**Wednesday March 9, 2016**

15:00 - 17:00  Doctoral Student/Jr Faculty Consortium  Broadway III/IV

18:00 - 20:00  Offsite Dinner  Restaurant

**Thursday March 10, 2016**

07:00 - 08:00  Breakfast  Forum Suite

08:00 - 12:00  Doctoral Student/Jr Faculty Consortium (Includes Editors Session)  Broadway III/IV

08:00 - 12:00  Western Casewriters Association  Studio Suite

12:00 - 13:00  Lunch for WCA and DS/JF  Plaza Foyer

13:00 - 16:00  Doctoral Student/Jr Faculty Consortium  Broadway I & II

13:00 - 16:00  Western Casewriters Association  Studio Suite

13:00 - 16:00  Mid-Career Critical Mass: Special Session  Council Suite

14:30 - 15:00  Coffee Break  Plaza Foyer

14:45 - 16:00  Workshop: #162 Innovation and Engagement in Online Learning: It’s not all about Faculty! (TIM)  Broadway III

*Presenting Author(s): Catherine Etmanski, Royal Roads University*

*Co-Author(s): Catherine Etmanski, Royal Roads University, M. Beth Page, Royal Roads University, Kathy Bishop, Royal Roads University,*

14:45 - 16:00  Workshop: #207 Assessing Unique Rural Attributes Around Which to Create Incubators of Entrepreneurial Operations (ENT)  Forum Suite

*Presenting Author(s): Marc Duncan, Eastern Oregon University*

*Co-Author(s): Shari Carpenter, Eastern Oregon University, Marc Duncan, Eastern Oregon University,*

14:45 - 16:00  Workshop: #197 Mindfulness in Management Through Improv: An Experiential Workout for your Imagination (OB/HR)  Broadway IV

*Presenting Author(s): Jyoti Bachani, Saint Marys College of California*

16:30 - 18:00  Opening Session/Fireside Chat  Pavilion Ballroom East

18:00 - 19:30  Opening Reception  Plaza Foyer
Friday March 11, 2016

06:30 - 08:00  Newcomers’ Breakfast  Pavilion Ballroom East
(A newcomer is anyone who has attended less than 58 WAM Conferences)

08:00 - 09:15  Paper Session: Managing Cultural Differences (OB/HR)  Broadway I
Chair/ Discussant: D. Keig, US
#90 Too many Asians in universities? The effect of Social Dominance Orientation on support for admissions caps
Presenting Author(s): Angelia Gutierrez, Loyola Marymount University
Co-Author(s): Miguel Unzueta, UCLA Anderson School of Management

#105 Cross-Cultural Organizational Justice: The Fairness of University Faculty Governance
Presenting Author(s): Kirk Silvernail, University of Nevada, Las Vegas
Co-Author(s): Jane Giacobbe Miller, University of Massachusetts Amherst

#168 Employee homesickness: Remote employees reactions to being removed from relational others
Presenting Author(s): Pauline Schilpzand, Oregon State University

08:00 - 09:15  Paper Session: Change Agents and Changing Self (ONE)  Broadway II
Chair/ Discussant: A. Minto

#89 On Purpose: Leader Self-Development
Presenting Author(s): Dayna Walker, Claremont Graduate University
Co-Author(s): Becky Reichard, Claremont Graduate University

#175 Trust and Respect: The Use of Self-Disclosure in a Prison Chapel
Presenting Author(s): Ethel Vesper, The University of Phoenix

#218 All-in and reserved approaches to issue selling
Presenting Author(s): Emily Plews, University of Oregon

#244 Preparing Students for Leadership through Experiential Learning
Presenting Author(s): Lauren Rochholz, Seattle University
Co-Author(s): Maria Bauermeister, Seattle University, Jon Greer, Seattle University, Angelina Kalinovich, Seattle University, Jennifer Marrone, Seattle University, Megan Pahl, Seattle University, Barry Wilson, Seattle University

08:00 - 09:15  Symposia: #200 Organizational Scandals and Corruption: Detecting, Exposing, and Preventing (OMT)  Broadway III
Presenting Author(s): Jean Bartunek, Boston College
Co-Author(s): Denise Rousseau, Carnegie Mellon University

08:00 - 09:15  Paper Session: Managing the Politics in Work (OB/HR)  Broadway IV
Work-Family Deviance: Buffering the Effects of Work Hours Culture
*Presenting Author(s):* Merideth Ferguson, Utah State University
*Co-Author(s):* Dawn Carlson, Baylor University, Micki Kacmar, Texas State University

How role identification impacts boundary preferences: enactment and protection effects
*Presenting Author(s):* Marco Direnzo, Naval Postgraduate School
*Co-Author(s):* Johnna Capitano, Drexel University, Kathryn Aten, Naval Postgraduate School

The Mediating Role of Perceptions of Organizational Politics with other Perceived Environmental Variables
*Presenting Author(s):* Phil Thompson, Case Western Reserve University
*Co-Author(s):* Hak-Yoon Kim, Case Western Reserve University

