Park; Charles C. Snow, Pennsylvania State U.; Charles C Manz, U. of Massachusetts, Amherst; Mathew J Jacob, The Boeing Company; Alex Ramthun, United States Marine Corps

1394 =: (Paper Session) - (OCIS) New Media and Virtual **Engagement**

9:45am - 11:15am San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1394

The papers in this session examine the relationships between new media, knowledge creation, and engagement of participants. Chair: James Howison, Carnegie Mellon U.

- ■An Exploration of the Drivers of Online Customer Review Engagement | Susan Mudambi, Temple U.; David Schuff, Temple U.
- № Knowledge Sharing in Professional Virtual Communities: Moderatorship and Social Identities | Hongwei He, U. of Warwick; Nikita Kursov, U. of Warwick
- ■The Paradoxical Influence of Social Media Affordances on Intellectual Capital Creation | Gerald C Kane, Boston College: Bijan Azad, American U. of Beirut; Ann Majchrzak, U. of Southern California; Samer Faraj, McGill U.

1395 ☐: (DRP Session) - (OCIS) Management of IT and IS in Firms

9:45am - 11:15am San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1395

Facilitator: Kay M Nelson, Southern Illinois U. Carbondale

- Multi-Actor Perspectives On Localization-Standardization Tensions in an ICT Implementation | Petra Saskia Bayerl, Erasmus U. Rotterdam; Carolyn Axtell, U. of Sheffield; Kristina Lauche, Radboud U. Nijmegen
- The Role of Time in Technological and Organizational Change Processes | Henrik Simon, EBS Business School
- → Adaptive Division Organizations: Co-evolving Business-IT Dialogues | Paul C van Fenema, Netherlands Defense Academy; Jan-Bert Maas, Tilburg U.
- Why do Psychological Contract Violations Occur in IT Outsourcing? A Theory of Knowledge-Media Fit I Xiao Tang. State U. of New York, Buffalo: Teiu Herath, Brock U.: Rajiv Kishore, State U. of New York, Buffalo
- Managing Uncertainty with IT Portfolio Management | Harminder Singh, Auckland U. of Technology; Brandis Phillips, North Carolina A & T State U.

1396 → 🔙: (ODC) Research in Organizational Change and **Development: A Conversation with Volume 19 Authors**

9:45am - 11:15am Grand Hyatt: Lone Star A

Tweet this session: #AOM2011 1396

Chairs: A.B. Rami Shani, California Polytechnic State U.; Richard W. Woodman, Texas A&M U.; William A Pasmore, Columbia U.

Developing an Effective Organization Intervention Method: Empirical Evidence and Theory | Michael Beer, Harvard U.

Revisiting Social Space: Relational Thinking about Organizational Change | Victor Friedman, Max Stern Academic College of Emek Yezreel

Communication for Change: Transactive Memory Systems as Dynamic Capabilities | Luis Felipe Gomez, Texas State U.; Dawna Ballard. U. of Texas. Austin

Strategic Change and the Jazz Mindset: Exploring Practices that Enhance Dynamic Capabilities for Organizational Improvisation | Ethan S. Bernstein, Harvard U.; Frank J. Barrett, Naval Postgraduate School

- Mapping Momentum Fluctuations During Organizational Change: A Multi-Study Validation | Karen Jansen, U. of Virginia; David A Hofmann, U. of North Carolina, Chapel Hill
- Developing and Sustaining Change Capability Via Learning Mechanisms: A Longitudinal Perspective on Transformation Tobias Fredberg, Chalmers U. of Technology; Flemming Norrgren, Chalmers U. of Technology; A.B. Rami Shani, California Polytechnic State U.
- Towards a Dynamic Description of the Attributes of Organizational Change | Guido Maes, Catholic U. Leuven; Geert van Hootegem, Catholic U. Leuven
- Tipping the Balance: Overcoming Persistent Problems in Change | William A Pasmore, Columbia U.

1397 □ • → □: (DRP Session) - (ODC) Strategies, Tools, and Approaches for Enabling Leadership Development and Employee Engagement

9:45am - 11:15am Grand Hyatt: Travis B Tweet this session: #AOM2011 1397

Facilitator: Vanessa Urch Druskat, U. of New Hampshire

- → Enabling Employee Engagement: A Closer Look | Satu Teerikangas, UCL; Liisa Valikangas, Aalto U.
- Substitution S and Change in Organizations | Davide Nicolini, U. of Warwick: Jean Hartley. U. of Warwick: Annette Stansfield. U. of Warwick; Judith M. Hurcombe, UK Local Government Improvement and Development
- ☐ The Benefits of Participative Change Management: The Introduction of CRM | Ben Emans, U. of Groningen; Jelle Bouma, U. of Groningen; Peter Verhoef, U. of Groningen
- Organisational Climate Change and Employee Engagement: A Longitudinal Study(WITHDRAWN) | Alfred Presbitero, Asian Institute of Management; Peter Langford, Macquarie U.
- Leadership Development as a Mindset: Teaching the Process of Development | Peter G Dominick, Stevens Institute of Technology; Richard R Reilly, Stevens Institute of Technology

1398 =: (DRP Session) - (OMT) Uncertainty and the Formation and Management of Alliances

9:45am - 11:15am San Antonio Convention Center: Room 207 A Tweet this session: #AOM2011 1398

Chair: Xiaohui Lu, National U. of Singapore

- ■Uncertainty and The Permeability of Organizational Boundaries: Hypotheses and Empirical Tests | Francesca Pallotti, U. of Lugano; Alessandro Lomi, U. of Lugano
- ■Alliance Formation and Partner Selection under Macroeconomic Uncertainty | Pooya Tavakoly, U. of Lugano; Nikolaus Beck, U. of Lugano
- ■Interpartner Decision Making in Alliances: Integrating Discrepancies and Internal Tensions | Rajesh Kumar, Nottingham U.; TK Das, City U. of New York
- Networks, Innovation, and Change in Japanese Electronicxs, 1985-98 | James R Lincoln, U. of California. Berkelev: Bernadette Doerr. U. of California. Berkelev: Didier Guillot, Chinese U. of Hong Kong

1399 =: (Paper Session) - (OMT) New Applications and **Questions in Network Research**

9:45am - 11:15am San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1399

Chair: Binod Sundararajan, Dalhousie U.

- Prescriptions For Network Strategy: Does Pooled Cross-Section Evidence Support Them? | Joel Baum, U. of Toronto; Robin Cowan, UNU-MERIT/Maastricht U.; Nicholas Jonard, U. Luxembourg
- ■Network Approaches to Organization and Communication | Steffen Blaschke, U. of Hamburg; Dennis Schoeneborn, U. of Zurich; David Nils Seidl, U. of Zurich
- An Information Based View on the Performance of Dynamic Business Networks | Otto Koppius, RSM Erasmus U.; Sarita Koendjbiharie, RSM Erasmus U.; Eric van Heck, Erasmus U. Rotterdam: Peter Vervest. RSM Erasmus U.
- → Affiliation Networks and Small Worlds in Wireless Telecom Standardization | Aija Elina Leiponen, Imperial College Business School

1400 =: (DRP Session) - (OMT) Institutions & Individuals

9:45am - 11:15am San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 1400

Chair: Jan M. W. N. Lepoutre, Vlerick Leuven Gent Management

- № Where Fools Fear to Tread: Analysts' Tenure and Performance on Banks' Stock Coverage Initiation | Matteo Prato, IESE Business School
- → ← How Does Legitimation Cognitively Influence Actors? Hongwei Xu, INSEAD; Litao Zhao, National U. of Singapore
- ■The (Ab)Use of External Institutions in Politics and Power Struggles | Christian M. B. Gebhardt, Catholic U. of Eichstaett-Ingolstadt
- Logics of Logics: Rigidity and Responsiveness Logics in the National Football League | Benjamin M. Cole, Fordham U.; Brian P. Soebbing, U. of Alberta; Marvin Washington, U. Alberta

1401 =: (Paper Session) - (OMT) Resource Partitioning and **Organizational Forms**

9:45am - 11:15am San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1401

Chair: Nathan Betancourt, Erasmus U. Rotterdam

- ■The Only game in Town? Related Agglomeration and the Mortality of Professional Sports Leagues | Michael E. Dobbs, Eastern Illinois U.; Richard Harrison, U. of Texas, Dallas; Xia Zhao, California State U. Dominguez Hills; James B. Wade, Emory U., Gozuieta Bus Sch
- Oppositional, Resonant and Credible Identities: Partitioning in the German Electricity Market | Min Liu, U. of Lugano; Filippo Carlo Wezel, U. of Lugano
- ■Organizational Form And the Survival of Retail Stores in California, 1990-2003 | Nydia MacGregor, Santa Clara U.
- Between Founding and Failure: The Role of Change Compatibility | HeeJung Jung, INSEAD

1402 ○ □ JS: (OMT, BPS, ODC) Leading-edge Practices and Research for Designing Organizations Facing **Dynamic. Global Environments**

9:45am - 11:15am San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1402

Organizer: George P. Huber, U. of Texas, Austin

Discussant: Borge Obel, Aarhus U.

Executing Multi-Dimensional Organization Designs I Jav Galbraith, U. of Southern California

A Future for Organizational Design Research | Richard M Burton, Duke U.

Unfamiliar Opportunities: Challenges of East-West Alliances | Steven S. Lui, U. of New South Wales; Jane Qiu, AGSM-Australian School of Business

Organizing for Flexibility: Addressing Dynamic Capabilities and Organization Design | Henk W. Volberda, Erasmus U.

1403 SHCS: (OMT, SIM, HR) Shifting Power and the Changing U.S. Employment Relationship

9:45am - 11:15am San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1403

Organizers: J. Adam Cobb, U. of Michigan; Forrest Briscoe, Pennsylvania State U.

Discussant: Gerald F Davis, U. of Michigan

Why has job mobility increased? Unions, organizational size and the growth of external hiring | Matthew J. Bidwell. U. of Pennsylvania

The Inter-organizational Diffusion of Corporate Cuts to Retiree Health Benefits | Forrest Briscoe, Pennsylvania State U.; Chad Murphy, Pennsylvania State U.

The Employment Contract Broken? The (Non) Abandonment of Defined Benefit Pensions | J. Adam Cobb, U. of Michigan

Race and Employers' Changing Responses to Union

Organizing Campaigns | John-Paul Ferguson, Stanford U. Winner of OMT Division Best Symposium Proposal Award

1404 JS: (OMT, TIM) Expert Work and Organizations: Bridging Organization Theory and the Sociology of **Professions**

9:45am - 11:15am San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1404

Organizers: Roman V. Galperin, MIT Sloan; Ryan Hammond, Massachusetts Institute of Technology

Discussants: John Van Maanen. Massachusetts Institute of Technology; Pamela S. Tolbert, Cornell U.

Institutional Logics and Occupational Identities: a study of the HR profession | Kurt Sandholtz, Stanford U.

Social Movements, Human Capital, and the Construction of Occupational Community in Emerging Fields | Ryan Hammond, Massachusetts Institute of Technology

Resilient Routines: The Role of Daily Work Practices in Maintaining Professional Boundaries | Ruthanne Huising, McGill U.

Client management strategies in professional services organizations | Roman V. Galperin, MIT Sloan

1405 =: (Paper Session) - (ONE) Reporting, Investors and **Corporate Environmental Performance**

9:45am - 11:15am Marriott Riverwalk: Salon E

Tweet this session: #AOM2011 1405 Chair: Michael L. Barnett, Oxford U.

□ Investor Reaction to Firm Environmental Management Reputation | Joshua Reece Aaron, East Carolina U.; Amy McMillan, East Carolina U.; Brandon Cline, Mississippi State U. ₽ How Changes in Environmental Performance Affect Profitability | Nicholas J. Switanek, Northwestern U.

■To Tell or Not to Tell? Sustainable Development Strategies and Quality of Corporate Reporting | Maria J. Montes-Sancho, U. of Carlos III de Madrid; Maria Jose Alvarez-Gil, U. of Carlos III de Madrid; MARIA CRISTINA DE STEFANO, U. of Carlos III de Madrid

1406 : (Paper Session) - (PNP) Innovations in Public Management

9:45am - 11:15am Marriott Riverwalk: Salon F

Tweet this session: #AOM2011 1406

Chair: Michael Hess, U. of New South Wales

■ Boards of Directors' Contribution to State-Owned Companies Innovation | Andrea Calabrò, Tor Vergata U.; Mariateresa Torchia, Tor Vergata U.; Marina Brogi, U. la Sapienza

■Turnaround Management Strategies in Public Systems: A Different Look at Performance | Itai Beeri, U. of Haifa

Electronic Government Service Quality and Its Outcome: A Singapore Perspective | Rohit Nishant, National U. of Singapore; Thompson SH Teo, National U. of Singapore; Shirish C Srivastava, HEC Paris

■Why Do Public Organizations Have Difficulty with Learning and Retention? | Mohan P. Pokharel, U. of Washington, Bothell

1407 : (DRP Session) - (SAP) Strategy-as-Practice: From **Ontology to Theory**

9:45am - 11:15am San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 1407

Facilitator: Ann Langley, HEC Montreal

S-as-P: Appropriation of HCA Theory by the ABV – Toward Ontology of Practice of Strategy in Organizations | Marcio Luiz Marietto, Faculdade Campo Limpo Paulista - FACCAMP; Cida Sanches, Faculdade Campo Limpo Paulista - FACCAMP; Manuel Meireles, Faculdade Campo Limpo Paulista -**FACCAMP**

Antonacopoulou, U. of Liverpool

■Strategic Planning Process: Taking a Becoming Lens | A. Paul Spee, Aston Business School

Linking Micro and Macro Levels of Analysis in Strategy-as-Practice Research | Francis Cornut, HEC Montreal

Exploring the Divide: Why Have US-based Journals Not Taken to the Strategy-as-Practice Turn? | Stephen Cummings, Victoria Management School; Urs Daellenbach, Victoria U. of Wellington; **Terry Bowe**, Victoria U. of Wellington

1408 → → (Paper Session) - (SIM) Corporate

Governance: Trust and Transparency

9:45am - 11:15am Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 1408

Chair: James E. Mattingly, U. of Northern Iowa

■ Hedge Funds, Transparency, and Trust | Bridget L. Cameron, San Diego State U.; Lori Verstegen Ryan, San Diego State U.

Beyond Me, Myself, and I: An Upper Echelon Perspective on CEO Humility | Cynthia E. Devers, Tulane U.; Mason A

- Carpenter, U. of Wisconsin, Madison: Jay O'Toole, U. of Wisconsin, Madison; Scott D. Graffin, U. of Georgia
- Managing Expectations in Times of Crisis: The Roles of Optimism, Underestimation, and Realism | Michael D. Pfarrer, U. of Georgia; Ken G. Smith, U. of Rhode Island; Anthony R. Wheeler, U. of Rhode Island

1409 =: (DRP Session) - (SIM) Corporate Social Responsibility at the Institutional Level

9:45am - 11:15am Marriott Rivercenter: Conference Room 17 Tweet this session: #AOM2011 1409

Chair: Cristina Neesham, Monash U.

- ■Corporate Social Responsibility as a Market Governance Mechanism | Kenneth Amaeshi, U. of Edinburgh; Onyeka K Osuji, Exeter U.; Jonathan P Doh, Villanova U.
- ■Institutional and Economic Drivers of Corporate Responsibility to Employee Stakeholders | Michelle Karen Westermann-Behaylo, American U.; Harry J Van Buren, U. of New Mexico; Shawn Berman, U. of New Mexico
- Economic Markets, Collective Action, and the Big Box Retailer Problem | Brent D Beal, The U. of Texas at Tyler
- → Corporate Social Responsibility in Developing Countries: An Institutional Analysis | Alberto Willi, IAE - U. Austral; Stephen Brammer, U. of Warwick; Andrew I. Millington, U. of Bath
- ⇒ Beliefs about Social Responsibility at Work | Roni Factor, Harvard U.; Amalya L Oliver, Hebrew U. of Jerusalem; Kathleen Montgomery, U. of California, Riverside

1410 🖃: (Paper Session) - (SIM) Business Government Relations: Public Policy and Social Change

9:45am - 11:15am Marriott Rivercenter: Salon B Tweet this session: #AOM2011 1410

Chair: Joel M. Evans, Sungkyunkwan U.

- → Hope in Narratives of Social Change Agentry Work Oana Branzei, U. of Western Ontario
- Social Capital A Dynamic View | Abhijit B Ghosh, McGill U.; Rajiv Nag, Georgia State U.
- ₽ Social Equity as a Concern of Management: The Role of Income Inequality | Bryan W Husted, York U.

1411 JS: (SIM, OB, CM) Cognitive Approaches to **Behavioral Ethics**

9:45am - 11:15am Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 1411

Chairs: Celia Moore, London Business School; Francesca Gino, Harvard U.

Discussant: Ann Tenbrunsel, U. of Notre Dame

- Unable to Resist Temptation: How Self-Control Depletion Promotes Unethical Behavior | Maurice Schweitzer, U. of Pennsylvania; Nicole Mead, IRIC - Tilburg U.; Dan Ariely, Duke
- The Ethical Consequences of Being Busy: A Dominant Response Perspective | Dolly Chugh, New York U.: Mary Kern, Baruch College; Hee Young Kim, New York U.
- Can Task Design Promote Ethical Behavior? Enhancing Ethicality through Task Variety | Rellie Rachel Derfler-Rozin, London Business School; Celia Moore, London Business School
- It's the Thought That Will Count: Future Behavior Is Seen as More Intentional than Past Behavior | Zachary Burns, U. of

- Chicago: Eugene M Caruso. U. of Chicago: Daniel Bartel. Columbia U.
- Sweeping Dishonesty under the Rug: How Unethical Actions Lead to Moral Forgetting | Lisa L Shu, Harvard U.; Francesca Gino, Harvard U.

1412 : (Paper Session) - (TIM) Employees, Incentives, and Innovation

9:45am - 11:15am San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 1412

Chair: Nancy Marie Landreville, Massachusetts Institute of Technology

- ₽Do Non-Competition Agreements Lead Firms to Pursue Path-Breaking Inventions? | Raffaele Conti, Bocconi U.
- ₽ When Knowledge Walks Out The Door: A Longitudinal Examination of Inventors' Mobility across Firms | Francisco Polidoro, U. of Texas, Austin; Matt Theeke, U. of Texas, Austin
- Publishing and Pay | Henry Sauermann, Georgia Institute of Technology; Michael Roach, U. of North Carolina

1413 =: (Paper Session) - (TIM) Feedback and Adaptation in Innovation

9:45am - 11:15am San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 1413

Chair: John S. Chen, U. of Michigan

- A Stage-Wise Approach to Investigating Performance Effects of Cvcle Time Reduction | Katrin Eling, Eindhoven U. of Technology; Fred Langerak, Eindhoven U. of Technology; Abbie Griffin, U. of Utah
- ■Organizational Learning from Product Failure and the Related Reliability of Subsequent New Products | Manpreet Hora, Georgia Institute of Technology; David Maslach, Ivey School of Business
- ☐ The Effect of Inconsistent Performance Feedback on the Pursuit of Innovation | Gerardus J. M. Lucas, Tilburg U.; Marius T.H. Meeus, Tilburg U.; Petru Lucian Curseu, Tilburg U.; Joris Knoben, Tilburg U.

1414 : (Paper Session) - (TIM) Managing R&D

9:45am - 11:15am San Antonio Convention Center: Room 006 C

Tweet this session: #AOM2011 1414

- Chair: Elisa Giuliani, U. of Pisa
- Measuring Multinational s' R&D Activities in China by Patent Database | Kazuyuki Motohashi, U. of Tokyo
- □ Interdisciplinary Research: Dynamics and Difficulties | Paul Hibbert, Strathclyde U.; Frank Siedlok, Strathclyde U.
- → The Effects of Ownership Structure on Ambidextrous R&D Capability | KwangWook Gang, Lally School of Management & Technology

1415 =: (DRP Session) - (TIM) Modularity and New Product Development

9:45am - 11:15am San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 1415

Facilitator: Darlene Alexander-Houle, Hewlett Packard

Examining the Moderating Factors on the Relationship between Modularity and New Product Performance | Kuang-Peng Hung, Ming-Chuan U.; Yun-Hwa Chiang, Ming-Chuan U.

- ■Adoption of Modular CNC Product Architecture in Industrial Robotics Industry | Raja Roy, Drexel U.
- System Design and the Cost of Complexity: Putting a Value on Modularity | Alan MacCormack, Massachusetts Institute of Technology; Dan Sturtevant, Massachusetts Institute of Technology
- Architecture, modularity and the role of knowledge a multi-level exploration | Richard Tee, Imperial College London

1416 =: (Paper Session) - (TIM) Knowledge Creation Capability

9:45am - 11:15am San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 1416

Chair: Iva Petkova, Columbia U.

- Internal Capabilities, External Network Positions, and Knowledge Creation | Yin-Chi Liao, Rensselaer Polytechnic Institute; Phillip H Phan, Johns Hopkins U.
- Capturing Value from Information Technology Innovation: A Demand-Based Study of Knowledge Strategies | Nelson Granados, Pepperdine U.; Ana Cristina O Siqueira, Pepperdine
- Knowledge Base of Industrial Cluster and Start-ups' Innovation Performance | **Kun Fu**, Bocconi U.

1417 JS: (TIM, ONE, ENT) The Emergence of the Cleantech Sector: Institutional Actors, Innovation, and Adoption

9:45am - 11:15am San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1417

Organizers: Antoaneta Petkova, San Francisco State U.; Sanjay Jain. Santa Clara U.

Jam, Santa Ciara U.

Chair: Xin Yao, U. of Colorado, Boulder

Discussants: Michael Lenox, U. of Virginia; Wesley Sine, Cornell U.

Policy Drivers of the Direction of Innovative Activity | **Jeffrey G. York**, U. of Colorado, Boulder; **Michael Lenox**, U. of Virginia

The Determinants of Firm's Adoption of Clean Energy
Technologies | Matt Theeke, U. of Texas, Austin

Policy Aversion Bias and the Financing of Cleantech Innovation | **Sylviane Chassot**, U. of St. Gallen; **Nina Lucia Hampl**, U. of St. Gallen; **Rolf Wuestenhagen**, U. of St. Gallen

Modular Regulation Creation: Lessons from the Carbon Offsets Market | Hans Nikolas Rawhouser, U. of Minnesota, Twin Cities

Tuesday 10:10AM

1418: (OB) Making Connections Coffee

10:10am - 11:10am Grand Hyatt: Texas Ballroom B Tweet this session: **#AOM2011 1418**

Tuesday 11:30AM

1419 🖃: (Paper Session) - (BPS) Governance and Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 1419

Chair: John G Michel, U. of Notre Dame

□ Just Talk? Market Responses to Strategic Plan
 Announcements | Richard Whittington, Said Business School;

- Basak Yakis-Douglas, Oxford U.; Kwangwon Ahn, Said Business School
- → ➡⊒How Do Family Ownership, Management, and Control Affect R&D? Evidence from Family Firms in Korea | **Joon Mahn Lee**, U. of Pennsylvania
- Managerial Insulation and Research And Development Investments: An Empirical Examination | Ravi Dharwadkar, Syracuse U.; Natarajan Balasubramanian, Syracuse U.; Sanghyun Suh, Syracuse U.
- Top Management Team Attention Focus on Exploration and Exploitation: A Dynamic Perspective | Tine Buyl, U. of Antwerp; Christophe Boone, U. of Antwerp

1420 =: (Paper Session) - (BPS) Networks, Social Capital, and Diffusion of Knowledge

11:30am - 1:00pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 1420

Chair: Michael Jensen, U. of Michigan

- □ Informal Pressure for Corporate Charitable Activities | Weichieh Su, U. of Texas, Dallas; Zhiang "John" Lin, U. of Texas, Dallas
- Inducements and Spillover of New Ventures' Utilization of Managerial Social Capital | Han Jiang, Tulane U.; Albert Cannella, Tulane U.; Jie Jiao, Tsinghua U.
- □ Citation Footprints on the Sands of Time: An Analysis of Idea Migrations in Strategic Management | Sridhar Nerur, U. of Texas, Arlington; Abdul A Rasheed, U. of Texas, Arlington; Alankrita Pandey, U. of Texas, Arlington
- Status and the Reproduction of Structural Holes | Guangxi
 Zhang, City U. of Hong Kong

1421 \sqsubseteq : (DRP Session) - (BPS) Organizational Learning and Change

11:30am - 1:00pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 1421

Facilitator: Aldas Pranas Kriauciunas, Purdue U.

- Learning from Self and from Others: The Janus-Faced View of Learning from High Risk Variation | Stewart R. Miller, U. of Texas, San Antonio; Lorraine Eden, Texas A&M U.; Joanna Tochman Campbell, Texas A&M U.
- ☐ The Emergence of Absorptive Capacity: A Revisit and Re-Conceptualization | Ieva Martinkenaite, Norwegian School of Management; Karl Joachim Breunig, Norwegian School of Management
- Reaching and Falling: Why Failure in Exploration Differs from Failure in Exploitation | J.P. Eggers, New York U.; Jung-Hyun Suh. New York U.
- ☐ Failure and Firm Exploration of New Products | David Maslach, Ivey School of Business

1422 🖃: (DRP Session) - (BPS) Innovation in Startups and New Ventures

11:30am - 1:00pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 1422

Facilitator: Martin Ganco, U. of Minnesota

- ■Entrepreneurial Optimism and Venture Capital Valuations | Gary Dushnitsky, London Business School
- Creative Dynamic Capability and Institutional Entrepreneurship: A Process Approach | Harry Sminia, U. of Sheffield

- ■■Knowledge Transfer Between Start-Ups and Established Firms in the Medical Device Industry | Sheryl Winston Smith, Temple U.; Sonali K. Shah, U. of Washington Product Innovation in a New Industry | Raja Roy, Drexel U.
- Patent Disclosure and Its Signaling Aspect | Yoon-Suk Baik, **KAIST**

1423 =: (DRP Session) - (BPS) CEOs: Decision Making and Succession

11:30am - 1:00pm San Antonio Convention Center: Room 203 B

Tweet this session: #AOM2011 1423

Facilitator: Yuri Mishina, Michigan State U.

- Leading CEOs into Temptation: Earnings Management and Decision Making Under Risk | Geoff Martin, IE Business School; Luis R Gomez-Mejia, Texas A&M U.; Robert M Wiseman, Michigan State U.
- ■CEO Status, CEO Reputation and Acquisition Risk-Taking | Russell Fralich, Saint Mary's U., Canada
- Organizations: A Multi-Theoretical View | Shih-Chi Chiu, Nanyang Technological U.; Richard A Johnson, U. of Missouri at Columbia
- Firm Performance, Employee Ownership and CEO Succession | Zied Guedri, EM Lvon: Xavier Hollandts, ESC Clermont Graduate School of Management: Asma Fattoum, EM
- ■Temporal Shifts in CEO Impact on US Firm Outcomes. 1950 - 2009 | Timothy J. Quigley, Pennsylvania State U.

1424 : (Paper Session) - (BPS) Intra- and Inter-Industry Heterogeneity

11:30am - 1:00pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1424

Chair: Carmelo Cennamo. Bocconi U.

- ₽ Effect of Relative Compensation Dispersion on Mobility and Entrepreneurship of Extreme Performers I Seth Carnahan, U. of Maryland, College Park; Rajshree Agarwal, U. of Maryland; Benjamin A. Campbell, Ohio State U.
- ■Sources of Performance Heterogeneity in the Different Nationals' Competitive Landscapes | Roberto Vassolo, Austral U.; Hernan Etiennot, Austral U.; Francisco Diaz Hermelo, IAE Business School Argentina
- An Empirical Analysis of Strategic Groups in the Airline Industry Using Latent Class Regressions | B P S Murthi, U. of Texas, Dallas; Abdul A Rasheed, U. of Texas, Arlington; Irene Goll, U. of Scranton
- ₱ Revisiting Profitability: Firm, Business Group, Industry and Country Effects | Paul Antony Kattuman, Cambridge U.; Diego Rodriguez, U. Complutense de Madrid; Dmitry Sharapov, U. of Cambridge; F. Javier Velazquez, U. Complutense de Madrid

1425 =: (DRP Session) - (BPS) Sociological Foundations of Corporate Governance

11:30am - 1:00pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 1425

Facilitator: Thomas Clarke, U. of Technology, Sydney

■Corporate Ownership Structure and Managerial Relational Signaling | Hossam Zeitoun, U. of Zurich; Paolo Pamini, ETH Zurich

- ■What Mechanisms Lie behind Symbolic Management? Evidence from Corporate Environmental Management Eun-Hee Kim, George Washington U.; Thomas P Lyon, U. of Michigan
- ■The Unimportance of Opportunism | Ian Maitland, U. of Minnesota
- Corporate Culture as Determinant of Firm Conduct and Performance: Religiosity and Buyouts | Aviad Pe'er, Rutgers U., Newark; Oliver Gottschalg, HEC Paris
- Understanding and Managing the Reputational Penalties of Financial Restatements | Ivana Naumovska, Erasmus U. Rotterdam

1426 → ■ JS: (BPS, MOC) Inter-firm Trust: Towards a Multi-Source and Multi-Level Conceptualization

11:30am - 1:00pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1426

Organizers: Kirsimarja Blomqvist, Lappeenranta U. of Technology; Steven C Currall, U. of California, Davis

Presenters: Reinhard Bachmann, U. of London, Birkbeck; TK Das, City U. of New York; Laura Poppo, U. of Kansas; Andrew H. Van de Ven, U. of Minnesota

1427 JS: (BPS, OMT, TIM) The Positive and Negative Role of Organizational Learning in Capability Development

11:30am - 1:00pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1427

Chair: Libby Weber, U. of California, Irvine

Discussant: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign Reshuffling and Regrouping: Resource Recombination in Markets and Organizations | Peter G Klein, U. of Missouri; Nicolai Foss, Copenhagen Business School

- Building Organizational Capability: Learning and the Alliance Function | Kyle J Mayer, U. of Southern California
- The Need to Suspend Learning in Dynamic Capabilities: When a Rosy Past Leads to a Wilted Future | Russell Coff, U. of Wisconsin, Madison; Rodolphe Durand, HEC Paris; Violetta Gerasymenko, U. Nova of Lisbon
- Contracting Capabilities and Organizational Memory: Systematic Biases in Contract Libraries | Libby Weber, U. of California. Irvine

1428 → ■ JS: (CAR, CMS, HR) West Meets North and South as well as East: Twenty-First Century Global Mobility and Movement.

