# Table of Contents

WELCOME TO THE 2013 MEETING OF THE SOUTHERN MANAGEMENT ASSOCIATION .......................... 1

PROGRAM HIGHLIGHTS .......................................................................................................................... 2

ABOUT SMA .................................................................................................................................................. 3

SMA PLACEMENT SERVICES ....................................................................................................................... 3

SMA 2013 SPONSORS .................................................................................................................................. 3

SMA OFFICERS .............................................................................................................................................. 4

SMA 2013 PROGRAM COMMITTEE ........................................................................................................... 4

SMA BOARD MEMBERS .............................................................................................................................. 4

JOURNAL OF MANAGEMENT EDITORS ..................................................................................................... 4

SMA FELLOWS .............................................................................................................................................. 4

SMA PAST PRESIDENTS (LISTED BY YEAR) .................................................................................................. 5

SUSTAINED OUTSTANDING SERVICE AWARD WINNERS (LISTED BY YEAR) ........................................... 6

SMA 2013 TRACK CHAIRS .......................................................................................................................... 6

AWARDS COMMITTEES ................................................................................................................................ 7

2013 SMA AWARDS .................................................................................................................................... 8

SMA 2013 REVIEWERS ................................................................................................................................ 10

SMA 2013 PROGRAM SCHEDULE ........................................................................................................... 14

TUESDAY .................................................................................................................................................. 14

WEDNESDAY .............................................................................................................................................. 16

THURSDAY .................................................................................................................................................. 15

FRIDAY ....................................................................................................................................................... 37

SATURDAY .................................................................................................................................................. 55

PARTICIPANT INDEX .................................................................................................................................... 64

SMA 2014 - CALL FOR PAPERS .................................................................................................................. 67

HOTEL MONTELEONE - MEETING SPACE LAYOUT ................................................................................. Back Outside Cover
Welcome to the 2013 Meeting of the Southern Management Association

Welcome to New Orleans and the 2013 SMA Meeting. This is our first visit to New Orleans since 2001, and despite the devastation wrought by Hurricane Katrina in 2005, the city is just as we remembered – even better! This year’s SMA conference, as always, will provide an intellectually stimulating environment through both its formal and informal activities.

Wednesday’s pre-conference activities include two doctoral consortia (chaired by Tyge Payne, and coordinated by Amy Henley and Franz Kellermanns) that are designed specifically for early (1st and 2nd year) and late program doctoral students, respectively. For the second time, our pre-conference activities will include a consortium (chaired by Lucy Ford and Jonathon Halbesleben, and coordinated by Preeti Wadhwa) designed for students who have not yet begun doctoral studies.

The conference begins with a “Welcome and Get Involved” reception from 6:00-7:00pm Wednesday night. This is your chance to sign-up to participate in one of five new volunteer committees that will meet on Thursday afternoon (from 2:30-3:30). We hope that your input through these committees will make SMA even stronger, and that these committees will furnish a new avenue for you to become involved.

The scholarly program begins on Thursday morning with the combined “Café SMA” Networking Breakfast and Pre-Doctoral Poster Session, and runs through noon on Saturday. This year we received a record number of submissions (574) across eight research tracks, a new “innovative teaching” track, and the Pre-doctoral (poster-session) track. We have more than 100 different sessions on the program, including paper sessions, workshops, symposia, and panels, which cover a wide range of topics. Also, throughout the program you’ll find a number of methods and teaching workshops (organized by Chris Shook). In short, there is something for everyone, and it won’t be difficult to find sessions that are highly relevant to your particular areas of interest.

Of course, much of the excitement and value of the conference comes before, during, and after sessions, when you have the opportunity to meet up with current colleagues and get to know new ones. We encourage you to attend Thursday morning’s networking breakfast and to take advantage of the various networking breaks during the conference. These all take place in the Queen Anne Ballroom, which we will use as the “SMA lobby”. We also hope that you will attend the SMA Business Meeting Friday evening, where we will recognize this year’s award winners, including the Hunt Sustained Outstanding Service Award. This year’s winner is Kevin Mosholder from Auburn University. A reception in his honor follows the Business Meeting. This year’s “big” Sage-sponsored party is “SMA in the SWAMP” on Thursday night. The SWAMP is a multi-level bar on Bourbon Street, just a short walk from Hotel Monteleone. The food is a full meal of Jambalaya, “debris” Po-boys, and other Louisiana favorites, followed, of course, with King Cake. The bar will be “open”, so come and listen (or dance) to the live band, throw beads from the balcony, or chat with colleagues.

Although you’ll be busy with conference activities, do take the opportunity to enjoy the fantastic food and entertainment that New Orleans offers. We have ordered tourism guides with coupons that will be available at the registration desk. Grab one and enjoy.

It takes the efforts of many people to make the SMA Conference possible. In addition to those already mentioned, a huge thanks go to the Track Chairs (Russell Crook, Frances Fabian, Joyce Heames, Oscar Holmes, Millicent Nelson, Don Klueemer, Chris Rosen, Matt Rutherford, Jeremy Short, James Vardaman), to Geralyn Franklin (Site Coordinator), Joy Karriker (Conference On-Site Coordinator), and Rahul Sawhney (IT expert). Thanks also to all those who submitted, reviewed papers, and served in any capacity on the program. This program could not happen without the efforts of SMA volunteers.

Again, our warmest welcome to all of you joining us for SMA 2013. We hope that you enjoy your visit to New Orleans and that you find this year’s program interesting and rewarding.

Sincerely,

Jim Combs, Vice President and Program Chair
Tim Barnett, President
Throughout this year’s meeting the Queen Anne Ballroom will be the SMA “lobby”, providing a space for our Networking Breaks and for SMA members to congregate and meet in small groups. With one exception (Thursday 10:30am – 12:00pm), Bonnet Carre (right outside Queen Anne) will also be set up with tables and chairs for small working groups. In addition to Wednesday’s doctoral consortia and pre-doctoral consortium, and the outstanding competitive paper sessions and competitive symposia/workshops, please note the following Professional Development Institute (PDI) sessions and other special events in this year’s program. Additional information on these special sessions and events, including full descriptions and list of coordinators/presenters, can be found in the daily program schedule.

### Wednesday (November 6)

- **6:00pm – 7:00pm in Queen Anne Ballroom** - Please join us for a drink and light hors d’oeuvres at the “Welcome and Get Involved Reception”. You will have an opportunity to volunteer to serve on one of five new working committees that will meet Thursday afternoon.

### Thursday (November 7)

- **7:00am - 8:30am in Queen Anne Ballroom** - “Café SMA” Networking Breakfast
- **7:00am - 8:30am in Queen Anne Ballroom** – Pre-Doctoral Poster Session
- **8:00am - 9:30am in La Nouvelle West** - PDI: Experience Sampling Methodology: A Primer (co-sponsored by the Research Methods Division of the Academy of Management)
- **10:00am -12:00pm in La Nouvelle West** - PDI: The Analysis of Change through Latent Growth Modeling (co-sponsored by the Research Methods Division of the Academy of Management)
- **1:00pm - 3:00pm in La Nouvelle West** - PDI: Introduction to the Measurement of CEO or Leader Effects with Variance Decomposition Analysis (co-sponsored by the Research Methods Division of the Academy of Management)
- **2:30pm - 3:30pm in 2nd Floor Meeting Rooms** – “Rolling” attendance at the volunteer committees. A special networking break for participants will be in the 2nd floor Board Room
- **3:00pm - 5:00pm in La Nouvelle West** - PDI: Content Analysis in Management Research (co-sponsored by the Research Methods Division of the Academy of Management)
- **6:30pm - 9:30pm “SMA in the SWAMP”** - Join us at the SWAMP at 516 Bourbon Street for a night that SMA won’t forget! Thanks to SAGE, you will enjoy hors d’oeuvres followed by a Louisiana style dinner buffet with (gluten free) jambalaya and pork debris po-boys, and king cake for dessert. As it should be on Bourbon Street, the bar will be open. YOU MUST HAVE YOUR SMA NAME BADGE TO GET INTO THE SWAMP!!!!

### Friday (November 8)

- **8:00am - 9:30am in La Nouvelle West** – PDI: The Anatomy of a Contribution (co-sponsored by the Research Methods Division of the Academy of Management)
- **10:00am - 12:00pm in La Nouvelle West** – PDI: Moderation, Mediation, and a Little Moderated Mediation: Recommended Practices (co-sponsored by the Research Methods Division of the Academy of Management)
- **1:00pm - 3:00pm in La Nouvelle West** – PDI: An Introduction to Multilevel Modeling (co-sponsored by CARMA)
- **1:15pm - 2:45pm in La Nouvelle East** – Teaching PDI: International Perspectives on Teaching
- **3:00pm - 5:00pm in La Nouvelle West** – PDI: Basic Techniques in Structural Equation Modeling (co-sponsored by CARMA)
- **3:15pm - 4:45pm in La Nouvelle East** – Fellows Session: Reviewer Wars – The Good, the Bad, and the Ugly.
- **5:15pm – 6:15pm in Queen Anne Ballroom** - SMA Business Meeting
- **6:30pm – 7:30pm in La Nouvelle East & West SMA Presidential Reception** - Come and honor our outgoing SMA President Tim Barnett and our Hunt Award Winner Kevin Mossholder. Enjoy light hors d’oeuvres, soft drinks, and a cash bar (that will accept the drink ticket you received at the Business Meeting).
The Southern Management Association (SMA) is a domestic affiliate of the Academy of Management. The mission of SMA is to create value for our members, organizations, and society through professional development, high-impact scholarship and teaching, and engaging programs. We do this in a socially responsible manner while maintaining a sense of community that involves nurturing members, building collaborations, enhancing life-long friendships, and making a difference with our activities. Presently, the SMA membership consists of approximately 1,000 management professors, doctoral students, and executives representing more than 200 colleges, universities, and business firms in 43 states and several foreign countries.

SMA provides a variety of professional activities and events for those who are interested in the study of management. Towards this end, the critical objectives of SMA are the development and dissemination of new ideas and approaches to the research, teaching, and practice of management. It strives to keep members abreast of new knowledge and practices in the field and to create a professional community that exchanges ideas and provides assistance to others. In addition, SMA maintains the currency of knowledge and skills of members, as well as shares expertise about how to achieve excellence in the performance of our academic and professional roles. Finally, SMA promotes collegial relationships and friendships.

**SMA Mission Statement**

We create value for our members, organizations, and society through professional development, high-impact scholarship and teaching, and engaging programs. We do this in a socially responsible manner while maintaining a sense of community that involves nurturing members, building collaborations, enhancing life-long friendships, and making a difference with our activities.

**SMA Placement Services**

Placement Services are now online and available for use at [http://southernmanagement.org/placements/](http://southernmanagement.org/placements/). All applicant and position postings will be handled via the SMA web site. The placement web site can be reached from the SMA main web page.

**SMA Welcomes…**

<table>
<thead>
<tr>
<th>Our Meeting Sponsors</th>
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<tbody>
<tr>
<td>SAGE</td>
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<tr>
<td>THE UNIVERSITY OF MEMPHIS</td>
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<td>Department of Management</td>
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<td>Fogelman College of Business &amp; Economics</td>
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Southern Management Association

OFFICERS

President
Tim Barnett, Mississippi State University

President Elect
Christopher Shook, Auburn University

Vice President/Program Chair
James G. Combs, University of Alabama

Vice President/Program Chair Elect
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Bennett Tepper, Ohio State University

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Conference Site Coordinator
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Conference On-Site Coordinator
Joy H. Karriker, East Carolina University

Placement Director
Patricia A. Lanier, University of Louisiana at Lafayette

2013 PROGRAM COMMITTEE

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James G. Combs, University of Alabama

Conference Site Coordinator
Geralyn McClure Franklin, University of Dallas

Conference On-Site Coordinator
Joy H. Karriker, East Carolina University

PDI Coordinator
Christopher Shook, Auburn University

BOARD MEMBERS

2010-2013 Term
Garry Adams, Auburn University
Jonathon R. B. Halbesleben, University of Alabama
Amy Henley, Kennesaw State University

2011-2014 Term
Matt Bowler, Oklahoma State University
Janaki Gooty, UNC Charlotte
Annette Ranft, University of Tennessee

2012-2015 Term
Laura M. Little, University of Georgia
Matthew W. Rutherford, Virginia Commonwealth University
David J. Woehr, UNC Charlotte

JOURNAL OF MANAGEMENT

Editor:
Deborah E. Rupp, Purdue University

Senior Associate Editor:
Patrick M. Wright, University of South Carolina

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Karl Aquino, The University of British Columbia
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Michelle K. Duffy, University of Minnesota
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Mark Griffin, The University of Western Australia
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Annette L. Ranft, The University of Tennessee
Marshall Schminke, University of Central Florida
Jeremy C. Short, University of Oklahoma
J. Craig Wallace, Oklahoma State University

FELLOWS

Active Fellows
David Allen, University of Memphis
Achilles Armenakis, Auburn University
Arthur G. Bedeian, Louisiana State University
John D. Blair, Texas Tech University
M. Ronald (Mike) Buckley, University of Oklahoma
Archie B. Carroll, University of Georgia
James G. Combs, University of Alabama
Russell Cropanzano, University of Arizona
Angelo DeNisi, Tulane University
W. Jack Duncan, University of Alabama in Birmingham
Daniel C. Feldman, University of Georgia
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Robert C. Ford, University of Central Florida
Myron D. Fottler, University of Central Florida
William L. Gardner, Texas Tech University
Mark B. Gavin, West Virginia University
Charles R. Greer, Texas Christian University
Ricky W. Griffin, Texas A&M University
Theodore T. Herbert, Rollins College
Wayne Hochwarter, Florida State University
Bill Holley, Auburn University
K. Michele (Micki) Kacmar, University of Alabama
Dave Ketchen, Auburn University
Mark Martinko, University of Queensland
Bruce M. Meglino, University of South Carolina
Kevin W. Mossholder, Auburn University
Pamela Perrewé, Florida State University
Chuck Pierce, University of Memphis
Terri A. Scandura, University of Miami
Chester Schriesheim, University of Miami
Anson Seers, Virginia Commonwealth University
Sherry Sullivan, Bowling Green University
Bennett Tepper, Ohio State University
Robert Vandenberg, University of Georgia
David D. Van Fleet, Arizona State University
Margaret "Peg" Williams, Wayne State University
Daniel A. Wren, University of Oklahoma
Shaker A. Zahra, University of Minnesota

Inactive Fellows
William Fox
Robert Fulmer, Pepperdine University
J. Bernard Keys
Dennis Ray
Vida Scarpello, Georgia State University