*Presenting Author(s):* Kory Brown, Pacific Lutheran University, Charla Mathwick, Portland State University
*Co-Author(s):* Alex Bolinger, Idaho State University, Bambi Douma, University of Montana

Workshop: Understanding Ecological Worldview to Advance Sustainability Leadership Education (ONE)
*Presenting Author(s):* Steve Schein, Presidio Graduate University

Developmental Papers: Advancing Theories About Careers
*Chair/Discussant: L. Peterson*

Coaching as a liminal space: Embracing ambiguity to create meaning in a globalized company
*Presenting Author(s):* Pauline Fatien, Menlo College
*Co-Author(s):* Simon Pek, Simon Fraser University, Ken Otter, St Mary's College, Jean Nizet, Université catholique de Louvain

Higher Education Challenges in the 21st Century for Business Schools: Assessing the Effectiveness and Efficiency of Student Programming Designed to Create Effective Global Citizens
*Presenting Author(s):* Carlos Tasso Aquino, University of Phoenix, Paul Withey, University of Phoenix, Pamela Allen, University of Phoenix
*Co-Author(s):* Judith Smrha, Baker University

Employee Attitudes toward Organizational Change: a Cognitive and Social Psychological Perspective
Presenting Author(s): Jose Luis Iglesias, University of Wisconsin-La Crosse

08:00 - 09:15 Developmental Papers: Case Studies of Leadership & Management
Pavilion Ballroom West: Table 2
Chair/Discussant: P. Oo, Pullman, US

#88 Spiritual Entrepreneurial Leadership: The Entrepreneurial Storytelling of Identity Change
Presenting Author(s): Chet Barney, University of South Dakota
Co-Author(s): Rohny Saylors, Washington State University Vancouver

#150 A Phenomenological and Hermeneutic View on Universalism in Cross-Cultural Management
Presenting Author(s): Nobuyuki Chikudate, Hiroshima University

#170 Unblocking Knowledge Acquisition: A Case Study of Absorptive Capacity
Presenting Author(s): David Rogers, University of Dallas

08:00 - 09:15 Developmental Papers: Advances in Organization Studies
Pavilion Ballroom West: Table 3
Chair/Discussant: M. Meckler, Portland, US

#54 The role of ethical climate in Employee-Management Relation and Organizational Citizenship Behavior (OCB).
Presenting Author(s): Amir Hossein Maleki, Washington State University
Co-Author(s): Edwin Setiawan Sanusi, Washington State University

#146 The relationship between Personality and willingness to justify ethically suspect behavior
Presenting Author(s): Praveen Parboteeah, University of Wisconsin - Whitewater
Co-Author(s): Aditya Simha, University of Wisconsin - Whitewater

#241 Judging by its title: The link between title characteristics and citation count in management research
Presenting Author(s): Lakshmi Nair, Universita della Svizzera italiana

08:00 - 09:15 Developmental Papers: External Factors in Entrepreneurship
Pavilion Ballroom West: Table 4
Chair/Discussant: R. Eberhart, Santa Clara, US

#34 Learning off the job: Exploring the positive spillover effects of engaging in part-time entrepreneurship
Presenting Author(s): David Marshall, University of Mississippi

#71 It is the Society to Blame: VC Presence and a Forgiving Culture for Failed Entrepreneurs
Presenting Author(s): Edwin Sanusi, Washington State University
Entrepreneurial Activity: Push or Pull?

Presenting Author(s): Prasad Vemala, Robert Morris University
Co-Author(s): Matthew Breaux, McNeese State University

09:15 - 09:30 Coffee Break

09:30 - 10:45 Workshop: #113 Do I Duck or Come Out Swinging?: Navigating Power and Politics in Academia (OB/HR)
Presenting Author(s): Stephen Standifird, Butler University
Co-Author(s): Dan Moshavi, Dominican University of California, Sally Baack, San Francisco State University, James Westerman, Appalachian State University

09:30 - 10:45 Paper Sessions: Managing Institutional Boundaries (ONE/IB/ENT)

- #78 Compensating Conformity: resolving the tension between lowing the burdens of entry and obtaining legitimacy
  Presenting Author(s): Robert Eberhart, Santa Clara University
  Co-Author(s): Charles Eesley, Stanford University, Kathleen Eisenhardt, Stanford University

- #140 The Moderating Influence of Institutional Distance on the International Scope Social Performance Relationship
  Presenting Author(s): Dawn Keig, Whitworth University
  Co-Author(s): Lance Elliot Brouthers, Kennesaw State University, Victor Marshall, Kennesaw State University

- #199 Social Enterprise, Common Property, And Re-Embedding The Economy
  Presenting Author(s): Ana Maria Peredo, University of Victoria
  Co-Author(s): Helen Haugh, University of Cambridge, Murdith McLean, University of Victoria

09:30 - 10:45 Paper Session: Mindfulness & Humility (OB, Ethics)

- #181 Honesty-humility and Its Consequences in Organizational Settings: An Exploratory Study
  Presenting Author(s): Simone Meskelis, University of Dallas
  Co-Author(s): J. Lee Whittington, University of Dallas