11:30am - 1:00pm Grand Hvatt: Presidio B Tweet this session: #AOM2011 1428

Discussant: Wolfgang Mayrhofer, WU Vienna

- "No Country for 'Old' Men'?: Exploring the Careers of International Medical Graduates in Canada" | Jelena Zikic. York U.: Julia Richardson, York U.
- Experiencing Career Migration: The Case of Indian Research Scientists | Joanne Duberley, U. of Birmingham UK; M N Ravishankar, Loughborough U.; Laurie Cohen, Loughborough
- Understanding the Careers of Professional Migrants: A Local-Global Dynamic | Marian Crowley-Henry, National U. of Ireland Maynooth; Akram Al Ariss, Champagne School of Management; David Thomas Weir, Liverpool Hope U.

The Sociology of the Stranger and Global Mobility and Movement | Steve McKenna, York U.; Nadia C. DeGama, York U.

The Low Carbon Career | John Blenkinsopp, U. of Teesside; Tracy Scurry, Newcastle U.

1429 SHCS: (CAR, HR, OB) The Protean Career: a Panacea for Today's Labor Market Challenges?

11:30am - 1:00pm Grand Hyatt: Lone Star B Tweet this session: **#AOM2011 1429**

Chairs: Jon P. Briscoe, Northern Illinois U.; Nicky Dries,

Katholieke U. Leuven

Discussant: Monique Valcour, EDHEC Business School
First Things First: How to Conceptualize and Measure the
Protean Career (and Why) | Yehuda Baruch, Rouen Business

School

Coping with an Insecure Employment Environment: The Role of Protean and Boundaryless Attitudes | Jon P. Briscoe, Northern Illinois U.; Stephanie Case Henagan, Northern Illinois U.; James Paul Burton, Northern Illinois U.

Protean Career Orientation and Person-Career Fit throughout the Attraction-Selection-Attrition Cycle | Nicky Dries, Katholieke U. Leuven; Rein De Cooman, Lessius U. College

Relationships between Protean Attitudes, Self-Management, Engagement and Retirement Intentions | **Ans De Vos**, Vlerick Leuven Gent Management School

1430 GCAU: (CAU) Women on Boards of Higher Education Institutions

11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa North

Tweet this session: #AOM2011 1430

Organizer: Diana Bilimoria, Case Western Reserve U.

1431 — CAU: (CAU) In Search for Theory: What Hampers Innovation?

11:30am - 1:00pm Hilton Palacio del Rio: La Duquesa South

Tweet this session: #AOM2011 1431

Organizers: Edeltraud Guenther, Technische U. Dresden;

Anne-Karen Hueske, Technische U. Dresden

Facilitators: Katharina Hoelzle, Berlin Institute of Technology; Peter Kesting, Aarhus U.; Martina K. Linnenluecke, U. of Queensland; Klaus Moeller, U. of St. Gallen; Lutz Preuss, Royal Holloway, U. of London; Kristin Stechemesser, Technische U. Dresden

1432 □ ♥ → ■ CAU: (CAU) The Humanistic Management Network

11:30am - 1:00pm Hilton Palacio del Rio: La Vista North & Center

Tweet this session: #AOM2011 1432

Organizers: Michael Andreas Pirson, Fordham U.; Heiko

Spitzeck, FDC - Fundacao Dom Cabral

Participants: Wolfgang Amann, Goethe U. Frankfurt; Claudia Verena Peus, Ludwig Maximilians U.; Alejo José G. Sison, U. of Navarre; Domenec Mele, IESE U. of Navarra; Anil K. Gupta, Indian Institute of Management, Ahmedabad; Ernst von Kimakowitz, The Humanistic Management Network; Claus Dierksmeier, Stonehill College

1433 € □CAU: (CAU) Enlightened Approaches to Researching Human Capital

11:30am - 1:00pm Hilton Palacio del Rio: La Vista South Tweet this session: #AOM2011 1433

Session organizers and participants are asked to contribute their knowledge of existing research streams in human capital with the intention of identifying thematic gaps that can be developed with future research contributions.

Coordinators: Jennifer Moss, Bellevue U.; Greg Ashley, Bellevue

1434: (Paper Session) - (CDP) Management Consulting,

Conflicts, and Business Growth

11:30am - 1:00pm Hilton Palacio del Rio: La Espada

Tweet this session: #AOM2011 1434

Facilitator: Sotirios Paroutis, U. of Warwick

- ☐ TIM: How Interpersonal and Task-Related Conflicts of Temporary Staff Impact Work Group Innovativeness | Thijs Broekhuizen, U. of Groningen; Thom De Vries, U. of Groningen
- MC: Role of the consultant in the reduction of exclusiveness and excess of psychology in management | Vincent Cristallini. ISEOR
- MC: Does One Size Fit All? Technical Assistance and Small Business Growth | Joo Hwan Seo, George Washington U.; David Tomczyk, Quinnipiac U.; Vanessa Perry, George Washington U.; George T Solomon, George Washington U.
- MC: Management Consulting in Independent Professions: Evidence from the law-related sector | Laurent Cappelletti, CNAM Paris (France); Djamel Khouatra, ISEOR; Florence Noguera, U. of Montpellier

1435: (Paper Session) - (CDP) Managerial Transformation in China: Theoretical and Empirical Research

11:30am - 1:00pm Hilton Palacio del Rio: Salon Del Rey S

Tweet this session: #AOM2011 1435

Facilitator: Bat Batjargal, Harvard U./Peking U.

- → **Competition-Cooperation** Balance as a Duality: The Frame of Yin-Yang Balance | **Hao Shen**, Xi'an Jiaotong U.; **Haowen Cai**, Xi'an Jiaotong U.; **Heng Liu**, Sun Yat-sen U.
- OB: Chinese Leader Moral Character: Scale Development and Validation | An-Chih Wang, National Taiwan U.; Ting-Ju Jack Chiang, U. of Washington; Bor-Shiuan Cheng, National Taiwan U.
- RM: The theoretical contributions of Chinese context: A
 three-decade review | Shuyang You, Nanjing U.; Liangding
 Jia, Nanjing U.; Yunzhou Du, Anhui U. of Finance & Economics
- CAR: Guanxi and Meritocracy: the Impact of Hierarchical Guanxi on Chinese Managers' Promotion | Yijun Xing, Beijing Jiaotong U.

1436 € ☐ : (Paper Session) - (CM) Fairness Perceptions: Factors Influencing Managerial and Organizational Efforts to Promote Fairness

11:30am - 1:00pm Grand Hyatt: Bonham C Tweet this session: **#AOM2011 1436** Chair: Cecily D Cooper, U. of Miami

- The Role of Self-Construal & Social Context in Determining Manager's Fairness in Dispute Resolutions | Sheli Sillito, Brigham Young U.
- ☐ The Implications of Scale Expansion for Evaluation of Performance and Fairness Perception | Min Kay, Duke U.; Richard Larrick, Duke U.
- Examining Managers' Perspectives on Fairness-Promotion | Chris P. Long, Georgetown U.

1437 > S: (CMS, IM) Is There a Place for "Place" in the Discourse on Sustainable Enterprise?

11:30am - 1:00pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 1437

Organizers: James J Kennelly, Skidmore College; Paul

Shrivastava, Concordia U.

Participants: Thomas N. Gladwin, U. of Michigan; James J Kennelly, Skidmore College; Paul Shrivastava, Concordia U.

1438: (Paper Session) - (DISC) Commitment, Collaboration, and Communication

11:30am - 1:00pm Hyatt Regency: Blanco Tweet this session: #AOM2011 1438

Discussant: Joan Brett, Arizona State U.

- OB: Origin of Perceived Support and Commitment Profiles | Franck Bietry, Caen U.; Camus Sandra, Angers U.
- **OB:** Clash and Rapprochement of Practice and Science in Exec. Ed.: A Social Struggle to Collaborate | Olivier Louis Bouclier. Case Western Reserve U.
- **OB:** The Antecedents and Consequence of Individual Psychologically Safe Communication Climate I Jie Wang. City U. of Hong Kong; Kwok Leung, City U. of Hong Kong
- OB: Exploring the Antecedents and Consequences of Group Affective Tone | Nai-Wen Chi, National Sun Yat-sen U.; Wei-Chi Tsai, National Chengchi U.

1439: (Paper Session) - (DISC) Behavior and Control

11:30am - 1:00pm Hyatt Regency: Frio Tweet this session: #AOM2011 1439

Discussant: Anne Fleischer, U. of Toronto

- ■OMT: Organizational Secrets | Vikas Anand, U. of Arkansas; Christopher C. Rosen, U. of Arkansas, Fayetteville; Daniel J. Slater, Union U.
- **OMT:** Ambidexterity or Reliability? Two Approaches, One Complexity-Centered Organization Type | Sebastian Kortmann, U. Muenster; Carsten Zimmermann, U. of San
- ■OMT: When to Use Loose or Tight Networks for Innovation? Empirical Evidence | Erwin Hofman, U. of Twente; Johannes Halman, U. of Twente; Michael Song, U. of Missouri, Kansas
- ■OMT: Recoupling Processes in Bureaucratic Organizations: A Study of Investments in Performance Appraisals | Arjan Maarten Floriaan Kozica, U. der Bundeswehr München; Julia Brandl, U. of Innsbruck, School of Management

1440: (Paper Session) - (DISC) Institutional Issues in International Management

11:30am - 1:00pm Hyatt Regency: Navarro Tweet this session: **#AOM2011 1440**

Discussant: Xiaohua Yang, U. of San Francisco

- ■IM: Perception of Signing an Economic Cooperation Framework Agreement with China I Hsin-Hong Kang. National Cheng Kung U.; Shu Li Huang, Shu Te U.
- → ■TIM: Patent Examination at the State Intellectual Property Office in China | Stefan Wagner, ESMT European School of Management and Technology; Johannes Liegsalz,
- ■IM: Survival of Matched-Pair Engineering Companies in Different Institutional Environments | Silvia Teuber, U. of

Zurich: Uschi Backes-Gellner. U. of Zurich: Paul Rvan. King's College; Karin Wagner, FHTW Berlin

1441 : (Paper Session) - (DISC) Managerial Impact on Change and Innovation

11:30am - 1:00pm Hyatt Regency: Segin Tweet this session: #AOM2011 1441

Discussant: Beverly B. Tyler, North Carolina State U.

- ■BPS: Strategic Renewal and Role Conflict: Linking Absorptive Capacity and Middle Managers' Ambidexterity Sebastian Fourne, Erasmus U. Rotterdam; Justin J.P. Jansen, Erasmus U. Rotterdam; Tom Mom, Erasmus U.; Slawomir Magala, Erasmus U.
- **Q** TIM: The Impact of Top Management Support and Technological Distinctive Competencies on Spanish Firms | Rodrigo Martín-Rojas, U. of Granada; Victor Garcia-Morales, U. of Granada: Encarnacion Garcia-Sanchez. U. of Granada: Maria Teresa Bolivar-Ramos, U. of Granada
- BPS: Bridging Yesterday, Today and Tommorrow: CEO Temporal Attributes, Environment and Firm Innovation | Sucheta Nadkarni, Drexel U.; Jianhong Chen, Drexel U.

1442 : (Paper Session) - (ENT) Social Entrepreneurship 11:30am - 1:00pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1442

Chair: Regina Frank, Loughborough U.

- An Empirical Examination of the Personal Characteristics and Motivations of Social Entrepreneurs | Kevin Clark, Villanova U.; Scott L. Newbert, Villanova U.; Narda Quigley, Villanova U.
- ■Untangling the Attention to Social and Economic Goals of Social Entrepreneurs | Robin Stevens, U. College Ghent; Nathalie Moray, U. College Ghent
- ₽ Social Policies and Entrepreneurship: Institutional Foundations of Gender Gaps across 24 Countries I Sarah Thebaud, Princeton U.
- ■Entrepreneurial Intentions: Integrating Insights from Research on Appraisal Dimensions of Affect | Gordon Kwesi Adomdza, Northeastern U.; Adenekan Dedeke, Northeastern U.

1443 =: (Paper Session) - (ENT) Entrepreneurship and Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 1443

Chair: Ralph A Heidl, Michigan State U.

- ■Windows of Opportunity for Multiple Innovations: Implications of Combinatory Evolution | Andre O. Laplume, Michigan Technological U.; Nicole Barnabe, U. of Manitoba; Parshotam Dass, U. of Manitoba
- Bricolage As A Path To Innovation For Resource Constrained New Firms. | Julienne Marie Senyard, Queensland U. of Technology; Ted Baker, North Carolina State U.; Per Davidsson, Queensland U. of Technology
- A Cross Level Study on the Role of Firm Ownership and Material Resources in Innovation Projects | Matthias Weiss, Otto Beisheim Graduate School of Management (WHU)
- ■The Potential Advantages of Family Firms in Searching for Opportunities | James Fiet, U. of Louisville

1444 : (Paper Session) - (ENT) The Performance of Family Firms

11:30am - 1:00pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1444 Chair: Mike Henry, Grant MacEwan U.

Pallo US Publicly Listed Family Firms Outperform? A Meta-Analysis. | Michael Carney, Concordia U.; Eric R Gedajlovic, Simon Fraser U.; Marc van Essen, U. Utrecht School of Economics

- ☐ The Propensity to Use Nonfamily Managers' Incentive Compensation in Family Firms | Esra Memili, U. of North Carolina, Greensboro; Kaustav Misra, Saginaw Valley State U.; James J Chrisman, Mississippi State U.; Erick Paulo Cesar Chang, Arkansas State U.
- □ The Sale of Family Firms: A Holistic Perspective | Sabine B. Klein, Otto Beisheim Graduate School of Management (WHU); Carolin Decker, Otto Beisheim Graduate School of Management (WHU)

1445 =: (DRP Session) - (ENT) Boards and IPOs

11:30am - 1:00pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 1445

Facilitator: John M Mueller, U. of Louisville

- Acquisition Probability of Rivals: Information Spillovers from IPOs | Cheng-Wei Wu, Purdue U.; Jeffrey J. Reuer, Purdue U.
- → ➡□When Entrepreneurs Meet Government Investment: Empirical Evidence from Chinese New Ventures at IPOs | Tang Wang, U. of Missouri, Kansas City
- → ➡□Jumping on the Bandwagon: Empirical Evidence of Venture Capitalist at New Venture IPOs? | Tang Wang, U. of Missouri, Kansas City
- □ The Role of Relationship-Based Strategic Controls in Family Firm Innovation | Lin Ching Hsu, National Cheng Kung U.

1446 : (DRP Session) - (ENT) Innovation: Organizational and Strategic Issues

11:30am - 1:00pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 1446

Facilitator: Abram Walton, Purdue U., West Lafayette

- Product Portfolio Complexity, Absorptive Capacity and the Performance of Young, Technology Firms | Stephanie A. Fernhaber, Butler U.
- ■The Impact of Management Innovation on Entrepreneurial Family Firms | Sascha Kraus, Utrecht U.; Mikko Pohjola, U. of Turku; Aki Koponen, U. of Turku
- Business Model Innovation in an Incumbent Firm: A Configuration Perspective | Xu Han, GSM, Peking U.
- ☐ The Role of Public Support to Overcome the Effects of Liability of Newness on Product Innovation | Raquel Antolin-Lopez, U. of Almeria; Jose Cespedes-Lorente, U. of Almeria; Javier Martínez-del-Río, U. de Almeria; Miguel Perez-Valls, U. de Almeria
- The Improvisational Entrepreneur: The Role of Improvisation in Entrepreneurial Decision-Making | Lakshmi Balachandra, Boston College

1447 : (DRP Session) - (ENT) Entrepreneurial Strategy: How is it Different, How is it the Same?

11:30am - 1:00pm San Antonio Convention Center: Room 217 B

Tweet this session: #AOM2011 1447

Facilitator: Paul Louis Drnevich, U. of Alabama

- Top Management Support and Initial Strategic Assets:
 Improving ICV Performance | Robert P. Garrett, Oregon State U.; Donald O. Neubaum, Oregon State U.
- Exploring CWB and Related HR Policies in SMEs | Isabel C. Botero, Aarhus U.; Jaclyn M. Jensen, George Washington U.
- Coherence as an Alternative to Strategic Complementarity at an Entrepreneurial Firm | Adam J Bock, U. of Edinburgh
- Entrepreneurs' Self-Regulatory Processes and New Venture Strategy | Robert Alan Baron, Oklahoma State U.; Corey Fox, Oklahoma State U.; William Camron Casper, Oklahoma State U.; Keith Hmieleski, Texas Christian U.
- ➡ Business Planning and Venture Level Performance: A Study of Replication and Extention | Benson Honig, McMaster U.; Mikael J Samuelsson, Stockholm School of Economics

1448: (Paper Session) - (GDO) Diversity Conceptualization and History (What Do We Know About Diversity?)

11:30am - 1:00pm Grand Hyatt: Lone Star C Tweet this session: **#AOM2011 1448**

Chair: James E. King, U. of Alabama, Tuscaloosa

Discussant: Lourdes Susaeta, IESE Business School

- ☐ The "Good Manager" Over Four Decades: Stability and Change | Gary N. Powell, U. of Connecticut; D. Anthony Butterfield, U. of Massachusetts, Amherst
- What Are We Learning about Organizational Diversity? | Cara Christina Maurer, U. of Western Ontario; Mary M. Crossan, U. of Western Ontario
- Diversity is What You Want it to be: How Social Dominance Motives Affect Diversity Construals | Geoffrey C. Ho, U. of California, Los Angeles; Miguel M. Unzueta, U. of California, Los Angeles; Eric David Knowles, U. of California, Irvine

1449 : (Paper Session) - (GDO) **Gender Expression &** Differences

11:30am - 1:00pm Grand Hyatt: Presidio A Tweet this session: **#AOM2011 1449**

Chair: Jakari Griffith, Salem State College

Discussant: Donna Maria Blancero, Bentley U.

- Learning the Business: Effects of Gender on Socialization of Organizational Newcomers | N Rao Kowtha, Solbridge International Business School
- Gender Differences in Absenteeism: A Meta-Analysis | Eric Patton, Saint Joseph's U.; Gary Johns, Concordia U.
- Intersecting Identities in Various Sectors | Monika Hudson,
 U. of San Francisco; Eden-Renee Pruitt, Bard College at Simons Rock

1450 : (DRP Session) - (GDO) Organizational Climate and Diversity

11:30am - 1:00pm Grand Hyatt: Travis A

Tweet this session: #AOM2011 1450

Facilitator: Audrey Murrell, U. of Pittsburgh

Pu WA Cross-Level Analysis of Demographic Faultlines and Diversity Climate on Job Dedication | Yun Chung, U. of Idaho; Hui Liao, U. of Maryland; Mahesh V. Subramony, Northern Illinois U.; Susan E. Jackson, Rutgers U.; Saba Colakoglu, Berry College; Yuan Jiang, Indiana-Purdue

- ■Gender, Conflict Handling Style, and Reactions to Abusive Supervision: An Exploratory Examination | Teri Elkins, U. of Houston; Leanne E Atwater, U. of Houston; Kori Callison, U. of Houston; Zahir Latheef, U. of Houston; Kyoung Yong Kim, U.
- ♥ A Meta-Analysis of Diversity Climate and Organizational Commitment and Job Satisfaction | Oscar Holmes IV, The U. of Alabama; Michael A. McDaniel, Virginia Commonwealth U.; C Justice Tillman, U. of Alabama
- Another Look at the Comparative Outcomes of Workplace Sexual Harassment and Aggression | Angela M Dionisi, Queen's U.: Julian Barling, Queen's U.: Kathryne Dupre. Memorial U. of Newfoundland

1451 → =: (Paper Session) - (HCM) Survey and

Ethnographic Research Methods in Healthcare Settings

11:30am - 1:00pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 1451

Chair: L Michele Issel, U. of Illinois, Chicago

- Development and Psychometric Testing of the Professional Practice Leader Questionnaire. | Sara Lankshear, Relevé Consulting Services; Mickey Kerr, U. of Western Ontario; Carol A. Wong, U. of Western Ontario
- ■The Unspoken Work of GP Receptionists: A Re-Examination of Emotion Management in Primary Care | Jenna Ward, York U.; Robert Michael McMurray, Durham U.
- Validation of a Measure of Nursing Workarounds | Jonathon R. B. Halbesleben, U. of Alabama; Cheryl Rathert, U. of Missouri

1452 • =: (Paper Session) - (HR) Changing Nature of HR's Role in Organizations

11:30am - 1:00pm Grand Hyatt: Bonham D Tweet this session: #AOM2011 1452

Chair: Debra J. Cohen, Society for Human Resource Management

- ☐ Factors Influencing HR Department Power I Jin-Feng Uen. National Sun Yat-sen U.; Shu-Yuan Chen, National Sun Yat-sen U.; Tseng-Hui Yang, National Sun Yat-sen U.
- ☐ The Roles of the Chief Human Resource Officer: Exploring Time Spent and Sex Differences | Patrick Wright, Cornell U.; Ozias A. Moore, Cornell U.; Mark Stewart, Management and Personnel Systems
- → Corporate Crisis: the HR Profession (R)evolution? Elaine Farndale, Pennsylvania State U.; Jaap Paauwe, Tilburg U. / Erasmus U.; Paul Boselie, Utrecht U.

1453 € \(! (Paper Session) - (HR) Examining Personality Validity and Measurement in Employee Selection

11:30am - 1:00pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 1453

Chair: Murray R. Barrick, Texas A&M U.

- The Validity of Conscientiousness: A Test of Two Hypotheses | Jonathan Shaffer, West Texas A&M U.; Bennett E. Postlethwaite, Pepperdine U.
- Measurement Variation across Primary Studies on Personality Trait-Job Performance Correlation | Lian Shao, Cornell U.
- Validity Dynamism of Personality Traits in the Selection Context | Lian Shao, Cornell U.; Michael Sturman, Cornell U.

1454 • .: (DRP Session) - (HR) Employee Socialization and Workplace Relationships

11:30am - 1:00pm Grand Hyatt: Mission A Tweet this session: #AOM2011 1454

Facilitator: Dan S. Chiaburu, Texas A&M U.

- Social Capital, Core Self-evaluations, and Newcomer Adjustment | Ruolian Fang, National U. of Singapore; Michelle K. Duffy, U. of Minnesota; Jason D. Shaw, U. of Minnesota
- ■The Benefits of Being Central: A Social Network Perspective on Individual Performance in Teams | Inga Carboni, College of William and Mary; Kate Ehrlich, IBM
- ■The Impact of On-The-Job Training and Workplace Socialization on Intrinsic Motivation | Vurain Tabvuma. Bournemouth U.; Yannis Georgellis, Kingston U. London
- ■The Role of Workplace Relationships in Assisting Nurses and Engineers to Solve Work-Based Problems | Matthew John Xerri, Southern Cross U.

1455 JS: (HR, MOC) Learning and Performance Goals:

New Directions in Goal Setting Research 11:30am - 1:00pm Grand Hyatt: Seguin B

Tweet this session: #AOM2011 1455 Discussant: Gerard H Seijts, U. of Western Ontario

The Effects of Having Self-Set Learning and Performance Goals Simultaneously | Aline D. Masuda, EADA; Edwin A. Locke, U. of Maryland, College Park: Kevin J. Williams, State U. of New York, Albany

The Effects of Assigning Performance and Learning Goals Simultaneously | Edwin A. Locke, U. of Maryland, College Park; Aline D. Masuda, EADA; Kevin J. Williams, State U. of New York, Albany

The Effect of Subconscious Performance vs. Learning Goals on Performance | Gary P. Latham, U. of Toronto; Xiao Chen, U. of Toronto

Participant: Xiao Chen, U. of Toronto

1456: (Paper Session) - (IM) Globalization of R&D and **Innovation Strategies**

11:30am - 1:00pm San Antonio Convention Center: Room 207 B Tweet this session: #AOM2011 1456

Chair: Feng Helen Liang, Rutgers U.

- ■Emerging Economies as Sources of Innovation: Patenting by Indian and Chinese R&D Subsidiaries | Tufool Alnuaimi, Imperial College Business School; Gerard George, Imperial College London; Phanish Puranam, London Business School
- → Top Management Leadership Style and Innovation Orientation: An Investigation in Six Countries | Lis Senta Strenger, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.
- → Patently Different? How does IPR influence globalization of R&D? Evidence from Indian patent reforms | Anand Nandkumar, Indian School of Business; Kannan Srikanth, Indian School of Business
- → International Business Strategy, the Resource Based View and Intellectual Property Rights | Daya Shanker, Deakin U.

1457: (DRP Session) - (IM) Ownership, Structure, and **Governance Influences on MNC Management**

11:30am - 1:00pm San Antonio Convention Center: Room 208 Tweet this session: #AOM2011 1457

Chair: James H. Biteman, Tulane U.

- The SMNE: The Impact of State Ownership on International and Performance | **Xiaoming He**, Beijing Jiaotong U.
- Effect of Foreign Expansion on Firm Diversification and the Moderation of Family Domination | Yung-Chih Lien, National Taiwan U.; Andrew Delios, National U. of Singapore
- Subsidiary Linkage and Operational Flexibility Value of Multinational Corporations. | Sangcheol Song, Bryant U.; Gunae Choi, CEIBS
- → ➡ How do Family, Insider, and Block Shareholders Perceive Institutional Risks in Foreign Market Entry? | Wiboon Kittilaksanawong, Zhejiang U.
- Private Equity as a Governance Mechanism in a Context of Concentrated Ownership | Raul Barroso, HEC Paris; Tony Davila, IESE Business School; Daniel Oyon, U. of Lausanne

1458 : (Paper Session) - (IM) Effects of Political Economy, Sustainability, and Economic Evolution on International Management

11:30am - 1:00pm San Antonio Convention Center: Room 209

Tweet this session: #AOM2011 1458

Chair: Susan H Godar, William Paterson U.

- → The Multidimensional Investment Motivations of the Post-Conflict Liberian Diaspora | Tjai M. Nielsen, George Washington U.; Liesl Riddle, George Washington U.
- → A Firm-Level Test of Complementarity and the Restrictiveness of Variants of Capitalism | Andrei Kuznetsov, U. of Central Lancashire; Marcus Jacob, European Business School
- → ■R&D as a Network of Centers of Excellence (CoE): A Sustainable Model? | Srivardhini Keshavamurthy, Indian Institute of Management, Bangalore; Rishikesha Krishnan, Indian Institute of Management, Bangalore

1459: (Paper Session) - (IM) Alliances, Joint Ventures, and the Network Organization

11:30am - 1:00pm San Antonio Convention Center: Room 210 A Tweet this session: #AOM2011 1459

Chair: Malika Richards, Pennsylvania State U.

- → ☐ The Triadic Perspective of Alliance Formation: A Structure Balance Analysis in Dynamic Networks | Kuen-Shiou Yang, Academia Sinica, Taiwan
- → The Social Environment of MNCs: A Review and Integration of Institutional and Social Capital Theory | Daniel Rottig, Florida Gulf Coast U.
- ₽→Networks Of Influence: Implementing Politically Sustainable Multinational Stakeholder Strategies | Lite Nartey, U. of South Carolina

1460 ŵ→ ➡□SHCS: (IM) Leadership across Societies: Universal and Culturally Specific Leadership Behavior Effectiveness

11:30am - 1:00pm San Antonio Convention Center: Room 212 B

Tweet this session: #AOM2011 1460

Organizer: Mary F. Sully de Luque, Thunderbird Chair: Mary F. Sully de Luque, Thunderbird

Presenters: Mary F. Sully de Luque, Thunderbird; Mansour Javidan, Thunderbird; Paul J Hanges, U. of Maryland; Peter W Dorfman, New Mexico State U.

1461 �→ ← □JS: (IM, TIM) Davids & Goliaths in the Global Automotive Industry: Entrants From East, South & New Technologies

11:30am - 1:00pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 1461

Organizer: Florian A. Täube, EBS Business School
Discussant: John Paul MacDuffie, U. of Pennsylvania
Speakers: Gerald A. McDermott, U. of South Carolina; Marc
Megel, South West Research Institute; Roger Moser, EBS
Business School; Ram Mudambi, Temple U.; Ronaldo C. Parente,
Rutgers U.; Salvatore Scuderi, Scuderi Group LLC

1462 (IDRP Session) - (MC) Consulting Enlightenment: Knowledge, Justice, Reputation and Diagnosis

11:30am - 1:00pm Grand Hyatt: Bonham B Tweet this session: #AOM2011 1462 Facilitator: Lena Neal, Benedictine U. Discussant: Rickie A. Moore, EM Lyon

- ➡Proactive diagnosis: How professional service firm employees generate business development leads | Jan Henrik Sieg, Swiss Federal Institute of Technology Zurich, ETH; Alban Fischer, ETH Zurich; Martin W Wallin, Swiss Federal Institute of Technology Zurich, ETH; Georg von Krogh, ETH Zurich
- An Organizational Justice View of a Professional Service Relationship | Terence Rodgers, U. of Massachusetts, Amherst; Jane Giacobbe Miller, U. of Massachusetts, Amherst
- How are Reputation and Quality Built within Management Consultancy Firms? | William Harvey, U. of Sydney; Tim J Morris, U. of Oxford
- Complements not Substitutes: The Integrated Nature of KM Practices in Management Consultancy Firms | Taman Powell, Cardiff U.; Veronique Ambrosini, Birmingham U.