In Memoriam
Robert P. Vecchio
James G. "Jerry" Hunt
Leon Megginson
Charles R. Scott
Max S. Wortman, Jr.
<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Bennett Tepper</td>
<td>Georgia State University</td>
<td>(2011-2012)</td>
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<tr>
<td>Mark B. Gavin</td>
<td>Oklahoma State University</td>
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<td>Margaret L. Williams</td>
<td>Wayne State University</td>
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<td>Allen C. Amason</td>
<td>University of Georgia</td>
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<td>Charlotte D. Sutton</td>
<td>Auburn University</td>
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<td>William L. Gardner</td>
<td>Texas Tech University</td>
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<td>Anson K. Seers</td>
<td>Virginia Commonwealth University</td>
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<td>Christine M. Riordan</td>
<td>Texas Christian University</td>
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<td>Terri A. Scandura</td>
<td>University of Miami</td>
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<td>Kevin W. Mossholder</td>
<td>Louisiana State University</td>
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<td>Donna E. Ledgerwood</td>
<td>University of North Texas</td>
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<td>Tammy G. Hunt</td>
<td>UNC Wilmington</td>
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<td>Mark J. Martinko</td>
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<td>Rose L. Knotts</td>
<td>University of North Texas</td>
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<td>Daniel S. Cochran</td>
<td>Mississippi State University</td>
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<td>John A. Pearce II</td>
<td>George Mason University</td>
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<td>W. Alan Randolph</td>
<td>University of South Carolina</td>
<td>(1987-1988)</td>
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<td>B. Wayne Kemp</td>
<td>University of Tennessee-Martin</td>
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<td>Achilles A. Armenakis</td>
<td>Auburn University</td>
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<td>W. Jack Duncan</td>
<td>University of Alabama at Birmingham</td>
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<td>Dorothy N. Harlow</td>
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<td>Dennis F. Ray</td>
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<td>Vince P. Luchsinger, Jr.</td>
<td>Texas Tech University</td>
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<td>John E. Logan</td>
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<td>Ogden H. Hall</td>
<td>University of New Orleans</td>
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<td>Jay T. Knippen</td>
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<td>James M. Todd</td>
<td>University of Memphis</td>
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<td>Leon C. Megginson</td>
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<td>Richard I. Levin</td>
<td>UNC Chapel Hill</td>
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<td>Max B. Jones</td>
<td>Old Dominion University</td>
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<td>Bernad J. Bienvenu</td>
<td>University of Southwestern Louisiana</td>
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<td>Burnard H. Sord</td>
<td>University of Texas-Austin</td>
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<td>Claude S. George, Jr.</td>
<td>UNC Chapel Hill</td>
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<td>Herbert G. Hicks</td>
<td>Louisiana State University</td>
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<td>William M. Fox</td>
<td>University of Florida</td>
<td>(1963-1964)</td>
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<tr>
<td>Joseph L. Massie</td>
<td>University of Kentucky</td>
<td>(1962-1963)</td>
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**William M. Fox**
**Leon C. Megginson**
**Claude S. George, Jr.**

***Howard R. Smith***
***Edward H. Anderson***
***Gustav T. Schwenning***

* Affiliations are at time of office.
**The first three heads of the SMA were Program Chairs for the Management Section of the Southern Economic Association (SEA). Fox was Program Chair in 1962, but Massie was elected SMA’s Founding President the same year.
***SEA President who was influential in establishing an SEA Management Section.
JAMES G. (JERRY) HUNT SMA SUSTAINED OUTSTANDING SERVICE AWARD WINNERS*

Kevin W. Mossholder
Mark J. Martinko
Geralyn McClure Franklin
K. Michele Kacmar
Chester A. Schriesheim
Pamela W. Perrewé
W. Jack Duncan
Robert C. Ford
David D. Van Fleet
Arthur G. Bedeian
James G. (Jerry) Hunt
Auburn University 2013
University of Queensland 2012
Stephen F. Austin State University 2011
University of Alabama 2010
University of Miami 2009
Florida State University 2008
University of Alabama at Birmingham 2007
University of Central Florida 2006
Arizona State University – West 2005
Louisiana State University 2004
Texas Tech University 2003

*Affiliations are at time of award

SMA 2013 TRACK CHAIRS

- Entrepreneurship & Innovation
  Matt Rutherford, Virginia Commonwealth University
  (mwrutherford@vcu.edu)

- Information Technology
- Health Care
- Hospitality Management
  James Vardaman, Mississippi State University
  (james.vardaman@msstate.edu)

- Public Administration
- Management History
  Joyce Heames, West Virginia University
  (joyce.heames@mail.wvu.edu)

- Management Education
- Organization Theory
  Frances Fabian, University of Memphis
  (FFabian@memphis.edu)

- International Management
- Strategic Management
  T. Russell Crook, University of Tennessee
  (trc@utk.edu)

- Human Resources & Careers
- Research Methods
  Donald H. Kluemper, University of Illinois at Chicago
  (kluemper@uic.edu)

- Organizational Behavior
  Chris Rosen, University of Arkansas
  (crosen@walton.uark.edu)

- Ethical, Social & Diversity Issues
  Millicent Nelson, Middle Tennessee State University
  (M.Nelson@mtsu.edu)

- Pre-Doctoral*
  Oscar Holmes IV, Rutgers, The State University of New Jersey
  (Oscar.HolmesIV@rutgers.edu)

- Innovative Teaching*
  Jeremy Short, University of Oklahoma
  (Jeremy.Short@ou.edu)
### BEST PAPER COMMITTEES

**Best Overall Conference Paper**
- Talya Bauer, Portland State University
- Mike Buckley, Oklahoma University
- Franz Kellermanns, University of North Carolina Charlotte
- Bruce Lamont, Florida State University
- Annette Ranft, University of Tennessee

**Best Overall Doctoral Student Paper**
- Gary Castrogiovanni, Florida Atlantic University
- Brian Connelly, Auburn University
- William Gardner, Texas Tech University
- Charles Pierce, University of Memphis

### BEST PAPER IN TRACK COMMITTEES

**Entrepreneurship & Innovation, Information Technology: Best Track Paper Committee**
- Jeff Pollack, University of Richmond
- Joseph E. Coombs, Virginia Commonwealth University
- Daniel Holt, Mississippi State University

**Entrepreneurship & Innovation, Information Technology: Best Doctoral Paper Committee**
- Brian Nagy, Bradley University
- Susan M. Coombs, Virginia Commonwealth University
- Neil Tocher, Idaho State University

**Ethical, Social & Diversity Issues: Best Track Paper Committee**
- Garry Adams, Auburn University
- Crissie M. Frye, Eastern Michigan University
- Jakari Griffith, Bridgewater State University

**Ethical, Social & Diversity Issues: Best Doctoral Paper Committee**
- James E. King Jr., University of Alabama
- Sammie L. Robinson, Texas Southern University
- Shalei V. K. Simms, SUNY College at Old Westbury

**Health Care, Hospitality Management, Public Administration: Best Track Paper Committee**
- Mona Al-Amin, Suffolk University
- Daniel T. Holt, Mississippi State University
- Tom J. Sanders, University of Montevallo

**Health Care, Hospitality Management, Public Administration: Best Doctoral Paper Committee**
- Darla J. Domke-Damonte, Coastal Carolina University
- Mark Mitchell, Coastal Carolina University
- Rohit Pradhan, University of Alabama-Birmingham

**Human Resources & Careers, Research Methods**
- Jenny Hoobler, University of Illinois at Chicago
- Mark Bing, University of Mississippi
- Frankie Weinberg, Loyola University New Orleans

**Organization Theory, International Management: Best Track Paper Committee**
- Russell E. Johnson, Michigan State University
- Chris Henle, Colorado State University,
- Brad Harris, University of Illinois

**Organization Theory, International Management: Best Doctoral Paper Committee**
- Jennifer Kish-Gephart, University of Arkansas
- Chu-Hsiang Chang, Michigan State University,
- Jonathon Halbesleben, University of Alabama,
- Denise Breaux-Soignet, University of Arkansas

**Organizational Behavior: Best Track Paper Committee**
- Tony Swaim, Kennesaw State
- Somnath Lahiri, Illinois State
- Brian Soebbing, Louisiana State University

**Organizational Behavior: Best Doctoral Paper Committee**
- Felipe Massa, Loyola University of New Orleans
- Darla Domke-Damonte, Coastal Carolina University
- Jan Flynn, Georgia College

**Strategic Management: Best Track Paper Committee**
- Terry Leap, University of Tennessee
- Steve Michael, University of Illinois
- Rhonda Reger, University of Tennessee

**Strategic Management: Best Doctoral Paper Committee**
- Kincy Madison, University of Tennessee
- Frank Butler, University of Tennessee Chattanooga
- Tim Madden, Old Dominion University
### 2013 SMA Awards

#### BEST OVERALL CONFERENCE PAPER
**REVERSING THE LENS IN LEADERSHIP RESEARCH: INVESTIGATING FOLLOWER ROLE ORIENTATION AND LEADER OUTCOMES**

Melissa K. Carsten, Winthrop University  
Mary Uhl-Bien, The University of Nebraska-Lincoln  
Avin Manoj Jayawickrema, Winthrop University  
Presented: Friday, 8:30am - 10:00am in Royal D

#### BEST OVERALL DOCTORAL STUDENT PAPER
**A MULTILEVEL ANALYSIS OF LEADER-MEMBER EXCHANGE DIFFERENTIATION, IDIOSYNCRATIC DEALS, AND JUSTICE WITHIN TEAMS**

Chenwei Liao, University of Illinois at Chicago  
Sandy J. Wayne, University of Illinois at Chicago  
Robert C. Liden, University of Illinois at Chicago  
Jeremy D. Meuser, University of Illinois at Chicago  
Presented: Saturday, 10:30am - 12:00pm in Royal B

### BEST TRACK PAPERS

#### Entrepreneurship & Innovation, Information Technology
**THE ROBUSTNESS OF INSTITUTIONS AND ENTREPRENEURSHIP OUTCOMES IN DEVELOPING AND EMERGING ECONOMIES**

Theodore Khoury, Portland State University  
Justin Webb, Oklahoma State University  
Ajnesh Prasad, University of New South Wales  
Presented: Friday, 1:15pm - 2:45pm in Orleans

#### Ethical, Social & Diversity Issues
**ARE GENDER DIFFERENCES IN PERFORMANCE DISAPPEARING? LARGE SAMPLE EVIDENCE**

Thomas H. Stone, Oklahoma State University  
Jeff Foster, Hogan Assessment Systems  
Brian Webster, Oklahoma State University  
Jim Jawahar, Illinois State University  
Jennifer Anne Harrison, York University  
Presented: Saturday, 10:30am - 12:00pm in La Nouvelle West

#### Health Care, Hospitality Management, Public Administration
**THE MEDIATING EFFECT OF TEAM PSYCHOLOGICAL SAFETY BETWEEN TRANSACTIONAL MEMORY SYSTEMS AND TEAM OUTCOMES IN SERVICE-MANAGEMENT TEAMS**

Priyanko Guchait, University of Houston  
Presented: Saturday, 8:30am - 10:00am in Iberville

#### Human Resources & Careers, Research Methods
**JUSTIFYING AGGREGATION IN MULTILEVEL RESEARCH: A REVIEW AND EXAMINATION OF CUTOFF VALUES FOR COMMON AGGREGATION INDICES**

Andrew C. Loignon, University of North Carolina at Charlotte  
Paul Schmidt, University of North Carolina at Charlotte  
David J. Woehr, University of North Carolina at Charlotte  
Misty Loughry, Georgia Southern University  
Presented: Friday, 10:30am - 12:00pm in Royal B

#### Management History, Management Education
-No Best Paper awarded this year-

#### Organizational Behavior
**REVERSING THE LENS IN LEADERSHIP RESEARCH: INVESTIGATING FOLLOWER ROLE ORIENTATION AND LEADER OUTCOMES**

Melissa K. Carsten, Winthrop University  
Mary Uhl-Bien, The University of Nebraska-Lincoln  
Avin Manoj Jayawickrema, Winthrop University  
Presented: Friday, 8:30am - 10:00am in Royal D

#### Organization Theory, International Management
**PERFORMANCE FEEDBACK AND CORPORATE SOCIAL PERFORMANCE**

Murad A. Mithani, Stevens Institute of Technology  
Huaye Li, Stevens Institute of Technology  
Presented: Thursday, 10:30am - 12:00pm in Bienville

#### Strategic Management
**ALLIANCE CAPABILITY AND ALLIANCE PERFORMANCE: THE MEDIATING ROLE OF ALLIANCE SUPPORTIVE CULTURE**

Dave Luvison, Devry University  
Ard-Pieter de Man, VU Amsterdam  
Presented: Thursday, 3:15pm - 4:45pm in Orleans
BEST DOCTORAL STUDENT PAPERS BY TRACK

Entrepreneurship & Innovation, Information Technology
EDUCATIONAL MISMATCHES AND ENTRY INTO ENTREPRENEURSHIP AMONG SCIENTISTS AND ENGINEERS
Briana Christine Sell, Georgia Institute of Technology
Presented: Thursday, 1:15pm - 2:45pm in Queen Anne Parlor

Ethical, Social & Diversity Issues
ORGANIZATIONAL INCLUSION: A VALUABLE BYPRODUCT OF ETHICAL AND POLITICALLY SKILLED LEADERSHIP
Darryl Rice, University of Central Florida
Nicole Carrie Jones, University of Connecticut
Presented: Friday, 1:15pm - 2:45pm in Royal A

Health Care, Hospitality Management, Public Administration
WHY DO HOSPITALS HIRE INTERNATIONALLY EDUCATED NURSES? ROLE OF COMPETITION AND RESOURCE AVAILABILITY
Shivani Gupta, University of Alabama at Birmingham
Josue Patien Patien Epane, University of Alabama at Birmingham
Robert Weech-Maldonado, University of Alabama at Birmingham
Presented: Saturday, 8:30am - 10:00am in Iberville

Human Resources & Careers, Research Methods
-No Best Doctoral Student Paper awarded this year-

Management History, Management Education
-No Best Doctoral Student Paper awarded this year-

Organizational Behavior
A MULTILEVEL ANALYSIS OF LEADER-MEMBER EXCHANGE DIFFERENTIATION, IDIOSYNCRATIC DEALS, AND JUSTICE WITHIN TEAMS
Chenwei Liao, University of Illinois at Chicago
Sandy J. Wayne, University of Illinois at Chicago
Robert C. Liden, University of Illinois at Chicago
Jeremy D. Meuser, University of Illinois at Chicago
Presented: Saturday, 10:30am - 12:00pm in Royal B

Organization Theory, International Management
WHEN RESOURCES FACILITATE CHANGE: AN INSTITUTIONAL EMPOWERMENT PERSPECTIVE
Rachida Aissaoui, University of Memphis
John Matthew Amis, University of Edinburgh
Thomas B. Lawrence, Simon Fraser University
Presented: Thursday, 3:15pm - 4:45pm in Bienville

Strategic Management
LONE-INSIDER BOARDS: AGENCY PRESCRIPTIONS AND GOVERNANCE COSTS
Michelle Zorn, Florida State University
Christine Shropshire, University of Georgia
John A. Martin, United States Air Force Academy
Presented: Saturday, 10:30am - 12:00pm in Bienville

JAMES G. (JERRY) HUNT SMA SUSTAINED OUTSTANDING SERVICE AWARD
Kevin W. Mossholder, Auburn University
SMA 2013 Reviewers

BEST REVIEWERS BY TRACK

Entrepreneurship & Innovation, Information Technology
Daniel T. Holt, Mississippi St. U.

Ethical, Social & Diversity Issues
Tim Barnett, Mississippi St. U.