- #249 The Dimensions of Regulatory Focus: Establishing the Distinctiveness of Prevention-Focus and Promotion-Focus
  Presenting Author(s): Suzanne Zivnuska, California State University, Chico
  Co-Author(s): Micki Kacmar, Texas State University, Matthew Valle, Elon University
#174 The Mediating and Moderating Roles of Mindfulness in the Personality and Ethical Decision-Making Relationship
Presenting Author(s): Virginia Bratton, Montana State University
Co-Author(s): Myleen Leary, Montana State University

09:30 - 10:45 Paper Session: Innovation & Innovative Res (TIM/ RM) Broadway IV
Chair/ Discussant: C. Etmanski, Victoria, CA

#25 If Too Many Cooks Spoil The Broth, Can Too Few Fix It? Unraveling Three Dogmas Of Innovation
Presenting Author(s): Mark Meckler, University of Portland
Co-Author(s): Sam Holloway, University of Portland, Rhett Brymer, Miami University

#72 Does it pay to be transparent? An Analysis of Qualitative and Quantitative Research in Leading Management Journals
Presenting Author(s): Lakshmi Nair, Universita della Svizzera italiana
Co-Author(s): Matthias Weiss, Ludwig-Maximilians Universität München, Michael Gibbert, Universita della Svizzera italiana, Martin Hoegl, Ludwig-Maximilians Universität München, Helene Koepplin, Ludwig-Maximilians Universität München

#116 Innovating innovation research: How abductive reasoning enhances the creation and dissemination of our insights
Presenting Author(s): Deborah Dougherty, Rutgers

09:30 - 10:45 Paper Session: Complex Motives of Entrepreneurship (ENT) Forum Suite
Chair/ Discussant: J. McGee, Arlington, TX/US

#36 My next career move...entrepreneurship! Conceptualizing the effects of career views on entrepreneurial intentions
Presenting Author(s): David Marshall, University of Mississippi

#104 Entrepreneurship Opportunity Engagement and the Impact of Acculturation and Job Search Information
Presenting Author(s): Lori Peterson, Louisiana State University
Co-Author(s): Michelle Ruiz, University of Houston Victoria, Santiago Ibarreche, The University of Texas El Paso, Laura Guerrero, The University of Texas at El Paso

#230 The Entrepreneurial Storytelling of Inequality Judgments
Presenting Author(s): Rohny Saylors, Washington State University Vancouver
Co-Author(s): Jesse Marczyk, New Mexico State University, Chet Barney, University of South Dakota

09:30 - 10:45 Paper Session: Leaders and Mentors (ODC/LDR/OB) Council Suite
Chair/ Discussant: B. Reichard, Claremont, CA/US
#62 A new approach in examining abusive supervision: The role of core self-evaluation and identity threat  
*Presenting Author(s):* Mortaza Zare, New Mexico State University

#82 Doctoral Student Supervision: Thoughts from Exceptional Mentors  
*Presenting Author(s):* Kay Devine, Athabasca University

#127 Influence of Grit on Leadership Behavior  
*Presenting Author(s):* Arran Caza, University of Manitoba  
*Co-Author(s):* Barry Posner, Santa Clara University

09:30 - 10:45 Developmental Papers: New Conceptual Directions  
Pavilion Ballroom West: Table 1  
*Chair/ Discussant: M. Eberly, Tacoma, Wa, US*

#119 Integrated Development Model (IDM): Integrative Framework with Deep Reflection and Incremental Accountability Cores  
*Presenting Author(s):* Greg Hardt, Georgia State University

#215 Women Leadership and Innovation; A New Model  
*Presenting Author(s):* Louise Kelly, Alliant International University  
*Co-Author(s):* Joy Pillay, Alliant International University

#226 Distinguishing Paradigms of Thought  
*Presenting Author(s):* Tomas Thundiyil, Central Michigan University

09:30 - 10:45 Developmental Papers: Considering the Influence of Culture  
Pavilion Ballroom West: Table 2  
*Chair/ Discussant: Prasad Vemala, Robert Morris University, Moon*

#80 Distinct Competencies of Service Multinational Acquirers  
*Presenting Author(s):* Rimi Zakaria, University of Wisconsin

#143 Team Effects of Bicultural Individuals: Insights from Top Football Teams Performance  
*Presenting Author(s):* Mike Szymanski, University of Victoria

#223 The 4E model of Knowledge Creation in an Indian Firm  
*Presenting Author(s):* Jyoti Bachani, Saint Marys College of California  
*Co-Author(s):* Rajen Gupta, Management Development Institute

09:30 - 10:45 Developmental Papers: Information Seeking and Processing  
Pavilion Ballroom West: Table 3  
*Chair/ Discussant: A. Hinrichs, Turlock, US*

#190 How Employers Can Improve the Financial Well-being of their Millennial Employees: Insight from Online and Offline Information Seeking
Presenting Author(s): Reka Anna Lassu, CSU Chico
Co-Author(s): Emily Huang, CSU Chico

#204 The Information Processing Approach to Leadership: Review and Future Directions
Presenting Author(s): David Rogers, University of Dallas
Co-Author(s): Marianne Lamkin, University of Dallas, J. Lee Whittington, Univeristy of Dallas