1463 € ⊒: (DRP Session) - (MED) Institutional Dilemmas and Issues in Management Education and Development

11:30am - 1:00pm Marriott Rivercenter: Conference Room 16 Tweet this session: **#AOM2011 1463**

Facilitator: Christina A. Hannah, U. of Maryland, U. College

- → External Artifacts Production: The Right Way Is No Less Important Than A Good Start | Olga I. Ryazanova, U. College Dublin; Peter McNamara, U. College Dublin
- Is There A Stigma? Faculty Perceptions of Tenure Track Applicants with Nontraditional Doctorates | Katherine A. Karl, U. of Tennessee, Chattanooga; Joy V. Peluchette, RJP Enterprises
- →The Influence of Pre Entry Knowledge on Self Definition of Incoming MBA Students | Mukta Kulkarni, Indian Institute of Management, Bangalore; Devi Vijay, Indian Institute of Management, Bangalore
- → ☐ Fast Tracks and Inner Journeys: Pathways to Portable Identities for Itinerant Careers | Gianpiero Petriglieri, INSEAD; Jennifer Louise Petriglieri, INSEAD; Jack Denfeld Wood, International Institute of Management
- The Role Of The Academic Administrator In Better Aligning Teaching And Research | Jeffrey A Mello, Siena College; David B. Balkin, U. of Colorado, Boulder

1464 ⊕ •> → □JS: (MED, ODC, HCM) Learning from Innovative Forms of Evidence-Based Management

11:30am - 1:00pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 1464

Organizer: Denise M. Rousseau. Carnegie Mellon U. Coordinators: Georges Potworowski, U. of Michigan; Christina Rader-Baquero, Duke U.

- Many Managers, Many Ways to Practice Evidence-based Management | Georges Potworowski, U. of Michigan: Christina Rader-Baguero, Duke U.; Denise M. Rousseau, Carnegie Mellon U.
- The Masters Project Program: A Medical Center/University Partnership in Evidence Generation and Use I Andrew N. Garman, Rush U.: Shital Shah, Rush U.: Tricia J. Johnson. Rush U.
- Use of Knowledge to Support Evidence-based Management in High-performing Health Care Organizations I Jane Banaszak-Holl, U. of Michigan; Christy Harris Lemak, U. of Michigan; John R. Griffith, U. of Michigan; Kathleen Fear, U. of Michigan; Eric Lammers, U. of Michigan; Kai Zheng, U. of Michigan
- The Center for Evidence-Based Management: An Inter-organizational Support | Eric Barends, VU U. Amsterdam

1465 € .: (Paper Session) - (MH) Leadership, Collaboration, and Social Purpose in Radically Different Contexts

11:30am - 1:00pm Marriott Riverwalk: Salon B Tweet this session: #AOM2011 1465

This session focuses on leadership, TMT collaboration, hierarchy, and social purpose across very different periods, cultures, and settinas.

Chair: Christina Louisa Wassenaar. Claremont Graduate U. Discussant: Peter B. Petersen, Johns Hopkins U.

- Collaborative Leadership in TMTs in The Church of Jesus Christ of Latter-day Saints, 1844-Present | Mark E. Mendenhall, U. of Tennessee, Chattanooga; Andrew F. Ehat, Western Standard Publishing
- ☐ Transcending Hierarchy to Facilitate Shared Leadership: The Counterculture Case of Jerry Garcia | Barry Barnes, Nova Southeastern U.; John Humphreys, Texas A&M U.-Commerce; Jennifer Oyler, Texas A&M U.; Stephanie Pane-Haden, Texas A&M U.; Milorad M. Novicevic, U. of Mississippi
- ₱Performance Logics: Notions of Self and our Attitudes towards Organizing Play | Deryk Stec, HEC Montreal
- Profit Sharing in the 19th Century: History of a Controversial Remuneration System | Christophe Estay, Bordeaux école de Management; C Lakshman, Bordeaux école de Management; Jacques-Olivier Pesme, Bordeaux école de Management

1466 =: (Paper Session) - (MOC) Decision Making 11:30am - 1:00pm La Quinta Inn & Suites: Fiesta A&B

Tweet this session: #AOM2011 1466

Chair: Scott Benjamin, U. of Maryland, College Park □ Unconvinced but Persuaded: How Confident Advisors Influence You | Sunita Sah, Duke U.; Robert MacCoun, U. of California, Berkeley

- Do Maximizers Predict Better than Satisficers? Evidence from the FIFA 2010 World Cup | Kriti Jain, INSEAD; Neil Bearden, INSEAD
- ■The Role of Feedback, Fear, and Greed in Escalation and De-escalation of Commitment | Myeong-Gu Seo, U. of Maryland; **Heajung Jung**, U. of California, Los Angeles
- Biased Agents, Unbiased Organizations: Can Organizations Mitigate Individual Biases? | Dimo Ringov, **ESADE Business School**

1467 🔙: (OB) Research in Abusive Supervision: What's on the Horizon?

11:30am - 1:00pm Grand Hyatt: Bowie A Tweet this session: #AOM2011 1467

Chairs: Denise Marie Breaux, U. of Arkansas; K. Michele Kacmar, U. of Alabama

Discussant: Bennett J. Tepper, Georgia State U.

Abusive Supervisors' Mood Contagion | Jenny M. Hoobler, U. of Illinois, Chicago; Jia Hu, U. of Illinois, Chicago

Why Treat People like This? Supervisor Consequences of Abusive Supervision | Maureen L. Ambrose, U. of Central Florida; **Deshani B. Ganegoda**, U. of Central Florida

Abusive Supervision, Subordinate Deviance and the Moderating Effects of Work Environment Structure | Marie S. Mitchell, U. of Georgia; Manuela Priesemuth, U. of Central Florida; Marshall Schminke, U. of Central Florida; Ryan M. Vogel, Southern Methodist U.

Employee Reactions to Supervisor Abuse of Customers | Rebecca L. Greenbaum, Oklahoma State U.; Mary Bardes, Drexel U.; David Mayer, U. of Michigan

1468 : (Paper Session) - (OB) The Context Matters: Contingencies between Leadership Style and Leader **Effectiveness**

11:30am - 1:00pm Grand Hyatt: Bowie C Tweet this session: #AOM2011 1468

Chair: Anthony P. Ammeter, U. of Mississippi

- Task Interdependence, Relational Focus, and Lifecycle Stages as Contingencies to Team Leadership | Brad Harris, Texas A&M U.; Bradley L. Kirkman, Texas A&M U.
- Overcoming Your Age: The Importance of Contingent Reward for Relatively Younger Leaders | Claudia Licklederer, Jacobs U. Bremen; Astrid C. Homan, VU U. Amsterdam
- Meta-Analysis of Active Management-by-Exception Variability Across Leadership Contexts | Mark A. Griffin, U. of Western Australia; Zenobia Talati, U. of Western Australia
- Leader Charisma in Teams: Building Trust, Enhancing Team Outcomes, and Managing Change | Christoph Nohe, U. of Heidelberg; Bjoern Michaelis, U. of Heidelberg; Jochen I. Menges, U. of Cambridge; Karlheinz Sonntag, U. of Heidelberg

1469 : (DRP Session) - (OB) Work-Family Conflict and its Influence on Work Outcomes and Personal Relationships

11:30am - 1:00pm Grand Hyatt: Crockett B Tweet this session: #AOM2011 1469

Facilitator: Susan S. Case, Case Western Reserve U.

■Between You and Me: Exposing the Interpersonal Nature of Work-Nonwork Conflict | Spela Trefalt, Simmons College

- → The Crossover Effect of Work-Family Conflict: The Role of Family Identity Salience | Jingjing Lu, Peking U.; Chang-qin Lu, Peking U.
- ☐ The Dual Effects of Human Resource Flexibility on Employees' Work-Family Conflict | Nien-Chi Liu, National Central U.; Chih-Yuan Wang, National Central U.
- → Reducing Professional Turnover Intentions: The Importance of Work-Family Enrichment | Marcello Russo, Parthenope U. of Naples; Filomena Buonocore, Parthenope U. of Naples; Maria Ferrara, Parthenope U. of Naples

1470 ☐: (DRP Session) - (OB) The Impact of Proactive Personality and Personal Initiative in Organizations

11:30am - 1:00pm Grand Hyatt: Crockett C Tweet this session: **#AOM2011 1470**

Facilitator: Jason L. Huang, Michigan State U.

- Personal Initiative in Virtual Teams: Individual and Team Level Conceptions Impact on Performance | Julia E. Hoch, Michigan State U.; James Hamilton Dulebohn, Michigan State II
- ☐ The Interplay between Perspective Taking and Proactive Personality | Yuanyuan Huo, City U. of Hong Kong
- → Proactive Personality and Work Success: Disentangling Genetic and Environmental Influences | Wen-Dong Li, National U. of Singapore
- → ■A Closer Look at Informal Mentoring Received: A Test of Moderated Mediation Relationships | **Jian Liang**, Shanghai JiaoTong U.

1471 : (DRP Session) - (OB) Explaining Employee Commitment: Constructs, Processes, Measures and Impacts

11:30am - 1:00pm Grand Hyatt: Crockett D Tweet this session: **#AOM2011 1471**

Facilitator: Heiko Breitsohl, U. Wuppertal

- Employee Commitment in Context: The Nature and Implications of Commitment Profiles | John P Meyer, U. of Western Ontario; Natalia M Parfyonova, Human Resource Systems Group; Laura J. Stanley, East Carolina U.
- ☐ The Distal Nature of Organizational Commitment: Effects of Mental Construal and Temporal Distance | Thomas E Becker, U. of Delaware; Michal Herzenstein, U. of Delaware
- Validation of a Unidimensional, Target-Free Self-Report Measure of Commitment | Howard J. Klein, Ohio State U.; Janice C. Molloy, Michigan State U.; Joseph T. Cooper, U. of Wyoming; Jacqueline Alicia Swanson, The Ohio State U.
- □ Temporal Translation of Constructs and Measures:
 Theoretical Implications and an Application (WITHDRAWN)
 | Omar N. Solinger, Free U. Amsterdam; Woody Van Olffen,
 RSM Erasmus U.; Robert A. Roe, Maastricht U.

1472 : (Paper Session) - (OB) Understanding Transformation Leaders and Unlocking the Antecedents of Transformational Leadership

11:30am - 1:00pm Grand Hyatt: Republic B Tweet this session: **#AOM2011 1472**

Chair: Marshell Glenn Cobb, US Army Research Institute

□ □ Transformational Leadership and Leader Stress: A Model
of Reciprocal Effects | Catherine E Connelly, McMaster U.;
Kara Anne Arnold, Memorial U. of Newfoundland

- ₽⊕→ Genetic Determinants of Transformational Leadership: The Mediating Role of Hope | Sankalp Chaturvedi, Imperial College London; Paraskevi T. Christoforou, National U. of Singapore
- ₽ EEG Discriminant Analyses of Transformational Leadership | Pierre A. Balthazard, Arizona State U.; David A. Waldman, Arizona State U.; Robert Thatcher, Applied Neuroscience Research Institute
- Personality and Charisma in Context: The Moderating Role of Situational Stress | Shaul Oreg, U. of Haifa; Yair Berson, U. of Haifa

1473 🖃: (OB) Team Interdependence: Looking Back and Moving Forward

11:30am - 1:00pm Grand Hyatt: Republic C Tweet this session: #AOM2011 1473

Chairs: Greg L Stewart, U. of Iowa; Stephen H Courtright, U. of Iowa

- The Effects of Team Interdependence on Team Processes and Performance: A Meta-Analysis | Stephen H Courtright, U. of Iowa; Abigail J Pierotti, U. of Iowa; Greg L Stewart, U. of Iowa
- Team Task Interdependence: Traditional Composition versus Social Network Configurations | **Eean Crawford**, U. of Iowa; **Jeffery LePine**, Arizona State U.
- Multiple Interdependence Influences on Team
 Context-Empowerment-Performance Relationships | Travis
 Maynard, Colorado State U.; John Mathieu, U. of Connecticut;
 Thomas Ruddy, Beckton Dickinson
- Team Risk-Taking: The Effects of Social Influence and Interdependence between Leaders and Followers | Dustin J. Sleesman, Michigan State U.; John Hollenbeck, Michigan State U.; Matthias Spitzmueller, National U. of Singapore; Maartje Eva Schouten, Erasmus U. Rotterdam

1474 : (Paper Session) - (OB) The Meaning of Work and Its Effects on Performance and Deviance

11:30am - 1:00pm Grand Hyatt: Travis C Tweet this session: #AOM2011 1474 Chair: Ernestina Giudici. Cagliari U.

- The Relationships of Consultation, Participation, and Delegation with Performance and Deviance | Hettie A. Richardson, Louisiana State U.; Shannon G. Taylor, Northern Illinois U.
- Crusaders and Defenders or Deviators and Violators?: The Effects of Group Pride and Respect | **Shefali Patil**, U. of Pennsylvania; **Steven Blader**, New York U.
- On the Meaning of Work | Sherry E. Moss, Wake Forest U.; Brianna Barker Caza, Wake Forest U.; Arran Caza, Wake Forest U.
- □ The Search for Meaning in (New) Work: Task Significance and Newcomer Plasticity | David M. Sluss, Georgia Institute of Technology; Elliott Junco, Georgia Institute of Technology;
 □ Blake E. Ashforth, Arizona State U.

1475 → ■SHCS: (OB, HR) Leadership at the Top: Exploring Behaviors and Processes of Senior Level Leaders

11:30am - 1:00pm Grand Hyatt: Lone Star E Tweet this session: **#AOM2011 1475**

Chairs: Jennifer D. Nahrgang, Arizona State U.; Frederick P. Morgeson, Michigan State U.

Discussant: Stephen J. Zaccaro, George Mason U.

Estimating the Value of Leadership: From the Inside Out | Bruce J. Avolio, U. of Washington

- CEO Strategic Perception and Financing Actions: The Effects of Narcissism and Core Self-Evaluation | Nathan J. Hiller, Florida International U.; Jeffrey P. Thomas, Florida International U.; Veronica Averhart, Florida International U.
- The Dialectic Thinking Style of Chinese Strategic Leaders and its Effects on Firm Performance | Hui Wang, Peking U.; Mingpeng Huang, GSM, Peking U.
- Senior Leadership Teams: Changes and Stability in Structure, Behaviors. Processes, and Effectiveness I Jennifer D. Nahrgang, Arizona State U.; Frederick P. Morgeson, Michigan State U.; Roland Smith, Center for Creative Leadership; Michael Campbell, Center for Creative Leadership

1476 JS: (OB, HR) Costs of Proactivity in Organizations

11:30am - 1:00pm Grand Hyatt: Seguin A Tweet this session: #AOM2011 1476

Chair: Chak Fu Lam, U. of Michigan, Ann Arbor

Proactive Personality as a Blessing or a Curse? Relationships to Work Activities and Career Outcomes | Diane Bergeron, Case Western Reserve U.; Tiffany Schroeder, Case Western

- When is Voice Good or Bad for Performance? | Chiahuei Wu. U. of Western Australia; Sharon K. Parker, U. of Western Australia
- When Proactivity is Counterproductive: The Moderating Effects of Leadership and Motivation | Adam M. Grant, U. of
- Why do People Act Proactively When Proactivity is Costly? I Chak Fu Lam, U. of Michigan, Ann Arbor
- Just Do Your Job, Please: Understanding Peer Reactions to Undesired Proactivity | Mark C. Bolino, U. of Oklahoma; William H. Turnley, Kansas State U.; Jaron Harvey, U. of Alabama

1477 =: (Paper Session) - (OCIS) New Ways of Working with IT

11:30am - 1:00pm San Antonio Convention Center: Room 206 A Tweet this session: #AOM2011 1477

The papers in this session focus on issues related to new ways of work and new practices in the virtual work of work in 21st century. Chair: Kevin P Gallagher, Northern Kentucky U.

- ■Pros and Cons of New Ways of Working | Lieke L. ten Brummelhuis, Erasmus U. Rotterdam, Arnold B. Bakker, Utrecht U.; Jorn Hetland, U. of Bergen
- Social Media Acceptance in the Workplace A Conceptual Model | Eliane Bucher, U. of St. Gallen: Christian Fieseler, U. of St. Gallen: Miriam Meckel. U. of St. Gallen: Anne Suphan. U.
- Antecedents and Consequences of Cognitive Effort During Collaboration in a Virtual World | Surinder Kahai, State U. of New York, Binghamton; Rui Huang, State U. of New York, Binghamton; Rebecca Jestice, Binghamton U.

1478 : (DRP Session) - (OCIS) IT and Interorganizational Infrastructure

11:30am - 1:00pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1478

Facilitator: Bijan Azad, American U. of Beirut

- ■What determines the sustainability and maturity of health information exchanges? | Jiban Khuntia, R. H. Smith School of Business; Sunil Mithas, R. H. Smith School of Business; Ritu Agarwal, R. H. Smith School of Business
- → ■Patterns of Technological Search: Institutional and Behavioral Triggers of IS Investment | Torsten Oliver Salge, Ruhr-U. Bochum; Rajiv Kohli, College of William and Mary; Michael Barrett, U. of Cambridge
- □ Toward Understanding the Barriers to the Global Data Synchronization Networks Standard Adoption | Nabila Boukef Charki, ESDES Business School: Mohamed Hedi Charki, EDHEC Business School: Moez Limavem, U. of Arkansas, Fayetteville
- → Co-mingling Contrasting Institutional Logics | George Kandathil, Indian Institute of Management, Ahmedabad; Sue Newell, Bentley U.; Erica L Wagner, Portland State U.
- → ■Navigating Technology Responsiveness: A Study of a GPS Dispatching Taxi Fleet | Sheng-Tsung Hou, Feng Chia

1479 ♥→ \=: (DRP Session) - (ODC) Exploring the Effect of Leadership, Justice, Secrecy, and Sensemaking on Responses to Org Change

11:30am - 1:00pm Grand Hyatt: Travis B Tweet this session: #AOM2011 1479

Facilitator: Eric Lamm, San Francisco State U.

- Reasons as Predictors of Change Recipients' Behavioural Reactions: A Longitudinal Investigation | Maria Vakola, Athens U. of Economics and Business
- ■The Role of Opacity in Strategic Decision-Making During Radical Change I Ina Toegel, INSEAD
- Integration Practices and Perceptions of Justice in a Merger of Equals | Inger G. Stensaker, Norwegian School of Economics and Business Administration; Helene Loe Colman, Norwegian School of Management; Birgitte Grogaard, U. of Calgary
- ☐ Transformational Leadership and Change Commitment: Change Resistance and Organizational Commitment | Chih-Hsun Chuang, National Chung Hsing U.; Joung-Liang Lan. TVGH
- Responses to Change Outcomes and Processes | Walter Scott Sherman, Texas A & M - Corpus Christi

1480 JS: (ODC, OB, TIM) Emergent Innovation through a **Complexity Lens**

11:30am - 1:00pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 1480

Chair: Michael Arena, Queens U. of Charlotte

Discussant: Andrew B. Hargadon, U. of California, Davis

Mechanisms of Emergence: Conflicting Constraints and Entanglement | Michael Arena, Queens U. of Charlotte: Craig Schreiber, Lenoir Rhyne College

Microdynamics of Emergent Innovation: Use of Informal Networks | Russ Marion, Clemson U.; Melissa McFarland, Clemson U.

- Networks of Innovation Emergence: Collective Creativity | **David Sweetman**, U. of Nebraska, Lincoln; **Mary Uhl-Bien**, U. of Nebraska
- Conditions for Emergent Innovation: Enabling Complexity Dynamics | **Jude G. Olson**, Lockheed Martin Aeronautics Company; **Ivana Milosevic**, U. of Nebraska
- Cohesiveness: Tapping into Micro-Networks for Idea Generation | Alex Pentland, Massachusetts Institute of Technology; Benjamin Nathan Waber, Massachusetts Institute of Technology; Michael Arena, Queens U. of Charlotte

1481 ♥ ☐: (Paper Session) - (OM) Process Improvement, Organizational Learning and Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 215 Tweet this session: **#AOM2011 1481**

Chair: William H. A. Johnson, -Pennsylvania State U., Erie

- Position Impact of New Product Introduction on Plant Productivity in the North American Automotive Industry | Anand Gopal, U. of Maryland, College Park; Manu Goyal, U. of Utah; Serguei Netessine, INSEAD; Matthew Reindorp, Eindhoven U. of Technology
- Challenging Suggestion-Box Thinking in a Rapid Improvement Environment | Alan G. Robinson, U. of Massachusetts, Amherst; Dean M Schroeder, Valparaiso U.
- ₽⇒ Supply Chain Innovation through Organizational Compatibility: Mediating Role of Absorptive Capacity | Maria Jesus Saenz, Zaragoza Logistics Center; Elena Revilla, Instituto de Empresa Business School; Desiree Knoppen, Zaragoza Logistics Center

1482 🖃: (Paper Session) - (OMT) The Role of CEOs in Organizations

11:30am - 1:00pm San Antonio Convention Center: Room 007 A

Tweet this session: #AOM2011 1482

Chair: Bret Ryan Fund, U. of Colorado, Boulder Discussant: Donald A Palmer, U. of California, Davis

- ₽ Predicting Organizational Identification at the CEO Level | Donald Lange, Arizona State U.; Steven Boivie, U. of Arizona; James Westphal, U. of Michigan
- The CEO as Organizational Architect: John Reed, Citibank and the Financial Crisis of the 1990s | Sarah Kaplan, U. of Toronto
- Helping Other CEOs Avoid Bad Press:Impression Management Support among CEOs towards Journalists | James Westphal, U. of Michigan; Sun Hyun Park, U. of Michigan; Michael McDonald, U. of Texas, San Antonio; Mathew Hayward, U. of Colorado, Boulder Winner of OMT Division Best Paper Award

1483 =: (DRP Session) - (OMT) Trust and Reciprocity

11:30am - 1:00pm San Antonio Convention Center: Room 207 A

Tweet this session: #AOM2011 1483

Chair: Joshua Marineau, U. of Kentucky

- Management Research on Reciprocity: A Bibliometric Review | Christiana Weber, U. of Siegen; Markus Goebel, U. of Applied Science Fresenius, Hamburg; Rick Vogel, U. of Hamburg
- Revisiting Inter-Organizational Trust: Is More Necessarily Better? | Veronica Haydee Villena Martínez, Pennsylvania

- State U.; **Thomas Y. Choi**, Arizona State U.; **Elena Revilla**, Instituto de Empresa Business School
- ☐ The Temporal Value of Professional and Personal Trust for Effective Knowledge Transfer | Angelos Alexopoulos, Dublin City U.; Finian Buckley, Dublin City U.
- Norms Only Benefit Equals: Perceptions of Opportunism in Power Asymmetrical Exchange Relationships | Brian J. Collins, U. of Southern Mississippi; Michael C. Withers, Arizona State U.; Fujun Lai, U. of Southern Mississippi; Yu Tian, National Sun Yat-sen U.

1484 : (Paper Session) - (OMT) Changing and Emerging Fields Analyzed through their Discourse

11:30am - 1:00pm San Antonio Convention Center: Room 214 B

Tweet this session: #AOM2011 1484

Chair: Wei Guo, U. of Maryland, College Park

- ₽⇒ Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions | Vern Glaser, U. of Southern California; Peer C. Fiss, U. of Southern California; Mark Thomas Kennedy, U. of Southern California
- Institutionalization of ambiguous issues | Aarti Sharma, U. of South Florida; Pratima Bansal, U. of Western Ontario
- → Identifying Collectively with a New Organizational Field: Field Cohesion in Venture Philanthropy | Lisa K. Hehenberger, IESE Business School; Johanna Mair, IESE Business School
- ₽ ☐ The Process of Schema Development: How the Insurance Industry Conceptualized the Computer | Steven Kahl, U. of Chicago; Christopher B. Bingham, U. of North Carolina, Chapel Hill

1485 ☐: (Paper Session) - (OMT) **Tie Formation**

11:30am - 1:00pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1485

Chair: Eric Quintane, U. of Lugano

- ₽ A Matching Theory of Embedded Interfirm Tie Formation | Andrew V. Shipilov, INSEAD; Stan X. Li, York U.; Joel A.C. Baum, U. of Toronto
- Comparing Super Angels and Venture Capitalists: Network Tie Commitment, Performance, and Formation | Benjamin L. Hallen, U. of Maryland, College Park; Rory Morgan McDonald, Stanford U.
- Why Different Birds Flock Together? A Social Exchange Perspective on Asymmetric Alliance Formation | Haibin Yang, City U. of Hong Kong; Guangxi Zhang, City U. of Hong Kong
- Indirect Social Comparisons in the Formation of Inter-firm Networks | Helena Buhr, Northwestern U.; Aleksandra J Kacperczyk, MIT Sloan

1486 ☐: (DRP Session) - (OMT) Organizational Responses to Social Movements

11:30am - 1:00pm San Antonio Convention Center: Room 216 A

Tweet this session: #AOM2011 1486

Chair: Brandon H. Lee, London Business School

Activist Campaigns Against Markets: The Role of Identity in Localized Movement Effectiveness | Theodore L. Waldron, Baylor U.; Chad Navis, U. of Wisconsin, Madison; Greg Fisher, U. of Washington

- Corporate Perception and Evaluation of Social Movement Activism | Christian M. B. Gebhardt, Catholic U. of Eichstaett-Ingolstadt
- Resolving Framing Contests: The Case of the Automotive & the Environmental Fields in Germany | Stephane Guerard, U. of Zurich; Robin Gustafsson, Aalto U.; Christoph Bode, Swiss Federal Institute of Technology Zurich, ETH
- The Mouse that Roared: Exploring the Limits of Professional Institutional Power | Ken Ogata, York U.

1487 =: (Paper Session) - (OMT) Contrast and Overlap in Categories

11:30am - 1:00pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1487

Chair: Bo Kvung Kim. Southern Methodist U.

- Apples to Oranges: How Category Overlap Facilitates Commensuration in an Online Market for Services | Ming D. Leung, U. of California, Berkeley
- ₱ Standing Out: Category Contrast and Coherence in the Hong Kong Film Industry, 1975-1997 | Yi Tang, Hong Kong Polytechnic U.; Filippo Carlo Wezel, U. of Lugano
- ■Categorical Contrast And Entry Into Technological Domains In The Global Semiconductor Industry | Elisa Operti, U. of Lugano; Gianluca Carnabuci, U. of Lugano; Balazs Kovacs, U. of Lugano; Alessandro Lomi, U. of Lugano
- Category Spanning and Audience Consensus on Audience Appeal: Contingency of Multiple Category Membership Effect in the Korean Film Market | Kwanwoo Kim, Yonsei U.; Chan-ung Park, Yonsei U., Yonghyun Kim, Yonsei U.

1488 SHCS: (OMT, ENT) The Local and The Global in **Community Dynamics**

11:30am - 1:00pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1488

Organizers: Chris Marquis, Harvard U.; Pino G. Audia, Dartmouth College

Chair: Chris Marquis, Harvard U.

- Catalysis and Transposition: The Relational Basis of Robust Regional Economies | Walter W Powell. Stanford U.: Kiersten Bunker Whittington, Stanford U.
- Brokerage and the Market Position of Communities | Pino G. Audia, Dartmouth College; Atul Teckchandani, California State U., Fullerton
- The Institutional Logics and The Role of Community in Complex Governance Systems | Min-Dong Paul Lee, U. of South Florida; Michael Lounsbury, U. of Alberta
- Punctuated Generosity: Events, Communities and Corporate Philanthropy in the US, 1980-2006 | Andras Tilcsik, Harvard U.; Chris Marquis, Harvard U.
- Place versus Space? The Evolving Impact of Geography on Foundings | Heather Haveman, U. of California, Berkeley; Christopher I. Rider, Emory U.

1489 =: (Paper Session) - (ONE) Management, Learning and Motivation for Corporate Environmental Performance

11:30am - 1:00pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 1489

Chair: Gordon P. Rands, Western Illinois U.