Health Care, Hospitality Management, Public Administration
Tom J. Sanders, U. of Montevallo

Human Resources & Careers, Research Methods
Frankie Jason Weinberg, Loyola U. New Orleans

Management History, Management Education
Chad Seifried, Louisiana St. U.

Organizational Behavior

Kevin W. Mossholder, Auburn U.
Chris Henle, Colorado St. U.

Organization Theory, International Management
Robert Van de Graaff Randolph, Mississippi St. U.

Strategic Management
Stav Fainshmidt, Old Dominion U.

Pre-Doctoral Student Research
Mark B. Gavin, West Virginia U.

Innovative Teaching
Erik J. Van Slyke, Auburn U.
Regina Yanson, U. at Albany, SUNY.

SMA 2013 REVIEWERS – FULL LISTING

Kristal J. Aaron, U. of Alabama at Birmingham
Amine Abi Aad, U. of Alabama
Kristie Abston, U. of West Florida
Ilhan Adilogullari, U. of Gaziantep
Aqeel Ahmad I, U. of Management & Technology
Edward O. Akoto, Henderson St. U.
Mona Al-Amin, Suffolk U.
Judith W. Alexander, U. of South Carolina
David G. Allen, U. of Memphis
Scott Allen, John Carroll U.
Thomas H. Allison, U. of Oklahoma
Margarita Almeda, Georgia St. U.
Irit Alony, U. of Wollongong
Kweku Okoso Amaa, Mzumbe U.
Okechukwu Ethelbert Amah, Chevron Nigeria Limited
Upamali Amarakoon, The U. of Queensland
John Matthew Amis, U. of Edinburgh
Twisha Anand, Indian Institute of Management, Ahmedabad
Michael Anastasis Anastasiou, InterNapa College
Jonathan R. Anderson, U. of West Georgia
Erica L. Anthony, Morgan St. U.
Olivia Aranson, Texas Tech U.
Tammy Yates Arthur, Mississippi College
Neal M. Ashkanasy, The U. of Queensland
Alexander A. Assouad, Kennesaw St. U.
Guchu Atinc, Drake U.
George Raul Audi, U. of South Carolina
Vernon Bachor, Simon Fraser U.
LaKami T. Baker, Auburn U.
Maria Elisavet Balta I, Brunel U.
Diane Bandow, Troy U.
George Christopher Banks, Longwood U.
Lili Bao, Case Western Reserve U.
Lisa Baranik, East Carolina U.
Mary Bardez, Drexel U.
Roland Bardy, Florida Gulf Coast U.
Tim Barnett, Mississippi St. U.
Fatima Zahra Barrane, Faculté des sciences de l'administration
Connie Bateman, U. of North Dakota
Hannah Bathula, Australian National U.

Safal Batra, Indian Institute of Management, Ahmedabad
John Edward Baur, U. of Oklahoma
William Becker, Texas Christian U.
Michael Becraft, Park U.
Wendy L. Bedwell, U. of South Florida
Myrtle P. Bell, U. of Texas at Arlington
Andrew Bennett, Virginia Commonwealth U.
Nate Bennett, Georgia St. U.
Rebecca J. Bennett, Louisiana Tech U.
Daphne P. Berry, U. of Hartford
Michael David Biderman, The U. of Tennessee at Chattanooga
Jonathan Biggane, U. of Memphis
Tsvetomira Bilgili, U. of Memphis
Deborah Ramirez Bishop, Saginaw Valley St. U.
James W. Bishop, New Mexico St. U.
Malay Biswas, Indian Institute of Management, Rohtak
Janice A. Black, Coastal Carolina U.
Michelle Monique Black, Oklahoma St. U.
JC Blewitt, Saint Louis U.
Julena Bonner, Oklahoma St. U.
Nancy Borkowski, Florida International U.
Kevin A. Bottino, U. of Oklahoma
Colin F. Bowen, U. of Miami
Dennis Bozeman, U. of Houston
Virginia Bratton, Montana St. U.
Jacob Breland, The U. of Southern Mississippi
Rudi K. F. Bressel, Freie Universität Berlin
Michael G. Brizek, South Carolina St. U.
Meagan E. Brock, West Texas A&M U.
Wayne Brock, U. of Phoenix
Robyn Brouer, Canisius College
Lee Warren Brown, U. of Texas at Arlington
Daniel Brunton, Columbia Southern U.
Sandra Renee Bryant, Freelance Adjunct and Online Professor
Richard Craig Bullis, US Army War College
Jonathan Nathan Bundy, U. of Georgia
Gerald F. Burch, Virginia Commonwealth U.
Gardenia Burks, Benedictine U.
Weylin Burlingame, Case Western Reserve U.

Safal Batra, Indian Institute of Management, Ahmedabad
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Jonathan Nathan Bundy, U. of Georgia
Gerald F. Burch, Virginia Commonwealth U.
Gardenia Burks, Benedictine U.
Weylin Burlingame, Case Western Reserve U.

Stephanie Kristen Burns, Florida St. U.
Gerald Wilson Burton, Howard U.
Frank Christopher Butler, The U. of Tennessee at Chattanooga
Leigh Ann Bynum, Belmont U.
Kori Callison, U. of Alaska Anchorage
Ana Camara, Oklahoma St. U.
Constance Campbell, Georgia Southern U.
Joanna Tochman Campbell, Texas A&M U.
Michael Malcolm Campbell, Florida A&M U.
Andrew Michael Carnes, West Virginia U.
Jon C. Carr, Texas Christian U.
Min Carter, Troy U.
William R. Carter, U. of North Texas
R. Mitch Casselman, St. John's U.
Christopher Castle, Louisiana Tech U.
Stephanie L. Castro, Florida Atlantic U.
Subhajit Chakraborty, The U. of Texas-Pan American
Richard John Chambers II, Louisiana Tech U.
Vallari Chandna, U. of North Texas
Wen-Yen Chang, Fortune Institute of Technology
Elizabeth Foster Chapman, Mercer U.
Rahul Chauhan, U. of Oklahoma
Zheng Chen, U. of South Florida St. Petersburg
Kevin Cheng, Lingnan U.
Zheng Cheng, U. of Kansas
Robin Cheramie, Kennesaw St. U.
Yu Ha Cheung, Hong Kong Baptist U.
Wonseok Choi, U. of Connecticut
Jon Christiansen, Clemson U.
Kenneth Uzomah Chukwuba, Walden U.
Jack Clampitt, U. of Memphis
Lisa Clark, Newcastle U.
Russell W. Clayton, Saint Leo U.
Peggy Cloninger, U. of Houston-Victoria
Brooklyn Cole, U. of North Texas
Brian J. Collins, The U. of Southern Mississippi
Gwendolyn M. Combs, The U. of Nebraska-Lincoln
Samatha Conroy, U. of Arkansas
Susan Coombs, Virginia Commonwealth U.
Joseph Coombs, Virginia Commonwealth U.
Darryl Rice, U. of Central Florida
★Brendan Mark Richard, U. of Central Florida
Foster Brett Roberts, U. of Mississippi
Sheryllynn Roberts, U. of Texas at San Antonio
Christopher J. Robertson, Northeastern U.
Jennifer Robin, Bradley U.
Kylie Rochford, Case Western Reserve U.
Tracey Rockett, Texas Christian U.
Benjamin Wayne Rockmore, U. of Central Florida
★Bryan Rogers, Mississippi St. U.
Mark M. Rose, Capella U.
Peter A. Rosen, U. of Evansville
Mary Beth Rousseau, Georgia Southern U.
Michelle Ruiz, U. of Texas at El Paso
Lisa M. Russell, Indiana U. Southeast
Zachary A. Russell, Florida St. U.
Arthur L. Rutledge, Mercer U.-Atlanta
Trent Salvaggio, College of Charleston
★Tom J. Sanders, U. of Montevallo
Catarina Marques Santos, Instituto Universitário de Lisboa (ISCTE-IUL)
Jillian Saylor, New Mexico St. U.
Rohny Saylor, New Mexico St. U.
Terri A. Scandura, U. of Miami
Jeff Schatten, Georgia St. U.
James H. Schindler, Columbia Southern U.
★Leon Schoedt, U. of Central Florida
Achim Schmitt, École Hôtelière de Lausanne (EHL)
Mel Schnake, Valdosta St. U.
Jeremy Lee Schoen, Georgia Gwinnett College
Jerry Schoenfeld, Florida Gulf Coast U.
★Mike Schraeder, Troy U., Montgomery
Chester A. Schriesehim, U. of Miami
Désirée Schumacher, Maastricht U.
Alex Scrimpshire, Oklahoma St. U.
KimberlyScruton,MethodistU.
AnsonSeers,VirginiaCommonwealthU.
Sharon L. Segrest, U. of South Florida St. Petersburg
★Chad Seifried, Louisiana St. U.
Stephanie R. Seitz, U. at Buffalo, SUNY
Briana Christine Sell, Georgia Institute of Technology
Zhaleh Semnani-Azad, U. of Waterloo
Tapan Seth, Wayne St. U.
Jennifer Sexton, West Virginia U.
Linda Shanock, U. of North Carolina at Charlotte
Feibo Shao, Oklahoma St. U.
Rita Jeanne Shea-Van Fossen, Ramapo College of New Jersey
Winny Shen, U. of South Florida
Agnieszka Shepard, Wayne St. U.
Junko Shimazoe, Institute of Developing Economies-JETRO
Stacey Shindler, Virginia Tech U.
★Christine Shropshire, U. of Georgia
Jane Shumski Thomas, U. of North Carolina at Charlotte
Marc Siegall, California St. U., Chico
Nastaran Sima Asl, U. of Tennessee
★Earl Anton Simendinger, The U. of Tampa
Allison B. Siminovsky, U. of Georgia
Marcia J. Simmering, Louisiana Tech U.
Ajay Kumar Singal, Institute of Management Technology, Dubai
Anupriya Singh, Lal Bahadur Shastri Institute of Management
Barjinder Singh, U. of Houston-Victoria
Kulraj Singh, U. of Memphis
Satvir Singh, U. of Texas at El Paso
Adam Smith, Old Dominion U.
Caitlin E. Smith, Tulane U.
Mickey B. Smith, Oklahoma St. U.
★Brian Philip Soebbings, Louisiana St. U.
★Paul E. Spector, U. of South Florida
Barbara A. Spencer, Mississippi St. U.
Curtis R. Sproul, West Virginia U.
Robert Steinbauer, U. of Memphis
Alice Stewart, North Carolina A&T St. U.
Thomas H. Stone, Oklahoma St. U.
Jason Strickling, U. of Tennessee
Harika Suklun, Sullivan U.
Sherry Sullivan, Bowling Green St. U.
Christine C. Sutton, Kennesaw St. U.
Trey Sutton, Florida St. U.
★Tony Swaim, Kennesaw St. U.
Andree Colette Swanson, Ashford U.
Richard J. Swersey, Devry U.
Imran Syed, Oklahoma St. U.
Leslie Thomas Szamosi, City College
Izabela Szymanska, U. of North Carolina at Charlotte
Gregory P. Tapis, Augustana College
Pia Christin Taureck, Otto von Guericke U. of Magdeburg
Julia Teahen, Baker College
Manuel J. Theeke, Central Michigan U.
Katina Thompson, Florida St. U.
Phillip Thompson, Case Western Reserve U.
Tomas G. Thundiyil, Texas A&M U.
Kenneth R. Tillery, Middle Tennessee St. U.
C. Justice Tillman, Baruch College, CUNY
Angela Titi Amayah, SUNY Empire St. College
Barbara-Leigh Tonelli, Kaplan U.
Nathan Tong, U. of Cincinnati
Miguel M. Torres Sr., U. of Aveiro
Nazarin Tourani, New Mexico St. U.
Donna Trent, Eckerd College
Shovna Crystal Tripathy, The U. of Nebraska-Lincoln
Juanita Trusty, U. of Memphis
Christina H. Tupper, Old Dominion U.
Karynne Turner, U. of South Carolina
Anja Tuschke, Ludwig Maximilians U. of Munich
Armel Onesimo Uy, De La Salle U.
A. Valarmathi, Vivekananda Institute of Management studies
Hetty van Emmerik, Maastricht U.
Chantal van Esch, Case Western Reserve U.
★Erik J. Van Slyke, Auburn U.
Robert J. Vandenbarg, U. of Georgia
Sebastien Vendette, New Mexico St. U.
Jermaine Veysey, U. of Texas at San Antonio
Kathleen Elizabeth Voges, Texas A&M U.-San Antonio
Sriram VP Sr., Kalasalingam U.
Preeti Wadhwa, California St. Polytechnic U., Pomona
Wendy Jackson Walker, U. of North Georgia
Sheng Wang, U. of Nevada, Las Vegas
Zhonghui Wang, U. of North Carolina at Greensboro
Stephanie Ward, St. Mary's U.
★Alfred Warner, Penn St. Erie, The Behrend College
Vanessa M. Washington, Ashford U.
Bart L. Weatherington, The U. of Tennessee at Chattanooga
Brian Webster, Oklahoma St. U.
Hongguo Wei, Case Western Reserve U.
★Frankie Jason Weinberg, Loyola U. New Orleans
Chris Welter, Georgia Southern U.
Clifford T. West Jr., Virginia Military Institute
Robert Wheatley, Troy U.
Anthony R. Wheeler, U. of Rhode Island
Andreas Wihler, U. of Bonn
Paul Gregory Wilhelm, Kentucky St. U.
James M. Wilkerson, Charleston Southern U.
David W. Williams, U. of Tennessee
David R. Williams, Appalachian St. U.
Dylan Patrick Williams, Louisiana St. U.
Henry E. Williams, Benedictine U.
Juanita Woods, Florida Atlantic U.
Peter Wright, U. of Memphis
Hsiang Hsun (Sonic) Wu, Yuan Ze U.
Jun Wu, Savannah St. U.
Sharon Y. Wu, Greensboro College
Allison Wylde, London Metropolitan U.
Haichang Xing, U. of Alabama at Birmingham
Lei Xu, Southeastern Louisiana U.
Keichi Yamada, Nakamura Gakuen U.
Tae Seok Yang, Western Illinois U.
★Regina Yanson, U. at Albany, SUNY
Nilufar Yapi, Florida Atlantic U.
Stephen Young, The Boeing Company
Kenneth E. Zantow, The U. of Southern Mississippi
Staci M. Zavattaro, Mississippi St. U.
Kelly L. Zellars, U. of North Carolina at Charlotte
Wenyao Zhao, EML-YON Business School
Zhiqing Zhou, National U. of Singapore
L.F. Bill Zimmermann, Grenoble Ecole de Management
Michelle Zorn, Florida St. U.
Ricardo Zozimo, Lancaster U.
Angelina Zubac, Strategy Link

A very special thank you to all of the reviewers for this year’s program

-13-
Tuesday, November 5

**Conference Registration:** 6:00pm – 7:30pm outside Riverview

**Coordinator:** Kevin B. Lowe, *University of North Carolina at Greensboro*

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Tuesday, 6:30pm - 7:30pm in Riverview

**Consortia and Pre-Conference Welcome Reception**

Start the meeting off on the right foot. Get acquainted with other consortia participants and consortia presenters. Reception will include light hors d’oeuvres, soft drinks, and a cash bar (that will accept your drink ticket from registration).