#228 How Individuals with Expertise Manage the Dilemmas of Acquiring Information from Non-Experts
Presenting Author(s): Alex Bolinger, Idaho State University

09:30 - 10:45 Developmental Papers: Managing Technology and Individual Contribution
Pavilion Ballroom West: Table 4
Chair/ Discussant: J. Woolley, Santa Clara, CA/US

#46 Social Loafers Beware! The Impact of Instructor-led Intervention on Team Contributions
Presenting Author(s): Antoaneta Petkova, SFSU
Co-Author(s): Monique Domingo, SFSU, Eric Lamm, SFSU

#216 Enterprise Social Media, Social Support and Resources for Organizational Resilience
Presenting Author(s): Kathryn Aten, Naval Postgraduate School
Co-Author(s): Gail Thomas, Naval Postgraduate School, Emily Allert, United States Navy

#219 King of the Road? A Study of the Effects of Electronic Monitoring in the Trucking Industry
Presenting Author(s): Kim Hinrichs, CSU Chico
Co-Author(s): Andrew Hinrichs, California State University, Stanislaus, Bonnie Persons, CSU Chico

10:45 - 11:00 Coffee Break
Plaza Foyer

11:00 - 12:15 Panel: #160 Andre Delbecq, Fred Luthans and Raymond Miles (OB/HR) Broadway I
Discuss Where we are, have been, and are Going
Presenter(s): Andre Delbecq, Santa Clara University, Fred Luthans, University of Nebraska, Raymond Miles, University of California, Berkeley
Co: Author(s): Thomas Wright, Fordham University

11:00 - 12:15 Paper Session: Expats and Repatriation (IB) Broadway II
Chair/ Discussant: R. Aissaoui, Athens, US

#102 Effects of Expected and Perceived Career Advancement upon Repatriation on Turnover Intentions Among German International Assignees: A Longitudinal Study
Presenting Author(s): Jan Knocke, University of Erlangen-Nuremberg
The Entrepreneurial Self-initiated Expatriates (SIE) vs. The Company-assigned Expatriate (CAE) transitioned “Expat-preneurs”: Similarities and Differences

Presenting Author(s): Yongsun Paik, Loyola Marymount University
Co-Author(s): Charles Vance, Loyola Marymount University, Yvonne McNulty, Singapore International Management University

Dancing between illusion and reality: Self-initiated expatriation of foreign-born bicultural nationals to their country of origin

Presenting Author(s): Ebru Ipek, Simon Fraser University

Dispensing pleasantries? The emergence of legitimacy and reputation for promoting medical marijuana online.

Presenting Author(s): Mark Washburn, CSU Long Beach
Co-Author(s): Kenji Klein, CSU Long Beach

Emergent Pedagogical Tools for the Digital Era

Presenting Author(s): Jyoti Bachani, Saint Marys College of California

The role of competing logics in the emergence and decline of a hybrid category: The case of edutainment

Presenting Author(s): Eunice Rhee, Seattle University
Co-Author(s): Jade Lo, Drexel University

Learn to Put Your Coaching Hat on... in the Classroom: Using Executive Coaching Principles in Teaching (ODC)

Presenting Author(s): Ida Kutscher, Bellarmine University
Co-Author(s): Lynnette Claire, University of Puget Sound

Member Engagement and Interplay in Various Policy and Strategy Arenas (BP)

Presenting Author(s): Virlena Crosley, Linfield College
Co-Author(s): Jake Creviston, Linfield College

Experiential, Easy, and Exciting Entrepreneurship (ENT) Exercises That Work Every Time

Presenting Author(s): Colleen Robb, California State University, Chico
Co-Author(s): Curt Deberg, California State University, Chico, Jeffrey Stamp, University of Minnesota

Developmental Papers: Entrepreneurship: Starting and Continuing

Chair/ Discussant: W. Danis, Victoria, BC/CA
#55 Keeping the career going: How career motivators and family support impact the decision to remain in entrepreneurship  
**Presenting Author(s):** David Marshall, University of Mississippi  
**Co-Author(s):** Clay Dibrell, University of Mississippi, Kim Eddleston, Northeastern University

#93 Principal Problem in Startups Predicts Survival Rate  
**Presenting Author(s):** Jennifer Lee, University of California, Riverside

#233 The Disruptor’s Dilemma: Turbulent Trajectories of Prominent Startups in The Emerging Clean Energy Sector  
**Presenting Author(s):** Sanjay Jain, Santa Clara University  
**Co-Author(s):** Antoaneta Petkova, SFSU, Xin Yao, U. of Colorado – Boulder, Anu Wadhwa, Imperial College London

11:00 - 12:15 Developmental Papers: Motivation  
**Pavilion Ballroom West: Table 2**  
**Chair/ Discussant:** P. Schilpzand, Corvallis, US

#103 Work Motivational Outlooks of Recreational Athletes: Do their Attitudes and Behaviors Transfer to the Workplace?  
**Presenting Author(s):** Robert Lion, Idaho State University  
**Co-Author(s):** Drea Zigarmi, The Ken Blanchard Companies and the University of San Diego, Karen Appleby, Idaho State University