- How Top Manager Motivational Orientation Can Affect the Firm's Environmental Strategy | Jennifer Grace Manegold, U. of Texas, Arlington
- ■Towards a Micro-Level Explanation of the Strategic Behavior Underlying Sustainability Transitions | Floortje Alkemade, Utrecht U.; Marko Hekkert, Utrecht U.; Simona Negro, Utrecht U.; Neil Thompson, Utrecht U.
- ☐ The Influence of Environmental Training and Organizational Learning on Environmental Strategy | María Dolores Vidal-Salazar, U. de Granada; Vera Ferrón-Vilchez, U. of Granada; Jose Manuel De la Torre-Ruiz, U. of Granada

1490: (DRP Session) - (PNP) Employee Motivation and Satisfaction in Government and Nonprofit Organizations: **International Perspectives**

11:30am - 1:00pm Marriott Riverwalk: Salon A Tweet this session: #AOM2011 1490

Facilitator: Bradley E. Wright, U. of North Carolina, Charlotte

- Serving the Mission: Antecedents and Consequences of Job Choice Motivation in the Nonprofit Sector | Jessica Word, U. of Nevada, Las Vegas; Sung Min Park, Sungkyunkwan U.
- → Between Goal Ambiguity Theory and Job Satisfaction Theory in the Public Sector(WITHDRAWN) | Chan Su Jung, City U. of Hong Kong
- ⇒ □ Policing, Emotional Intelligence and Turnover Intentions | Yvonne Brunetto, Southern Cross U.; Stephen T.T. Teo, Curtin U.; Kate Shacklock, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast
- Trust, Job Selection, Line-Staff Difference, and Public Service Motivation | Chung-An Chen, Nanyang Technological U.; Don-yun Chen, National Chengchi U.
- → Public Service Motivation, Relational Job Design, and Job Outcomes of Australian Government Workers | Jeannette Taylor, U. of Western Australia

1491: (Paper Session) - (PNP) Giving and Social Marketing 11:30am - 1:00pm Marriott Riverwalk: Salon F Tweet this session: #AOM2011 1491

Chair: Elisa Pintus, Libera U. Internazionale degli Studi Sociali Place, Time, and Philanthropy: Managing Geographic Mobility and Philanthropic Engagement | Laurie E. Paarlberg, U. of North Carolina, Wilmington; Richard Michael Clerkin, North Carolina State U.; Darlene Rodriguez, U. of North Carolina, Greensboro; Robert K Christensen, U. of Georgia; Rebecca Nesbit, U. of North Carolina, Charlotte; Mary Tschirhart, North Carolina State U.; Stephen Meinhold, U. of North Carolina,

- □ = Fundraising Characteristics of Nonprofit Organizations: An Institutional Theory Perspective | Cathleen O. Erwin, Auburn U.; S. Robert Hernandez, U. of Alabama, Birmingham; Richard Shewchuk, U. of Alabama, Birmingham
- → Donor Motivation and Recipient Selection in Online Philanthropy: A Case Study of Kiva.org | Jessica Richman, U. of Oxford
- ■Social Marketing Effectiveness Development of a Midrange Theory | Bernd Helmig, U. of Mannheim; Julia Stephanie Thaler, U. of Mannheim

1492 : (DRP Session) - (RM) Network Analysis, Simulation Modeling, and Methods in Entrepreneurship

11:30am - 1:00pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 1492

Facilitator: Malcolm James Ree, Our Lady of the Lake U.

- West Meets East in the Analysis of Two-mode Networks | Guido Conaldi, U. of Greenwich; Alessandro Lomi, U. of Lugano; Marco Tonellato, U. of Lugano
- Introducing Exponential Random Graph (ERG) models for social networks | Yuval Kalish, Tel Aviv U.
- ■The Phenomenon of Dynamic Complexity: Development of a Measure for Simulation Models | Stefan N. Groesser, U. of St. Gallen
- ☐ Time In Entrepreneurship Research: A review Of Research Methods In The 21st Century | Cynthia S. Cycyota, U.S. Air Force Academy; Dilene Crockett, Northeastern State U.
- Finding Practical Knowledge in Entrepreneurship | Thomas P. Kenworthy, U. of Dayton; Edward McMullan, U. of Calgary

1493 JS: (SAP, OCIS) New Strategy Texts: Exploring **Emerging Textual Sites in the Practice of Strategy**

11:30am - 1:00pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 1493

Organizers: Viviane Sergi, HEC Montreal; Chahrazad Abdallah, U. of London, Birkbeck

Chairs: Viviane Sergi, HEC Montreal; Chahrazad Abdallah, U. of London, Birkbeck

Discussants: François Cooren, U. de Montréal; Eero Vaara, Hanken School of Economics

Pluralizing the Study of Organizational Texts | Valérie Michaud, ESG-UQAM

- Strategic Implications of Non-Strategic Texts: The Farewell Email Genre in Consulting Firms | Dennis Schoeneborn, U. of Zurich; Swaran Sandhu, U. of Lucerne
- How Strategy Texts Travel in Organizations | Virpi Sorsa, Hanken School of Economics; Pekka Pälli, Aalto U.; Piia Mikkola, U. of Vaasa
- Co-creating a New Strategic Text: The Case of H&M's Social Media Room | Viviane Sergi, HEC Montreal; Chahrazad Abdallah, U. of London, Birkbeck

1494 → \(!= : (Paper Session) - (SIM) BGR: Analysis of Political Activity and Corporate Governance at a National and Regional Level

11:30am - 1:00pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 1494

Chair: Niki A. den Nieuwenboer, Santa Clara U.

- → Revisiting Civil Regulation: The Challenge of Advancing the Sustainability Agenda in Asia | Itziar Castello, CBS; Roberto Martin Nolan Galang, Ateneo de
- **○→** Influences on Corporate Governance in Sub-Saharan Africa: Actors, Strategies and Implications | Emmanuel Afolabi Adegbite, Northumbria U.; Kenneth Amaeshi, U. of
- Relationship between Political Activities and Financial Performance in a Transition Economy | Cuili Qian, City U. of Hong Kong; Jiatao Li, Hong Kong U. of Science and Technology; Heli Wang, Hong Kong U. of Science and Technology

1495 → \(\): (DRP Session) - (SIM) Corporate Social Responsibility at the Market and Firm Levels

11:30am - 1:00pm Marriott Rivercenter: Conference Room 17 Tweet this session: #AOM2011 1495

Chair: Jennifer Mencl, U. of Minnesota, Duluth

- Strategic CSR: How Firms Appropriate Value from Responsibility Activities | Sylvia Maxfield, Simmons College; Jegoo Lee, U. of South Florida
- → Environmental Shock and the Timing of Market and Nonmarket Strategies | Susan Feinberg, Rutgers U.; Matthew Smith, Rutgers U.; Catherine Magelssen, Rutgers U.
- ☐ The Impact of Value Chain Position on Corporate Social Performance: A Stakeholder Approach | Jeffrey Gauthier, U. of Massachusetts, Amherst; Bruce Skaggs, U. of Massachusetts; Chris Meyer, U. of Massachusetts, Amherst
- ➡☐ The Effects of CSR Contributions on Firm Performance in a Pro-Market Reform Sub-Saharan Economy I Scott D Julian, Wayne State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.
- ■CSR as an Entrepreneurial Process of Converting Societal Values to Market Value | Xavier Hollandts, ESC Clermont Graduate School of Management; Bertrand Valiorgue, ESC Clermont Graduate School of Management

1496 → 🖃: (Paper Session) - (SIM) Corporate Governance and Corporate Political Activity

11:30am - 1:00pm Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 1496**

Chair: Jeffrey Lenn, George Washington U.

- ■Issue Salience and Firm Responsiveness to Shareholder Activism | Jonathan Nicholas Bundy, U. of Georgia; Christine Shropshire, U. of Georgia
- Whose Agenda? CEO Power and Corporate Political Activity | Michael Hadani, Long Island U.; Nicolas M Dahan, Long Island U.; Jonathan P Doh, Villanova U.
- ₱ The Value of a Corporate, Workplace and Social Reputation to Potential Executive Employees | Pat Auger, U. of Melbourne; Timothy Michael Devinney, U. of Technology, Sydney; Grahame R. Dowling, U. of Technology, Sydney; Christine Eckert, U. of Technology, Sydney; Nidthida Perm-Ajchariyawong, Duke U.

1497 → ■: (Paper Session) - (SIM) Corporate Social Performance: Empirical Work Highlighting the Benefits of **CSP**

11:30am - 1:00pm Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 1497

Chair: Josetta McLaughlin, Roosevelt U.

- Looking Good by Doing Good: The Antecedents of Media Coverage of Corporate Social Performance | Peter M. Madsen, Brigham Young U.; Zachariah Rodgers, Brigham Young U.
- ₽ How Corporate Social Responsibility is Pursued Affects Firm Financial Performance | **Zhi Tang**. Rochester Institute of Technology; Clyde Hull, Rochester Institute of Technology; Sandra Rothenberg, Rochester Institute of Technology
- ₽ Accounting for the Strategic Nature of Social and Financial Performance in Empirical Research | Ioanna Boulouta, U. of Cambridge

1498 =: (Paper Session) - (TIM) Social Networks and Evolution

11:30am - 1:00pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 1498

Chair: Maxine Robertson, Queen Mary U. of London

- ■Does the Allocation of Intellectual Assets Affect the Organization's Status Position? | Rebeca Mendez-Duron, U. de les Illes Balears
- ■Network Evolution -- Is it Social Capital or Do They Just Want to Play the Same Game? | Anke Piepenbrink, Rutgers
- → Presumptive and Principled Adaptation: The Role of Social Interaction | Chris J Sutter. Ohio State U.: Geoff Kistruck, The Ohio State U.; Shad S. Morris, Ohio State U.

1499 =: (Paper Session) - (TIM) Social Networks and Innovation

11:30am - 1:00pm San Antonio Convention Center: Room 006 B Tweet this session: #AOM2011 1499

Chair: Youssef Ahmad Youssef, Carleton U.

- ■Where To Be Central and To Span Structural Holes? Knowledge Economies in Nano-Science and Technology I Daniele Rotolo, Technical U. of Bari; Simcha Jong, U. College London; Vito Albino, Technical U. of Bari
- Good Ideas at Structural Holes: Is It Really All in the View? Anne Marie Woolstenhulme, U. of Utah
- Making the Most of Where You Are: Local Environments, Intra-Organizational Networks and Innovation | Russell J. Funk, U. of Michigan, Ann Arbor

1500 =: (Paper Session) - (TIM) Creating and Managing a Learning Environment

11:30am - 1:00pm San Antonio Convention Center: Room 006 C Tweet this session: #AOM2011 1500

Chair: John Kalu Osiri, Washington State U.

- ■Interactive Learning and Required Measures: A Model for Learning Engineering Management | Quey-Jen Yeh, National Cheng Kung U.
- ₱ Effect of Technology Development Mode on Firm Performance in Emerging Economy | Indrajit Mukherjee, XLRI -Xavier Labour Relations Institute, India
- Cognitive Flexibility and Technology Change | Nathan Furr, Brigham Young U.

1501 ■: (DRP Session) - (TIM) **Determinants of** Performance in New Product Development

11:30am - 1:00pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 1501

Chair: Gerrit Wolf, State U. of New York, Stony Brook

- ■Intrafirm Diiffusion of Technological Innovations: A Competitive Interaction Approach | Lucio Fuentelsaz, U. of Zaragoza; Jaime Gomez, U. of La Rioja; Sergio Palomas, U. de Zaragoza
- Ambidextrous Capability in Product Development Proficiency and New Product Performance | Jing-Wen Huang, National Pingtung U. of Education; Yong-Hui Li, National Pingtung Institute of Commerce
- Enabling Diffusion: The Overlooked Role of Complementary Inputs | Kira Fabrizio, Duke U.; Olga Voronina Hawn, Duke U.

- Team diversity, organizational slack, and new product performance | Chung-Jen Chen, National Taiwan U.; Mo-An Chu, National Taiwan U.
- ■Deconstructing market orientation: The interrelationships of culture, conduct and innovation | David Roach, Dalhousie U.; Joel Ryman, East Tennessee State U.; Craig Turner, East Tennessee State U.

1502 ♥→ ■JS: (TIM, OMT, ONE) Sustainable Construction in Cross-Cultural Perspective: Innovation, Standards & Institutionalization

11:30am - 1:00pm San Antonio Convention Center: Room 006 D Tweet this session: #AOM2011 1502

Chair: Eva Boxenbaum, Copenhagen Business School Discussant: Andrew J. Hoffman, U. of Michigan

Eco-districts and Sustainable Cities – Institutionalization Through Experimentation. | Susse Georg, Copenhagen Business School; Franck Aggeri, MINES ParisTech; Gabriela Garza de Linde, Copenhagen Business School; Rebecca Pinheiro-Croisel. MINES ParisTech

Spaces of Innovation: Retrofit of Social Housing in France and the UK. | Franck Aggeri, MINES ParisTech; Libby Schweber, U. of Reading; Martin Guy Sexton, U. of Reading

Standardizing the Unknown? Eco-districts in Denmark and France. | Aurelien Acquier, ESCP Europe; Eva Boxenbaum, Copenhagen Business School; Rebecca Pinheiro-Croisel, MINES ParisTech

EU Regulations, National Standards and Innovation: Sustainable Housing in Denmark and the UK. I Libby Schweber, U. of Reading: Susse Georg. Copenhagen Business School; Martin Guy Sexton, U. of Reading; Gabriela Garza de Linde, Copenhagen Business School

Tuesday 1:15PM

1503: (AAA) Membership Debriefing Meeting

1:15pm - 2:45pm San Antonio Convention Center: Room 211.

Tweet this session: #AOM2011 1503

Organizer: Stephanie Case Henagan, Northern Illinois U.

1504 ■: (Paper Session) - (BPS) Governance in **International Contexts**

1:15pm - 2:45pm San Antonio Convention Center: Room 201 Tweet this session: #AOM2011 1504

Chair: Karen Schnatterly, U. of Missouri at Columbia

- → Influence of Family-Control and Business Group Affiliation Firm R&D: Evidence from Korea I Joon Mahn Lee. U. of Pennsylvania; Jingoo Kang, Nanyang Technological U.; Jaemin Lee, Seoul National U.
- Do It Yourself or Hire a Manager? Foreign Entrepreneur-CEO and Firm Performance | Elena Kulchina, U. of Toronto
- → Can Development Banks Increase Firm Performance? A Study of the Brazilian National Development Bank | Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Aldo Musacchio, Harvard U.
- → Boards of Banks | Tom Kirchmaier, U. of Manchester

1505 =: (Paper Session) - (BPS) What Do We Really Gain from Alliances? Assessing Knowledge Flows

1:15pm - 2:45pm San Antonio Convention Center: Room 202 A

Tweet this session: #AOM2011 1505

- Chair: Nandini Lahiri, U. of North Carolina, Chapel Hill
- Knowledge Flows in Related and Unrelated Areas: Evidence from R&D Alliances | Ileana Simona Cirstea, Rensselaer Polytechnic Institute; Iftekhar Hasan, Rensselaer Polytechnic Institute; Shyam Kumar, Rensselaer Polytechnic Institute
- Tracking the Frontier of Innovation: The Roles of Strategic Alliances and Individual Collaborations | Jan Hohberger, U. of Technology, Sydney; Paul Almeida, Georgetown U.; Pedro Parada, ESADE
- Knowledge Acquisition and Leakage in Two Alliance Regimes | Yan Xie, Xi'an Jiaotong U.; Xu Jiang, Xi'an Jiaotong U.; Shanxing Gao, Xi'an Jiaotong U.
- ☐ Firm Networks and Knowledge Transfer: Effects of Network Knowledge Composition on Firm Performance | Jesse Karjalainen, Aalto U.; Aku Valtakoski, Aalto U.

1506 : (DRP Session) - (BPS) Consequences of Organizational Change

1:15pm - 2:45pm San Antonio Convention Center: Room 202 B

Tweet this session: #AOM2011 1506

- Facilitator: Zachary Sheaffer, Ariel U. Centre
- Efficiency and Co-adaptation of Organizations and Institutions | Peter G Klein, U. of Missouri; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Christos N. Pitelis, U. of Cambridge
- The Role of Strategy in Positioning Lean Implementation for Success | Kristy Lauver, U. of Wisconsin, Eau Claire; Abraham Y. Nahm, U. of Wisconsin, Eau Claire; Jim Keyes, U. of Wisconsin, Stout
- → ■Comprehensiveness of Strategic Planning and Performance: Is Environmental Dynamism a Moderator? | Mohamed Laid Ouakouak, REIMS Management School; Ababacar Mbengue, REIMS Management School
- ■Transcending the Transfer-Imitation Paradox through Improvisation | Ksenia O. Krylova, U. of Houston; Dusya M. Vera, U. of Houston; Mary M. Crossan, U. of Western Ontario
- Organizational-Level Contingencies of the Relationship between Joint Experience and Performance | Francesco Castellaneta, Bocconi U.; Oliver Gottschalg, HEC Paris; Maurizio Zollo, Bocconi U.

1507 🖃: (DRP Session) - (BPS) Collaboration for

1:15pm - 2:45pm San Antonio Convention Center: Room 203 A

Tweet this session: #AOM2011 1507

Facilitator: Edward Levitas, U. of Wisconsin, Milwaukee

- Brother from Another Mother: External and Internal Development as Sources of Innovation | Matthew Semadeni, Indiana U., Bloomington; Curba Morris Lampert, Zayed U.; Gautam Ahuja, U. of Michigan
- ■The Effect of Culture and Structure on Strategic Flexibility during Business Model Innovation | Adam J Bock, U. of Edinburgh; Tore Opsahl, Imperial College Business School
- □ Licensing of University Science: Tacitness and Contract Type | Reddi Kotha, Singapore Management U.; Pascale Crama, Singapore Management U.; Tore Opsahl, Imperial College Business School

- Contracting for Innovation: Defining Exchange that Fosters Creativity While Mitigating Opportunism | Kyle J Mayer, U. of Southern California; Pablo Mondal, U. of Southern California
- ➡■Technology Alliance Governance, Partner Selection, and Firm Innovativeness | Hans T. W. Frankort, City U. London

1508 =: (DRP Session) - (BPS) Boards of Directors

1:15pm - 2:45pm San Antonio Convention Center: Room 203 B Tweet this session: #AOM2011 1508

Facilitator: Simon Peck, Case Western Reserve U.

Family-Controlled Public Corporations: How Family Owners
Use Boards of Directors to Retain Control | Albert Cannella,
Tulane U.; Carla D. Jones, U. of Houston; Michael C. Withers,
Arizona State II

- Procedural Effects of Forming a Nomination Committee: A Qualitative Analysis of German Boards | **Sebastian Barth**, Witten; **Till Talaulicar**, Witten
- → ➡ How Do Boards of Directors Contribute to IPO
 Returns? An Empirical Study of a Multinational Sample |
 William Q Judge, Old Dominion U.; Alessandro Zattoni, SDA
 Bocconi; Greg Bell, U. Dallas; Krista Lewellyn, Old Dominion
 U.; Till Talaulicar, Witten; Jean Chen, Surrey U.; Nisha Kohli,
 GD Goenka World Institute; Michael A. Witt, INSEAD; Helen
 Wei Hu, U. of Melbourne; Dhirendra Shukla, King's College
 London; Jonas Gabrielsson, Lund U.; Majdi Anwar Quttainah,
 Rensselaer Polytechnic Institute; Sibel Yamak, Galatasaray U.;
 Sheila M. Puffer, Northeastern U.; Emmanuel Afolabi
 Adegbite, Northumbria U.; Jose Luis Rivas, ITAM; Stav
 Fainshmidt, Old Dominion U.; Hans Van Ees, U. of Groningen;
 Felix Lopez de Iturragia, U. de Valladolid; Winfried Ruigrok, U.
 of St. Gallen
- → ■A Tale of Two Factions in Dutch Pension Fund Boards | Dennis Veltrop, U. of Groningen; Niels Hermes, U. of Groningen; Theo J.B.M. Postma, U. of Groningen; Jakob de Haan, U. of Groningen
- ■The Corporate Governance and Valuation Effects of Alliance Investments | Jung-Ho Lai, National Taipei College of Business

1509 🖃: (Paper Session) - (BPS) MNCs, Market Entry, and Coordination

1:15pm - 2:45pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1509

Chair: Manuela N. Hoehn-Weiss, U. of Washington, Bothell ■An Empirical Analysis of the Determinants of FDI Mode of

- Entry | Martin Ruf, Mannheim U.; Shafik Hebous, Goethe U. Frankfurt
- ■Varieties of Cooperative Strategy in International Motion Picture Co-production | Paul F Skilton, Washington State U.
- ■The Effects of International and Business Diversification on Growth Option Value | Todd Alessandri, Northeastern U.; Anju Seth, Virginia Tech
- → Delegation across Institutional Boundaries: The Case of Multinational Hierarchies | Yue Maggie Zhou, U. of Maryland

1510 ☐: (Paper Session) - (BPS) Competitive Dynamics and Competitive Heterogeneity

1:15pm - 2:45pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1510 Chair: Walter J Ferrier, U. of Kentucky

- ■Competitive Dynamics of Pre-Engagement, Market Entry, and Defense | Peter T. Gianiodis, Clemson U.
- Network Resources and Competitive Actions: An Awareness-Motivation-Capability Perspective | Goce Andrevski, Queen's School of Business, Canada; Daniel J. Brass, U. of Kentucky; Walter J Ferrier, U. of Kentucky
- ■IPO, First Mover Advantage, and Product Market Competition | Chao Chen, Fudan U.; Wuyang Zhao, Fudan U.
- The Institutional Antecedents of Coopetition: Unraveling the Resource Munificence of Clusters | Luiz F. Mesquita, Arizona State U.; Laura Poppo, U. of Kansas

1511 → ← SHCS: (BPS, OMT, OB) Inside the Learning Curve: Tasks, Incentives, Peers, and the Dynamic **Productivity of Workers**

1:15pm - 2:45pm San Antonio Convention Center: Room 217 A

Tweet this session: #AOM2011 1511 Chair: Robert S. Huckman, Harvard U.

Discussant: Amv C. Edmondson. Harvard U.

Coordinator: Lamar Pierce, Washington U. in St. Louis

Focus or Variety in Repetitive Tasks: Short vs. Long-Term Effects | Bradley R Staats, U. of North Carolina, Chapel Hill

Customer-, Domain-, and Technology-Specific Learning in Outsourced Radiological Services | Jonathan Clark, The Pennsylvania State U.; Robert S. Huckman, Harvard U.; Bradley R Staats, U. of North Carolina, Chapel Hill

Incentive Life-Cycles: Learning and the Division of Value within Firms | Tomasz Obloj, HEC Paris; Metin Sengul, Boston

Learning from Peers | Tat Y. Chan, Washington U. in St. Louis; Jia Li, Washington U. in St. Louis; Lamar Pierce, Washington U. in St. Louis

1512 QQ (Paper Session) - (CAR) The Implications of **Contextual Forces on Career Experience**

1:15pm - 2:45pm Grand Hyatt: Presidio B Tweet this session: #AOM2011 1512

Chair: Burak Koyuncu, Rouen Business School

■The Role of Organizational Change on Late Career and Retirement Decisions | Heather C. Vough, McGill U.: Christine Bataille, McGill U.; Sungchul Noh, McGill U.

₱ ■ The Implications of Corporate Acquisitions for the Careers of Acquiring and Target CEOs | Kathleen Park. Massachusetts Institute of Technology

Distance to the Labor Market: an Employability-based Conceptualization | Jessie Koen, U. of Amsterdam; Ute-Christine Klehe, U. of Amsterdam; Annelies Van Vianen,

1513 ■ JS: (CAR, OB, OMT) **Profiting from Career Capital**: Implications of Contemporary Workers' Careers

1:15pm - 2:45pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 1513

Organizers: Gina Dokko, U. of California, Davis; Svetlana

Khapova, VU U. Amsterdam

Predicting the Future from the Past:Impact of Prospective Plans and Past Employment on MBA Careers I Amv Wrzesniewski, Yale U.; Cécile Tschopp, ETH Zurich

Stepping Stones to Career Change: How Experience and Work Context Facilitate Entry to New Occupations | Gina Dokko, U. of California, Davis; Vibha Gaba, INSEAD

Spawning Entrepreneurial Leaders: The Impact of TFA Career Experience on New Ventures in Education | Monica Higgins, Harvard U.; Jennie Weiner, Harvard U.; Frederick Hess, American Enterprise Institute; Wendy Robison, Harvard

Paying More to Get Less: Specific Skills, Incomplete Information and Effects of Hiring vs Promotion | Matthew J. Bidwell, U. of Pennsylvania

Founders' Career Capital and New Venture Performance: A Meta-Analytic Review | Yuval Engel, VU U. Amsterdam; Svetlana Khapova, VU U. Amsterdam

1514 ♥→ □CAU: (CAU) Institutional Movers and Shapers of CSR: Insights from the Middle East Context

1:15pm - 2:45pm Hilton Palacio del Rio: La Duguesa North

Tweet this session: #AOM2011 1514

Organizers: Dima Jamali, American U. of Beirut; Bettina Lynda Bastian, American U. of Beirut

1515 © CAU: (CAU) Understanding the Impact of Law on the Management of Employees: Interdisciplinary Research Needs.

1:15pm - 2:45pm Hilton Palacio del Rio: La Reina South Tweet this session: #AOM2011 1515 Organizer: Angela Hall, U. of Texas, San Antonio Participant: Mark V Roehling, Michigan State U.

1516 ♥→ ■ CAU: (CAU) Creating a Sustainable Global **Economy: The Role of Enterprising Communities**

1:15pm - 2:45pm Hilton Palacio del Rio: La Vista South Tweet this session: #AOM2011 1516

This caucus is related to a proposed research project. We are actively seeking others interested in exploring the relationship between communties of all types and the global economy. How are they impacted by it and, more importantly, how can they help shape it into something more sustainable and accomodating to diverse needs, approaches and interests?

Organizer: Robert Brent Anderson, U. of Regina Presenters: Leo Paul Dana, U. of Canterbury; Xiaohua Howard Lin, Ryerson U.; Jian Guan, Ryerson U.; Peter William Moroz, U. of Regina; Eric Dorion, U. de Caxias do Sul; Louw van der Walt, North West U.

1517 ■ JS: (CM, OB) New Trends in Organizational Justice: A Fresh Look at Its Antecedents, Processes, and Consequences

1:15pm - 2:45pm Grand Hyatt: Bonham C Tweet this session: #AOM2011 1517

Chairs: Elizabeth Eve Umphress, Texas A&M U.; Jerald Greenberg, RAND Corporation; Adam C. Stoverink, Texas A&M

Discussant: Jerald Greenberg, RAND Corporation What Influences Procedurally Fair Treatment? The Role of Subordinates' Trustworthiness | Guozhen Zhao, Rutgers U.; Ya-Ru Chen, Cornell U.; Joel Brockner, Columbia U.

A Dual Process Model of Justice | Russell E. Johnson, Michigan State U.; Dan Ispas, Illinois State U.; Ozgun Burcu Rodopman, Bogazici U.; Umit Akirmak, Bilgi U.; Ashley Gray Walvoord. Verizon Wireless

- Organizational Justice, Tip Compensation, and Pro-Customer Rule Breaking Behavior | **Jennifer S. Anderson-Crotwell**, U. of Arizona; **Stephen Gilliland**, U. of Arizona
- Misery Loves Company: The Positive Effect of Interpersonal Injustice Climate on Team Cohesiveness | Adam C. Stoverink, Texas A&M U.; Elizabeth Eve Umphress, Texas A&M U.
- Overall Fairness, Subsequent Judgments, and Perception Stability: Justice Perceptions Over Time | **David A. Jones**, U. of Vermont; **Martin L. Martens**, Vancouver Island U.

1518: (Paper Session) - (DISC) Cognition and Processes 1:15pm - 2:45pm Hyatt Regency: Blanco Tweet this session: #AOM2011 1518

Discussant: Ceasar Douglas, Florida State U.

- ■OB: Antecedent and Consequence of Employee Job Performance Behaviors: Social Information Processing View | Cass Shum, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology
- OB: Team Decisions Under Information Uncertainty The Moderating Role of Team Metacognitive Knowledge | Nicola Breugst, Technical U. München; Holger Patzelt, Technical U. München; Dean A Shepherd, Indiana U.
- OB: The Effort Heuristic: A Cause of Suboptimal Job Choice | David Comerford, UCD Dublin
- → OB: Speak English to a Chinese Face: Intrusive Effect of Cultural Priming on Second-Language Processing | Shu Zhang, Columbia U.; Chi-Ying Cheng, Singapore Management U.; Andy Jiexiong Yap, Columbia U.

1519: (Paper Session) - (DISC) Development and Deployment of Dynamic Capabilities

1:15pm - 2:45pm Hyatt Regency: Segin Tweet this session: **#AOM2011 1519**

Discussant: Sankaran Manikutty, Indian Institute of Management, Ahmedabad

- BPS: Do Dynamic Capabilities Lead to Firm Performance?

 An Empirical Evaluation of the Nexus | Tung-Shan Liao,
 Yuan Ze U.; John Rice, National Centre for Vocational Education
 Research; Peter Galvin, Northumbria U.
- → ➡IM: A Dynamic Intellectual Property Protection Framework for China | Andreas P.J. Schotter, Thunderbird; Mary B Teagarden, Thunderbird
- → ■BPS: Origins of Dynamic Capabilities in the Context of Acquisition Integration: A Laboratory Experiment | Jutta Wollersheim, Technical U. München; Koen Heimeriks, Erasmus U. Rotterdam

1520 ⊒: (Paper Session) - (ENT) Alliances in Entrepreneurship: Theory, Evidence and Policy

1:15pm - 2:45pm San Antonio Convention Center: Room 007 B Tweet this session: #AOM2011 1520

Chair: Joseph Coombs, Texas A&M U.

- ➡An Examination Of Knowledge Spillover Theory Of Entrepreneurship In Alliances | Chengli Shu, U. of Illinois, Chicago; Mark Shanley, U. of Illinois, Chicago; Shanxing Gao, Xi'an Jiaotong U.; Cuijuan Liu, Xi'an U. of Physical Education
- ■Partnering Strategies in Biotech Firms: Quest for Complementary Assets or Control over IPRs? | Daniela

- Baglieri, U. of Messina; Fiorenza Belussi, U. of Padua; Luigi Orsi. U. of Padua
- Postrategic Alliance Influences on Venture-Backed Entrepreneurial Firms' Post-Money Valuation | Kaveh Moghaddam, Old Dominion U.; Mike Provance, Old Dominion U.; Doug Bosse, U. of Richmond
- ₽ ☐ Cooperation and External Resource Acquisition: The Search Breadth of Family and non-Family SMEs | Nicolas Classen, Maastricht U.; Anita Van Gils, U. of Maastricht; Yannick Bammens, Maastricht U.; Martin Carree, U. of Maastricht

1521 : (ENT) The Domain of Social Entrepreneurship Research, Present and Future

1:15pm - 2:45pm San Antonio Convention Center: Room 007 D Tweet this session: **#AOM2011 1521**

Chairs: Lowell W. Busenitz, U. of Oklahoma; Michael Conger, U. of Colorado, Boulder

Panelists: Tina Dacin, Queen's U.; G. T. Lumpkin, Syracuse U.; Thomas J Dean, Colorado State U.; J Gregory Dees, Duke U.; Jill Kickul, New York U.