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Wednesday, November 6

**Conference Registration Setup:** 1:00pm – 3:00pm in Queen Anne Mezzanine

**Exhibitor Setup:** 1:00pm – 3:00pm in Queen Anne Ballroom

**Conference Registration:** 3:00 – 5:30 in Queen Anne Mezzanine

**Coordinator:** Kevin B. Lowe, *University of North Carolina at Greensboro*

**Conference Exhibits:** 3:00 – 5:30pm in Queen Anne Ballroom

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Wednesday, 7:45am - 8:30am in Iberville and Bienville

**Consortia Continental Breakfast**

*consortia participants only*

**Coordinator:** Joy H. Karriker, *East Carolina University*

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Wednesday, 8:30am - 5:00pm in La Nouvelle East and West

**Professional Development Institute: 24th Annual Doctoral Consortia**

*(by invitation only)*

**Doctoral Consortia Chair:** G. Tyge Payne, *Texas Tech University*

**Late-Stage Consortium Coordinator:** Amy B. Henley, *Kennesaw State University*

**Early-Stage Consortium Coordinator:** Franz Kellermanns, *University of North Carolina at Charlotte*

**Rooms:** La Nouvelle East (Late Stage Consortium) and La Nouvelle West (Early-Stage Consortium)

**Speakers:**

- Garry Adams, *Auburn University*
- David G. Allen, *University of Memphis*
- Tim Barnett, *Mississippi State University*
- Jon C. Carr, *Texas Christian University*
- Robin Cheramie, *Kennesaw State University*
- T. Russell Crook, *University of Tennessee*
- Justin L. Davis, *University of West Florida*
- Bart Debicki, *Towson University*
- Clay Dibrell, *University of Mississippi*
- Geralyn McClure Franklin, *Stephen F. Austin State University*
- Daniel T. Holt, *Mississippi State University*
- K. Michele Kacmar, *University of Alabama*
- Roland E. Kidwell, *University of Wyoming*
- Bruce T. Lamont, *Florida State University*
- Jim Lavelle, *University of Texas at Arlington*
- Catherine A. Maritan, *Syracuse University*
- Timothy Paul Munyon, *University of Tennessee*
- Annette Ranft, *University of Tennessee*
- Hettie A. Richardson, *Texas Christian University*
- Mary Beth Rousseau, *Georgia Southern University*
- Deborah E. Rupp, *Purdue University*
- Matthew W. Rutherford, *Virginia Commonwealth University*
- Marshall Schminke, *University of Central Florida*
- Christopher Shook, *Auburn University*
- Jeremy C. Short, *University of Oklahoma*
- Marcia J. Simmering, *Louisiana Tech University*
- Margaret L. Williams, *Wayne State University*

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Wednesday, 9:00am - 11:00am in Riverview

**SMA Executive Officers’ Meeting**

*(by invitation only)*

**Presiding:** Tim Barnett, *Mississippi State University* (SMA President)
## Professional Development Institute: Pre-Doctoral Student Consortium
(by invitation only)

**Coordinators:**
Lucy R. Ford, *Saint Joseph’s University*
Jonathon R. B. Halbesleben, *University of Alabama*

**Chair:**
Preeti Wadhwa, *California State Polytechnic University, Pomona*

**Speakers:**
Timothy M. Madden, *Old Dominion University*
Daniel T. Holt, *Mississippi State University*
William L. Gardner, *Texas Tech University*
Charles A. Pierce, *University of Memphis*
Lucy L. Gilson, *University of Connecticut*
James M. Vardaman, *Mississippi State University*
Claudia C. Cogliser, *Texas Tech University*
Liam Patrick Maher, *Florida State University*
Matthew Leon, *University of Alabama*
Karen Ford-Eickhoff, *University of North Carolina Charlotte*
Oscar Holmes IV, *Rutgers, The State University of New Jersey*

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**Wednesday, 11:15am - 11:45am in Riverview**

**SMA New Officer and Board Member Orientation**
(by invitation only)

**Presiding:** Christopher Shook, *Auburn University* (Incoming SMA President)

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**Wednesday, 12:00pm - 1:15pm in Queen Anne Ballroom**

**Doctoral Consortia and SMA Board Member Luncheon**
(by invitation only)

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**Wednesday, 1:30pm - 4:30pm in Riverview**

**SMA Officers and Board Meeting**
(by invitation only)

**Presiding:** Tim Barnett, *Mississippi State University* (SMA President)

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**Wednesday, 6:00pm - 7:00pm in Queen Anne Ballroom**

**Welcome & Get Involved Reception**

Come and be welcomed to SMA 2013. This is also your chance to volunteer for one of five new working committees, and to get more involved in SMA. Light hors d’oeuvres, soft drinks, and a cash bar will be provided. Don’t forget to pick up a drink ticket at registration.
Thursday, November 7

**SMA “Lobby” and Exhibits:** 8:30am – 5:00pm in Queen Anne Ballroom

This area will remain open with seating for SMA registrants to relax, meet in small groups, and chat. Networking Snack Breaks will all take place in this area.

**SMA Breakout Lounge:** 8:30am – 5:00pm in Bonnet Carre (closed from 10:30am - Noon)

Queen Anne too loud or busy? Peek around the corner and see if this cozy room suits your needs. It will be open for SMA members to meet in small groups.

**Conference Registration:** 8:00am – 5:00pm in Queen Anne Mezzanine (closed for lunch from Noon to 1:30:pm)

**Coordinator:** Kevin B. Lowe, University of North Carolina at Greensboro

**Thursday, 7:00am - 8:30am in Queen Anne Ballroom**

"Café SMA" Networking Breakfast (held along with Pre-Doctoral Student Poster Session)

**Co-coordinators:**
Gayle Baugh, University of West Florida
Aaron Hill, Oklahoma State University

All SMA registrants are invited to enjoy breakfast and get to know one another. Also, come and see the Pre-Doctoral students show off their work on posters.

**Thursday, 7:00am - 8:30am in Queen Anne Ballroom**

Pre-Doctoral: Student Poster Session

**Facilitator:** Oscar Holmes IV, Rutgers, The State University of New Jersey

ABUSIVE SUPERVISION, THRIVING, AND COUNTERPRODUCTIVE WORK BEHAVIOR: THE MODERATING ROLE OF POSITIVE AFFECT

Shuye Lu, Columbia University
Lei Wang, Tsinghua University
Xiaoming Zheng, Tsinghua University

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**AN EXPLORATION OF THE IMPACT OF SMALL BUSINESS SENTIMENT USING THE NFIB SMALL BUSINESS OPTIMISM INDEX**

Aaron Anglin, University of Oklahoma
Aaron Francis McKenny, University of Oklahoma
Jeremy C. Short, University of Oklahoma

**BUILT TO FAIL: EXPLORING ELEMENTS OF IMMIGRANT ENTREPRENEURSHIP**

Loren Rich, Brigham Young University

**CHALLENGE AND HINDRANCE STRESSOR APPRAISALS, PERSONAL RESOURCES, AND WORK ENGAGEMENT AMONG K-12 TEACHERS**

Isaac Thompson, North Carolina State University
Brian Joseph O'Leary, The University of Tennessee at Chattanooga
Christopher J. L. Cunningham, The University of Tennessee at Chattanooga
Michael David Biderman, The University of Tennessee at Chattanooga
Pamala J. Carter, The University of Tennessee at Chattanooga

**DO CLUELESS SERVANT LEADERS DETER SLACKERS?**

Alexandra Virgets, University of Houston
L. A. Witt, University of Houston
Sophie Romay, University of Houston
Olivia Childers, University of Houston
Lars Johnson, University of Houston
Leanne Atwater, University of Houston

**DOES GOING GREEN MAKE MORE GREEN? A LONGITUDINAL REVIEW**

Lisa Sturgill, Walsh University
Steven A. Edelson, Walsh University
Christian Chase Senk, Walsh University

**EFFECTS OF PERCEIVED ORGANIZATIONAL SUPPORT AND LEADER MEMBER EXCHANGE ON RISK TAKING**

Julie Weatherhead, Queen's University

**END OF LIFE CARE ETHICS: PATIENTS IN A PERSISTENT VEGETATIVE STATE**

Stacie Anne Deslich, Marshall University
Jada Lee Orem, Marshall University

**HOW DOES MY ORGANIZATION WANT ME TO TREAT SUBORDINATES? AN EXAMINATION OF ANTECEDENTS TO SUPPORTIVE SUPERVISION**

Nels Theilgard, University of North Carolina at Charlotte
Katherine A. Frear, University of North Carolina at Charlotte
Linda Shanock, University of North Carolina at Charlotte
Jamie Donsbach, The Group for Organizational Effectiveness, Inc

**HOW INDIVIDUALS CHOOSE TO SELF-DISCLOSE: SELF-DISCLOSURE AND COMMUNICATION CHANNELS**

Sara Condie I, Utah State University
<table>
<thead>
<tr>
<th>Title</th>
<th>Authors</th>
</tr>
</thead>
<tbody>
<tr>
<td>IMPROVING THE EMPLOYMENT RELATIONSHIP: INOCULATING AGAINST PSYCHOLOGICAL CONTRACT BREACH</td>
<td>Candace Esken, Bradley University</td>
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</table>
| INCREASING THE WORK EFFORT AND PERFORMANCE OF THE PSYCHOLOGICALLY ENTITLED: THE ROLE OF NEED FOR ACHIEVEMENT AND PARTICIPATIVE LEADERSHIP | Joseph Ramia, University at Buffalo, SUNY  
Robyn Brouer, Canisius College                                      |
| REASONABLE ACCOMMODATION OF MENTALLY ILL EMPLOYEES                    | Sha'Tonya Murphy, Troy University, Montgomery  
David Jackson Hoover, Troy University, Montgomery                        |
| THE EFFECTIVENESS OF TRANSFORMATIONAL LEADERSHIP IN SMES             | Daniel Pinto, Texas Wesleyan University                                   |
| THE IMPACT OF ORGANIZATIONAL CULTURE ON PERFORMANCE AND MOTIVATION-A LITERATURE REVIEW | Yasar Aysen Yildirim, Texas Wesleyan University                          |
| THE IMPACT OF TAKING A POLITICAL POSITION ON SOCIAL ISSUES: AN INVESTIGATION OF CUSTOMER REACTIONS | Kyle Malinowski, Bradley University  
Laurence G. Weinzimmer, Bradley University                           |
| THE REAL VALUE OF AUTHENTIC LEADERS: A VALUES-CENTRIC MODEL TO UNDERSTAND FOLLOWER BEHAVIORS | Santosh B. Srinivas, Indian School of Business  
Niranjan Srinivasan Janardhanan, University of Texas  
Madhu Bala, XLRI, Jamshedpur                                         |
| THE UNDERUTILIZATION OF WOMEN IN CORPORATE AMERICA                  | Susan Crenshaw, ONEOK, Inc.  
Matt Bowler, Oklahoma State University  
Alexis Nicole Smith, Oklahoma State University                       |
| UNDERSTANDING THE MILLENNIAL GENERATION                              | Travis Jacob Smith, Texas Wesleyan University                            |
| Thursday, 8:00am - 9:30am in La Nouvelle West                       | Nikolaos Dimotakis, Georgia State University                             |
| Professional Development Institute: Experience Sampling Methodology: A Primer (co-sponsored by the Research Methods Division of the Academy of Management) |icum, Troy University, Montgomery  
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| UNDERSTANDING THE MILLENNIAL GENERATION                              | Travis Jacob Smith, Texas Wesleyan University                            |
| Thursday, 8:30am - 10:00am in Bienville                             | Jennifer Sexton, West Virginia University                               |
| Ent/Innov: Organizational Slack                                      | Dan Marlin, University of South Florida St. Petersburg  
Scott Geiger, University of South Florida St. Petersburg              |
| A REEXAMINATION OF THE ORGANIZATIONAL SLACK AND INNOVATION RELATIONSHIP | In this study a configurational approach was used to examine the organizational slack and innovation relationship. Utilizing a sample of 554 manufacturing firms, we identified distinct configurations of slack and found significant innovation differences between them. The analyses demonstrate that the highest slack configuration had the highest innovation while the lower slack configurations had the lowest innovation. Our findings also indicate that alternative configurations of slack can result in similar levels of innovation, suggesting the existence of equifinality. This suggests that the slack and innovation relationship is more complex than has been accounted for in previous research. |
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The major problem that this research seeks to address is the relationship between financial slack and knowledge creation in new technology-based firms (NTBFs). The following questions will guide this study: 1) Does financial slack matter to knowledge creation? 2) If so, what managerial guidelines should the financial manager follow? Using negative binomial-specification technique, I found that excess financial resources enhance the knowledge creation of NTBFs and that firms’ strategic innovativeness and the characteristics of entrepreneurs play together, improving knowledge creation.

Thursday, 8:30am - 10:00am in Cabildo

**OB: The Link Between Spontaneous, Face-to-Face Interaction and Creativity: Myth or Requirement? (Symposium)**

Robert C. Litchfield, Washington & Jefferson College
Lucy L. Gilson, University of Connecticut
Christina E. Shalley, Georgia Institute of Technology
M Travis Maynard, Colorado State University
Rachael A. Woldoff, West Virginia University

In this symposium panel, we respond to recent public debates about the need for spontaneous, face-to-face interaction at work as a means to enhance creative performance by inviting creativity and virtual teams scholars to consider the evidence. Our panelists will discuss research findings, limitations, and unanswered questions in hopes of informing future debates about how work practices can facilitate creativity.

Thursday, 8:30am - 10:00am in Iberville

**Ethics/Soc/Div: Corporate Social Responsibility: Exploring the Knowledge Gaps (Symposium)**

Joyce Thompson Heames, West Virginia University
Jeffery D. Houghton, West Virginia University
Amanda Pozzuto, West Virginia University
Curtis R. Sproul, West Virginia University

Last year, Aguinis and Glavas (2012) completed a thorough review of the literature on corporate social responsibility. Their research identified significant knowledge gaps in our understanding of the mechanisms linking CSR with outcomes, specifically around possible moderators and mediators. This workshop is in response to their call for additional research and is designed to continue the dialogue about corporate social responsibility while bringing together micro- and macro scholars to look at CSR through a multi-level review which will help extend CSR research agendas.

Thursday, 8:30am - 10:00am in Orleans

**Strategy: CEO and TMT Characteristics**

Facilitator: Bruce T. Lamont, Florida State University

CEO SERVANT LEADERSHIP BEHAVIORS: LEADERSHIP ACROSS LEVELS AND ITS IMPACT ON FIRM PERFORMANCE

Jia Yu, University of Houston
Yu Bai, University of Houston

Building on the transcendent leadership framework, which emphasizes strategic leadership within and amongst levels, and servant leadership literature, we develop a theoretical model to address whether and how CEO servant leadership behaviors can achieve strategic leadership across levels – the level of self, others, organization, and society. We elaborate the mechanisms through which the leadership behaviors associated with different levels may influence firm performance. In addition, we identify two contingencies, which may strengthen or weaken the relationship between CEO servant leadership and firm performance.
Environmental sustainability remains an expected mission for organizations, especially in the hospitality and tourism industries. Many of today’s consumers willingly choose to comply with environmentally friendly business practices, such as recycling or using eco-friendly products. This paper investigates the decision of hotel consumers to patronize and their decision to recommend green hotels. Variables such as compliance, gender and race are included in the analysis. Results show that compliance and race are contributors to consumer patronization and recommendation of green hotels.