#120 A Contingent Approach to Female Leader Motivation  
**Presenting Author(s):** Corinne Jenni, United States University  
**Co-Author(s):** Louise Kelly, Alliant International University

#194 Why wouldn’t you want to lead?: Examining antecedants to leadership role cost calculations  
**Presenting Author(s):** Andrew Hinrichs, California State University, Stanislaus  
**Co-Author(s):** Kim Hinrichs, California State University, Chico

11:00 - 12:15 Developmental Papers: Organizational Factors in Social Issues  
**Pavilion Ballroom West: Table 3**  
**Chair/ Discussant:** Pauline Fatien, Menlo College

#130 Dimensions of Philanthropy across the Global Wine Industry  
**Presenting Author(s):** Armand Gilinsky, Sonoma State University  
**Co-Author(s):** Sharon Forbes, Lincoln University, Rosana Fuentes Fernández, University of San Jorge

#136 Staffing Practices in Sustainable Organizations: Assessing Sustainability Values  
**Presenting Author(s):** Patricia Martinez, Loyola Marymount University  
**Co-Author(s):** Lauren Anderson, CAR, Jonathan Rojas, Whistle, Inc.
Institutional Entrepreneurship and Dynamics of Organizational Identity and Practice: Understanding how Organizations Contribute to Creating, Reproducing and Transforming Institutional Logics

Presenting Author(s): M. Saidur Rahman, University of Victoria
Co-Author(s): Monika Winn, University of Victoria, Stefano Pogutz, Università Bocconi

11:00 - 12:15 Developmental Papers: Individual Differences and Responses to Work
Pavilion Ballroom West: Table 4
Chair/ Discussant: S. Gardner, Sacramento, US

#142 Finding meaningfulness in work sensitivity: A new construct
Presenting Author(s): Donna Morrow, Satish & Yasmin Gupta College of Business, University of Dallas
Co-Author(s): Sue Conger, Satish & Yasmin Gupta College of Business, University of Dallas

#166 Does Cynicism moderate the relationship between the Big 5 personality traits and organizational commitment?
Presenting Author(s): James Bronson, University of Wisconsin - Whitewater
Co-Author(s): Aditya Simha, University of Wisconsin - Whitewater

#221 Joint Effects of Attachment Style and Exchanges on Organizational Disidentification
Presenting Author(s): Tomas Thundiyil, Central Michigan University
Co-Author(s): Inchul Cho, Texas A&M, Dan Chiaburu, Texas A&M

12:30 - 14:00 Presidential Lunch
Pavilion Ballroom East

14:15 - 15:45 Ascendant Scholars Session
Broadway I

16:00 - 17:15 Paper Sessions: Emotions and Stressful Jobs (OB/HR/LDR)
Broadway I
Chair/ Discussant: G. Seijts, London, ON/CA

#69 It's Not All Puppies and Sunshine: Emotional Regulation and Workers' Emotional Comfort Zones in Veterinary Euthanasia
Presenting Author(s): David Hannah, Simon Fraser University
Co-Author(s): Kirsten Robertson, University of the Fraser Valley

#145 Patient Safety: Examining The Role of Psychological Safety, Ethical and Safety Leadership
Presenting Author(s): Aidan Fridman, University of Calgary
Co-Author(s): Justin Weinhardt, University of Calgary

#203 Biting the Hand that Helps: Patient Injustice and the Health and Well-being of Healthcare Workers
Presenting Author(s): Aysegul Karaeminogullari, Istanbul University
Co-Author(s): Berrin Erdogan, Portland State University, Talya Bauer, Portland State University
16:00 - 17:15 Papers: Leadership & Style (LDR)  Broadway II

Chair/ Discussant: L. Monzani, London, ON/CA

#111 Elevating Performance: Leveraging Emotional Intelligence, Leadership Style & Global Mindset in Emerging Markets
Presenting Author(s): Emmanuel Dalavai, University of Dallas
Co-Author(s): Sri Beldona, University of Dallas

#139 Having two conflicting minds? Examining the link among leaders’ cognitive thinking style, employee creative self-efficacy and employee creative performance
Presenting Author(s): Guohong Helen Han-Haas, Youngstown State University
Co-Author(s): Yuntao Bai, Xiamen University

#161 Culture Shock, Talking the Talk and Walking the Walk: Acculturation and Leader-Member Exchange
Presenting Author(s): Monica Sharif, San Francisco State University
Co-Author(s): Terri Scandura, University of Miami

16:00 - 17:15 Workshop: #117 Qualitative Research as an Alternative Mainstream: Recent Advances and Future Directions (RM)  Broadway III

Presenting Author(s): Roy Suddaby, University of Victoria, Thomas Greckhamer, Louisiana State University, Hans Hansen, Texas Tech University, Blake Mathias, Louisiana State University, Christine Quinn-Trank, Vanderbilt University
Co-Author(s): Robert Gephart, University of Alberta, Chahrazad Abdallah, University of Quebec at Montreal