1522 ☐: (DRP Session) - (ENT) Family Business in an Entrepreneurial Context

1:15pm - 2:45pm San Antonio Convention Center: Room 008 B Tweet this session: #AOM2011 1522

Facilitator: Yasser Ahmad Bhatti, U. of Oxford

Post-Succession Predecessor Involvement In Family Businesses | Sinan Caykoylu, Simon Fraser U.

- ☐ Family Firm Configurations and Financial Performance: Is Family Leadership Always Beneficial? | Danny Miller, HEC Montreal; Alessandro Minichilli, Bocconi U.; Guido Corbetta, Bocconi U.
- ■Development of the Familiness Construct through Sustainable Family Business Theory II | Cinzia Dessi, U. of Cagliari; Michela Floris, U. of Cagliari
- ☐ Game Theory Analysis of Family Business Succession Events: An Introduction | Tim P Blumentritt, Kennesaw State U.; Gaia Marchisio, Kennesaw State U.
- ☐ Family Agents or Stewards: The Role of Owners'

 Transformational Leadership in Family Business | Feiyi

 Gao, AGSM-Australian School of Business; Xiaobei Li, GSM,
 Peking U.; John Jenwei Liu, AGSM-Australian School of
 Business

1523 🖃: (DRP Session) - (ENT) The Link Between SME Strategy and Performance

1:15pm - 2:45pm San Antonio Convention Center: Room 212 A

Tweet this session: #AOM2011 1523

Facilitator: Patricio Raul Mori, Florida International U.

- ■Lifeblood or Liability? Schumpeter or Stinchcombe and Startup Performance | Jason Greenberg, New York U.
- Does Franchising Help Increase Financial Performance?
 Melih Madanoglu, Florida Atlantic U.; Kyuho Lee, Western Carolina U.; Gary Castrogiovanni, Florida Atlantic U.
- ■Heterogeneity and Survival of De Novo Entrants | Aviad Pe'er, Rutgers U., Newark; Thomas Keil, Aalto U.
- □ Challenges Associated with The Greek SMEs: An Exploratory Study | Marios | Katsioloudes, Abu Dhabi U.; Fauzia Jabeen, Abu Dhabi U.

■ More or Less? The Relationship Between Resource Constraints and Opportunity Identification in SMEs | Ksenia Podoynitsyna, Eindhoven U. of Technology; Elco van Burg, Eindhoven U. of Technology; Lien Beck, Hasselt U.; Tinne Lommelen, Hasselt U.

1524: (GDO) Academia As A 2nd Career: Minority Faculty Perspectives on Motivation Before and After the PhD

1:15pm - 2:45pm Grand Hyatt: Lone Star C Tweet this session: #AOM2011 1524

Facilitator: Millicent F. Nelson, Middle Tennessee State U. Presenters: Angela Miles, North Carolina A & T State U.; Velvet L. Weems-Landingham, Kent State U.; Peggy D. Lee, Indiana U., Indianapolis: Jeff Brice. Texas Southern U.: Garry L. Adams. Auburn U.

1525: (DRP Session) - (GDO) Disability and Workplace **Contextual Barriers**

1:15pm - 2:45pm Grand Hyatt: Travis A Tweet this session: #AOM2011 1525

Facilitator: Maria Fernanda Wagstaff, U. of Texas, El Paso

- □ Career Barriers and Career Attitudes of People with Chronic Illness | Joy E. Beatty, U. of Michigan, Dearborn
- ■The Work Context and Disabled Employee's Accommodation Compliance Expectations | David C. Baldridge, Oregon State U.; Michele L. Swift, Oregon State U.
- Management Research in Disability: Methodological Challenges and Possible Solutions | David J. G. Dwertmann, U. of St. Gallen; Miriam Karin Baumgaertner, U. of St. Gallen; Stephan Alexander Boehm, U. of St. Gallen
- Barne Vocational Well-Being of Workers with Childhood Onset of Disability | Mark E. Moore, East Carolina U.; Alison M. Konrad, U. of Western Ontario; Yang Yang, U. of Pennsylvania; Eddy S. Ng, Dalhousie U.; Alison Doherty, U. of Western Ontario
- ⊕ How Do Social Networks Influence the Employment of People with Physical Disabilities? | Christopher Langford, U. of Texas, San Antonio; Mark L. Lengnick-Hall, U. of Texas, San Antonio; Mukta Kulkarni, Indian Institute of Management, Bangalore

1526 → \(\): (Paper Session) - (HCM) Innovation, Adoption, and Diffusion in Healthcare Settings

1:15pm - 2:45pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 1526 Chair: Federico Lega, Bocconi U.

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

Winner of HCM Best International Paper Award

- ●■Organizational Adoption of A State Health Intervention: A Case Study Using Force Field Analysis | L Michele Issel, U. of Illinois, Chicago; Arden Handler, UIC; Nadine Peacock, UIC; Stephanie Townsell, UIC
- Moving Towards Culturally Competent Health Systems: Organizational and Market Factors I Robert Weech-Maldonado, U. of Alabama, Birmingham; Marc N. Elliott, RAND; Rohit Pradhan, U. of Alabama, Birmingham; Cameron Schiller, U. of Florida; Janice L Dreachslin,

Pennsylvania State U., Great Valley: Ron D. Havs. U. of California, Los Angeles

1527 ♥→ 🔙: (Paper Session) - (HCM) Professional Practice and Development in Healthcare

1:15pm - 2:45pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 1527

A Paradox in Health Care Service Development: The Professionalization of Service Users | Nellie El Enany. Nottingham U.; Graeme Currie, U. of Warwick; Andy Lockett, U. of Warwick

HCM Division Best International Paper Award Nominee

- □ Individual Functioning In the Face of Adversity at Work: An Identity - Based Perspective | Brianna Barker Caza, Wake Forest U.; Richard P. Bagozzi, U. of Michigan
- The Role of Power and Influence in Creating a Professional Practice Environment | Sara Lankshear, Relevé Consulting Services; Mickey Kerr, U. of Western Ontario; Carol A. Wong, U. of Western Ontario

HCM Division Best International Paper Award Nominee Presenter: Andrew N. Garman. Rush U.

1528 © .: (Paper Session) - (HR) Toward an Understanding of Top Performers in Organizations

1:15pm - 2:45pm Grand Hyatt: Bonham D Tweet this session: #AOM2011 1528

Chair: Rudolph J Sanchez, California State U. Fresno

- Employee Reactions to Being Identified as Talent | Ingmar Bjorkman, Hanken School of Economics; Kristiina Mäkelä, Hanken School of Economics
- Star Performers and Their Influence on Team Functioning and Performance | Christopher Harris, Tilburg U.
- ■Why Do Overqualified Employees Quit? Examining the Mediating Role of Career Management | Aleksandra Luksyte, U. of Houston; Zhuxi Wang, U. of Houston; Christiane Spitzmueller, U. of Houston

1529 ■: (Paper Session) - (HR) Employee Mobility and the War for Talent

1:15pm - 2:45pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 1529 Chair: Jeff Ericksen, Michigan State U.

- Labor Mobility and Hypercompetition: Another Source of Industry Turbulence? | Jeff Stambaugh, Midwestern State U.; Yongjing Zhang, Midwestern State U.; Timothy DeGroot, Midwestern State U.
- → Competitive Arousal and Knowledge Transfer in Times of Employee Mobility | Scott Flynn, U. College Dublin; Karan Sonpar, U. College Dublin; Federica Pazzaglia, U. College Dublin
- ■Competing Over Who Your Customers Hire: The Other Talent War | Seth Carnahan, U. of Maryland, College Park; Deepak Somava, U. of Illinois, Urbana-Champaign

1530 =: (DRP Session) - (HR) Darkside of HR 1:15pm - 2:45pm Grand Hyatt: Mission A Tweet this session: #AOM2011 1530

Facilitator: Ricky W Griffin, Texas A&M U.

Po ■ How a Climate for Incivility Affects Business Unit Performance: Testing a Linkage Model | Jeffrey B. Arthur, Virginia Tech; Andrew O. Herdman, East Carolina U.; Jaewan Yang, Virginia Tech

Winner of HR Division Best Conference Paper Award Sponsored by Personnel Review

- Can Negative Mentoring breed Incivility Spirals? Testing a Mediation Model | Rajashi Ghosh, Drexel U.; Sunda Dierkes, Drexel U.; Salvatore Falletta, Drexel U.
- Managers Never Bully, But Organizations Do? HRM Practitioners' Constructions of Workplace Bullying | Sue Harrington, U. of Leicester; Charlotte Rayner, U. of Portsmouth; Samantha Warren, ESSEC Business School

1531 : (Paper Session) - (IM) Global Strategy and Tactics in Emerging Economies

1:15pm - 2:45pm San Antonio Convention Center: Room 207 B Tweet this session: **#AOM2011 1531**

Chair: Moses Acquaah, U. of North Carolina, Greensboro

- → ☐ Firm Resources, Power Imbalance, and Privatization in the Chinese Pharmaceutical Industry | Kehan Xu, Sun Yat-sen U.; Laszlo Tihanyi, Texas A&M U.; Michael A. Hitt, Texas A&M U.
- → Competitive Strategies and Organizational
 Performance In Emerging Market Firms | Kofi Q. Dadzie,
 Georgia State U.; Evelyn M. Winston-Dadzie, Clark Atlanta U.;
 Julian Ming-Sung Cheng, National Central U.; Wesley
 Johnston, Georgia State U.; Haizhong Wang, Sun Yat-sen U.
- → Operation Modes of Supplier Firms in Emerging Markets: An Institutional Theory Perspective | Mujtaba Ahsan, Pittsburg State U.; Jay Van Wyk, Pittsburg State U. Cross-Listings and Firm Performance: Evidence from China | Xueji Jessie Liang, National U. of Singapore

1532 : (DRP Session) - (IM) Alliances, Joint Ventures, and Knowledge Management

1:15pm - 2:45pm San Antonio Convention Center: Room 208 Tweet this session: **#AOM2011 1532**

Chair: Tariq H. Malik, Dongbei U. of Finance and Economics

⊒ Ambidexterity in Cross-Border Joint Venture Partnerships
and Its Performance Implications | Irem Demirkan,
Northeastern U.; Denise R. Dunlap-Hinkler, Northeastern U.;
Anna Lamin, Northeastern U.

- → Capability and Collaboration Features of Overseas R&D Centers Conducting Basic Research | Kazuhiro Asakawa, Keio U.
- → ► Knowledge Management When Brazil Meets Portugal: Western and Eastern Innovation Co-Work | Alisson Eduardo Maehler, Federal U. of Rio Grande do Sul; Carla Maria Marques Curado, Technical U. of Lisbon; José Pedro Pires, Maastricht U.; Eugenio Ávila Pedrozo, U. Federal do Rio Grande do Sul
- Are Home-Country Networks Valuable in International Strategic Alliances? Evidence from Italian Firms | Diego Campagnolo, U. of Padova; Arnaldo Camuffo, Bocconi U.; Giuseppe Soda, Bocconi U.
- → Surfing the Waves or Turning the Tide? Firm Strategy and Institutional Environments | Aline Gatignon, INSEAD

1533: (Paper Session) - (IM) International Diversification and Global Strategies

1:15pm - 2:45pm San Antonio Convention Center: Room 209 Tweet this session: **#AOM2011 1533**

Chair: Ping Deng, Maryville U. of St. Louis

- → Managing Multi-Business Firms: A Comparison between Korean Chaebols and Diversified Us Firms | Ji-Hwan Lee, Korea Advanced Institute of Science & Technology; Ajai S Gaur, Rutgers U.
- → Export Diversification and Performance: A New Perspective on the S-Curve Hypothesis | **Dirk Michael Boehe**, Insper Institute of Education and Research
- Pu International Diversification, Product Diversification, Firm Return, and Firm Risk | Chiung-Jung Chen, Chung Yuan Christian U.; Chwo-Ming Yu, National Chengchi U.
- → International Manufacturing Diversification and Firm Performance: the Inverse U-Shaped Hypothesis | Joseph Lampel, City U. London; Claudio Giachetti, U. of Modena and Reggio Emilia

1534: (Paper Session) - (IM) International Management in Evolving Institutional Environments

1:15pm - 2:45pm San Antonio Convention Center: Room 210 A Tweet this session: **#AOM2011 1534**

Chair: Ashutosh Kumar Sinha, Indian Institute of Management, Lucknow

- Political Hazards, Capabilities, and Establsihment Mode Choice | Keith D. Brouthers, North Carolina State U.; Lance Brouthers, Kennesaw State U.; Jorma Larimo, ESSEC
- ➡☐FDI Legitimacy and MNC Subsidiary Control: From Legitimation to Competition | George Z. Peng, U. of Regina; Paul Beamish, U. of Western Ontario
- → Beyond the Dichotomy: A Political Economic Analysis of the French State Ownership in CG Reform | Taeyoung Yoo, Hankuk U. of Foreign Studies
- Anglo-American Influence and Corporate Restructuring Practices in France | Dong Kwan Jung, U. of Warwick; Michel Goyer, U. of Warwick

1535 : (Paper Session) - (IM) Issues in Managing International Joint Ventures and Networks

1:15pm - 2:45pm San Antonio Convention Center: Room 210 B Tweet this session: **#AOM2011 1535**

Chair: Mary Ann Von Glinow, Florida International U.

- → ■Ownership Changes in International Joint Ventures: A Real Options Perspective | **Akie Iriyama**, State U. of New York, Buffalo; **Yong Li**, State U. of New York, Buffalo
- → Boards as a Dimension of IJV Governance: Directors' Involvement in International Collaborations | Elko Klijn, VU U. Amsterdam; Jeffrey J. Reuer, Purdue U.
- Analyzing Network Demographics and Structure as Drivers of SME Internationalization | Andreas Al-Laham, Mannheim U.; Marie Oehme, Mannheim U.
- → Revisiting Research on IJV Exit more Questions than Answers | Alexander Nemeth, Technische U. Bergakademie Freiberg; Andreas Michael Klossek, Technische U. Bergakademie Freiberg

1536 (Inc.): (DRP Session) - (MED) Effective Online and On-Site Learning Environments

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 16 Tweet this session: #AOM2011 1536

- Facilitator: Daniel K. Davton, Capella U.
- Faculty-Student Relationships Online: How Students Respond to Faculty Friend Requests on Facebook I Peter A. Rosen, U. of Evansville; Benjamin David McLarty, Louisiana State U.; Laura Phillips, Abilene Christian U.
- □ Student Team Virtuality: Examining Student Experiences and Outcomes | Leisa Sargent, U. of Melbourne; Marie Kavanagh, U. of Southern Queensland: Donella Caspersz, U. of Western Australia; Austin Chia, U. of Melbourne; Natasha Levak, U. of Southern Queensland
- □ □ Communication Apprehension: A Barrier to Learning, Leadership, and Multicultural Appreciation | Brian D. Blume. U. of Michigan, Flint; **Timothy Baldwin**, Indiana U., Bloomington; Katherine C. Ryan, Indiana U., Bloomington
- Transforming Business School Education: Increasing the Use of Living Case Studies | James C. McHann, Walsh College; Laura Frost, Walsh College
- ■A Longitudinal Investigation of the Impact of Positive and Negative Coaching on Team Effectiveness | Frank Shipper, Salisbury U.; Christy Harris Weer, Salisbury U.
- □ Teaching Change Management by Enhancing Students' Awareness of Change Contingencies | Ben Emans, U. of Groningen; Janita Vos, U. of Groningen

1537 @ JS: (MED, OB) Team-Based Learning and Peer Evaluation in Management Education: Issues, Challenges, and Solutions

1:15pm - 2:45pm Marriott Rivercenter: Salon C Tweet this session: #AOM2011 1537

Chair: Misty L Loughry, Georgia Southern U.

The Compelling Need to Do Team-Based Learning Well and Why It Is Challenging. | Misty L Loughry, Georgia Southern

Assigning Students to Teams | Matthew W. Ohland, Purdue U., West Lafayette

Self and Peer Evaluation of Team-Member Contributions | David J Woehr, U. of North Carolina, Charlotte

Teaching and Assessing Team Member Skills | Eric Lamm, San Francisco State U.; Antoaneta Petkova, San Francisco

Peer Evaluation in Management and Marketing Classes at University of Tennessee | Timothy M. Madden, U. of Tennessee, Knoxville; Mark E. Collins, U. of Tennessee, Knoxville

MED Best Symposium in Management Education and Development Award sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.

1538 → ■: (Paper Session) - (MH) Risks and Negotiations: Sewing Machines to Computers; West to

1:15pm - 2:45pm Marriott Riverwalk: Salon B Tweet this session: #AOM2011 1538

This session examines the historic evolutions of risk and negotiation and includes two studies of cases in which both concepts are salient.

Chair: Craig Tutterow, U. of Chicago Discussant: Daniel J. Svyantek, Auburn U.

- Seamless: Action and Social Structure in the Early Sewing Machine Industry | Alejandra Marin, Texas Tech U.; Christine Quinn Trank, Texas Tech U.
- → The Risk Renaissance: A Historical Review of Risk and Risk Management | Hooman Attar, Macquarie U.
- □□ Seeing the Forest for the Trees: Reviewing Rational and Behavioral Theories of Negotiation | Deign Tony Kong. Washington U. in St. Louis
- → How Taiwan's PC Industry Got Stuck: Capability Development and Global Interaction | Howard Yu, Harvard U.; Willy Shih, Harvard Business School

1539 =: (DRP Session) - (MOC) Re-Thinking about Work, Identification and Identity

1:15pm - 2:45pm La Quinta Inn & Suites: Fiesta D Tweet this session: #AOM2011 1539

Chair: Anastasiya A. Zavyalova, U. of Maryland, College Park Rethinking Telecommuting and the Distributed Work

Organization | Kevin W. Rockmann, George Mason U.; Michael G. Pratt, Boston College

■Normalizing Discourse in Newly Tainted Work: Social Dynamics in an Occupational Online Community I Emmanuelle Vaast, Long Island U.

The Compensatory Effect of Organizational Identification on Workforce Engagement | Cristiano Levi Oseliero Guarana, U. of Washington; Morela Hernandez, U. of Washington

■The Identity Paradox and an Expanded Framework of Organizational Identity | Peter O. Foreman, Illinois State U.; David A. Whetten, Brigham Young U.

1540 =: (DRP Session) - (OB) Self in Organizational **Settings: Different Conceptualizations and Work** Outcomes

1:15pm - 2:45pm Grand Hyatt: Crockett B Tweet this session: #AOM2011 1540

Facilitator: R David Lebel, U. of Pennsylvania

- Regulatory Focus and Job Performance: A Review and Meta-Analysis | Klodiana Lanaj, Michigan State U.; Chu-Hsiang Chang, Michigan State U.
- ☐ CoreSelf-Evaluations Traits and the Individual-Level Personality-BasedTheoryofSelf-ManagementFailure | Robert W. Renn, U. of Memphis; Tobias Michael Huning, Columbus State U.; Grant H. Fenner, Arkansas State U.
- ■The Impact of Self-Leadership on Work Outcomes in a Chinese Context | Ching Sze Jessie Ho, Macquarie U.; Paul Nesbit, Macquarie U.
- Self-Initiated and Organization-Imposed Overload: Main and Interactive Effects on Work Outcomes | Yitzhak Fried. Syracuse U.; Gregory Allen Laurence, U. of Michigan, Flint; Steffen P. Raub, Ecole hoteliere of Lausanne

1541 =: (DRP Session) - (OB) Individual and Social Antecedents of Proactive Behavior

1:15pm - 2:45pm Grand Hyatt: Crockett C Tweet this session: #AOM2011 1541

Facilitator: Yannis Georgellis, Kingston U. London

■The Fuel of the Self-Starter: How Mood Influences Proactivity | Uta Bindl, U. of Western Australia; Peter Totterdell, U. of Sheffield; Gareth Hagger-Johnson, U. of Leeds

- Is Proactivity Just About Doing? The Role of Need For Cognition in Driving Proactive Action | Chiahuei Wu, U. of Western Australia; Jeroen de Jong, RSM Erasmus U.
- Individual Proactivity and Social Capital as Enablers of Flexible Work Design | Walter Davis, U. of Mississippi; Randy Evans, U. of Tennessee, Chattanooga; Lucy L. Gilson, U. of Connecticut
- Proactive Strategic Behavior in the Workplace: The Influence of Cognitive Factors and Work Design | Maria Strobel, TUM School of Management; Andranik Tumasjan, Technical U. Munich; Isabell Melanie Welpe, Technical U. Munich

1542 : (DRP Session) - (OB) Individual Difference Influences on Job Satisfaction: Genes, Affect, Personality and Identity

1:15pm - 2:45pm Grand Hyatt: Crockett D Tweet this session: **#AOM2011 1542**

Facilitator: Teresa J Rothausen, U. of St. Thomas

- ■5-HT2A Gene and Momentary Job Satisfaction: A Study Using Experience-Sampling Method | **Zhaoli Song**, National U. of Singapore; **Nan Wang**, National U. of Singapore
- Worse off but Happier? The Affective Advantages of Entering the Workforce in a Recession | Emily Bianchi, Columbia U.
- A Meta-Analytic Study of Personality and Job Satisfaction | **Brenda Nguyen**, U. of Calgary; **Piers Steel**, U. of Calgary; **Joseph A. Schmidt**, Hay Group
- ■Social Identity and Job Satisfaction During Identity Transition Period | Hongyu Zhang, GSM, Peking U.; Daxin Huang, GSM, Peking U.; Jianjun Zhang, Peking U.; Yuan Li, Peking U.

1543 : (Paper Session) - (OB) A Multi-Cultural Look at Empowerment vs. Directive Leadership in Multiple Settings

1:15pm - 2:45pm Grand Hyatt: Republic B Tweet this session: **#AOM2011 1543**

Chair: Attila J. Hertelendy, Texas State U.

- ■Comparing Empowering to Directive Leadership: A Field Experiment in the United Arab Emirates | Scott L Martin, Zayed U.; Hui Liao, U. of Maryland; Elizabeth Campbell-Bush, U. of Maryland
- ➡Effects of Authoritarian and Benevolent Leadership: Leader's Gender Matters | An-Chih Wang, National Taiwan U.; Chou-Yu Tsai, National Taiwan U.; Tzu-Ting Lin, National Taiwan U.; Yu-Hsin Chu, National Taiwan U.
- Examining the Differential Longitudinal Effects of Directive versus Empowering Leadership in Teams | Natalia Lorinkova, Wayne State U.; Matthew J Pearsall, U. of North Carolina, Chapel Hill; Henry P. Sims, U. of Maryland
- →Linkages among Transformational, Participative, and Directive Leadership and Team Diversity | Claudia Licklederer, Jacobs U. Bremen; Eric Kearney, Leibniz U. Hannover; Sven Constantin Voelpel, Jacobs U. Bremen

1544 □: (Paper Session) - (OB) Antecedents of Team Conflicts: Power, Politics, Identification, and Performance 1:15pm - 2:45pm Grand Hyatt: Republic C

1:15pm - 2:45pm Grand Hyatt: Republic C Tweet this session: **#AOM2011 1544** Chair: Susan E. Brodt, Queen's U.

- ■When Conflict Threatens Teams: How Perceived Performance Influences Relationship Conflict over Time | Hannes Guenter, Maastricht U.; Hetty Van Emmerik, Maastricht U.; Bert Schreurs, Maastricht U.; Tom Kuypers, Maastricht U.; Ad Van Iterson, Maastricht U.; Guy Notelaers, Maastricht U.
- What's Good for You Is Also Good for Your Team: Team
 Members' Political Skill and Team Effectiveness | Elena
 Lvina. Concordia U.
- Effects of Dual Identification and Conflict Development on Multi-Team System | Maarten Cuijpers, Maastricht U.; Sjir Uitdewilligen, U. of Maastricht; Hannes Guenter, Maastricht U.
- ☐ The Riddle of Heterarchy: Power Transitions in Cross-Functional Teams | Federico Aime, Oklahoma State U.; Stephen E. Humphrey, Pennsylvania State U.; Jeffrey B. Paul. Oklahoma State U.

1545 🖃: (Paper Session) - (OB) The Effect of Stress and Emotional Exhaustion on Safety, Turnover and Absenteeism

1:15pm - 2:45pm Grand Hyatt: Seguin B Tweet this session: #AOM2011 1545 Chair: Julita A. Haber, Touro College

- The Effects of Occupational Stressors on Work Accidents and Safety Behavior: A Meta-Analytic Review | Sharon Clarke, U. of Manchester
- □ Hardly Productive: The Impact of Multiple Team
 Memberships on Job Perf. and Org. Commitment | Sal
 Mistry, Texas A&M U., College Station
- Processes Linking Communication Networks, Stress and Voluntary Exit in an Extreme Context | Yuval Kalish, Tel Aviv U.; Gil Luria, Haifa U.; Mina Westman, Tel Aviv U.
- □ Organizational Commitment, Emotional Exhaustion and Turnover: A Conservation of Resources Approach | Émilie Lapointe, U. de Montréal; Christian Vandenberghe, HEC Montreal; Alexandra Panaccio, John Molson School of Business

1546 ☐: (Paper Session) - (OB) Cognitive Processes and Social Exchanges: Who You Know and How and What You Process

1:15pm - 2:45pm Grand Hyatt: Travis C Tweet this session: **#AOM2011 1546**

Chair: Andreas Koenig, International Institute for Management Development

- ■Delineating Cognitive Maps: A Social Network Approach to Transactive Memory System | Xi Zhu, U. of Minnesota; Douglas R Wholey, U. of Minnesota
- Understanding Overload: An Emotional-Cognitive Model | Anne F. Rutkowski, Tilburg U.; Carol Stoak Saunders, U. of Central Florida
- ₽b ☐ The Impact of Transactive Memory and Transformational Leadership on Team Innovation | Vesa Peltokorpi, Japan Advanced Institute of Science and Technology; Mervi Hasu, Finnish Institute of Occupational Health
- □ A Dialectic Theory of Affect and Creativity | Ronald Bledow,
 ∪. of Ghent

1547 ■SHCS: (OB, HR) Contrasting Affiliative and Change-Oriented Citizenship

1:15pm - 2:45pm Grand Hyatt: Republic A

Tweet this session: #AOM2011 1547

Chairs: Ning Li, Texas A&M U.; Dan S. Chiaburu, Texas A&M U. Discussant: Sharon K. Parker, U. of Western Australia Organizational Culture And OCB: What Are the Processes?

Sophia Vladimirova Marinova, U. of Illinois, Chicago

- The Impact of Voice, Helping, and Liking on Managerial Performance Appraisals | Steven Whiting, Indiana U.; Robert K Christensen, U. of Georgia
- Doing Good but Looking Bad? Organizational Politics as Moderator of Citizenship to Performance | Xin-an Zhang. Shanghai JiaoTong U.; Ning Li, Texas A&M U.
- Pro-Social and Pro-Active Citizenship Behaviors and the Five-Factor Model: A Meta-Analysis | Dan S. Chiaburu, Texas A&M U.; In-Sue Oh, Virginia Commonwealth U.; Christopher Berry, Texas A&M U.; Richard Grover Gardner, Texas A&M U.

1548 → SHCS: (OB, HR, CAR) Work-Life Balance: Theoretical and Empirical Explorations of the Construct

1:15pm - 2:45pm Grand Hyatt: Seguin A Tweet this session: #AOM2011 1548

Chairs: Thomas Kalliath, Australian National U.; Jeffrey H. Greenhaus, Drexel U.