**MAKING SENSE OF SUSTAINABILITY: UNDERLYING PERSPECTIVES AND THEIR IMPACTS**

Guillaume C. F. Pain, Concordia University

This paper proposes a conceptual framework that relates economic perspectives to organizational values, cognitive schemata and sensemaking as regards sustainability. This paper then argues that management research on sensemaking is significantly influenced by a neoclassical economic perspective, which is not adequate to describe sensemaking in firms with a social and environmental focus. An alternative perspective, ecological economics, is presented. Using the proposed conceptual framework, the effects of ecological economics on sensemaking are envisioned; differences in sensemaking content, structure and process are suggested.

**ENVIRONMENTAL RESTORATION: MOVING BEYOND SUSTAINABLE DEVELOPMENT**

Olivia Aronson, Texas Tech University
Hans Hansen, Texas Tech University

Focusing on the relationship between corporations and the natural environment, we offer a classification model of sustainability that reviews and critiques research approaches and corporate motivations to engage in sustainability. Research approaches include a search for performance links, the resource based view, and institutional theory’s legitimacy, which can be represented by competing narratives. Corporate motives range from instrumental to normative, which consist of performance links such as cost savings to legitimation and value-based motives. We organize the field using dimensions of corporate motivations and by contrasting the assumptions of the business versus green narratives, subsequently promoting the ‘environmental restoration’ approach.

**CARE AND CAREER—I, YOU, OR WE?: AN EXAMINATION OF DUAL-EARNER COUPLES, FAMILY IDENTITY, AND WORK-FAMILY POLICY USE**

Courtney Rae Masterson, University of Illinois at Chicago
Jenny M. Hoobler, University of Illinois at Chicago

The rise of dual-earner couples challenges traditional gender stereotypes of women as “caregivers” and men as “breadwinners” and significantly impacts the ways in which partners define their roles as family members. Building on Greenhaus and Powell’s (2012) research on the family-relatedness of work decisions, we propose that the way in which couples construe their individual family identities, in terms of both work and career, influences their decisions to utilize particular work-family policies. Specifically, we outline four dual-earner couple types—traditional, non-traditional, outsourced, and egalitarian—each associated with distinct usage of different work-family policies (i.e., flexible work arrangements, dependent care assistance, caregiving leaves).
MEASURING CONFLICT AND ENRICHMENT BETWEEN
THE WORK AND FAMILY DOMAINS: FOUR SHORTENED
SCALES FOR GREATER USABILITY

Wayne Stanley Crawford II, University of Alabama
K. Michele Kacmar, University of Alabama
Dawn S. Carlson, Baylor University
Merideth Ferguson, Utah State University
Dwayne Whitten, Texas A&M University

Two streams of research have generated a significant body of
research in the area of work-family integration: work-family conflict
and work-family enrichment. Within each domain are two directions
– work-to-family and family-to-work. Carlson and colleagues (2000 &
2006) developed 18-item scales to measure each of these constructs.
The goal of the current study was to isolate a subset of items in these
measures that produce results similar to the full measures. Using a
four-sample study we provide evidence that four scales (both
directions of conflict and both directions of enrichment), containing
three items each, produce results equivalent to the full scales.

THE DARK SIDE OF JOB EMBEDDEDNESS: HOW THE
INTERACTION EFFECTS OF PERSONALITY AND
EXCHANGE RELATIONSHIPS DETRACT FROM
PERFORMANCE

Juanne V. Greene, Kennesaw State University
Neal Mero, Kennesaw State University

This study explores the boundary conditions that may add light to the
potential dark side of job embeddedness by considering how variance
in personality and exchange relationships may moderate the
relationship between job embeddedness and both contextual
performance and counterproductive behavior. Moderated hierarchical
regression results from the current study suggest that under certain
exchange conditions and for individuals with certain personality
traits, job embeddedness may result in undesirable outcomes relative
to counterproductive behavior and contextual performance. Overall,
this study speaks to the potential negative side of job embeddedness
and provides support for its potential to produce adverse
consequences for organizations.

WITHIN AND ACROSS ORGANIZATIONAL AND
COMMUNITY DOMAINS: AN EXPLORATION OF THE
CRITERION DOMAIN OF EMBEDDEDNESS CONSTRUCT

Barjinder Singh, University of Houston-Victoria

Most research on embeddedness encompasses the predictor space of
embeddedness while the criterion domain of the construct has been
largely ignored. This study empirically examines the outcomes of
organizational and community embeddedness by way of 2 studies, a)
333 alumni of a large Midwestern University and, b) 112 matched
pairs from a US organization. Incorporating methodological
triangulation, 2 data sets were tested using two different techniques:
SEM and Regression. Supporting the predictions of attachment
theory, results revealed that both organizational and community
embeddedness influenced specific individuals behaviors within
respective domains, with both forms of embeddedness influencing
individual life satisfaction.
EXAMINING THE DIFFERENTIAL EFFECT OF EMOTIONAL LABOR ON EMOTIONAL EXHAUSTION AND CUSTOMER SERVICE PERFORMANCE: THE ROLE OF TIME AND LEADER INCLUSIVENESS

Sheetal Singh, George Washington University
Natalia M. Lorinkova, Wayne State University

We extend the literature on emotional labor by looking at the differential effect of surface acting and deep acting on immediate and long-term emotional exhaustion. We further look at the cascading effect of immediate emotional exhaustion on long-term emotional exhaustion. We combine COR theory and other leadership theories to propose that leader inclusiveness may be the antidote to the negative effects of emotional labor. A field study covering 12 hotels and 114 matching surveys from customer service providers and their supervisors confirmed our theory and proposed model.

EXPRESSING EMOTIONS THROUGH VICTIMIZATION TO ACHIEVE PERFORMANCE OUTCOMES: AN EASI THEORY PERSPECTIVE

Al-Karim Samnani, York University
Jennifer Anne Harrison, York University
Janet A. Boekhorst, York University

This paper introduces a theoretical model that delineates how affect can trigger the intrapersonal and interpersonal processes inherent in workplace victimization. Drawing from the emotions as social information (EASI) theory, we present a conceptual model that explains how positive and negative affect can result in opportunistic motivations leading to victimizing behaviors. The perpetrator’s emotional expressions can invoke fear among colleagues that can facilitate stronger work performance for perpetrators. This increased performance will tend to cultivate negative outcomes at the individual, group, and organizational levels. This paper concludes with a discussion of theoretical contributions, practical implications, and avenues for future research.

THE MODERATING EFFECT OF PASSION ON THE RELATIONSHIP BETWEEN EMOTIONAL EXHAUSTION AND AN EMPLOYEE’S WORK PERFORMANCE

Charn Patrick McAllister, Florida State University

Any hindrance to an employee’s ability to perform at an optimal level, such as experiencing the oppressive effects of emotional exhaustion, can negatively impact well-being and productivity. Thus, the possibility of moderating emotional exhaustion is of the utmost importance to organizations. Using human agency theory as the foundation, the author proposes that passion will mitigate the detrimental effects of emotional exhaustion on job satisfaction, organizational citizenship behavior, and organizational commitment. Implications for developing passion are also reviewed. Contributions to research, organizational implications, and directions for future research are discussed.

MISTAKE TOLERANCE AND ORGANIZATIONAL-LEVEL PERFORMANCE: AN EMPIRICAL INVESTIGATION

Laurence G. Weinzimmer, Bradley University
Candace Esken, Bradley University

A growing body of literature argues that tolerance of mistakes, as a cultural attribute, is significantly related to performance. Unfortunately, results from previous research are inconsistent as there is no accepted operationalization to measure the extent to which an organization will tolerate mistakes. Using three separate samples, we first establish a statistically reliable and unidimensional measure of mistake tolerance. Second we empirically demonstrate the impact that a culture of mistake tolerance will have on firm-level performance. We show criterion-related validity by predicting organizational-level performance in terms of revenue growth and perceived performance. Implications and future research directions are discussed.
We propose that the strategic and altruistic perspectives of social performance (CSP) represent different facets of organization reaction to changes in performance. Using the performance feedback model, we show that firms are more inclined towards activities associated with strategic CSP in the presence of large discrepancies between performance and aspirations, and favor altruistic CSP when performing closer to aspirations and in the presence of slack. Furthermore, we find that investments in R&D shift the attention away from strategic CSP when firms are performing below aspirations, and higher R&D reduces the likelihood of altruistic CSP in the presence of slack.

**INTEGRATED MORAL CONVICTION THEORY OF ACADEMIC DISHONESTY: AN EMPIRICAL TEST**

Our model proposes an integrated moral conviction theory of academic dishonesty by combining theoretical perspectives about individual ethical philosophies concerning moral issues, social cognitive conceptualization of moral identity, and the role of moral conviction in unethical decision making. In a study of 311 business students, moral conviction predicted moral disengagement and subsequent unethical decision making and indirectly drove this behavior via two other paths: holding a formalist ethical philosophy and having a strong moral identity. These results support our theoretical model and suggest important and intertwined roles for moral conviction, moral identity, and ethical philosophies in predicting student behavior.

**MORAL DISENGAGEMENT IN MENTOR-PROTÉGÉ RELATIONSHIPS: THE ROLE OF TRUST PROPENSITY, AFFECTIVE COMMITMENT, AND LEADER-MEMBER EXCHANGE**

We investigated trust propensity, affective commitment, and leader-member exchange as antecedents of moral disengagement at two points in time in a mentoring program. Affective commitment was negatively related to moral disengagement at the beginning of the program. Quality of mentor-protégé leader-member exchange (LMX) moderated the relation between initial affective commitment and moral disengagement two months into the program. The interaction effect plot showed that participants who are not reimbursed for their initial investment of socio-emotional resources compared with those who are reimbursed in a mentor program may be more likely to morally disengage. Practical and theoretical implications are discussed.
A DIALECTICAL THEORY OF BURNOUT AND ENGAGEMENT
Matthew Leon, University of Alabama
Jonathon R. B. Halbesleben, University of Alabama
Samantha Paustian-Underdahl, Kennesaw State University

With strong empirical evidence existing for conflicting models, the nature of burnout and engagement continues to be debated. Scholars have recognized the need to theoretically clarify the nature of the burnout-engagement relationship in order to advance empirical research related to both topics. The purpose of this paper is to reconcile existing perspectives through a more “middle of the road” approach that provides an alternate view of burnout and engagement based on dialectical theory. Implications for common theories used to study burnout and engagement are discussed, followed by suggestions and models for future research utilizing dialectics.

A MULTI-LEVEL ANALYSIS OF WORK-LIFE BALANCE, JOB CONTROL AND EMPLOYEE MENTAL HEALTH: DIRECT AND INTERACTION EFFECTS
Jarrod Haar, Massey University

This study uses a multi-level approach from 80 teams to test individual and climate (team) influences from work-life balance and job control towards employees anxiety and depression. A social contagion framework is used to describe the creation of climate effects from work-life balance and job control and how they may occur in addition to individual-level influences. Furthermore, interaction effects are tested at both the individual- and team-level. Overall, direct and indirect effects are supported to both anxiety and depression, with interactions showing the lowest mental health issues are reported when work-life balance and job control are both high.

THE SILENT KILLER IN THE BOARDROOM: EXECUTIVE LEADERS’ HEALTH HABITS AND THEIR RELATIONSHIP WITH METABOLIC SYNDROME, ENERGY, AND EFFECTIVENESS
Paul Schmidt, University of North Carolina at Charlotte
Linda Shanock, University of North Carolina at Charlotte
Eric Heggestad, University of North Carolina at Charlotte
Steven Rogelberg, University of North Carolina at Charlotte
Phillip Wayne Braddy, Center for Creative Leadership
Brittany Marie Macera, University of North Carolina at Charlotte

We investigated executive leaders’ lifestyle behaviors and their relationship to risk for metabolic syndrome, and whether metabolic syndrome related to leaders’ energy and effectiveness. Data were collected from 380 executives using multiple sources, including self-report, objective health measures, and ratings from leaders’ subordinates and bosses. Findings demonstrated that lifestyle behaviors of leaders were related to metabolic syndrome. Metabolic syndrome was also related to leader effectiveness. Further, leaders’ energy levels mediated the relationship between metabolic syndrome and leader effectiveness. Lifestyle behaviors played an important role in the health and energy of executives, which in turn related to their effectiveness on-the-job.

FOUNDING FAMILY INFLUENCE ON TMT COMPENSATION AND EARNINGS EXPECTATIONS IN PUBLIC FIRMS
Richard Gentry, University of Mississippi
Clay Dibrell, University of Mississippi
Jaemin Kim, University of Mississippi

We are interested in studying how founding family members in the dominant coalition influence publicly traded firm’s behaviors. Specifically, this study focuses on the impact of the founding family on the top management team’s compensation and the firm’s relationship with equity analysts and earnings estimates. Our results indicate that a firm led by a family dominant coalition provides more equitable TMT compensation and is seemingly indifferent to the expectations of equity analysts.

GETTING THE GOODS TO DO GOOD: NARRATIVE COMMUNICATION AND SOCIAL ENTERPRISE RESOURCE ACQUISITION
Philip T. Roundy, The University of Texas at Austin

Social entrepreneurship is a phenomenon of increasing economic and cultural importance. A key challenge for social enterprises is resource acquisition. However, how social entrepreneurs acquire the resources needed to grow their enterprises is not clear. This topic is examined using a multi-study, inductive, theory-building design based on 121 interviews. In Study 1, I interview 75 entrepreneurs, investors, and ancillary participants in the social enterprise sector. In Study 2, I construct case studies of eight technology-focused social ventures. The result is a framework explaining how differences in entrepreneurs’ narrative tactics and characteristics are associated with differences in their resource acquisition success.
CULTURES HAVE CONSEQUENCES: A CONFIGURAL APPROACH TO CROSS-CULTURAL LEADERSHIP

Kyotai Lee, Sogang University
Terri A. Scandura, University of Miami
Monica Sharif, University of Miami

This research compares the influence of both country membership and cultural values (power distance; individualism/collectivism) in a model of LMX and change. The results reveal that there are cultural differences in the relationships among LMX, consultation and affective commitment to organizational change, supporting prior studies. However, there are substantial differences in the moderation of the cultural values in the relationships among the research constructs at the individual level. Our results suggest that our understanding of national culture and its influence on leadership may be misleading when we only depend on mean differences at the country level to examine cross-cultural differences.
THE ROLE OF LEADERSHIP AND GOVERNANCE IN A SUCCESSFUL ELECTRONIC HEALTH RECORDS IMPLEMENTATION

Michele L. Heath, Cleveland State University  
Raymond M. Henry, Cleveland State University

Electronic Health Records (EHR) continue to be a hot topic among hospitals and physician offices. The adoption of electronic health records is a necessity, but hospitals and physician offices have been slow to implement and comply due to a number of reasons. Past research suggests that many health care providers struggle with the adoption of EHR due to implementation issues, with estimated failure rates for EHR implementation ranging from one-third to one-half. This research proposes the need to enhance our understanding of leadership and governance to address the issue. We evaluate past implementations, reported failures points, and provide new insights.