16:00 - 17:15 Papers: Personality & Work (OB/HR)  Broadway IV

Chair/ Discussant: Rajnandini Pillai, California State University San Marcos

#132 The Interactive Influence of Ambition and Sociability on Performance in a Behavior Description Interview
Presenting Author(s): Satoris Culbertson, Kansas State University
Co-Author(s): Allen Huffcutt, Bradley University, Allen Goeb, University of Minnesota

#192 Does Personality Play a Role in The Job Insecurity – Deviant Workplace Behavior Relationship? The Moderating Effect of Self-Esteem
Presenting Author(s): Chet Barney, University of South Dakota
Co-Author(s): Steven Elias, New Mexico State University

#210 What we do to fit in: Personality, Coping, and Person-Environment Fit
Presenting Author(s): Ellizabeth Follmer, University of Iowa

16:00 - 17:15 Papers: Stigma, Reputation & Corruption (B/S/OMT)  Forum Suite

#56 How does 'knowing better' becomes 'not knowing any different?' A reference point theory of organizational corruption
Presenting Author(s): Stelios Zyglidopoulos, University of Glasgow
Co-Author(s): Peter Fleming, Citi University London

#158 The impact of status on the effect of director dissociation from misconduct firms
Presenting Author(s): Jo-Ellen Pozner, Haas School of Business, UC Berkeley

#176 Persistent yet Fragile: Corporate Reputation During and After an Economic Recession
Presenting Author(s): Sylvia Flatt, San Francisco State University
Co-Author(s): Sharon Wagner, Linfield College

#196 A typology of organizational stigma, social exclusion, and coping strategies
Presenting Author(s): Rachida Aissaoui, Ohio University
Co-Author(s): Frances Fabian, University of Memphis, Amy Taylor-Bianco, Ohio University

16:00 - 17:15 Symposia: #121 Living on the Bridge as a Scholar-Practitioner: Council Suite
A Growing Alternative Reality (ODC)
Presenting Author(s): David Jamieson, Univ of St Thomas
Co-Author(s): Mike Horne, Brocade, Eric Sanders, Organization Development Economist, Richard Stackman, Univ of San Francisco

16:00 - 17:15 Developmental Papers: Strategic Insights Pavilion Ballroom West: Table 1
Chair/ Discussant: D. Fudge Kamal, Orange, CA/US

#66 Infiltrating the Craft: Using the “Beer Wars” to Better Understand Inter-Category Cooptation Attempts.
Presenting Author(s): Matthew Metzger, University of Colorado Colorado Springs

#81 CEO Failure in Acquisition and Subsequent Acquisition Decision Making
Presenting Author(s): Nara Jeong, Washington State University
Co-Author(s): Nari Kim, Washington State University, Sahrok Kim, Washington State University

#220 The Economic Foundations of Entrepreneurial Collaborations
Presenting Author(s): James Downing, California State University, Chico

16:00 - 17:15 Developmental Papers: Qualitative Studies of Careers Pavilion Ballroom West: Table 2
Chair/ Discussant: L. Balachandran Nair, Lugano, SWI

#153 Investigating the Interplay Between Professional Identity Construction and Relational Competencies: A Case Study of the Medical Clerkship Experience
Presenting Author(s): Njoke Thomas, Case Western Reserve University

#164 Mid-Career Faculty: A Qualitative Study of Re-crafting Careers
Presenting Author(s): Elisa Grant-Vallone, CSU San Marcos, Ellen Ensher, Loyola Marymount University
<table>
<thead>
<tr>
<th>#</th>
<th>Title</th>
<th>Presenting Author(s)</th>
<th>Chair/Discussant</th>
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<tr>
<td>#186</td>
<td>College Student-Athletes' Career Maturity as a Function of Positive Psychological Capacities</td>
<td>Rachel August, CSU Sacramento</td>
<td>G. Beenen, Fullerton, US</td>
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<td>#154</td>
<td>The Student Customer Phenomenon</td>
<td>Paul Withey, Center for Workplace Diversity Research at University of Phoenix, Pamela Allen, Center for Workplace Diversity Research at University of Phoenix</td>
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<td>#183</td>
<td>From Bench to Bedside: Developing a Leadership Education Program in Medical School</td>
<td>Stephen Linenberger, Bellevue University, John Schmidt, Creighton Medical School, Jennifer Moss Breen, Creighton University, Lucy Franks, Bellevue University</td>
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<td>#222</td>
<td>Minority is the New Mainstream: Factors of Readiness and Resistance in Addressing Changing Student-Faculty Demographics in Higher Education</td>
<td>Krystal Miguel, University of California</td>
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<td>#138</td>
<td>You Get and You Give: Exchanging Telecommuting Flexibility for a Cut in Pay?</td>
<td>Patricia Martinez, Loyola Marymount University, Philip Padovan, Loyola Marymount University</td>
<td>H. Slay-Ferraro, Seattle, WA/US</td>
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<td>#179</td>
<td>Talk is Cheap, but Ratings are Real? The Mismatch Between Qualitative Performance Feedback and Quantitative Evaluation Ratings for Women</td>
<td>Kathleen Tomlin, University of Colorado, Jill Bradley-Geist, University of Colorado</td>
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<td>#198</td>
<td>White Knighting: Exploring Manifestations of Benevolent Sexism</td>
<td>Alexander Ruiz, University of California: Irvine</td>
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16:00 - 17:15 Developmental Papers: Pedagogical Developments Pavilion Ballroom West: Table 3
Chair/Discussant: G. Beenen, Fullerton, US