Discussant: Tammy D. Allen, U. of South Florida

- Work-Life Balance: A Three-Wave Longitudinal Analysis of Its Mediating Role | Thomas Kalliath, Australian National U.; Jeffrey H. Greenhaus, Drexel U.; Paula Brough, Griffith U.; Oi Ling Siu, Lingnan U.; Michael O'Driscoll, U. of Waikato; Jerry Marmen, Australian National U.
- Co-Worker and Partner Support across Domains on Satisfaction: The Mediating Role of WF Balance | Merideth Ferguson, Baylor U.: Dawn S. Carlson, Baylor U.: Suzanne Zivnuska, California State U. Chico; Dwayne Whitten, Texas
- What is Work-family Balance? A Methodological Review and Empirical Examination | Julie Holliday Wayne, Wake Forest U.; Wendy J. Casper, U. of Texas, Arlington; Tammy D. Allen, U. of South Florida
- Diversity in Work-Family Role Alignment Styles: Theoretical and Empirical Perspectives | Ellen Ernst Kossek, Michigan State U.; Brenda A. Lautsch, Simon Fraser U.; Phillip W. Braddy, Center for Creative Leadership; Kelly Hannum, Center for Creative Leadership; Marian Ruderman, Center for Creative

1549 €→ □ JS: (OB, IM) Leading across Cultures:

Emerging Research Trends from Multiple Levels

1:15pm - 2:45pm Grand Hyatt: Lone Star E Tweet this session: #AOM2011 1549

Chairs: Marissa Shuffler, Institute for Simulation & Training, UCF; Shawn Burke, U. of Central Florida; Deborah DiazGranados, U. of Central Florida

Discussant: Gerald F. Goodwin, U. S. Army Research Institute Leadership in Multicultural Collaborations: A Review and Future Research Agenda | Christopher Wiese, U. of Central Florida; Marissa Shuffler, Institute for Simulation & Training, UCF; Shawn Burke, U. of Central Florida; Eduardo Salas, U. of Central Florida

- Multicultural Leadership Development and Different Dimensions of Cross-Cultural Experience | Jeffrey L. Herman, Booz Allen Hamilton
- Leader-Member Exchange, Cooperative Group Norms, and Workplace Inclusion in Workgroups | Jeremy J. Hirshberg, Booz Allen Hamilton; Bernardo M. Ferdman, Alliant International
- Leader Social Distance in Multicultural Teams | Deborah DiazGranados, U. of Central Florida; Shawn Burke, U. of Central Florida; Eduardo Salas, U. of Central Florida; Kimberly Jentsch, U. of Central Florida
- Strategic Leadership across Cultures: The GLOBE Study of CEO Leadership Behavior and Effectiveness | Peter W Dorfman, New Mexico State U.; Paul J Hanges, U. of Maryland; Mary F. Sully de Luque, Thunderbird

1550 ■ JS: (OB, MOC, HR) **A** Focus on Followership:

Followers' Effects on Leaders and Leadership Outcomes

1:15pm - 2:45pm Grand Hyatt: Bowie C

Tweet this session: #AOM2011 1550

Chairs: Melissa K. Carsten, Winthrop U.; Thomas Sy, U. of California. Riverside

Discussant: Michelle C. Bligh, Claremont Graduate U.

- Influence of Implicit Followership Theories on Relationship Quality and Follower Performance | Thomas Sy, U. of California. Riverside
- Silent but Deadly? Exploring the Relationship between IFTs and Machiavellianism | Melissa K. Carsten, Winthrop U.; Mary Uhl-Bien, U. of Nebraska; Lei Huang, U. of Nebraska, Lincoln
- Subordinate Managers' Motivation to Build High-Quality Relationships with Their Superiors | Katharina Kurtz, Leibniz U. Hannover; Stefan Krummaker, Leibniz U. Hannover; Bernd Vogel, U. of Reading
- Strength in Numbers: How Can a Group of Followers Influence a Leader's Charismatic Behavior? | Nicholas Lane Bremner, U. of Ottawa; Laurent M. Lapierre, U. of Ottawa; Alicia McMullan, U. of Ottawa

1551 JS: (OB, MOC, OC/S) You've Got Me Feeling: New Ideas about How Leadership Behavior Impacts Follower **Emotional Experience**

1:15pm - 2:45pm Grand Hyatt: Bowie A Tweet this session: #AOM2011 1551

Organizers: Katy DeCelles, U. of Toronto; Geordie McRuer, U. of Toronto

Discussant: Ryan Quinn, U. of Virginia

- Effects of Leadership Behavior and Emotional Skills on the Emotional Experience of Employees | Ronit Kark, Bar Ilan U., Hana Medler-Liraz, Academic College of Tel Aviv
- Leader Hypocrisy Attribution: Contributing Factors and Conditions Enabling Subsequent Learning | Sandra Cha, Brandeis U.
- The Qualms of F-Bombs: Positive and Negative Effects of Leaders' Expletive Use | Geordie McRuer, U. of Toronto; Katy DeCelles, U. of Toronto
- Speak Well, Not More: How Highly Inclusive Leaders Diminish Follower Voice Quality | John J. Sumanth, U. of North Carolina, Chapel Hill

Passing It Forward: Moderating Mechanisms in the Supportive Leadership Cascading Process | Payal Nangia Sharma, U. of Maryland, College Park; Paul Bliese, Walter Reed Army Institute of Research

1552 : (DRP Session) - (OCIS) Trust, knowledge and Information Technology

1:15pm - 2:45pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1552
Facilitator: Anthony P. Ammeter, U. of Mississippi

- □ Guanxi, Norms, Trust, and Knowledge Sharing in High-Technology Firms: The View of Social Capital | Hsing-Kuo Wang, National Quemoy U.; Jung-Feng Tseng, National Kaohsiung Normal U.
- → Artifacts in Knowing: Exploring Enactment of Artifacts in Organizational Learning | Ching-Fang Lee, Shih Chien U.; Pei-Shiun Wang, National Chengchi U.; Wan-Ting Chiu, National Pingtung U. of Education
- → ☐ Enabling Trust and Performance in Distributed Collaborative Teams | Eugene Allen Pierce, MITRE Corporation; Sean William Hansen, Rochester Institute of Technology
- Tacit Knowledge Sharing between IT Workers: the Role of Culture, Personality, and Social Environment | Renata Borges, SIU Carbondale
- □ Core Cues in Initial Trust Formation: Exploring Differences between Online Business Models | Christian Pieter Hoffmann, U. of St. Gallen; Andrea Chandra Von Kaenel, U. of St. Gallen; Miriam Meckel, U. of St. Gallen; Anne Suphan, U. of St. Gallen

1553 �→ ← □JS: (OCIS, OB) Enabling West to Meet East: Dynamics of Virtual Organizations

1:15pm - 2:45pm San Antonio Convention Center: Room 206 A

Tweet this session: #AOM2011 1553

Chairs: Leslie A. DeChurch, U. of Central Florida; Susan Winter, National Science Foundation

Discussant: Kurt Kraiger, Colorado State U.

- Understanding and Enabling Network Dynamics in Virtual Communities | Meikuan Huang, Northwestern U.; Drew Margolin, U. of Southern California; Katherine Ognyanova, U. of Southern California; Yun Huang, Northwestern U.; Noshir Contractor, Northwestern U.
- Cultural Coordination Scripts in Global Engineering Teams | Catherine Cramton, George Mason U.; Tine Koehler, U. of Melbourne; Raymond Levitt, Stanford U.
- Assessing Work-Life Balance of the Globally Distributed Software Development Workforce | Saonee Sarker, Washington State U.; Manju K Ahuja, U. of Louisville; Suprateek Sarker, Washington State U.
- The Impact of Virtuality on Team Effectiveness: A Meta-Analytic Integration | Leslie A. DeChurch, U. of Central Florida; Jessica R. Mesmer-Magnus, U. of North Carolina, Wilmington; Peter Seely, U. of Central Florida; Toshio Murase, U. of Central Florida; Erin Cooke, U. of North Carolina, Wilmington
- 1554 → ➡ : (Paper Session) (ODC) The Role of East/West Cultures, Attitudes, and Social Capital in Responses to Organizational Change

1:15pm - 2:45pm Grand Hyatt: Lone Star A Tweet this session: **#AOM2011 1554**

Chair: Inger G. Stensaker, Norwegian School of Economics and Business Administration

Towards a Network Perspective on Change Readiness |
Troy A. Voelker, U. of Houston, Clear Lake; Kevin C. Wooten,
U. of Houston, Clear Lake; Clifton Mayfield, U. of Houston,
Clear Lake

ODC Division Best Paper Finalist

- Dissolving Ambivalence About Change: Change Recipients'
 Attitudes and Change Leaders' Sensegiving | Boram Do,
 Boston College; Jean M. Bartunek, Boston College
- → ► The Influence of Eastern and Western Societal Cultures in Managing Strategic Change | William W. Maddux, INSEAD; Quy Nguyen Huy, INSEAD; Jeffrey Sanchez-Burks, U. of Michigan

1555 ♥→ ➡□: (DRP Session) - (ODC) Managing the Paradoxes and Polarities of Organizational Change

1:15pm - 2:45pm Grand Hyatt: Travis B Tweet this session: **#AOM2011** 1555

Facilitator: Charles McClintock, Fielding Graduate Institute
Whither Middle Management? Empowering Interface and the
Failure of Organizational Change | Jonathan D. Raelin, U. of
Bath; Christina G Cataldo, George Washington U.

- Connecting the Origin, Decline, & Re-emergence of Lewin's Field Theory to the Rigor-Relevance Debate | **Bernard Burnes**, U. of Manchester; **Bill Cooke**, Lancaster U.
- Salar Paradox of Rational Management: Reproducing Bureaucracy in Narratives of Change | Katherine Heynoski, U. of Michigan
- The Adaptive Role of Psychological Defense Mechanisms in Strategy Execution | Michael Jarrett, INSEAD

1556 ⓒ→ ⊒: (Paper Session) - (OM) Logistics, Purchasing, and Inventory Management Research

1:15pm - 2:45pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 1556

Chair: Antti Tenhiälä, IE Business School

- → Consensus in Low-Cost Country Sourcing: Antecedents and Outcomes | Roger Moser, EBS Business School; Keiko Kusaba, McKinsey & Company
- Logistics services characteristics and supply chain organization | **Jorge Duran Encalada**, U. de Las Américas, Puebla; **Francois Duhamel**, U. de Las Américas, Puebla
- → ■Zero Inventory and Firm Performance: A management paradigm revisited | Robert Obermaier, U. of Passau

1557 ⊒: (Paper Session) - (OMT) Capabilities and Competencies

1:15pm - 2:45pm San Antonio Convention Center: Room 007 A Tweet this session: **#AOM2011 1557**

Chair: Jeffrey A. Martin, U. of Alabama, Tuscaloosa

■ Making Markowitz Proud: How High-Performing Endowments Achieve Portfolio Diversification | Mimi Lord, Case Western Reserve U.

- Theorizing Capabilities of Organizational Agility: A Paradox Framework | Andrew Schnackenberg, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.; James Hill, Case Western Reserve U.
- Emergence, Causality and Reduction: Ontological Foundations of Organizational Capabilities | Martin Friesl, Lancaster U.; Markus H V Vanharanta, U. College Dublin
- Organizational Antecedents of Dynamic Capabilities | Kieran John Patrick MacInerney, U. of Cologne

1558 ■: (DRP Session) - (OMT) Dynamics of Status

1:15pm - 2:45pm San Antonio Convention Center: Room 207 A Tweet this session: #AOM2011 1558

Chair: Sameer B. Srivastava, Harvard U.

- ₱ The Reputational Impact of Corporate Governance: The Case of Poison Pills I Michael K. Bednar, U. of Illinois: E. Geoffrey Love, U. of Illinois, Urbana-Champaign; Matthew Kraatz. U. of Illinois
- and Embeddedness Explorations | David H. Weng, U. of Texas, Dallas; Zhiang "John" Lin, U. of Texas, Dallas
- → Striking a Balance between Continuity and Novelty: Network Evolution and Positions I Frédéric Clément Godart. **INSEAD**
- ■The Network Dynamics of Status: Selection and Influence | Vanina Jasmine Torlo, U. of Lugano
- → External Recognition as Contingent Signals: Overcoming Liabilities of Foreignness in Film Exports | Heeyon Kim, U. of Michigan; Michael Jensen, U. of Michigan

1559 ■: (Paper Session) - (OMT) **Social Movements**: **Mobilization and Coordination**

1:15pm - 2:45pm San Antonio Convention Center: Room 214 B Tweet this session: #AOM2011 1559

Chair: Kathryn Heinze, U. of Michigan, Ann Arbor

₱ Out of Bounds: Anonymous' Transition to Collective

- Action | Felipe Gorenstein Massa, Boston College ☐ Transnational Private Politics - Coordinating Activism Against Corporations Across Borders | Daniel Waeger, HEC
- U. of Lausanne; Sébastien Mena, U. of Lausanne ■Strategic Decision-Making in Social Movement Organizations: A Comparative Case Study | Barbara Zepp
- Larson, Harvard U. A Social Identity Approach to Small Shareholder Activism I Kate Sikavica, U. of Munich; Anja Christine Tuschke, U. of Munich

1560 : (Paper Session) - (OMT) Brokerage and Networks

1:15pm - 2:45pm San Antonio Convention Center: Room 214 C

Tweet this session: #AOM2011 1560

Chair: Adam M. Kleinbaum, Dartmouth College

Maximizing Social Capital: The Role of Brokerage, Cohesion, and Embeddedness Revisited | Salih Zeki Ozdemir. AGSM-Australian School of Business; Peter Moran, AGSM-Australian School of Business; Xing Zhong, U. of

Embeddedness and the Dynamics of Brokerage Positions | Jungwon Min, Keio U.; Hitoshi Mitsuhashi, Keio U.

№ Knowledge Asymmetry in Brokerage: Secret Network Sources of Broker's Position and Power | Jason Davis,

- Massachusetts Institute of Technology: Aleksandra J Kacperczyk, MIT Sloan; Oliver Hahl, MIT Sloan
- Network Volatility and Competitive Advantage: Evidence from the Investment Banking Industry | John G. Burrows, U. of Chicago; Ronald S. Burt, U. of Chicago

1561 ■: (Paper Session) - (OMT) Firm Survival and Response to Shocks

1:15pm - 2:45pm San Antonio Convention Center: Room 218 Tweet this session: #AOM2011 1561

Chair: Nydia MacGregor, Santa Clara U.

- → External Shock, Coupling Structure, and Performance: A Longitudinal Study of Korean Business Groups | Jungyeon Lee, Emory U.; Anand Swaminathan, Emory U.
- ■Natural Disasters, Community Distress and Church Foundings | Srikanth Paruchuri, Pennsylvania State U.
- Adapting to Environmental Jolts: A Network Change Perspective | Leonardo Corbo, U. of Bologna; Paolo Boccardelli, Luiss Guido Carli U.; Simone Ferriani, U. of Bologna
- Social Networks, the Risk-Return Relationship, and Resilience to Exogenous Shocks | Geoff Martin, IE Business School; Remzi Gozubuyuk, IE Business School

1562 JS: (OMT. TIM. MOC) Innovation & Identity: Exploring Intersections of Technological Innovations & Collective Identities

1:15pm - 2:45pm San Antonio Convention Center: Room 206 B

Tweet this session: #AOM2011 1562

Organizer: Ryan L. Raffaelli, Boston College Chair: Mary Ann Glynn, Boston College

Discussant: Michael L. Tushman, Harvard U.

Presenters: Mary J. Benner, U. of Minnesota; Majken Schultz, Copenhagen Business School; Mary Tripsas, Harvard U.; Mary Ann Glynn, Boston College; Ryan L. Raffaelli, Boston College

1563 =: (Paper Session) - (ONE) Values, Ideology and the Social Construction of Environmental Action

1:15pm - 2:45pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 1563

Chair: Simona Giorgi, Boston College

- ☐ The Automatic Activation of Pro-Environmental Ideologies and Behaviors | Sean Walker, Southern Illinois U. Carbondale; Michael Sheridan, Southern Illinois U. Carbondale
- Sustaining Sustainability Journeys: Some Implications for Strategizing and Organizing | Raghu Garud, Pennsylvania State U.; Joel Gehman, Pennsylvania State U.
- → The Emotional Business Of Greening: Enacting Emotion In Business Responses To Climate Change | Christopher Wright, U. of Sydney; Daniel Nyberg, U. of Sydney

1564 → □JS: (PNP. HR) Contemporary Perspectives on People Management in the Voluntary Sector

1:15pm - 2:45pm Marriott Riverwalk: Salon F Tweet this session: #AOM2011 1564

Chairs: Emma Parry, Cranfield U.; Clare Kelliher, Cranfield U. The Development of Human Resource Management in the Voluntary Sector | Emma Parry, Cranfield U.; Clare Kelliher, Cranfield II

Fit and Flexibility in Strategic HRM of Nonprofit Organizations | **Kunle Akingbola**, U. of Toronto

Transforming the Voluntary Sector Workforce: Impact of Personalisation | Ian Cunningham, Strathclyde U.

Motivational Type, Role Identity and Volunteer

Embeddedness | Gerry Treuren, U. of South Australia; Natalie Potter, U. of South Australia

1565 ⊞: (DRP Session) - (RM) Advances in Qualitative Methods: Induction, Textual Analysis, Photographic Evidence, and Ethnography of the Samba

1:15pm - 2:45pm La Quinta Inn & Suites: Crockett West

Tweet this session: #AOM2011 1565

Facilitator: Thomas Greckhamer, Louisiana State U.

- → Inductive Theory-Building Approaches in the Study of Mergers And Acquisitions | Satu Teerikangas, UCL; Helene Loe Colman, Norwegian School of Management
- Textual Data Analysis to Interpret Focus Groups Interviews: An Evaluation of Two Encoding Techniques | Dominique Peyrat-Guillard, U. of Angers, GRANEM; Caroline Lancelot Miltgen, U. of Angers, GRANEM
- Peering Through the Lens: A Review of Photograph Use and Suggestions for Organizational Research | Joshua Lloyd Ray, U. of Tennessee, Knoxville; Anne D. Smith, U. of Tennessee, Knoxville
- → Between Samba School Member and Observer: Non-Humans and Transformations during Field Research | César Tureta, ESPM-SP; Rafael Alcadipani, Fundacao Getulio Vargas

1566 : (Paper Session) - (SAP) Organizational Identity: identification and Sensemaking

1:15pm - 2:45pm San Antonio Convention Center: Room 213 B

Tweet this session: #AOM2011 1566

Chair: Rajiv Nag, Georgia State U.

- Strategizing the Self Discursive Practices of Organizational Identity Negotiations | Karin Kreutzer, U. of St. Gallen; Claus D Jacobs, U. of St. Gallen; Urs Jaeger, U. of St. Gallen
- Managerial identification and strategic change activity | Jane Hendy, Imperial College London; James Barlow, Imperial College London
- □ Lightning the way to change: Usage of the "beacon" metaphor in reforming the Lutheran Church | Christina Hoon, Leibniz U. Hannover; Paula Jarzabkowski, Aston U.

1567 → □: (Paper Session) - (SIM) Corporate Governance and Boards of Directors

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 15

Tweet this session: #AOM2011 1567

Chair: Marne L. Arthaud-Day, Kansas State U.

- Symbolic Signaling and Majority Vote Adoption for Boards
 of Directors | Jonathan Nicholas Bundy, U. of Georgia;
 Christine Shropshire, U. of Georgia
- Corporate Misconduct and the Interlocking Directorate: Bad Companies Corrupt Good Morals | Brian Connelly, Auburn U.; K. Ashley Gangloff, Auburn U.
- ☐ The Effects of Disproportionate Control Rights on Stockholder Returns in Family-Controlled Groups | Kuo-Pin

Yang, National Dong Hwa U.; Christine Chou, National Dong Hwa U.; Chin-jung Luan, National Dong Hwa U.

1568 🖃: (DRP Session) - (SIM) Corporate Social Responsibilioty at the Organizational and Managerial Levels

1:15pm - 2:45pm Marriott Rivercenter: Conference Room 17

Tweet this session: #AOM2011 1568

Chair: Marlene J Le Ber, U. of Western Ontario

- ☐ Firm Size and Ownership Structure: Effects on the Motivations for Use of Social Practices | Adele Santana, U. of Northern Iowa
- ➡Pioneers and Late Movers Behavior in Corporate Philanthropic Disaster Relief Giving (WITHDRAWN) | Yongqiang Gao, Huazhong U. of Science & Technology; Taïeb Hafsi. HEC Montreal
- → ☐ Institutional Ownership and Corporate Philanthropic Giving in China | Yuanyang Song, Fudan U.; Yuanxu Li, Fudan U.
- ➡ Holier Than Thou: The Strategic Costs of Managerial Hypocrisy | Steffen H. Brenner, Copenhagen Business School; Georg Wernicke, U. of Mannheim
- Responsible Leadership: An Obligation to Dialogue | Timo Meynhardt, U. of St. Gallen; Peter Gomez, U. of St. Gallen

1569 → : (Paper Session) - (SIM) Corporate Governance: The Interaction of Social Responsibility and Financial Performance

1:15pm - 2:45pm Marriott Rivercenter: Salon B Tweet this session: **#AOM2011 1569**

Chair: Michael Hess, U. of New South Wales

- ☐ The Insurance Value of Corporate Social Performance:

 When Do Shareholders Benefit from It? | Ping-Sheng Koh,
 Hong Kong U. of Science and Technology; Cuili Qian, City U. of
 Hong Kong; Heli Wang, Hong Kong U. of Science and
 Technology
- □ Is Irresponsible Unsustainable?Meta-Analyzing the Corporate Social Irresponsibility-Performance Link | Pushpika Vishwanathan, Erasmus U. Rotterdam; Marc van Essen, U. Utrecht School of Economics; Hans Van Oosterhout, RSM Erasmus U.

1570 → 🖃: (Paper Session) - (SIM) Corproate Social

Performance and Employee Relations

1:15pm - 2:45pm Marriott Rivercenter: Salon M Tweet this session: #AOM2011 1570 Chair: Jegoo Lee, U. of South Florida

- Transmitting Corporate Social Responsibility using Valuebased Leadership Theory: Manager to Employee | Yi-Jung Chen, National Kaohsiung U. of Applied Sciences; Hsiu-Min Chen, I-Shou U.
- Po→ Bringing Home to Work: Intimate Partner Violence, Perceived Organizational Support, and Outcomes | Laramie Tolentino, The Australian National U.; Simon Lloyd D. Restubog, The Australian National U.; Kristin L. Scott, Clemson

- U.: Patrick Raymund M. Garcia. The Australian National U.: Robert L. Tang, De La Salle-College of Saint Benilde
- Monotone, Harmony, and Cacophony: Theoretical Consequences of Ethical Person-Organization Fit | M. Blake Hargrove, U. of Texas, Arlington; James Campbell Quick, U. of Texas, Arlington; Thomas A Wright, Kansas State U.

1571 ■: (Paper Session) - (TIM) Innovation in Service **Industries**

1:15pm - 2:45pm San Antonio Convention Center: Room 006 A Tweet this session: #AOM2011 1571

Chair: James H. Stephenson, Western International U.

- ■Organizational Innovation in Professional Service Organizations | Chen-Wei Yang, Fooyin U.
- ■Turning a New Service Development Project into a Sustainable Service Business | Pei-Shan Hsieh, National Tsing Hua U.; Fu-Ren Lin, National Tsing Hua U.
- Trading Proximities: Understanding Knowledge Sharing in Professional Services Firms | Paola Criscuolo, Imperial College London: **Ammon Salter**. Imperial College Business School; Anne L.J. ter Wal, Imperial College Business School

1572 =: (Paper Session) - (TIM) Technological Search

1:15pm - 2:45pm San Antonio Convention Center: Room 006 B Tweet this session: #AOM2011 1572

Chair: Corey Phelps, HEC Paris

- → Variety of Search and Innovation: A Comparative Study of US Manufacturing and KIBS | Andy Cosh, U. of Cambridge; Joanne Jin Zhang, U. of Cambridge
- ₽© The Effect of Performance Feedback, Financial Slack on the Explorative and Exploitative Innovation | Lin-Hua Lu, National Cheng Kung U.; Poh-Kam Wong, National U. of Singapore; Shih-Chieh Fang, National Cheng Kung U.
- A Behavioral Theory Of Technology Search: Evidence From The Semiconductor Industry. | Elisa Operti, U. of Lugano; Gianluca Carnabuci, U. of Lugano; Balazs Kovacs, U. of Lugano

1573 =: (DRP Session) - (TIM) University-Industry Knowledge Transfer

1:15pm - 2:45pm San Antonio Convention Center: Room 008 A

Tweet this session: #AOM2011 1573

Facilitator: Virginia Acha, Pfizer Inc.

- ■The Impact of Networks and Technological Specialization on the Value of Academic Entrepreneurs | Phillip H Phan, Johns Hopkins U.
- → National Institutional Differences and Cross-Border University-Industry Knowledge Transfer | Hamidah Salleh, National U. of Singapore
- University-Industry Collaboration in Computer Science | Simon Kabins, Aarhus U.
- In Search of Anti-Commons: Patent-Paper Pairs in Biotechnology. An Analysis of Citation Flows | Tom Magerman, Katholieke U. Leuven; Bart Van Looy, Katholieke U. Leuven; Koenraad Debackere, Katholieke U. Leuven

1574 → ■ JS: (TIM, OMT) Online Distributed Organization

1:15pm - 2:45pm San Antonio Convention Center: Room 006 D Tweet this session: #AOM2011 1574

Organizers: Juan Andrei Villarroel. Massachusetts Institute of Technology; Andreea Daniela Gorbatai, Harvard U. Discussant: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

Participants: Karim R. Lakhani, Harvard U.; Thomas W. Malone, Massachusetts Institute of Technology: Linus Dahlander. ESMT European School of Management and Technology

Tuesday 3:00PM

1575 ■: (Paper Session) - (BPS) **The Determinants and Consequences of Experience**

3:00pm - 4:30pm San Antonio Convention Center: Room 201

Tweet this session: #AOM2011 1575

Chair: Joseph Broschak, U. of Arizona

- Being Rational by Nature or Nurture? Effects of Interfirm Experience on Alliance Governance Design | Rui Wu,
- Pall → ■Let Me Handle This, I've Done It Before: Experience and Self-Involvement in Superstitious Learning José Lejarraga, U. Pompeu Fabra; Tomás Lejarraga, Carnegie Mellon U.; Charlotte Gaston-Breton, U. Carlos III de Madrid
- ■Why Do Some CEOs Prefer Dynamism and Change? New Evidence on Executive Openness to Experience | Jinyong Daniel Zyung, U. of Texas, Austin; Craig Crossland, U. of Texas, Austin; Nathan J. Hiller, Florida International U.
- Bringing Experience to Resources: Examining the Contribution of Producers to Hollywood Film Projects I Michael J. Mannor, U. of Notre Dame; Jamal Shamsie, Michigan State U.; Donald E. Conlon, Michigan State U.

1576 ■: (Paper Session) - (BPS) Integration,

Diversification, and Strategic Portfolios

3:00pm - 4:30pm San Antonio Convention Center: Room 204 A

Tweet this session: #AOM2011 1576

- Chair: Robert C. Seamans, New York U. ☐ There Are Many Ways to Compete: Firm Characteristics and R&D Vehicle Diversification | Ithai Stern, Northwestern
 - U.; Razvan Lungeanu, Northwestern U.
- ₽ → □ Corporate Portfolio Management Applications: Role of Firm Attributes & Impact on Corporate Processes | Robert Christopher Lothar Untiedt, Technical U. Bergakademie Freiberg; Ulrich Pidun, Boston Consulting Group
- ₽ Temporal Specificity and Task Alignment: Evidence from Patient Care | Guy David, Wharton School; Daniel E. Polsky, U. of Pennsylvania; Evan Rawley, U. of Pennsylvania
- → Clustering, Agency Costs and Operating Efficiency: Evidence from Nursing Home Chains I Susan F. Lu. U. of Rochester; Gerard Wedig, U. of Rochester

1577 ■: (BPS) Innovation for Neglected Diseases:

Organizational and Strategic Challenges

3:00pm - 4:30pm San Antonio Convention Center: Room 204 B

Tweet this session: #AOM2011 1577

Organizer: Eugenia Cacciatori, Bocconi U.

Discussants: Anita McGahan, U. of Toronto; Antonino Vaccaro,

Catholic U. of Lisbon FCEE

Generations of Innovation: R&D Leadership in HIV Treatment | Alfonso Gambardella, Bocconi U.; Anita McGahan, U. of Toronto; Giovanni Valentini, Bocconi U.

Business as Usual or Health Innovation for the Bottom of the Pyramid in East Africa | Becky Hanlin, Open U.

The Evolution of the AIDS Vaccine Field: Research Trajectories and Patterns of Organization | Eugenia Cacciatori, Bocconi U.; Stefano Breschi, Bocconi U.; Luigi Orsenigo, Brescia U.

1578 ← □ JS: (CAR, HR) The Yin and Yang of Mentoring: **Exploring the Continuum of Mentoring Relationships and Experiences**

3:00pm - 4:30pm Grand Hyatt: Presidio B Tweet this session: #AOM2011 1578

Organizers: Dawn E. Chandler, California Polytechnic State U., San Luis Obispo; Shoshana Dobrow, Fordham U.; Wendy Marcinkus Murphy, Babson College

Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee Can the Yin of Mentoring Counter the Yang of a

Discriminatory Workplace? | Belle Rose Ragins, U. of Wisconsin, Milwaukee; Karen S. Lyness, Baruch College; Kyle Ehrhardt, U. of Wisconsin, Milwaukee; Dianne Deborah Murphy, U. of Wisconsin, Milwaukee; John F Capman, Baruch College

The Show Must Go On: Predicting Mentoring Program Retention and Satisfaction in an Economic Crisis I Lisa M. Finkelstein, Northern Illinois U.; Kurt Kraiger, Colorado State U.; Kristina Matarazzo, Northern Illinois U.

Understanding Relational Problems in Mentoring: A Longitudinal, Dyadic Perspective | Lillian Eby, U. of Georgia; Marcus M. Butts, U. of Texas, Arlington

The Yin and Yang of Inter-Organizational Mentoring | Dawn E. Chandler, California Polytechnic State U., San Luis Obispo: Monica Higgins, Harvard U.; Douglas Minter, Knoxville Chamber of Commerce

1579 → ■ JS: (CAR, OB, MOC) "So, What Do You Do?": **Professional Identity Content and Process**

3:00pm - 4:30pm Grand Hyatt: Lone Star B Tweet this session: #AOM2011 1579

Organizers: David M. Sluss, Georgia Institute of Technology; Heather C. Vough, McGill U.; Spencer Harrison, Boston College Who Am I, What I See, and How I Work: Identity Content and Daily Work Behavior | Spencer Harrison, Boston College; Clara Sceery, Boston College; C V Harquail, Authentic Organizations

Organizational Identity as a Determinant of Professional Resources | Shelley Brickson, U. of Illinois, Chicago; Dayo Akinlade, U. of Illinois, Chicago

Identity Dynamics as a Scaffold for Sustained Innovation | Aimee L. Hamilton, Pennsylvania State U.; Dennis A. Gioia, Pennsylvania State U.