Thursday, 10:30am - 12:00pm in Royal B

HRM/Careers: Equity and justice

Facilitator: Brian Joseph O'Leary, The University of Tennessee at Chattanooga

A COMPARISON OF FAKING ON EQUITY SENSITIVITY MEASURES USING THE OVERCLAIMING INSTRUMENT

H. Kristl Davison, University of Mississippi  
Leigh Ann Bynum, Belmont University

We compare the susceptibility to faking of different measures of equity sensitivity (i.e., Huseman, Hatfield, & Miles' (1985, 1987) original ESI vs. Davison & Bing’s (2008) single-stimulus measure). Specifically, we measure faking using a novel approach, the short form (see Bing, Kluempen, Davison, Taylor, & Novicevic, 2011) of the overclaiming instrument (Paulhus, Harms, Bruce, & Lysy, 2003). Neither the original ESI nor the single-stimulus benevolence scale correlated with overclaiming, but the single-stimulus entitlement scale correlated with overclaiming, suggesting that entitled individuals are more likely to overclaim and engage in faking. Implications of these findings for equity sensitivity research are discussed.

Thursday, 10:30am - 12:00pm in Royal C

Teaching: Building Better Curriculum

Facilitator: Judy Lee, Golden Gate University

MANAGEMENT CURRICULUM INNOVATION TO ENHANCE RETENTION AND COMMITMENT: INTRODUCTION TO THE GLOBAL CULTURE OF BUSINESS AS A CORE LEARNING REQUIREMENT (60 minute presentation)

Darla J. Domke-Damonte, Coastal Carolina University  
Merrill Boyce, Coastal Carolina University  
Paul Richard Drass, Coastal Carolina University

Based on curriculum review and assessment results, we identified the desire to create a new freshman level course, Introduction to the Global Culture of Business, as a requirement for all College of Business majors and for service in the university core curriculum. The course adopted simulations, experiential peer projects, and novel career memos as part of its goals to expose all WCOB students to a range of international issues as a baseline to their business degree, increase retention of students, and attract undeclared majors. This seminar will describe these activities and involve participants in exploring these applications.

EFECTS OF A FORCED DISTRIBUTION RATING SYSTEM ON EMPLOYEE TRUST, FAIRNESS, ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND INTENTIONS TO STAY

John Bernardin, Florida Atlantic University  
Stephanie Thomason, The University of Tampa  
Jennifer Collins, Florida A&M University

Employees (n=300) evaluated performance management systems being considered by a Fortune 1000 company. Ratings of a “20-70-10%” forced distribution rating system (FDRS) combined with a “quid pro quo” connection between ratings and particular personnel outcomes was compared to other options, two of which called for ratings of relative frequency and based on comparisons to performance anchors. Ratings of expected justice, organizational trust, anticipated organizational citizenship behaviors (OCBs), and intentions to stay were significantly lower for the “quid pro quo” FDRS. Ratings of anticipated OCBs revealed the strongest and most negative effects. High performers were more receptive to FDRS.

RETHINKING THE ROLE OF THE SYLLABUS IN A DIGITAL ENVIRONMENT: MULTIMEDIA PUBLISHING FOR STUDENT ENGAGEMENT (30 minute presentation)

R. Mitch Casselman, St. John's University

I focus on producing a multimedia syllabus which is accessible in a multiplatform computing environment. That is, I created the syllabus as an introductory application with multimedia aspects in order to provide a strong first impression of the course material and pique the student’s interest in engaging with it. I conceptualize the syllabus as a virtual curator of the course materials. I also produce the application with a view to it being accessed from multiple hardware platforms including mobile devices. The goal of this innovative teaching approach was to act as a test to increase students learning from the course.
**Face threat sensitivity (FTS) has been found to influence objective negotiated outcomes when the threat to face is activated. The current study extends that research by testing whether FTS—which is defined as a propensity to act—is associated with the outcomes of negotiators when the threat has not been specifically activated. Results show that, when the threat is not activated, high FTS buyers pay more than low FTS buyers. Consistent with face theory and social role theory, this effect is moderated by gender, with the association being stronger for women buyers than for men buyers.**

**FURTHERING THE CONCEPTUALIZATION OF PROACTIVE SOCIALIZATION TACTICS**

**Wendy Jackson Walker, University of North Georgia**

Proactive socialization tactics, measures that organizational newcomers take to facilitate their own adjustment, have been shown to predict adjustment and more distal work-related outcomes, such as organizational commitment and intent to remain with the organization. Several cognitions and behaviors are considered to be types of proactive socialization tactics, but research has yet to distinguish between different types. The purpose of this research was to propose a dual-mode conceptualization of proactive socialization tactics in order to distinguish between tactics directed toward changing oneself and those directed toward changing one’s environment. Theoretical and practical implications are discussed.

**MOTIVATIONS TO JOB CRAFT: PROACTIVE INDIVIDUALS AND OPPORTUNITIES IN THE WORK ENVIRONMENT**

**Kelly L. Zellars, University of North Carolina at Charlotte**

**Tammy E. Beck, University of North Carolina at Charlotte**

**Robert Michael Bickmeier, University of North Carolina at Charlotte**

**James J. Bird, University of North Carolina at Charlotte**

In a longitudinal study with 469 teachers in 10 schools within a single school district in the southeastern United States, we examine antecedents to individual and collaborative job crafting. Results indicate that dispositional and environmental factors predict both individual and collaborative job crafting. Specifically, proactive personality, trust in coworkers, and perceived control in the work environment predict both individual and collaborative job crafting; additionally, work identity predicts individual job crafting. Environmental cues enhance the effects of disposition on collaborative crafting, supporting an interactionist perspective of job crafting.

**PROACTIVE NEGOTIATION BEHAVIOR RESULTING FROM FACE THREAT SENSITIVITY**

**Edward W. Miles, Georgia State University**

**Elizabeth Foster Chapman, Mercer University**

Face threat sensitivity (FTS) has been found to influence objective negotiated outcomes when the threat to face is activated. The current study extends that research by testing whether FTS—which is defined as a propensity to act—is associated with the outcomes of negotiators when the threat has not been specifically activated. Results show that, when the threat is not activated, high FTS buyers pay more than low FTS buyers. Consistent with face theory and social role theory, this effect is moderated by gender, with the association being stronger for women buyers than for men buyers.
THE STRUCTURE, CONSISTENCY AND FAMILIARITY AFFORDED BY SBAR AND IDR WHILE HCAHPS IMPROVED SLIGHTLY. LENGTH-OF-STAY REMAINED CONSTANT. AWARENESS. PRESS GANEY PATIENT SATISFACTION INDICES DID NOT CHANGE, IMPLYING THE STRUCTURE OF SBAR HELPED STAFF OBTAIN SITUATION AWARENESS. LENGTH-OF-STAY WERE ASSESSED. PATIENT REVIEW TIMES WERE SHORTER, ADDITIONALLY, MOST (51.7%) WERE OPPOSED TO PHYSICIANS USING FACEBOOK. AFTER REVIEWING THE BENEFITS AND RISKS OF SOCIAL MEDIA, WE EXAMINE ONLINE DISCUSSION BOARDS TO DETERMINE THE THOUGHTS OF PHYSICIANS AND PATIENTS REGARDING THE USE OF FACEBOOK TO COMMUNICATE WITH ONE ANOTHER ABOUT HEALTH-RELATED ISSUES. OF THE 290 COMMENTS ANALYZED, WE FOUND 42 PERCENT WERE OPPOSED TO PHYSICIANS USING FACEBOOK. ADDITIONALLY, MOST (51.7%) WERE OPPOSED TO PHYSICIANS BEING FACEBOOK “FRIENDS” WITH PATIENTS. MOST OPPONENTS EXPRESSED CONCERNS ABOUT PRIVACY AND THE NEED TO MAINTAIN PROFESSIONAL BOUNDARIES IN THE PHYSICIAN-PATIENT RELATIONSHIP. WE PROVIDE SUGGESTIONS FOR HOW HEALTHCARE ADMINISTRATORS CAN EFFECTIVELY MANAGE THEIR SOCIAL MEDIA PRESENCE AND PROVIDE ASSISTANCE TO PHYSICIANS.

HOW COULD, SHOULD, AND WOULD PHYSICIANS USE FACEBOOK WITH PATIENTS?
Joy Van Eck Peluchette, Lindenwood University
Katherine A. Karl, Marshall University
Alberto Coustasse, Marshall University
After reviewing the benefits and risks of social media, we examine online discussion boards to determine the thoughts of physicians and patients regarding the use of Facebook to communicate with one another about health-related issues. Of the 290 comments analyzed, we found 42 percent were opposed to physicians using Facebook. Additionally, most (51.7%) were opposed to physicians being Facebook “friends” with patients. Most opponents expressed concerns about privacy and the need to maintain professional boundaries in the physician-patient relationship. We provide suggestions for how healthcare administrators can effectively manage their social media presence and provide assistance to physicians.

IMPROVING SITUATION AWARENESS AND PATIENT OUTCOMES THROUGH INTERDISCIPLINARY Rounding and structured communication
Paul Cornell, HPX LLC
To improve patient outcomes and foster communication across diverse staff, a suburban hospital introduced interdisciplinary rounds (IDR) and the Situation-Background-Assessment-Recommendation (SBAR) communication protocol. Four conditions, totaling 960 patient reviews, were observed: Baseline, Mobile, Paper-SBAR and Electronic-SBAR. Staff situation awareness, patient satisfaction, and length-of-stay were assessed. Patient review times were shorter, implying the structure of SBAR helped staff obtain situation awareness. Press Ganey patient satisfaction indices did not change, while HCAHPS improved slightly. Length-of-stay remained constant. The structure, consistency and familiarity afforded by SBAR and IDR resulted in process, staff and patient benefits.
North America. Inspired by resources theories, each of the experiences work engagement, they often exhibit enhanced well-being and favorable workplace effectiveness. For these reasons, obtaining a better understanding of work engagement has become a priority for both practitioners and scholars alike. Addressing this research need, we hypothesized that the ability to manage resources, which are necessary to combat stress, would moderate several narcissistic supervisor–work outcome relationships. The current study found support for these hypotheses. Specifically, lower subordinate ability to manage resources interacted with supervisor narcissism to predict increased levels of employee-reported tension and emotional exhaustion, and decreases in reported citizenship behavior and attentional control. These relationships were attenuated for subordinates with higher levels of resource management ability.

Drivers of Work Engagement Inspired By Resources Theories (Symposium)

Evangelia Demerouti, Eindhoven University of Technology
Arnold B. Bakker, Erasmus University
James Mick Andzulis, University of Alabama
Russell S. Cropanzano, University of Colorado at Boulder
Jonathan R. B. Halbesleben, University of Alabama
Matthew Leon, University of Alabama
Adam Rapp, University of Alabama
Ana Isabel Sanz Vergel, Autonomous University of Madrid
Lieke L. ten Brummelhuis, University of Pennsylvania

Work engagement is an opportunity for work organizations and professions particularly in times of economic crisis. When employees experience work engagement, they often exhibit enhanced well-being and favorable workplace effectiveness. For these reasons, obtaining a better understanding of work engagement has become a priority for both practitioners and scholars alike. Addressing this research need, this symposium has gathered four teams of scholars from Europe and North America. Inspired by resources theories, each of the presentations provides new insights in the dynamic nature of work engagement and the conditions that stimulate it.

Strategy: Dynamic Managerial Capabilities (Symposium)

Jeffrey Arthur Martin, University of Alabama
Catherine A. Maritan, Syracuse University
Thomas P. Moliterno, University of Massachusetts Amherst

In this panel symposium, panelists will discuss topics related to dynamic managerial capabilities. Each of the panels will provide examples of current trends that are advancing our understanding of organizational capabilities broadly, with an emphasis on dynamic managerial capabilities. Qualitative and quantitative studies will be used as illustrations followed by discussion of the broader topic of research design and measurement issues in conducting studies of organizational capabilities. Overall, our panel symposium is designed to share important recent work and to stimulate further research about how organizations adapt their resource base in changing markets.

IS TEAM BASED TACIT KNOWLEDGE TRANSFERABLE? PLAYERS AS STRATEGIC RESOURCES

Roy Heath Keller, Murray State University

The transferability of tacit knowledge is a topic that is at the core of many leading theories of the firm. Using the National Basketball Association (NBA) as the unit of analysis, this paper addresses the following question: What effect does tacit knowledge held by a strategic bundle of resources (team) have on the market value of an individual resource (player)? Results indicate that player fit with other team members and strategic philosophy are significant predictors of market value.

The Knowledge of Outsourcing: A Knowledge-Based View Perspective

Joshua Maurer, Louisiana State University

This paper develops an outsourcing matrix for predictive and explanatory purposes. It is comprised of three continuums; two comprised of internal knowledge module attributes in which decisions are based and a third external component based on the institutional theory’s perspective of legitimacy. Based on legitimacy, the knowledge modules’ strategic value, and transferability of knowledge propositions are made. The most intensive outsourcing relationship develops when the outsourcing of a knowledge collective has been externally legitimized, the information involved is explicit and easily codifiable, and competitive advantage is marginally dependent on its function, but not directly tied to other core knowledge modules.

The Role of Organizational Controls in Knowledge Transfer and Organizational Innovation

Jennifer Sexton, West Virginia University
Annette Ranft, University of Tennessee

In this study, we examine how firms manage the creation of new knowledge through the control of the transfer of existing knowledge. Organizational controls are necessary for knowledge transfer, yet they may limit the very transfer necessary for innovation to occur. Drawing from the literature on organizational controls and how organizations are designed to transfer knowledge and influence knowledge sharing behavior, we develop a model and test the relationships between knowledge transfer and innovation. Using a sample of 184 middle managers, we find that professionalization, formalization, and internal knowledge transfer influence innovation.
Facilitator: **Timothy M. Madden, Old Dominion University**

**BEST DOCTORAL PAPER IN TRACK★★**

**EDUCATIONAL MISMATCHES AND ENTRY INTO ENTREPRENEURSHIP AMONG SCIENTISTS AND ENGINEERS**

**Briana Christine Sell, Georgia Institute of Technology**

In this study, educational mismatches among scientists and engineers are examined. I use the NSF’s longitudinal Scientists and Engineers Statistical Data System (SESTAT) to analyze the reasons scientists and engineers report for being mismatched in order to distinguish between those who are voluntarily (for pay or career change) and involuntarily (job not available) mismatched. In the first set of analyses, the consequences of an educational mismatch are studied. In a second set of analyses, I examine the implications of mismatches for entry into entrepreneurship. The results reveal that people who are mismatched have a much higher probability of entering entrepreneurship.

**RISK, UNCERTAINTY, AND ENTREPRENEURIAL OPPORTUNITY NOVELTY**

**Angela Randolph, Texas Tech University**

While we know that entrepreneurial opportunity novelty is important, little is known about what produces novel opportunities. In this paper, I assert that by exploring the relationship between novelty and uncertainty, a greater understanding of entrepreneurial opportunity novelty can be achieved. The aim of this paper is to identify factors that lead to variations in entrepreneurial opportunity novelty. If we are able to identify these factors, we could potentially improve the quality of opportunities that entrepreneurs identify.