16:00 - 17:15 Developmental Papers: Gender at Work Pavilion Ballroom West: Table 4
Chair/Discussant: H. Slay-Ferraro, Seattle, WA/US

18:00 - 20:00 Micro-Brewery Event (sign up required) Offsite Venue

Saturday March 12, 2016

07:00 - 08:00 Breakfast/ Business Meeting Pavilion Ballroom East

08:00 - 09:15 Paper Session: Strategic HR Broadway I
Chair/Discussant: T. Thundiyil, East Lansing, US
#167 Synergy in the Making: The Role of Strategic Human Resource Practices in the Creation of a Marketing Dynamic Capability
*Presenting Author(s): Kelly Hall, Stetson University*
*Co-Author(s): Dana Harrison, East Tennessee State University, Ryan Matthews, Kennesaw State University*

#202 Navigating the Talent War: Lessons from the Major League Baseball Free Agency Market
*Presenting Author(s): Ryan Terry, University of Texas at Arlington*
*Co-Author(s): Jeffrey McGee, University of Texas at Arlington*

#208 The Evolution of Strategic Human Resource Management: Bridging the Public-Private Divide
*Presenting Author(s): Jennifer Kroeker-Hall, University of Victoria*
*Co-Author(s): Diana Campbell, University of Victoria, Bart Cunningham, University of Victoria*

08:00 - 09:15 Panel: #144 Leader Character Development: The Key to Organizational Success
*Presenting Author(s): Lucas Monzani, Ivey Business School*
*Co-Author(s): Gerard Seijts, Ivey Business School, Mary Crossan, Ivey Business School, Thomas Wright, Fordham University, Arthur S. Degroat, Kansas State University*

08:00 - 09:15 Paper Session: Innovation Within an Industry
*Chair/ Discussant: P. Rizova, Portland, OR/US*

#48 Sourcing of Knowledge in Creation of Breakthrough Innovations: Evidence from Patents in the Information Technology Industry
*Presenting Author(s): Avimanyu (Avi) Datta, Illinois State University*
*Co-Author(s): Arvin Sahaym, Washington State University, Sang Kyun Kim, Sungkyunkwan University*

*Presenting Author(s): Armand Gilinsky, Sonoma State University*
*Co-Author(s): Robert Eyler, Sonoma State University*

#193 Institutionalizing charter schools: The role of institutional logics in the diffusion of new organizational forms
*Presenting Author(s): Rachida Aissaoui, Ohio University*
*Co-Author(s): Frances Fabian, University of Memphis*

08:00 - 09:15 Paper Session: National & Team Culture & Entrepreneurship
*Chair/ Discussant: B. Persons, Chico, US*

#58 Failing to plan but not planning to fail: A theory of business planning’s influence on entrepreneur optimism bias
*Presenting Author(s): J. Jeffrey Gish, University of Oregon*
#131 The Social Capital of Entrepreneurial Teams: Reexamining the pecking order hypothesis
Presenting Author(s): Robert Randolph, University of Nevada Las Vegas
Co-Author(s): Bart Debicki, Towson University

#212 International entrepreneurship and the theory of structuration: When is entrepreneurship truly transformative?
Presenting Author(s): Wade Danis, University of Victoria
Co-Author(s): Shazia Karmali, University of Victoria

08:00 - 09:15 Workshop: #106 Implementing and Managing Live Cases: It's Not so Scary!
Presenting Author(s): Sharyn Gardner, Sacramento State

08:00 - 09:15 Developmental Papers: Stakeholder Relationships and Attitudes
Pavilion Ballroom West: Table 1
Chair/ Discussant: R. Fehr, Seattle, WA/US

#21 Double-edged stigma diffusion: the spread of negative event to partner vs. rival
Presenting Author(s): Nara Jeong, Washington State University
Co-Author(s): Nori Kim, Washington State University, Pyayt Oo, Washington State University, Seung Lok Son, Washington State University

#122 Exogenous shocks and relational contracts: An empirical analysis
Presenting Author(s): Darcy Fudge Kamal, Chapman University
Co-Author(s): Cristina Nistor, Chapman University

#231 Company characteristics of Certified B Corporations: How do they influence consumer perceptions?
Presenting Author(s): Jeffrey English, Cleveland State University
Co-Author(s): Lori Peterson, Louisiana State University

08:00 - 09:15 Developmental Papers: Who Stays? Who Goes? Pavilion Ballroom West: Table 2
Chair/ Discussant: K. Hinrichs, CA/US

#114 When colleagues leave: The role of team turnover rate and loss of ties for job embeddedness and turnover intention
Presenting Author(s): Marion Eberly, University of Washington Tacoma
Co-Author(s): Anna Sender, University of Zurich, Bruno Staffelbach, University of Zurich