Theorizing the Interaction of Professional and Non-Work Identities | Lakshmi Ramarajan, Harvard U.; Erin Marie Reid, Harvard U.

Nomadic Professional Identity Construction: Relational Mirroring and Anchoring | David M. Sluss, Georgia Institute of Technology; Heather C. Vough, McGill U.; Glen E. Kreiner, Pennsylvania State U.

1580 □: (Paper Session) - (ENT) **Corporate**

Entrepreneurship: Strategy and Performance

3:00pm - 4:30pm San Antonio Convention Center: Room 007 B

Tweet this session: #AOM2011 1580 Chair: Tina Gruber-Muecke, U. of Linz

- □ Operationalizing Corporate Entrepreneurship Strategy (CES): A Configurational Approach | Patrick Kreiser, Ohio U.: Donald F Kuratko. Indiana U.: Jeffrev G. Covin. Indiana U.: Jenny M. House, Indiana U., Bloomington
- Corporate Entrepreneurship and Agency Cost: An Empirical Study from Pakistani Stock Market I Nousheen Tarig Bhutta. International Islamic U.: Sved Zulfigar Ali Shah. International
- ₽ Corporate Entrepreneurship with a Purpose: Exploring the Antecedents to Social Business | Donald F Kuratko, Indiana U.; Jeffrey S Hornsby, Kansas State U.; Jeffery S. McMullen, Indiana U., Bloomington
- Family Business Groups and Corporate Entrepreneurship: Evidence from Indian Firms | Raveendra Chittoor, Indian School of Business; Ajay Bhalla, City U.; Sougata Ray, Indian Institute of Management, Calcutta; Kavil Ramachandran, Indian School of Business

1581 → \(\): (ENT) Critical Perspectives on Entrepreneurship and Urban Development

3:00pm - 4:30pm San Antonio Convention Center: Room 007 C

Tweet this session: #AOM2011 1581

Organizers: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Arturo E Osorio, Rutgers U., Newark

Panelists: Daniel Hjorth, Copenhagen Business School; Christopher Wheat, Rutgers U.; Deirdre Tedmanson, U. of South Australia; Caroline Essers, Nijmegen U.

1582 ♥→ ■SHCS: (ENT) West Meets East: From the Family Business to the Family Office

3:00pm - 4:30pm San Antonio Convention Center: Room 007 D

Tweet this session: #AOM2011 1582

Panelists: Dianne HB Welsh, U. of North Carolina, Greensboro; Kirby Rosplock. GenSpring Family Offices: W. Noah Revnolds. Reynolds Family Office

1583 =: (DRP Session) - (ENT) New Research on Family **Business**

3:00pm - 4:30pm San Antonio Convention Center: Room 008 B

Tweet this session: #AOM2011 1583

Facilitator: Miles A. Zachary, Texas Tech U.

- ■Retirement Well-Being of Family Firm CEOs: Incumbent Expectations | William J. Worthington, Baylor U.; Jamie D. Collins, Baylor U.
- Families as Dominant Coalitions: A Study of Family-Controlled Enterprises in the S&P 1500 | Richard John Gentry, U. of Mississippi, Clay Dibrell, U. of Mississippi, Jaemin Kim, U. of Mississippi
- Is Nepotism Definitely Dysfunctional? Antecedents and Consequences of Nepotism in Family Business | Xiaoxiao Liu, Nanyang Technological U.
- Centralization and Delegation Practices in Family Versus Non-Family SMEs: A Rasch Analysis | Wendy L. Martin,

- Trinity International U.; Alexander McKelvie, Syracuse U.; G. T. Lumpkin, Syracuse U.
- → Institutions and Female Entrepreneurship (WITHDRAWN) | Saul Estrin, London Business School; Tomasz Marek Mickiewicz, UCL

1584 =: (DRP Session) - (ENT) The Role of Opportunity in the Entrepreneurial Process

3:00pm - 4:30pm San Antonio Convention Center: Room 208 Tweet this session: #AOM2011 1584

Facilitator: Darline Augustine, LSE

- Entrepreneurial Capability: Opportunity Pursuit and Game Changing | Shaker A. Zahra, U. of Minnesota, Twin Cities; Sondos Gamal Abdelgawad, ESADE; Silviya Svejenova, ESADE: Harry J Sapienza, U. of Minnesota
- Entrepreneurial Openness: Conceptualization and Measurement | Alenka Slavec, U. of Ljubljana; Mateja Drnovsek, U. of Ljubljana
- An Inventory of Conceptual and Operational Definitions Related to Entrepreneurial Opportunity | David J. Hansen, College of Charleston; Rodney C. Shrader, U. of Illinois, Chicago; Javier A. Monllor, DePaul U.
- How Do Opportunity Identification Cognitions Differ By Task? An Experimental Exploration | Veronica Gustafsson, Jönköping International Business School; Ronald Mitchell, Texas Tech U.; Brock Smith, U. of Victoria; H Shawna Chen, Texas Tech U.
- Early Impressions and Performance Feedback in Entrepreneurial Search: An Experimental Study I Stephan Billinger, U. of Southern Denmark; Nils Stieglitz, U. of Southern Denmark; Terry R Schumacher, Rose-Hulman Institute of Technology

1585 ■: (DRP Session) - (ENT) Past as Prologue: How the Founder Shapes Entrepreneurial Performance

3:00pm - 4:30pm San Antonio Convention Center: Room 213 A

Tweet this session: #AOM2011 1585

Facilitator: Boris F. Blumberg, Maastricht U.

- ■The Roles of Industry and Startup Experience on Entrepreneurial New Business Forecast Performance I Gavin Cassar, U. of Pennsylvania
- ■How Founding Teams Respond to Surprises: A Transactive Memory System Perspective | Yanfeng Zheng, U. of Hong Kong; Yiyuan Mai, Huazhong U. of Science & Technology
- Return of the King: An Exploration of Comeback Founder-CEOs | Rvan Adam Krause, Indiana U. Kellev School: Abhiith Holehonnur. The Pennsylvania State U., U.
- Roadmap for the Creation and Survival of Nascent Social Entrepreneurial Ventures | Aparna Katre, Weatherhead School of Management; Paul Salipante, Case Western Reserve U.
- → ■To Invest or Not? A Cross-National Investigation of Informal Investment in New Business Ventures | Zhujun Ding, The Chinese U. of Hong Kong; Kevin Au, Chinese U. of Hong Kong; Flora F T Chiang, Hong Kong Baptist U.; Thomas A Birtch, Cambridge U.

1586 Q SHCS: (ENT. BPS. TIM) Market Entry. Competitive Dynamics and Entrepreneurship

3:00pm - 4:30pm San Antonio Convention Center: Room 215

Tweet this session: #AOM2011 1586

Chairs: Gideon D Markman, Colorado State U.; Phillip H Phan, Johns Hopkins U.

The Business Model: A Growing Domain of Scholarly Inquiry | Raphael H Amit, U. of Pennsylvania; Christoph Zott, IESE **Business School**

Interdependency, Competition, and Industry Dynamics I Michael Lenox. U. of Virginia

Competitive Dynamics and Firm Defensive Strategies | Peter T. Gianiodis, Clemson U.

Towards a Model of Market Disruption | Gokce Sargut, Governors State U.; Rita Gunther McGrath, Columbia U. Non-Market Action: How Non-Market Players Disruptively Change Corporate Competitive Practices | Theodore L. Waldron. Baylor U.

1587: (Paper Session) - (GDO) Gender, Inequality and **Stereotypes**

3:00pm - 4:30pm Grand Hyatt: Lone Star C Tweet this session: #AOM2011 1587

Chair: Olga Chapa, U. of Houston, Victoria

Discussant: Charlice Hurst, The U. of Western Ontario

- ₱ Employees' Perceptions of Gender Inequality in Society and Employment | Violetta Khoreva, Hanken School of **Economics**
- ■Unkind to Two of a Kind: Stereotyping Women with Duo Status in a Work Group | Denise Lewin Loyd, Massachusetts Institute of Technology; Judith B. White, Dartmouth College; Mary Kern, Baruch College
- ☐ Gender Similarity in Intellectual Stimulation Across Three Contexts | Kara Anne Arnold, Memorial U. of Newfoundland; Catherine Loughlin, St. Mary's U.

1588: (DRP Session) - (GDO) Work Life Balance, Stress, Burnout

3:00pm - 4:30pm Grand Hyatt: Travis A Tweet this session: #AOM2011 1588

Facilitator: Beth Ann Livingston, Cornell U.

- ₽ Effects of Childcare Responsibilities and Gender Similarity on Family Support and Outcomes | Andrew Li. West Texas A&M U.; Jessica Bagger, California State U.
- ₱ The Impact of Work-Family Programs on the Gender. Diversity-Performance Relationship | Muhammad Ali, Queensland U. of Technology; Isabel Metz, U. of Melbourne; Carol T. Kulik, U. of South Australia
- → Job and Couple Burnout: A Cross-Cultural Perspective | Ayala Malach Pines, Ben Gurion U. of the Negev; Leslie B. Hammer, Portland State U.; Margaret Neal, Portland State U.; Tamar Icekson, Ben Gurion U. of the Negev
- Social Expectations and Caregiver Work-Life Balance Decisions | Hugh TJ Bainbridge, U. of New South Wales
- Chronic Illness, Stress, and Workability: Can Coaching Help? | Alyssa K. McGonagle, Wayne State U.; Joy E. Beatty, U. of Michigan, Dearborn

1589 =: (Paper Session) - (HCM) Improving Efficiency and Quality in Healthcare

3:00pm - 4:30pm Marriott Rivercenter: Salon K Tweet this session: #AOM2011 1589

Chair: Keith G Provan. U. of Arizona

- Simulation Approach | Shital Shah, Rush U.; Alyssa K Howell, Rush U.; Melinda Noonan, Rush U.; Henry Fung, Rush U.; Norma Melgoza, Rush U.; J. Robert Clapp, Rush U.
- Mapping the Constellation of Co-morbidity: Implications for the Organization of Hospital Services | Jonathan Clark, The Pennsylvania State U.; Robert S. Huckman, Harvard U.; Ryan Thompson, Massachusetts General Hospital
- Slack Resources and Quality of Primary Care I David C.

 Compare the Co Mohr, VA Boston Healthcare System; Gary J. Young. Northeastern U.

1590 € \(\subseteq : (Paper Session) - (HCM) Employee Engagement in Healthcare

3:00pm - 4:30pm Marriott Rivercenter: Salon L Tweet this session: #AOM2011 1590

Chair: Elizabeth Goodrick, Florida Atlantic U.

- The Effects of Job Impact and Person-Job Fit on Employee Attitudes towards Change in Trauma Centers | Christopher D. Zatzick, Simon Fraser U.; Douglas F Zatzick, U. of Washington
- Strategic Pay Fairness and Employee Engagement in the Healthcare Sector | Benjamin B. Dunford, Purdue U.; Trenton A. Williams, Deloitte Consulting, LLP; Alan D. Boss, U. of Washington, Bothell; Wayne Boss, U. of Colorado, Boulder; Ingo Angermeier, Spartanburg Regional Healthcare System
- RN Retention Strategies in Nursing Homes: A Two Factor Perspective | Selina R. Hunt, Duke U.; Janice Probst, U. of South Carolina; Kathlyn S. Haddock, WJB Dorn VA Medical Center; Robert Moran, U. of South Carolina; Samuel Baker, U. of South Carolina; Ruth A Anderson, Duke U.; Kirsten Corazzini, Duke U.

1591 =: (Paper Session) - (HR) The Influence of Organizational Factors on Employee Stress, Commitment, and Retention

3:00pm - 4:30pm Grand Hyatt: Bonham D Tweet this session: #AOM2011 1591

Chair: Timothy M. Gardner, Vanderbilt U.

- ■HRM and Commitment: Under Which Conditions Does HR Differentiation Pay Off? | Elise Marescaux, Lessius U. College; Sophie De Winne, Lessius U. College; Luc Sels, Katholieke U. Leuven
- HPWS, 'Stressors', Affective Organizational and Occupational Commitments in Japanese Organizations | Kaushik Chaudhuri, Reitaku U.
- ₽ Exploring Employee Reactions to High Performance Work Systems: Is there a Potential "Dark Side"? | Jaclyn M. Jensen, George Washington U.; Pankaj C Patel, Ball State U.; Jake Messersmith, U. of Nebraska at Kearney
- ■Unit-Level Retention and Productivity: Implications of Employee Engagement and Customer Demand | Jeff Ericksen, Michigan State U.

1592 → 🗨 🖃: (DRP Session) - (HR) HRM Across the Globe:

The Role of Culture

3:00pm - 4:30pm Grand Hyatt: Mission A Tweet this session: #AOM2011 1592

Facilitator: Elaine Farndale, Pennsylvania State U.

- → Current Research Paradigms in International Human Resource Management Studies | Yuan-Duen Lee, Chang Jung Christian U.; Tangting Wang, Far East U.; Yender McLee, Chang Jung Christian U.; Chen-Fen Huang, Chang Jung
- → Validating the Pluralistic Structures of Human Resource Management Systems in Chinese Context | Yu Zhou, Renmin U. of China; Xiao-yu Liu, U. of International **Business and Economics**
- → Flexible Work Arrangements and National Culture: An International Longitudinal Study | Hilla Peretz, ORT Braude College; Yitzhak Fried, Syracuse U.; Ariel Levi, Wayne State U.
- + Involvement-Oriented Work Practices and Performance: Effects of Justice Climate and Power Distance | Yuan Jiang, Indiana-Purdue; Saba Colakoglu, Berry College; Joseph Blasi, Rutgers U.; Douglas Kruse, Rutgers U.
- ■Vartan Bhanji and Human Resource Management in Pakistan: Balancing between Traditions and Modernity | Noreen Saher. International Islamic U.

1593: (Paper Session) - (IM) Effects of National Culture and **Environment on Foreign Direct Investment**

3:00pm - 4:30pm San Antonio Convention Center: Room 207 B

Tweet this session: #AOM2011 1593

Chair: Dante DiGregorio, U. of New Mexico

- → Languages' Power in Trade and Foreign Direct Investment | W. Travis Selmier, Indiana U. Kelley School; Chang Hoon Oh, Brock U.
- The internalization of the production of collective goods by MNEs | Jean J Boddewyn, Baruch College; Sarianna Lundan, U. of Bremen, Germany
- → The Contingent Effects of National Culture: A Study of Control Sought in Cross Border Transactions | Ramya Tarakad Venkateswaran, Indian Institute of Management, Bangalore; Rejie George, Indian Institute of Management, Bangalore
- → Standardization of Business Formats of International Franchisors: A Model and Hypotheses | Richard C Hoffman, Salisbury U.; Sharon Watson, U. of Delaware; John F. Preble, U. Delaware

1594: (Paper Session) - (IM) Environmental Effects on **Technological Exploration and Diffusion**

3:00pm - 4:30pm San Antonio Convention Center: Room 209 Tweet this session: **#AOM2011 1594**

Chair: Eric Dorion, U. de Caxias do Sul

- → Interdependencies of Formal and Informal Structure: Technological Exploration and Dispersed Firms | Daniel Tzabbar, Drexel U.; Alex Vestal, U. of Central Florida; Robert L. Porter, U. of Central Florida; Sean McMahon, U. of Central
- → Institutions and the International Diffusion of Technology: A Theoretical Overview | Roberto Martin Nolan Galang, Ateneo de Manila U.
- International technology acquisition and its impact on innovation | Suma Athreye, Brunel U.; Yong Yang, U. of Essex
- → The Impact of Innovation Orientation on Firm Performance: An Investigation in Six Countries | Lis Senta Strenger, RWTH Aachen U.

1595 → □JS: (IM, BPS) Integrating Political Science into International Business Research

3:00pm - 4:30pm San Antonio Convention Center: Room 210 B

Tweet this session: #AOM2011 1595 Organizer: Ilgaz Arikan, Georgia State U. Discussant: Jordan Siegel, Harvard U.

Transnational Integration Regimes as Development Programs | Gerald A. McDermott, U. of South Carolina

Home-country Policy Reforms and the Birth of Multinationals | Sinziana Dorobantu, U. of Pennsylvania; Bennet A. Zelner, Duke U.

A Theory of Conflict and Trade | Kerem Cosar, U. of Chicago The Impact of Conflict on Firms' Governance Choices | Ilgaz Arikan, Georgia State U.; Oded Shenkar, Ohio State U.

Caught in the Crossfire: Strategies of Multinational Enterprises in Host Countries at War | Li Dai, Texas A&M U.; Lorraine Eden, Texas A&M U.

1596 → ■SHCS: (IM, OB, MOC) Champions of Cultural Transcendence: Uncovering the Potential of Bi/Multicultural Employees

3:00pm - 4:30pm San Antonio Convention Center: Room 210 A

Tweet this session: #AOM2011 1596

Chair: Dan V. Caprar, U. of New South Wales

Discussant: Mary Yoko Brannen, INSEAD

Multicultural Employees: Global Business' Untapped

Resource | Stacev R. Fitzsimmons. Simon Fraser U.: Christof Miska. WU Vienna

The Roles of Multiculturals in Teams: Their Influence on Work Processes and Outcomes | Hae-Jung Hong, ESSEC

The Integrative Complexity Advantages of Biculturalism: Predicting Creative & Professional Success | Carmit T. **Tadmor**, Tel Aviv U.; **Adam D. Galinsky**, Northwestern U.; William W. Maddux, INSEAD

The Relationship between Multiple Cultural Identities and Cultural Intelligence | Yih-teen Lee, IESE Business School; Aline D. Masuda, EADA

1597: (MC) MC Free Session

3:00pm - 4:30pm Grand Hyatt: Bowie B Tweet this session: #AOM2011 1597

MC free session

1598 □ • → □: (DRP Session) - (MED) International Trends and Issues in Management Education and Development

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 16 Tweet this session: #AOM2011 1598

Facilitator: Pedro Gabriel Marquez-Perez, Royal Roads U. What Attracts International Students to U.S. Universities? Christina P.C. Tay, Chinese Culture U.

- → Looking for Ways to Increase Student Value: Internationalization and Value Innovation | Olga Kuznetsova, Manchester Metropolitan U.; Andrei Kuznetsov, U. of Central Lancashire
- ☐ → ☐ The Internationalization of Business Administration Undergraduate Course Curriculums in Brazil | Gilberto Sarfati, Fundacao Getulio Vargas; Tales Andreassi, Fundacao Getulio Vargas

- From Preeminence to Prominence: The Fall of North American B-Schools and the Rise European B-Schools I Francois Herve Collet, ESADE Business School; Luis Vives, ESADE **Business School**
- ■Executive MBA Expectations and Actual Outcomes in China: Lessons Learned | Thomas James Norman, California State U. Dominguez Hills
- → Exploring Global Trends: Accreditation Pressure and Isomorphism in French and British B-Schools | Lisa Barton, Leicester Business School; Jon Billsberry, Coventry U.; Veronique Ambrosini, Birmingham U.

1599 ☐ → •: (MED) Where North Meets South: Lessons from Teaching Management on the U.S - Mexico Border

3:00pm - 4:30pm Marriott Rivercenter: Salon C Tweet this session: **#AOM2011 1599**

Organizer: Cody Brent Cox, U. of Texas at Brownsville Identifying KSAs Important for Managerial Success in the Rio Grande Valley | Cody Brent Cox, U. of Texas at Brownsville; Jennie Johnson, U. of Texas at Brownsville; Joe Cox, Baylor U.

- The Impact of Justice Sensitivity and Ethical Orientation on Competitiveness on the US/Mexico Border | Eric G Kirby, Texas State U.; Susan L. Kirby, Texas State U.
- A Comprehensive Model of Academic Success for Students on the U.S./Mexico Border | Richard A. Posthuma, U. of Texas, El Paso; Said Al-Riyami, U. of Texas, El Paso
- The Classroom on the Border I **Tom Covle**. U. of Texas at

Avoiding Pitfalls in Borderland Education | Carolyn I Chavez, New Mexico State U.

MED Global Forum Best Symposium Award sponsored by the University of Manchester, Manchester Business School for the symposium that best creates the opportunity to address global issues of significance to management education and/or development

1600 ■: (DRP Session) - (MOC) Strategy and Cognition 3:00pm - 4:30pm La Quinta Inn & Suites: Fiesta D

Tweet this session: #AOM2011 1600

Chair: C Lakshman, Bordeaux école de Management Beyond the Prototype. Creativity and "Zero Defects" in Haute Cuisine Industry | Barbara Slavich, IESEG; Rossella Cappetta, Bocconi U.; Severino Salvemini, U. Commerciale L. Bocconi

- → Communicating Strategy Across Cultures with Visualization: An Experimental Evaluation I Sabrina Bresciani, U. of Lugano: Martin J. Eppler, U. of St. Gallen: Margaret Tan, Nanyang Technological U.
- ■The Perceived Threat and Strategic Choice: Evidence from Pharmaceutical Firms in China | Yuangiong He, Huazhong U. of Science & Technology; Yun Chen, Hubei U. of Economics
- ■Development of Dynamic Capabilities through Social Capital: The Role of Entrepreneurial Cognitions | Cristian Eduardo Zamora-Matute, ITESM-EGADE

1601 ☐: (Paper Session) - (MSR) Sprituality and Organizational Performance

3:00pm - 4:30pm La Quinta Inn & Suites: Crockett East Tweet this session: #AOM2011 1601 Chair: Charles G. Capps, Lipscomb U.

- Facilitator: Lee Robbins. Golden Gate U.
- Present State of Workplace Spirituality: Literature review of context, theory, & scales/measurements | David W. Miller, Princeton U.; Tim Ewest, Wartburg College
- ₽⇒ Empathy, Connectedness and Organization | Kathryn Pavlovich, U. of Waikato; Keiko Krahnke, U. of Northern Colorado
- Creating "Un-Bounded" Entrepreneurial Rationality Through Practices Of Inner-Self Exploration | **Patricia Corner**, Auckland U. of Technology

1602 SHCS: (OB) LMX Perspectives on Creativity

3:00pm - 4:30pm Grand Hyatt: Bowie A Tweet this session: **#AOM2011 1602**

Chair: Pamela Tierney, Portland State U.

- The Moderating Role of LMX on Personality and Creative Behavior | **Berrin Erdogan**, Portland State U.; **Jeanne Enders**, Portland State U.; **Talya N. Bauer**, Portland State U.
- The Effects of Within-Group LMX Diversity on Group and Individual Creativity | Xiao-Ping Chen, U. of Washington; Liang-Chieh Weng, Providence U.
- LMX, Creative Processes, and Team Innovation | Maria del Mar Bornay-Barrachina, Pablo de Olavide U.; Lucy L. Gilson, U. of Connecticut; Ramón Valle-Cabrera, Pablo de Olavide U.; Seth Spain, U. of Nebraska
- LMX Relational Strength, Embeddedness, and Employee Creativity | Pamela Tierney, Portland State U.

1603 🖃: (OB) New Perspectives in Behavioral Ethics Research

3:00pm - 4:30pm Grand Hyatt: Bowie C Tweet this session: **#AOM2011 1603**

Chair: Rebecca L. Greenbaum, Oklahoma State U.

Discussant: David Mayer, U. of Michigan

Machiavellianism to Unethical Behavior: An Examination of Moderators | Rebecca L. Greenbaum, Oklahoma State U.; Aaron Hill, U. of Nevada, Reno; Gabi Eissa, Oklahoma State U.

- Ethical Leadership and Negative Outcomes: The Role of Organizational Structure | Maribeth Kuenzi, Southern Methodist U.; Michael E. Brown, -Pennsylvania State U., Erie
- Physical Pain and Social Agony | Niro Sivanathan, London Business School; Chen-Bo Zhong, U. of Toronto
- Using Nursery Rhymes and Soft Toys to Discourage Unethical Behavior | **Sreedhari D. Desai**, Harvard U.

1604 ☐: (DRP Session) - (OB) Social Identity at Work: Individual Differences and Team Processes

3:00pm - 4:30pm Grand Hyatt: Crockett B Tweet this session: **#AOM2011 1604**

Facilitator: Randy Evans, U. of Tennessee, Chattanooga

po Social Identity in Work Teams: The Palliative Role of
Charisma | Margarita Mayo, IE U.; Shainaz Firfiray, IE U.

- Po ☐ Newcomers as Active Agents: Team Receptivity to Integrating vs. Differentiating Identity Strategies | Aimee A. Kane, Duquesne U.; Floor Rink, U. of Groningen
- Who Matters and What's Sacred? Automatic Effects of Professional Identity on Moral Processes | Keith Leavitt, United States Military Academy; Christopher M. Barnes, Virginia Tech; Pauline Schilpzand, U.S. Military Academy, West Point

When Identities Mirror Networks: An Empirical Examination | Alberto Monti, Bocconi U.; Massimo Bergami, U. of Bologna; Gabriele Morandin, U. of Bologna

Staying with the Negative | Sungchul Noh, McGill U.

1605 □: (DRP Session) - (OB) The Social Exchange Perspective: Equity Sensitivity, Workplace Exclusion, and Job Performance

3:00pm - 4:30pm Grand Hyatt: Crockett C Tweet this session: #AOM2011 1605

Facilitator: Adib Birkland, City U. of New York, City College

- Model of the Antecedents of Workplace Exclusion: Incivility, Distrust and Social Exchange | Kristin L. Scott, Clemson U.; Thomas J. Zagenczyk, Clemson U.
- Goal Orientation and Job Performance: Moderating Effects of Social Exchange Relationships | Haeseen Park, Cornell U.; Lisa Dragoni, Cornell U.; Seokhwa Yun, Seoul National U.
- A Meta-Analysis of the Dark Triad and Work Outcomes: A Social Exchange Perspective | Ernest H O'Boyle, Longwood U.; Donelson Forsyth, U. of Richmond; George Banks, Virginia Commonwealth U.; Michael A. McDaniel, Virginia Commonwealth U.
- Quid Pro Quo Propensity: A Meta-Analytic Examination of Equity Sensitivity and Exchange Ideology | Daejeong Choi, U. of Iowa; Steven D. Charlier, U. of Iowa; Bennett E. Postlethwaite, Pepperdine U.

1606 ⊟: (DRP Session) - (OB) Turnover: Job Related Factors and The Role of Supervisor, Family, and Social Support

3:00pm - 4:30pm Grand Hyatt: Crockett D Tweet this session: **#AOM2011 1606**

Facilitator: Denis Chênevert, HEC Montreal

- → □ Disaggregating Effects of Job Embeddedness on Turnover Intentions | Mian Zhang, Tsinghua U.; Li Hai, Beijing Normal U.; Wei Jun, U. of Science and Technology Beijing
- → How Much Is Supervisors' Support Worth? Interactional Effects of PSS and Contingencies on Turnover | Yuan Li, Peking U.; Yunhui Xie, GSM, Peking U.; Li Ma, Peking U.; Zhi-Xue Zhang, Peking U.
- Social Support Predicting Employee Turnover: Do Work-&-Non-Work-Related Support Interact? | Marcus James Fila, Ohio U.; Charles H Ritter, Ohio U.; Kristina Cay Karns, Ohio U.

1607 \blacksquare : (Paper Session) - (OB) How Leaders Influence Individiual and Collective Identity and Efficacy

3:00pm - 4:30pm Grand Hyatt: Republic B Tweet this session: **#AOM2011 1607**

Neet this session: #AOM2011 1607
Chair: Susan Marie House, Oneida Tribe of Indians of Wisconsin

■ Because It's More Than the Sum of Its Parts: The Influence of Leadership on Collective Team Identity | Hendrik Huettermann, U. of Konstanz; Sebastian I. Doering, U. of Konstanz; Sabine Boerner, U. of Konstanz

- Talking Work in a Bank: A Study of Organizing Properties of Leadership in Work Interactions I Magnus Larsson. Copenhagen Business School; Susanne Lundholm, Lund U.
- → A Multi-Level Study of Charismatic Leadership. Identification, and OCB | Jeewon Cho, Oregon State U.; Insu Park, State U. of New York, Buffalo
- ■A Multilevel Study of Transformational Leadership, Identification, and Follower Outcomes | Xiaohua Wang, Vlerick Leuven Gent Management School; Jane M Howell, U. of Western Ontario

1608 ■: (Paper Session) - (OB) **Top Management Team** Composition, Processes, and Outcomes

3:00pm - 4:30pm Grand Hyatt: Republic C Tweet this session: #AOM2011 1608

Chair: Sébastien Fosse, IE Business School

- → An Integrative Review of Top Management Team Processes and Emergent States and Relations to Outcomes | Anneloes Raes, U. of St. Gallen; Robert A. Roe, Maastricht U.; Ursula Glunk, Maastricht U.; Marielle Heijltjes, Maastricht U.
- Personality and Leadership Composition in Top Management Teams: Predicting Organization Performance | Amy E. Colbert, U. of Iowa; Murray R. Barrick, Texas A&M U.; Bret H. Bradley, U. of Oklahoma - Norman
- ■The Role of Characteristics, Leadership, and Decision-Making Style in Top Management Team I Ya-ti Hsu, Chihlee Institute of Technology
- ■Dual Allegiance in the Management Team | Maarten Cuijpers, Maastricht U.; Ursula Glunk, Maastricht U.; Marielle Heijltjes, Maastricht U.