**THE RICH ENTREPRENEUR: USING CONSERVATION OF RESOURCES THEORY IN CONTEXTS OF UNCERTAINTY**

**Stephen E. Lanivich, Old Dominion University**

This research was designed to extend the scope and conversation of conservation of resource theory (COR) to contexts of uncertainty, including entrepreneurship. In doing so, the resource-induced coping heuristic (RICH) construct is introduced, developed, and validated. Results from two investigations, involving three samples and a total of 813 participants indicated strong reliability, and internal validity for the theoretically justified, 3-factor measure. Also, results of validity tests show the RICH as a robust predictor of factors pertaining to entrepreneurial success, including: financial performance and perceived entrepreneurial success. Practical and academic implications, strengths and limitations, and directions for future research are discussed.
THE INFLUENCE OF GENDER IDENTITY ON PERCEPTIONS OF AUTHORITY FIGURES’ RACIAL COMMENTS

Aneika L. Simmons, Sam Houston State University
Rochelle Parks-Yancy, Texas Southern University

We theorized that women who are high in gender identity are more likely to perceive racism by a high status authority figure (i.e., a White individual), as compared to a low status group member authority figure, who makes a racial comment. However, men who are high in gender identity are likely to have an opposite reaction. The hypothesis regarding women was supported, though it was not supported for the men. Interestingly, most participants presumed that the authority figure was a male, though no such information was shared in the survey. The survey took place in a laboratory setting.

THE ROLE OF PROACTIVITY AND SOCIAL CAPITAL IN THE CAREER PROGRESSION AND TURNOVER OF WOMEN MANAGERS

Juanita Trusty, University of Memphis
Carol Danehower, University of Memphis
Christian Calderon, University of Memphis

As organizations seek to diversify their senior management teams, they often lose high-potential female managers who become dissatisfied with their career progression and choose to seek promotional opportunities in different organizations. This article integrates the research on career success, proactive personality and social capital as well as interviews with female executives and presents a model—focused on proactiveness and social capital—that predicts the likelihood of progression into top management positions and turnover for female middle managers. The model has implications for female managers and for organizations seeking to attract, grow, and retain women in senior management teams.

MECHANICAL TURK: IS IT JUST ANOTHER CONVENIENCE SAMPLE?

Meagan E. Brock, West Texas A&M University
R. Nicholas Gerlich, West Texas A&M University
Kristina Drumheller, West Texas A&M University
Marc Sollosy, Marshall University
Emily Kinsky, West Texas A&M University

The study explores the use of a new and innovative technique for data collection – Mechanical Turk. Three studies utilizing the Theory of Planned behavior to assess population behavior were used to compare behavioral outcomes between Mechanical Turk and general and specified populations. Result show that Mechanical Turk is a viable and generalizable sampling technique when a general population sample is needed. However, when specific populations are desired Mechanical Turk might be suboptimal.

THE EFFECTIVENESS OF TEMPORAL SEPARATION OF MEASUREMENT IN AVOIDING COMMON METHOD VARIANCE: A BAYESIAN APPROACH

Christopher Castille, Louisiana Tech University
Marcia J. Simmering, Louisiana Tech University

In this study, we pit two competing perspectives on common methods variance (CMV) against one another using student data (N = 100). Some researchers claim that CMV inflates substantive predictor– criterion relationships and can be avoided using certain procedures, such as the use of temporal separation of measurement of focal independent and dependent variables. Skeptics of CMV might argue that such an approach is unnecessary or ineffective. Using objective Bayesian t tests, we test the efficacy of this approach. Resulting JZS Bayes factors favor the null hypothesis, suggesting that temporal separation of measurement does not impact predictor–criterion relationships.

Thursday, 1:15pm - 2:45pm in Royal B

RM: Measurement Issues and Trends

Facilitator: Laura T. Madden, University of Tennessee

CONSIDERING GEOGRAPHY: A NOVEL APPROACH TO MEASURING GEOGRAPHICALLY DISPERSED TEAMS

Kristen Madison, University of Tennessee
Anne Smith, University of Tennessee

Geographically dispersed teams, or virtual teams, are commonplace within organizations today. As such, scholarly investigations of these teams are increasing, but have failed to consistently operationalize what it means for a team to be geographically dispersed. We critique the extant measures of dispersion and introduce a new measure based on the physical separation of team members. We empirically compare these measures with data from 1482 teams, demonstrating the benefits of calculating geographic diversity in virtual teams by using “geography”, an ironically ignored concept in this literature stream.

Thursday, 1:15pm - 2:45pm in Royal C

Teaching: Lessons from Beaver Trapping and Oz

Facilitator: Judy Lee, Golden Gate University

BEYOND THE YELLOW BRICK ROAD: COACHING STUDENTS’ DISCOVERY OF THEIR OWN SELF-EFFICACY USING THE WIZARD OF OZ (60 minute presentation)

Eva Lynn Cowell, Tusculum College
Kristie Abston, University of West Florida
Sharon Jeffcoat Bartley, New Mexico State University

Using themes from The Wizard of Oz, the authors demonstrate how to facilitate students’ discovery processes so they realize the inherent knowledge, skills, abilities and experiences already present within themselves. Self-efficacy, critical thinking, and change management are discussed related to this innovative teaching strategy—The Ruby Slippers Approach (RSA). We provide a mock RSA experience so that conference participants go through the teaching method as students, completing a quest through the development of a synergy that moves the group beyond their inherent fear of change to strengthen their self-efficacy while creating a better understanding of the innovative teaching strategy.
This study examines preferences college students have for various class-related rewards and whether varying the type and schedule of student rewards is effective in shaping desired student behaviors. In an effort to improve on-time arrival in class and performance on course exams, students were offered continuous (piece-rate) rewards, a lottery system for winning extra points, and no rewards. Extra points on examinations were the most preferred rewards. The continuous reward schedule was more effective in improving student performance than the other two reward systems.

SHAPING STUDENT BEHAVIORS THROUGH REWARD SYSTEMS: LESSONS FROM BEAVER TRAPPING? (30 minute presentation)
Lucy Newton McClurg, Georgia State University
Ric Morris, Georgia State University
Deborah Butler, Georgia State University

The creative power of racially diverse workgroups: does diversity create a better outcome? (30 minute presentation)
Dennis Marquardt, University of Texas at Arlington

THE ELUSIVE ADVANTAGE: MAXIMIZING THE CREATIVE POWER OF RACIALLY DIVERSE WORKGROUPS

Three current themes in organizations today include: a focus on creativity and innovation, a racially diverse labor force, and the use of groups and teams to achieve performance. Although racial diversity should provide different perspectives and non-redundant knowledge, which is a benefit for creativity, interracial interaction effects counteract the benefits. In this paper, I propose that white interracial interaction anxiety and minority stereotype threat diminish divergent thinking processes in racially diverse workgroups. Using behavioral scripts and adopting an integration and learning perspective are proposed to mitigate the negative effects of race on workgroup creative performance.

AN IMPLICIT MEASURE OF CREATIVE PERSONALITY
RATIONALE AND THEORETICAL DEVELOPMENT FOR AN IMPLICIT MEASURE OF CREATIVE PERSONALITY

Jeremy Lee Schoen, Georgia Gwinnett College
Marielle C. Schilpzand, Georgia Gwinnett College

Work of creative individuals is viewed as vital for business functioning and survival (Amabile, 1996; Gilson, 2008). Measures of creative personality were developed; however, these measures do not predict much variation in creative performance as evidenced by their small relationships with measures of actual creative performance. Current measures of creative personality lack theoretical grounding, which could account for small effect sizes. This research addresses this gap by building a theoretical basis for creative personality. Based on conditional reasoning (James, 1998; James & LeBreton, 2012; James & Mazzerolle, 2002), biases are developed that serve as justification mechanisms for creative personality.

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“FROM THE HEART”: AFFECTIVE LEGITIMATION IN THE ONTARIO WINE INDUSTRY

Felipe Massa, Loyola University New Orleans
Maxim Voronov, Brock University
Wes Helms, Brock University

Through an inductive study of the rhetorical modes of persuasion deployed by winemakers in the Ontario Wine Region, we highlight how actors leverage appeals to emotions to secure and maintain legitimacy necessary for the emergence of a new field. We find that existing legitimacy frameworks do not explicitly consider how social actors secure affective legitimacy - the sentiment that an entity is desirable or appropriate because it embodies resonant modes of emotional expression and emotion states within a socially constructed system – and are, thusly, insufficient to explain how newly established wineries gain a foothold in a competitive cultural industry.

RITUAL WORK IN THE EVOLUTION OF THE NBA PLAYER’S DRAFT

Brian Philip Soebbing, Louisiana State University
Benjamin M. Cole, Fordham University
Marvin Washington, University of Alberta

We build on work that suggests rituals are utilized to support institutions. Utilizing an archival institutional analysis of the NBA Players Draft, we focus on three performance dimensions of rituals—actor roster, performance order and performance requirements—to show how the ritual evolved in support of two institutions of professional sports: uncertainty of outcome and competitive balance. We find evidence rituals often do change to threats. The change occurs to support the institutions the ritual is intended to support. In some cases, it is altered to benefit the interests of the ritual keepers, without regard for the institutions themselves.

GENERATIONAL CHANGES IN LATIN AMERICAN CULTURE

Sergio Madero, Tec de Monterrey
Jaime Ruiz Gutiérrez, Universidad de los Andes
Regina A. Greenwood, Nova Southeastern University
Edward Francis Murphy Jr., Embry-Riddle Aeronautical University
Julia Teahen, Baker College
Silvia Ines Monserrat, Universidad Nacional del Centro
Miguel R. Olivas-Luján, Clarion University of Pennsylvania & Tecnológico de Monterrey
Neusa Maria Santos, Pontificia Universidade Católica de São Paulo (PUC-SP)

Our research study expands the frontiers of knowledge concerning Latin American culture by exploring generational changes in the three components of culture: values, attitudes and behaviors. We examined generational changes in Latin American values, attitudes towards women and Type A stress behaviors with two population cohorts (2006 and 2012) of working adults in Argentina, Brazil, Colombia and Mexico.
MANAGING EXPLORATION AND EXPLOITATION IN THE MULTINATIONAL CORPORATION: AN INSTITUTIONAL DISTANCE PERSPECTIVE

Indu Ramachandran, Texas State University
Kim Clark, Saint Mary's College of California
Derrick McIver, Western Michigan University

We develop a conceptual framework that leverages institutional theory to explain how exploration and exploitation is managed within multinational corporations (MNCs). We propose that the institutional distance between home and host country influences how an MNC makes strategic choices to manage exploration (competence-creating mandates) and exploitation (competence-exploiting mandates) within their subsidiaries. Furthermore, using relational contextual factors we theorize how MNC-subsidiary relations can impact the effectiveness of these mandates. Our framework suggests that MNCs can pursue seemingly incompatible types of learning by carefully managing the learning orientation of its home country (headquarters) with the learning orientation of its subsidiaries.

ROLE OF POLITICAL ALIGNMENT AND POLITICAL CONNECTEDNESS IN CROSS BORDER ACQUISITION COMPLETION

Rama Krishna Reddy, University of Memphis
Ben L. Kedia, University of Memphis

We investigate the role of political alignment of home and host countries in acquisition completion. Additionally, we examine the moderating role of acquiring firm size and acquisition value on the relationship between political alignment and acquisition completion. We test our model using a sample of 6483 cross border acquisitions in oil & gas industry from 30 countries. We find that political alignment is indeed related to acquisition completion and we also found that acquiring firm size positively moderates this relationship. We did not find support in relation to the moderation effect of acquisition value.

HOW COLLECTIVE EXPERIENCE IN TEAMS MODERATES THE DYNAMIC RELATIONSHIP BETWEEN TEAM TURNOVER AND TASK CONFLICT

Tom Kuypers, Maastricht University
Hannes Guenter, Maastricht University
Hetty van Emmerik, Maastricht University

Team turnover may severely harm the functioning of teams. This study examined whether the negative implications of team turnover in terms of task conflict can be attenuated by the organizational tenure of the team. We built on Context-Emergent Turnover theory (Nyberg & Ployhart, 2013) and tested a random coefficient growth model, utilizing data from 74 health care teams. We found support for the hypothesized interaction: With higher organizational tenure in the team, changes in team turnover associate less with changes in task conflict. We also introduce a new measure for team turnover and discuss implications for theory and practice.

POSITIVE AFFECTIVE ASYMMETRY, PROCESS QUALITY, AND TEAM DECISION-MAKING EFFECTIVENESS

Brian J. Collins, The University of Southern Mississippi
Timothy Paul Munyono, University of Tennessee
Neal M. Ashkanasy, The University of Queensland
Sandra A. Lawrence, Griffith University
Erin Colleen Gallagher, The University of Queensland
Stacey R. Kessler, Montclair State University
Jennifer Maree O’Connor, The University of Queensland

Scholars studied the influence of individual differences on team performance. We incorporated a controlled simulation examining the role of positive affectivity asymmetry and team process quality on team decision-making performance. Using multi-sourced (team, observer, archival) data, we found teams generated the best outcomes under conditions of low variance in team positive affectivity and low observed process quality. The worst decision performance occurred under conditions of high variance in team positive affectivity and low observed process quality. The effects of positive affective asymmetry were muted in teams with high process quality. Practical implications and directions for future research are discussed.
GAINS OR LOSSES: THE EFFECTS OF RESTRICTED STOCK AND STOCK OPTIONS ON FIRM PERFORMANCE EXTREMENESS

Wanrong Hou, The University of Texas-Pan American

By integrating upper echelons theory into the study of CEO compensation, we argue that CEO tenure moderates the relationship between restricted stock and stock options on subsequent firm performance extremeness (big gains or big losses). The empirical results indicate that the effect of stock options on the likelihood of big gains decreases as CEO tenure increases. CEO tenure also weakens the effect of restricted stock on the likelihood of big gains. Moreover, the effect of restricted stock on the likelihood of big gains decreases faster than the effect of stock options over CEO tenure. Theoretical and practical implications were discussed.

THE POTENTIAL OF A RESOURCE TO YIELD SUPERIOR RETURNS

Steven Michael, University of Illinois at Urbana-Champaign

Explaining performance differences is a central question in strategic management. To explain performance differences, researchers have increasingly employed resource based theory. In this paper we examine whether a resource generates significant variation in performance at the firm level. We do so using a novel methodology imported from finance. Borrowing a term from physics, we call this the potential of a resource. In this paper we examine technology, both traditional R&D and IT, and find that one but not both of these demonstrate potential. We then demonstrate that potential has the “potential” to drive additional questions and tools for resource-based theory.

Thursday, 3:15pm - 4:45pm in Orleans

Strategy: IORs: Distrust, Crowdsourcing, and Supportive Cultures

Facilitator: William E. Gillis, University of South Alabama

(DIS)TRUST IN STATUS HETEROPHILOUS INTERORGANIZATIONAL RELATIONSHIPS

Jessie Lynn Olien, University of North Carolina at Charlotte

This paper proposes a theoretical framework explaining how status differences between organizational partners impacts the degree of trust between both organizations and boundary spanners. While researchers have argued for the benefits of status homophilous relationships, empirical evidence suggests that relationships between firms of unequal status do exist. Recently management scholars have inquired into the motivations behind status-heterophilous relationships, uncovering what drives the initiation of these partnerships. Taking an interdisciplinary perspective, this paper argues that the very motivations that drive status heterophilous interorganizational relationships also create a social context that engenders distrust between both organizational partners and individual boundary spanners.