#165 The Moderated Relationship between organizational cynicism and turnover intention
Presenting Author(s): David Elloy, Gonzaga University
Co-Author(s): Aditya Simha, University of Wisconsin – Whitewater, Lazarina Topuzova, Gonzaga University
#217 Thinking about Work and Family: Rumination, Guilt, and Gender Roles

Presenting Author(s): Ryan Johnson, Ohio University
Co-Author(s): Ashley Nixon, Willamette University, Erin Eatough, City University New York, Baruch College

08:00 - 09:15 Developmental Papers: Transformational Leadership Pavilion Ballroom West: Table 3
Chair/Discussant: S. Linenberger, Bellevue, Ne, US

#99 Transformational Leadership Capacity: A Consideration and Comparison of the Extent and Determinants Among Human Resource and Not-For-Profit Leader-Managers
Presenting Author(s): F. William Brown, Montana State University
Co-Author(s): Scott Bryant, Montana State University, Terry Profota, Montana State University, Robyn Chupka, Montana State University

#108 The Effect of National Culture on the Transformational Leadership – Entrepreneurial Orientation Relationship: A Study of the Cultures of the U.S. and Russia
Presenting Author(s): Ray Pasko, University of Dallas
Co-Author(s): Sri Beldona, University of Dallas

#227 Vision Formulation in Nascent Entrepreneurial Firms
Presenting Author(s): Keith Ward, St. Edwards University

08:00 - 09:15 Developmental Papers: Fresh Insights for Old Problems Pavilion Ballroom West: Table 4
Chair/Discussant: Rimi Zakaria, University of Wisconsin, Whitewater

#61 The Dark Side of CEO Career Horizon: Evidence from R&D Spending
Presenting Author(s): Pyayt Oo, Washington State University, Nara Jeong, Washington State University
Co-Author(s): Nari Kim, Washington State University

#115 Undocumented Immigrants: Anticipated and Realized Impacts and Differentiation Drivers
Presenting Author(s): Greg Hardt, Georgia State University
Co-Author(s): Jeffrey Reed, Marian University

#172 Pursuing New Delivery Models for Higher Education: Lessons from Drexel University’s experience with branch campuses
Presenting Author(s): Keisha Liggett Nichols, Drexel University

#195 Actions and Consequences: Understanding the Role of Legitimating Agents in the Legitimacy Process
Presenting Author(s): Amy Minto, University of Oregon

09:15 - 09:30 Coffee Break Plaza Foyer

09:30 - 10:45 Symposia: #59 Teaching About Global Cultural Differences: Supporting and Challenging the Mainstream Broadway I
09:30 - 10:45  
**Paper Session: Identification and Startups**  
**Broadway II**  
*Chair/ Discussant: R. Randolph, Las Vegas, NV/US*

**#57 Organizational Re-membering: A conceptual model**  
*Presenting Author(s): William Foster, University of Alberta*  
*Co-Author(s): Roy Suddaby, University of Alberta, Christine Quinn-Trank, Vanderbilt University*

**#79 The role of government on various aspects of entrepreneurial activity**  
*Presenting Author(s): Nara Jeong, Washington State University*

**#159 Adjusting Attention Under Time Pressure and CEO Succession: the Moderating Role of Strategic Alliances**  
*Presenting Author(s): Violetta Gerasymenko, OSU College of Business*  
*Co-Author(s): Jonathan Arthurs, OSU College of Business*

09:30 - 10:45  
**Workshop: #63 Publishing while Teaching: Sustaining Research Productivity in a “Teaching” School**  
**Broadway III**  
*Presenting Author(s): Jennifer Woolley, Santa Clara University*  
*Co-Author(s): Antoaneta Petkova, SFSU, Holly Slay-Ferraro, Seattle University*

09:30 - 10:45  
**Paper Session: Motivated to do Well**  
**Forum Suite**  
*Chair/ Discussant: D. Moshavi, San Rafael, Ca, US*

**#60 Being a Good Citizen to Your Peer: Investigating the Antecedents of Task-focused Interpersonal Citizenship Behavior**  
*Presenting Author(s): Eunkyung Lee, University of San Francisco*  
*Co-Author(s): Woonki Hong, Ulsan National Institute of Science and Technology, Jooyeon Son, University of Illinois at Urbana-Champaign*

**#95 Examining the Motivational Megatheory: Integrating Equity Sensitivity, Goal Setting, and Equity**  
*Presenting Author(s): Satoris Culbertson, Kansas State University*  
*Co-Author(s): Christopher Waples, University of Nebraska Kearney*

**#245 Flipping Class: A Comparison of Conventional and Flipped Instruction Outcomes for Students in an Organizational Behavior Course**  
*Presenting Author(s): Gerard Beenen, California State University, Fullerton*

09:30 - 10:45  
**Panel: #185 Leading Classroom Transfer of Knowledge: Does the Emphasis on Faculty Research Create an Ethical Dilemma?**  
**Council Suite**  
*Presenting Author(s): Jim Francis, Colorado State University*
10:45 - 11:00  Coffee Break  
Plaza Foyer

11:00 - 12:30  Closing Session – JMI & Generative Curiosity Workshop  
Pavilion Ballroom West