1609 □: (Paper Session) - (OB) Cognitive Processes of Contexts: Socialization, Organizational Justice, Fit & Rewards

3:00pm - 4:30pm Grand Hyatt: Travis C Tweet this session: #AOM2011 1609 Chair: Xi Zhu, U. of Minnesota

- ☐ The Nonconscious Influence of Managerial Narrative on Perceptions of Job Satisfaction | Sean Walker, Southern Illinois U. Carbondale
- ■Understanding the Antecedents and Effects of Employees' Downsizing Evaluations | Chun Guo, Sacred Heart U.; Jane Giacobbe Miller, U. of Massachusetts, Amherst
- ■Shall I Change Myself? A Control Perspective for Newcomers' Organizational Socialization | Jane Yan Jiang, Nanjing U.; Kenneth S. Law, The Chinese U. of Hong Kong; Chi-Wei Liu, HongKuang U.
- Reward and Creative Performance: A Field Study | Fuli Li, Xi'an Jiaotong U.

1610 ■ JS: (OB, HR) Examining Interactive and Non-Linear Organizational Citizenship Behavior Effects

3:00pm - 4:30pm Grand Hyatt: Republic A Tweet this session: #AOM2011 1610

Chairs: Nathan Philip Podsakoff, U. of Arizona; Philip M.

Podsakoff, Indiana U.

Discussant: Tammy D. Allen, U. of South Florida Mediators and Moderators of the OCB-Performance Evaluation Relationship | Nathan Philip Podsakoff, U. of

- Arizona; Daniel Gregory Bachrach, U. of Alabama; Philip M. Podsakoff, Indiana U.; Scott B. MacKenzie, Indiana U.
- The Effects of Gender on the Relationships between OCBs and Employee Selection Decisions | Steven Whiting, Indiana U.; Timothy D. Maynes, Indiana U.; Jessica L. Siegel, U. of Arizona
- Knowing When to Say When: Diminishing Returns of Citizenship on Task Performance | Erich C. Dierdorff, DePaul U.; Robert S. Rubin, DePaul U.; William H. Bommer, California State U. Fresno
- Hitting Home Runs and Striking out at the Same Time? | You Jin Kim, Michigan State U.; Linn Van Dyne, Michigan State U.; Matthias Spitzmueller, National U. of Singapore

1611 JS: (OB. HR. CAR) Theoretical. Methodological and **Empirical Developments on Turnover and Turnover** Intentions

3:00pm - 4:30pm Grand Hyatt: Seguin B Tweet this session: #AOM2011 1611

Chairs: Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.

Discussant: Rodger Griffeth, Ohio U.

- Focusing on Proximal Psychological States and an Expanded Criterion of Turnover | Peter Hom, Arizona State U.; Terence R. Mitchell, U. of Washington; Thomas Lee, U. of Washington; Rodger Griffeth, Ohio U.
- Effects of Job Alternatives on Employees' Felt Frustration, Turnover Intentions, and Behaviors | Marie S. Mitchell, U. of Georgia; Ryan M. Vogel, Southern Methodist U.; Rebecca J. Bennett, Louisiana Tech U.; Craig D. Crossley, Schwan Food Company
- Deep Acting in Deep Ponds: Emotional Labor, Emotional Contagion, and Group Dynamics | William J. Becker, Texas Christian U.; Russell Cropanzano, U. of Arizona
- Turnover Rates and Organizational Performance: A Meta-Analytic Review | Tae-Youn Park, U. of Minnesota; Jason D. Shaw, U. of Minnesota
- Fifty Years of Turnover Research: Theoretical Implications of Turnover Research Methods | David G. Allen, U. of Memphis; Julie I Hancock, U. of Memphis; James Vardaman, Mississippi State U.; D'Lisa N. McKee, Mississippi State U.

1612 ■ JS: (OB, SIM) Corporate Volunteerism:

Antecedents and Consequences

3:00pm - 4:30pm Grand Hyatt: Sequin A Tweet this session: #AOM2011 1612

Chair: Jessica Rodell, U. of Georgia

Discussant: Amy Wrzesniewski, Yale U.

- Extended Theory of Planned Behavior and Antecedents of Corporate Volunteerism | Jaime Henning, Eastern Kentucky
- Finding Meaning through Volunteering: A Field Study | Jessica Rodell, U. of Georgia
- Corporate Volunteering: Does Contributing to a Cause Have a Causal Impact? | Adam M. Grant, U. of Pennsylvania
- Corporate Volunteerism, the Experience of a Positive Self-Concept, and Organizational Commitment | Deanna Siegel Senior, Tiffany & Co.; Joel Brockner, Columbia U.; William Welch, Columbia U.

1613 =: (DRP Session) - (OCIS) IT and Organizational Strategy

3:00pm - 4:30pm San Antonio Convention Center: Room 216 B

Tweet this session: #AOM2011 1613 Facilitator: Ping Wang, U. of Maryland

- ■Intra-Firm Knowledge Transfer Processes: A Multidimensional Taxonomy | Martin Spraggon, American U. of Sharjah; Virginia Bodolica, American U. of Sharjah
- → Resource Enablers and Innovation Outcomes of Digitally-Enabled Collaborative Problemistic Search | John Qi Dong, Hong Kong U. of Science and Technology; Prasanna Karhade, Hong Kong U. of Science and Technology
- Monsanto's Entry to Genetically Modified Food: A Discursive Study of Institutionalism | Gail Fann Thomas, Naval Postgraduate School; Kimberlie J. Stephens, U. of Southern California
- Asset Transfer: Divesting Commodities or Inviting Investment? | Kiron Ravindran, IE Business School
- Managing Multiple Organizational Identities: The Role of IT Capability | Abhishek Kathuria, Emory U.; Michael J. Prietula, Emory U.; Benn Konsynski, Emory U.

1614 @ JS: (OCIS, MH) The Future of Management and Social Media

3:00pm - 4:30pm San Antonio Convention Center: Room 206 A Tweet this session: #AOM2011 1614

Moderator: Gordon Bruce Schmidt, IPFW

Participants: Barton Halpern, U.S. Army; Richard N. Landers, Old Dominion U.; James Lynch, Intel; Julia Teahen, Baker College

1615 → 🖃: (Paper Session) - (ODC) Responding to Paradoxical Tension in Organizations and the Dynamics of Organizational Ambidexterity

3:00pm - 4:30pm Grand Hyatt: Lone Star A Tweet this session: #AOM2011 1615 Chair: Karen Jansen, U. of Virginia

- → A Dialectical Process Model of Responding to Paradoxical Tension in Organizations | Paula Jarzabkowski, Aston U.; Jane Kirsten Le, U. of Sydney; Andrew H. Van de Ven, U. of Minnesota
- → Awareness and Responsiveness to Handle the Catch 22 of Organizational Change Processes in a Hospital | Harald Heinz Tuckermann, U. of St. Gallen
- Entrepreneurial Universities and Organizational Ambidexterity | Yuan-Chieh Chang, National Tsing Hua U.; Phil Yang, National Taichung U.; Hui-Ru Chi, National Changhua U. of Education; Tung-Fei Tsai Lin, National Tsing Hua U.

1616 =: (DRP Session) - (OMT) Control, Boundaries and Governance

3:00pm - 4:30pm San Antonio Convention Center: Room 007 A Tweet this session: #AOM2011 1616

Chair: Mark L. Diana, Tulane U.

■How Firms Use Organization Structure to Adapt Transactional Governance Modes Over Time? | Magdalena Dobrajska, U. of Southern Denmark; Markus C. Becker, U. of Southern Denmark; Stephan Billinger, U. of Southern Denmark How Do Weaker Firms Govern Asymmetric IORs?

Distinguishing AS-Based from Need-Based Dependence I

- Shih Chin Tai, I-Shou U.; Julia L. Lin, I-Shou U.; Fu-Sheng Tsai, Cheng Shiu U.
- ■An Examination of the Explanatory Power of Transaction Cost Economics On Sourcing Decisions | Eleni Lioliou, London School of Economics; Leslie Willcocks, London School of Economics
- ■The Antecedents and Outcome of Control in IJVs: A Control-Gap Framework | Ming-Chang Huang, Providence U.; Ya-Ping Chiu, Chung Yuan Christian U.
- Value Addition by Private Equity Firms | Christian Landau, EBS Business School; Carolin Bock, TUM School of Management

1617 =: (DRP Session) - (OMT) Rule Breaking and **Deviance in Organizations**

3:00pm - 4:30pm San Antonio Convention Center: Room 206 B Tweet this session: #AOM2011 1617

Chair: Kenji Klein, U. of California, Irvine

- Misguided Guardians: The Normative and Cognitive Institutional Derailment of Professional Conduct | Niki A. den Nieuwenboer, Santa Clara U.
- Modeling Corruption Contagion in Organizations | Jonathan Pinto, Imperial College Business School; Maziar Nekovee, U. College London
- ☐ The Influence of the Institutional Context on Corporate Illegality | Claudia Gabbioneta, U. of Genoa; Royston Greenwood, U. of Alberta; Pietro Mazzola, IULM U.; Mario Minoja, Bocconi U.
- Status and Corporate Deviance An Outcome of Self-Fulfilling Prophecy? | Rekha Krishnan, Simon Fraser U.; Rajiv Krishnan Kozhikode, U. of Groningen

1618 =: (DRP Session) - (OMT) Consequences of Status

3:00pm - 4:30pm San Antonio Convention Center: Room 207 A Tweet this session: #AOM2011 1618

Chair: Kaisa E. Snellman, Stanford U.

- ■Penetrating Caste: An Examination of Social Mechanisms that Divide and Unite Academia | Dali Ma, Drexel U.; Ehsan Fakharizadi, Drexel U.
- Being First or Making a Difference? A Study of U.S. VC Investments Into the "Clean" Energy Sector | Antoaneta Petkova, San Francisco State U.; Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne; Xin Yao, U. of Colorado, Boulder; Sanjay Jain, Santa Clara U.
- ■When Success Breeds Competition: The Dark Side of Status | Curt Moore, Texas Christian U.; G. Tyge Payne, Texas
- Who Engages in Contested Practices in the Champagne Industry? Not the Usual Suspects | Amandine Ody-Brasier, London Business School
- → The Risk of Having More Than One Good Reputation | Joris J. Ebbers, U. of Amsterdam; Nachoem M. Wijnberg, U. of Amsterdam

1619 =: (Paper Session) - (OMT) Social Movements and **New Industry Emergence**

3:00pm - 4:30pm San Antonio Convention Center: Room 214 B Tweet this session: #AOM2011 1619

Chair: Rebecca Henn, U. of Michigan

- ■Against the State: The Case of Chinese Mobile Phones | Chuan-Kai Lee, National Tsing Hua U.; Shih-Chang Hung, National Tsing Hua U.
- ₱ Industries, Social Movements, and Institutions: The Case of Wind Power | Desiree F. Pacheco, Portland State U.; Jeffrey G. York, U. of Colorado, Boulder; Tim Hargrave, U. of Washington, Bothell
- Social Movements, Institutional Logics and the Emergence of Electric and Hybrid Drive | Byungchae Jin, U. of Maryland, College Park
- ■Institutional Heterogeneity, Innovation, and Entrepreneurship in the U.S. Biodiesel Fuel Sector | Shon R Hiatt, Harvard Business School

1620 ■: (Paper Session) - (OMT) Intraorganizational Networks

3:00pm - 4:30pm San Antonio Convention Center: Room 214 C Tweet this session: #AOM2011 1620

Chair: Natalie C. Cotton, U. of Michigan

- ■The Primacy of Affect in Intraorganizational Task Networks | Tiziana Casciaro, U. of Toronto; Miguel Sousa Lobo, INSEAD
- ■Reconnection Choices and the Dominance of the Irrelevant Past | Daniel Z. Levin, Rutgers U.; Jorge Walter, George Washington U.
- □ Intraorganizational network as structural antecedents of work-family conflict | Han Jiang, Tulane U.; Cynthia E. Devers, Tulane U.; Jie Jiao, Tsinghua U.
- Organizations: When Social Networks Do Not Matter? | Otto Koppius, RSM Erasmus U.; Joey van der Capellen, RSM Erasmus U.: Koen Dittrich. RSM Erasmus U.

1621 ☐: (Paper Session) - (OMT) Social Psychological Processes in the Emergence of New Firms

3:00pm - 4:30pm San Antonio Convention Center: Room 218

Tweet this session: #AOM2011 1621 Chair: Ralph Stablein, Massey U. Facilitator: Mukti V Khaire, Harvard U.

- ■Organization as an Emergent Accomplishment | Dionysios D. Dionysiou, ALBA Graduate Business School
- ■Organizational Learning Through the Lens of Identity: The Case of Innovation Awards | Michael P. Ciuchta, U. of Central Florida; Anne S Miner, U. of Wisconsin, Madison
- The Microfoundations of Organizational Imprinting: The Role of Transactive Autobiographical Memory | Peter T. Bryant, IE Business School

1622 ■: (Paper Session) - (ONE) Conceptions of Time, Pace and Scale in Corporate Environmental Performance

3:00pm - 4:30pm Marriott Riverwalk: Salon E Tweet this session: #AOM2011 1622

Chair: Sara B. Soderstrom, U. of Michigan

- ☐ The Importance of Upper Echelons' Time Perspective in Shaping Corporate Environmental Performance | Natalia Ortiz-de-Mandojana, U. of Granada; Pratima Bansal, U. of Western Ontario; J. Alberto Aragón-Correa, U. of Granada
- ₱──Managing the Time Paradox in Business Sustainability I Natalie Slawinski, Memorial U. of Newfoundland; Pratima Bansal, U. of Western Ontario

Bigger, Better, Faster, More: The Effects of Pace and Scale on Environmental Performance | Robert Ryan Raffety, Richard Ivey School of Business

1623 ■ JS: (ONE, HR, ODC) Leading Organizational **Environmental Sustainability Efforts: Illuminating Roles** and Requirements

3:00pm - 4:30pm Grand Hyatt: Lone Star D Tweet this session: #AOM2011 1623

Chairs: Cathy Lynn Zeien DuBois, Kent State U.; David DuBois, **PSRI**

Discussant: John C Hollwitz, Fordham U.

On the Green Frontlines: Understanding the Sustainability Manager's Job | David DuBois, PSRI; Cathy Lynn Zeien DuBois, Kent State U.; Jason Lindesmith, Kent State U.

Passion Meets Bureaucracy: Understanding the Evolution of Sustainability Coordinator Positions | Barbara A. Ribbens, Illinois State U.; Gordon P. Rands, Western Illinois U.

Strategic Human Resource Management Leadership in Organizational Environmental Sustainability | Cathy Lynn Zeien DuBois, Kent State U.; David DuBois, PSRI

Sustainability-Related Attitudes of Managers: Toward Creating a Sustainability Culture | John C Hollwitz, Fordham

1624 SHCS: (PNP) Unpacking Capacity: Five **Dimensions and Their Synergies**

3:00pm - 4:30pm Marriott Riverwalk: Salon F Tweet this session: #AOM2011 1624

Organizers: Kimberley Roussin Isett, Columbia U.; Tara Kolar Bryan, Virginia Tech

Overview and Introduction | Kimberley Roussin Isett, Columbia U.; Tara Kolar Bryan, Virginia Tech

Human Resource Capacity | Jessica Elizabeth Sowa, U. of Colorado, Denver

Financial Capacity | **Stephanie Moulton**, Ohio State U. Information Capacity | Kaifeng Yang, Florida State U. Stakeholder Capacity | Judith L. Millesen, Ohio U. Collaborative Capacity | Tara Kolar Brvan, Virginia Tech: Kimberley Roussin Isett, Columbia U.

1625 □: (DRP Session) - (SIM) Corporate Social

Responsibility and the Role of Stakeholders

3:00pm - 4:30pm Marriott Rivercenter: Conference Room 17 Tweet this session: #AOM2011 1625

Chair: Sarah Stookey, Central Connecticut State U. What Constrains Socially Responsible Managers? The 'Technical' Environment and CSR | Sean Christopher Buchanan, Schulich School of Business

- Socially Responsible Consumers and the Evaluation of Service Quality | Somyot Wattanakamolchai, Bangkok U.; Suzanne K Murrmann, Virginia Tech; Manisha Singal, Virginia
- → Social Reporting Practices of French and Brazilian Firms: An Analysis Based on Stakeholder Theory I Joao Esio Ponte Junior, U. of Fortaleza (UNIFOR); Marcelle Oliveira, U. of Fortaleza (UNIFOR); Marcos Sena, U. of Fortaleza (UNIFOR); **Oderlene Vieira Oliveira**, U. of Fortaleza (UNIFOR); Jonas Araujo Junior, U. of Fortaleza (UNIFOR)

- ■Some Stakeholders Are More Equal Than Others | Sharon Alvarez, The Ohio State U.; Yuri Mishina, Michigan State U.; Susan L. Young, Ohio State U.
- → Why and How Do Firms Gain from CSR Actions | Saroj Kumar Pani, Indian Institute of Management, Indore

1626 → □: (Paper Session) - (SIM) Corporate Social

Performance and the Consumer

3:00pm - 4:30pm Marriott Rivercenter: Salon M

Tweet this session: #AOM2011 1626

Chair: Jonathan H. Coleman, U. of Michigan

Discussant: Jacob Dahl Rendtorff, Roskilde U.

- ■Corporate Social Performance: It's in the Eye of the Stakeholder | Pamela Harper, Lally School of Management & Technology; Murad A Mithani, Lally School of Management &
- ₽ Corporate Social and Environmental Responsibility in Services: Will Consumers Pay for It? | Gunae Choi, CEIBS
- ☐ The Sport Entertainment Industry and Customer Oriented Brand Management | Jens Blumrodt, ESC Rennes School of Business; Douglas S Bryson, ESC Rennes School of Business

1627 ♥→ □JS: (SIM, HR) An Ethical Future for HRM: Philosophical, Political and Human Considerations

3:00pm - 4:30pm Marriott Rivercenter: Salon B Tweet this session: #AOM2011 1627

Chairs: Harry J Van Buren, U. of New Mexico; Michelle Greenwood. Monash U.

Discussant: Jan Schapper, La Trobe U.

- Whose Goals Are They, Anyway? Employee Voice and the Ethical Problems Posed by Unitarism | Harry J Van Buren, U. of New Mexico; Michelle Greenwood, Monash U.
- Beyond Human Resource Management: Towards A Humanistic Understanding of Managing People | Nicola M. Pless, ESADE; Thomas Maak, ESADE
- Strategic Human Resource Management and Ethics | Anne-Laure Pelissier Winkler, Rutgers U.; Miguel Angel Alzola, Fordham U.
- An Exploration of the Boundaries of Human Resource Managers' Responsibilities | David E Guest, King's College London; **Christopher Woodrow**, King's College London
- Whither Ethics? Constructing and Disciplining The International Working Body | Marian Crowley-Henry, National U. of Ireland Maynooth; Paul F Donnelly, Dublin Institute of Technology
- MNCs as Political Actors: Challenges and Implications for Human Resource Management | Andreas Georg Scherer, U. of Zurich; Christian Voegtlin, U. of Zurich

1628 ☐: (Paper Session) - (TIM) Public Policy and Innovation

3:00pm - 4:30pm San Antonio Convention Center: Room 006 A

Tweet this session: #AOM2011 1628

Chair: Vernon Bachor, Saint Cloud State U.

- Regional Disadvantage? Non-compete Agreements and Brain Drain | Matt Marx, MIT Sloan; Jasjit Singh, INSEAD; Lee Fleming, Harvard U.
- → Giving Fish or Teaching to Fish? An Empirical Study for the Effects of Government R&D Policies | Kai Xu, Texas A&M U.; Kuo-Feng Huang, National Chengchi U.

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

1629 ■: (Paper Session) - (TIM) Product Development Teams

3:00pm - 4:30pm San Antonio Convention Center: Room 006 B

Tweet this session: #AOM2011 1629

Chair: Rebeca Mendez-Duron. U. de les Illes Balears

- **○→** □ Connecting Inter-firm and Intra-firm Collaboration in NPSD Projects: Does Innovation Context Matter? Stephanie Christine Schleimer, U. of Queensland; Dries Faems, U. of Twente
- Facilitating Knowledge Sharing in the NPD Team | Shiu-Wan Hung, National Central U.; Ping-Chuan Chen, National Central U.; Chia-Chin Chang, National Central U.
- ■What Keeps Managers Away from a Losing Course of Action? Go/Stop-Decisions in NPD | Judith Vollmoeller, Technische U. München

1630 =: (Paper Session) - (TIM) The Emergence and **Evolution of Business Constructs**

3:00pm - 4:30pm San Antonio Convention Center: Room 006 C Tweet this session: #AOM2011 1630

Chair: Iva Petkova, Columbia U.

- p. Sensegiving in Nascent Innovations | Rangapriya Kannan-Narasimhan, U. of California, Los Angeles; Barbara S. Lawrence, U. of California, Los Angeles
- → The Dispersed Theoretical Origins of the Business Model Concept | Pertti Aaltonen, Aalto U.; Tuomas Maki, Helsinki U. of Technology; Jaakko Aspara, Aalto U.
- ■Business Ecosystems as Metaphor, Label and Analogy | Steven Muegge, Carleton U.
- •Moving towards agility: the contribution of a balanced scorecard system | Bruce Gurd, U. of South Australia

1631 ⊕→ SHCS: (TIM, ENT) Emerging Industries: Theory and Evidence

3:00pm - 4:30pm San Antonio Convention Center: Room 006 D

Tweet this session: #AOM2011 1631

Organizers: Gregory Theyel, U. of Cambridge; Paul Heffernan, U.

- Synchronization of Components for Industry Emergence: The Electric Vehicle Industry | Gregory Theyel, U. of Cambridge; Paul Heffernan, U. Cambridge
- The Emergence and Evolution of the Electronics Sector in Japan | Marie Anchordoguy, U. of Washington
- The Role of Entrepreneurial Finance as a Selection Mechanismin the Evolution of Industries | Nicola Dee, U. Cambridge; Finbarr Livesey, U. Cambridge; Sarah Lubik, U. Cambridge; Tim Minshall, U. Cambridge
- Spinouts from Anchors and Their Role in Knowledge Dispersion | Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
- Consideration of Industry Emergence in a Global Context | Glen Stirling Taylor, California State U. East Bay
- The Birth of New Industries: An Integrative Framework | Robin Gustafsson, Aalto U.; Mikko Jääskeläinen, Aalto U.; Markku V. J. Maula, Aalto U.; Juha Uotila, Aalto U.

Cutting through the Fog: Understanding the Competitive Dynamics in Cloud Computing | Dan Breznitz, Georgia Tech The Dynamics of Industrial Emergence: Insights from Commercial Inkjet Printing | Simon Ford, U. Cambridge; Michele Routley, U. Cambridge; Rob Phaal, U. of Cambridge; Eoin O'Sullivan, U. Cambridge; David Probert, U. of Cambridge

Tuesday 5:00PM

1632: (AAA) All-Academy Closing Reception

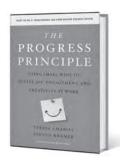
5:00pm - 7:00pm Marriott Rivercenter: Grand Ballroom Tweet this session: **#AOM2011 1632**

Come celebrate the completion of the 2011 AOM annual meeting, enjoy some refreshments and hors'devours, take in the performance of Salsa and Country-Western dancers, and even learn the Texas

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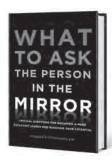


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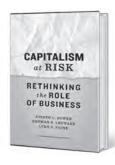


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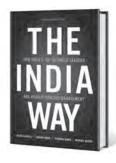


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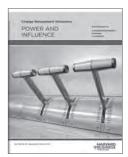
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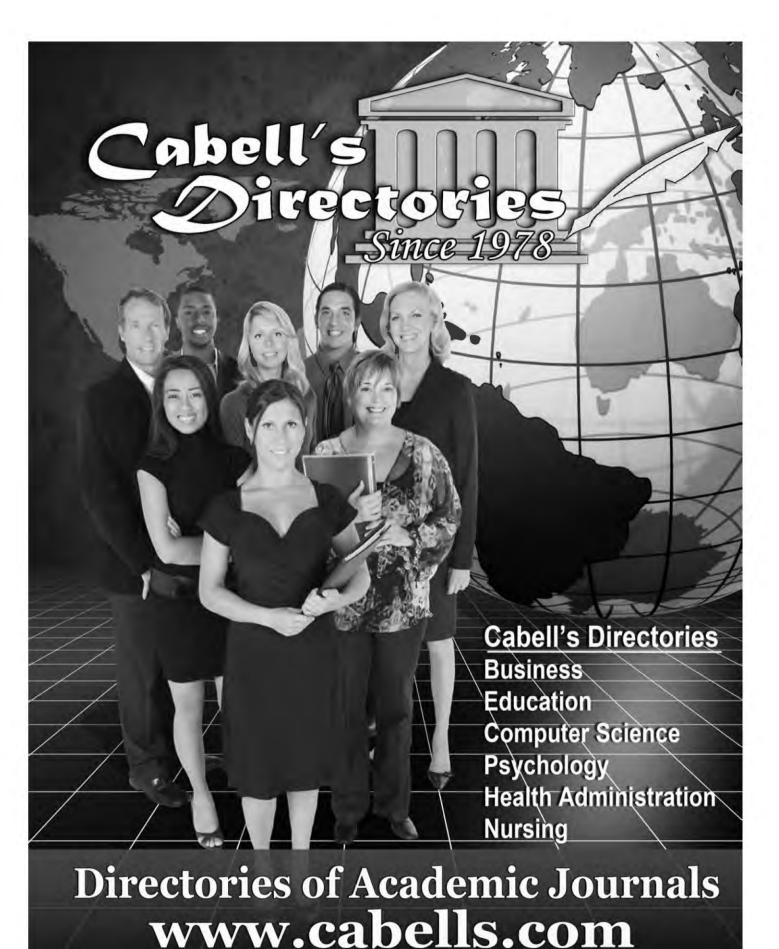
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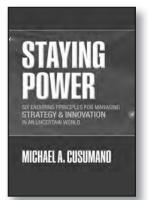
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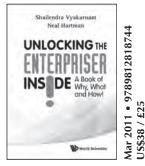
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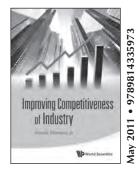
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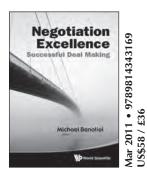
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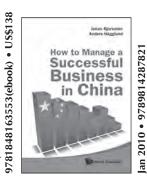
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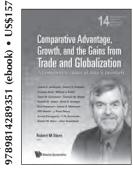
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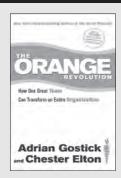
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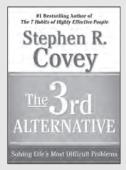


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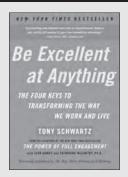
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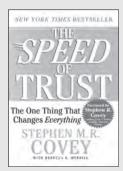
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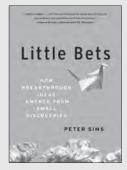


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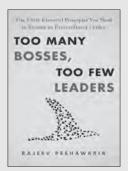
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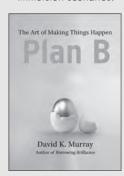
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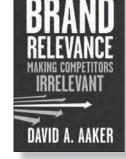


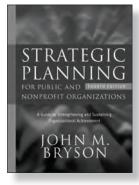
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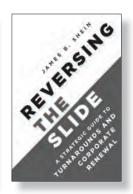
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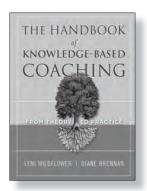


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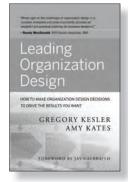
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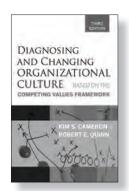
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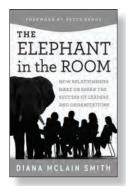


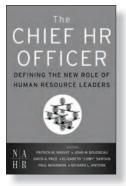
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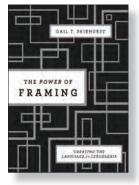
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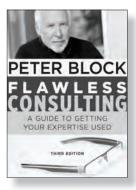
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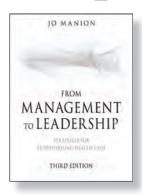




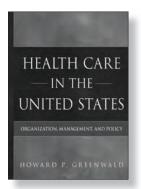
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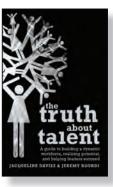
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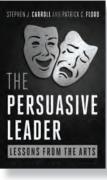
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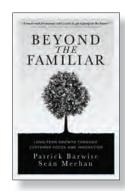
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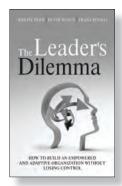
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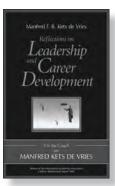
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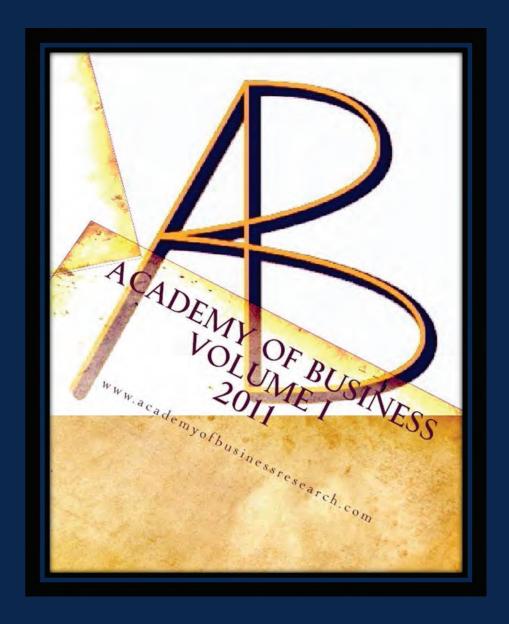
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