Thursday, 3:15pm - 4:45pm in Royal A

Ethics/Soc/Div: Diversity Issues at Work

Facilitator: Jennifer Collins, Florida A&M University

BILINGUALISM AND EMPLOYMENT DECISIONS: DO EMPLOYERS PREFER HISPANIC OR NON-HISPANIC BILINGUALS?

Cheryl K. McIntosh, University of Texas at Arlington
Myrtle P. Bell, University of Texas at Arlington
Wendy Jean Casper, University of Texas at Arlington
Tae Seok Yang, Western Illinois University
Christopher M. Harris, Texas Woman's University

Hispanics are the fastest growing demographic group in the United States. Between July 1, 2010 and July 1, 2011, one of every two people added to the U.S. population was Hispanic. Despite increasing representation in the U.S. population and increasing importance of bilingualism in organizations, Hispanics are understudied in management literature. In this manuscript, we contribute to the literature on U.S. Hispanics by exploring the effects of bilingualism on employment selection decisions, focusing on differences between bilingual Hispanics and bilingual non-Hispanics. We propose and test a model of factors affecting employment decisions for bilingual applicants.
TELL ME MORE! THE ROLE OF INFORMATIONAL JUSTICE IN HISPANICS’ PERCEPTIONS OF SUPPORT FROM SUPERVISORS

Haley Myers, University of North Carolina at Charlotte
Sabrina Lenee Speights, University of North Carolina at Charlotte
Linda Shanock, University of North Carolina at Charlotte

Perceived supervisor support is important in the development of perceived organizational support and other beneficial outcomes for employees and organizations. Ethnic differences in levels of perceived supervisor support have not been explored. We hypothesized a mediated model in which Hispanics perceive lower supervisor support than their Caucasian co-workers because of differential informational justice perceptions. The hypotheses were supported and provide a first step at providing a potential mechanism for why perceived supervisor support is lower in Hispanics than Caucasians. Organizations can use such information to investigate how to foster support in all of their employees as workforce diversity increases.

WORK VISAS, PERCEIVED CULTURAL DIVERSITY, AND ORGANIZATIONAL ATTRACTIVENESS: IMMIGRANT JOB SEEKERS’ PERCEPTIONS DURING EARLY RECRUITMENT

Jason R. Lambert, Saint Xavier University
Dynah A. Basuil, Asian Institute of Management
Myrtle P. Bell, University of Texas at Arlington
Dennis Marquardt, University of Texas at Arlington

Increasingly more U.S. firms seek foreign job seekers in order to satisfy the demand for technical and highly-skilled labor. We investigated how recruitment statements attract potential job seekers from the Philippines to companies in the United States. In contrast to some of our predictions, we found no relationship between statements about diversity or work visa sponsorship to organizational attractiveness. However, we found that work visa statements weakened organizational attractiveness when diversity statements were present, and strengthened organizational attractiveness when diversity statements were omitted. Interestingly, perceived work expectancies mediated this relationship. Implications for organizations and directions for future research are discussed.

PREDICTING COUNTERPRODUCTIVE WORK BEHAVIORS, ALCOHOL CONSUMPTION, AND EPISODIC HEAVY DRINKING USING SOCIAL MEDIA

Bret Becton, The University of Southern Mississippi
Harvell Jackson Walker III, Auburn University
Paul Schwager, East Carolina University
Bruce Gilstrap, The University of Southern Mississippi

Using a sample of 146 upper-level business and MBA students, we hypothesized and tested whether or not information found on applicants’ social media profiles could be used to predict counterproductive work behavior, alcohol consumption, and episodic heavy drinking. We found that social media information is not a very useful predictor of actual behavior. Our results indicate that social media information is not predictive of counterproductive work behavior, while alcohol and drug content on social media profiles is predictive of alcohol consumption and episodic heavy drinking. Implications for research and practice are discussed.

THE INTERACTIVE EFFECT OF TURNOVER AND TASK INTERDEPENDENCE ON PERFORMANCE IN HIGH PERFORMANCE STRATEGIC WORK TEAMS: EVIDENCE IN THE NFL

Justin L. Davis, University of West Florida
Andrew J. Fodor, Ohio University
Michael Pfahl, Ohio University
Jason S. Stoner, Ohio University

This paper empirically investigates the interactive effect of turnover and task interdependence on performance in high performance strategic work teams. Using longitudinal data from the National Football League (NFL), we empirically test the effect of player turnover on NFL team performance and the difference in team performance as based on the high/low task interdependence of the team. Findings suggest a negative impact of turnover on organizational performance, regardless of the interdependent nature of high performance strategic work team tasks. In addition, the negative influence of turnover is enhanced by the task interdependence within a team.

HRM/Careers: HR Influences on Job Performance and Counterproductive Work Behaviors

Facilitator: Brad Harris, University of Illinois at Urbana-Champaign

THURSDAY, 3:15PM - 4:45PM IN ROYAL B

POLITICAL SKILL AS A NEUTRALIZER OF COUNTERPRODUCTIVE WORK BEHAVIOR – PERFORMANCE RELATIONSHIP

Jun Yang, University at Buffalo, SUNY
Stephanie R. Seitz, University at Buffalo, SUNY
Darren C. Treadway, University at Buffalo, SUNY
Rebecca Lee Badawy, University at Buffalo, SUNY
Robyn Brouer, Canisius College

Despite the growing body of research focusing on the “dark” side of organizational behavior, little empirical work exists on the role of the “self” in counterproductive work behaviors. We propose a moderated mediation model to connect the gap between organization-based self-esteem, counterproductive work behaviors, and performance considering political skill as a neutralizer for this relationship. Our results indicate that counterproductive work behavior mediates the relationship between organization-based self-esteem and performance. We also found political skill to moderate this relationship, wherein this relationship was only significant for those low in political skill and not significant for the high political skilled.

A REAL OPTIONS PERSPECTIVE ON THE INFLUENCE OF THE APPROPRIABILITY FRAMEWORK ON EXTERNAL COMMERCIALIZATION

Mary Beth Rousseau, Georgia Southern University
Franz Kellermanns, University of North Carolina at Charlotte

Firms may pursue the invention and commercialization functions of innovation inside and outside firm boundaries. Integrating real options theory with the appropriability framework I position external commercialization as an option on a firm’s investment in technological knowledge. Hypotheses are tested on a sample of 1642 firms in the manufacturing sector. Results show that firms with more complementary assets and tighter proprietary knowledge protections are more likely to exercise the external commercialization option. However, the influence of environmental conditions on external commercialization was not supported.

ENT/INNOV: TOPICS IN INNOVATION

Thursday, 3:15pm - 4:45pm in Royal C

Facilitator: Michael McLeod, Texas Tech University
ACCEPTANCE AND USE OF WOOD TECHNOLOGY IN NON-RESIDENTIAL CONSTRUCTION
Fatima Zahra Barrane, Faculté des sciences de l'administration, Laval University
Egide Karuranga, Laval University
Diane Poulin, Laval University
Diffusion of innovation is one of the challenges for organizations. It brings social change that alters a system’s structure and how it operates. Studies in this area have focused on the sector of information and communication technologies. In this study, we have sought to understand acceptance and use of wood technology in the sector of non-residential construction. Using UTAUT theory, we have developed a conceptual framework for this sector and identified the main similarities and differences. Also, we have identified some constraints on the use of wood technology.

NEW VENTURE ALLIANCES: WHEN COLLABORATIONS TARNISH
Tucker Marion, Northeastern University
Kimberly Eddleston, Northeastern University
John Friar, Northeastern University
This study explores how entrepreneurs use interorganizational relationships to discover, develop and commercialize new products. Based on a ten-year ethnographic study of start-up firms, our study showed that many entrepreneurs establish both outsourcing relationships and alliances, and that many outsourcing relationships often progressed into alliances. Over time we also found that most entrepreneurs developed strong socioemotional bonds with their alliance partners. However, unexpectedly, our study revealed that these socioemotional bonds could cloud the entrepreneur’s judgment leading to business problems. As the exchange became more dependent on socioemotional bonds, a tipping point emerged that jeopardized the survival of the entrepreneurial business.

PAY FOR PLAYS: COMPENSATION AND PERFORMANCE IN PROFESSIONAL BASEBALL
Evan Robert Theys, Louisiana Tech University
James De Leon, Louisiana Tech University
Brandon E. Dennis, Louisiana Tech University
Christopher Huynh, Louisiana Tech University
Rater errors have often been studied in the context of performance reviews; however, little research has examined how rater errors influence employee intentions. We used an expectancy theory framework to investigate the role of recency effect (the tendency to emphasize most recent performance) within the performance appraisal period. We hypothesized that employees will adjust their output near the end of the performance appraisal period to reap the benefits of recency effect. Using archival compensation and performance data from Major League Baseball, we found support for all hypotheses. Implications and future directions are discussed.

PRIOR RELATED WORK EXPERIENCE AND JOB PERFORMANCE: ROLE OF PERSONALITY
Nishant Uppal, Indian Institute of Management, Indore
Sushanta Kumar Mishra, Indian Institute of Management, Indore
In contrast to the general notion, recent studies presented a negative relationship between prior related work experience and job performance and suggestively attributed the theoretically inconsistent results to individual factors. Using a sample of 451 sales persons in the insurance industry, the present study found support for the positive relationship between prior related work experience and job performance. Further the study found a moderation effect of personality factors on the above relationship. Implications of the study to practitioners and researchers are discussed.

Thursday, 3:15pm - 4:45pm in Royal D
OB: Job Performance and the Individual: Personality, Fit, and Motivation
Facilitator: Brian Hoffman, University of Georgia
A COMPARISON BETWEEN THE MOLAR AND THE MOLECULAR APPROACHES OF TASK PERFORMANCE
Yongheng Yao, Concordia University
We distinguish two approaches to task performance: (1) molar, which assesses the degree to which an employee meets standards of performance described by organizational roles; and (2) molecular, which assesses the degree to which the employee exceeds the standards. Results (N = 632) show that they are modestly correlated, with different means and skewness. Job satisfaction has a higher correlation with the molar approach than with the molecular approach. Job level is significantly correlated with the molecular approach but not with the molar approach. Thus, theoretical and empirical distinctions between the two approaches are supported. This study has important implications.

Thursday, 6:30pm - 9:30pm in the SWAMP on Bourbon Street
SMA in the SWAMP
Join us at the SWAMP at 516 Bourbon Street for a night that SMA won’t forget! Thanks to SAGE, you will enjoy hors d’oeuvres followed by a Louisiana style dinner buffet with (gluten free) jambalaya and pork debris po-boys, and king cake for dessert. As it should be on Bourbon Street, the bar will be open. Listen and dance to the live band, or find a quiet area to chat with colleagues. Make sure to throw some beads to the Bourbon Street crowd from the SWAMP balcony. After dinner, some braver SMA’ers might even go for the mechanical bull. This is an SMA event you won’t want to miss.

Directions: Take a right out of the Hotel’s Royal St. entrance and go left on Bienville St. one block to Bourbon St.. Go right and the SWAMP is 2 ½ blocks on right. (516 Bourbon St.)
YOU MUST HAVE YOUR SMA NAME BADGE TO GET INTO THE SWAMP!!!!
Friday, November 8

**SMA “Lobby” and Exhibits:** 8:00am – 3:15pm in Queen Anne Ballroom

This area will remain open with seating for SMA registrants to relax, meet in small groups, and chat. Networking Snack Breaks will all take place in this area.

**SMA Breakout Lounge:** 8:00am – 5:00pm in Bonnet Carre

Queen Anne too loud or busy? Peek around the corner and see if this cozy room suits your needs. It will be open for SMA members to meet in small groups.

**Conference Registration:** 8:00am – 3:10pm in Queen Anne Mezzanine (closed for lunch from Noon to 1:30pm)

**Coordinator:** Kevin B. Lowe, University of North Carolina at Greensboro

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**Friday, 8:00am - 9:30am in La Nouvelle West**

**Professional Development Institute: The Anatomy of Contribution**  
*(co-sponsored by the Research Methods Division of the Academy of Management)*

**Kevin D. Carlson,** Virginia Polytechnic Institute and State University

Management researchers are often challenged to demonstrate or enhance the contribution of their research. But how contribution is evaluated is often perceived to be in the eye of the beholder. This presentation examines contemporary views and empirical examples of what it means to make a research contribution. Building from existing theory-centric views, a broader framework highlighting additional forms of research contributions are explored, including how they support theory development and more effective research practice.

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**Friday, 8:30am - 10:00am in Bienville**

**OT: Organizational Characteristics and Their Outcomes**

Facilitator: LaKami T. Baker, Auburn University

**PERMANENTLY BORROWING FROM REFERENCE GROUPS: FIRM-LEVEL PREDICTORS OF LATERAL CEO SUCCESIONS**

**Alexander R. Knights,** Binghamton University - SUNY

This paper explores firm-level predictors of lateral CEO successions (when a focal firm recruits its successor directly from the chief executive post at a peripheral firm). Relying on Zhang and Rajagopalan's (2003) framework that classifies a new CEO's origin into three distinct managerial labor markets—inafirm, inindustry, and outside-industry markets—I argue that lateral CEOs are more likely to come from the outside-industry market; specifically, the portion of the market consisting of CEOs from firms within the organization's reference group. I then outline several firm level predictors of reference group membership that are likely to predict lateral CEO successions.

**ROLE OF RELATIVE RESOURCES AND FITNESS IN DEFINING FIRM VULNERABILITY**

**Ajay Kumar Singal,** Institute of Management Technology, Dubai  
**Arun Kumar Jain Sr.,** Indian Institute of Management, Lucknow

Vulnerability research, rooted in the social sciences, looks at how vulnerable populations respond to natural hazards such as floods, famine. However, vulnerability at the firms’ level remains largely unexplored. We fill the gap by extending the concept of vulnerability from social sciences literature. Based on a ‘time series cross section’ panel of Indian firms over seven years we conclude that vulnerable firms are relatively poor in resource positions or fitness levels or both. Through this research, we also emphasize ‘Fitness’ of organizations, a metric for analyzing evolutionary success in developing and exploiting new rules of the game in the global marketplace.

**THE PRACTICE OF SCENARIO PLANNING: AN ANALYSIS OF INTER- AND INTRA-ORGANIZATIONAL STRATEGIZING**

**Gary Bowman,** University of Cambridge  
**Ryan William Parks,** Mount Royal University

Strategic activity is often punctuated through the application of strategy tools. Despite widespread use, opacity surrounds how these tools shape the strategy process. We examine the application and effect of a scenario planning process at an inter- and intra-organizational level. We use a longitudinal case study to demonstrate the importance of sensemaking in strategizing activity at the inter-organizational level. We also demonstrate the relative weakness of the scenario narrative as a boundary object capable of transferring knowledge to the intra-organizational level. Through empirical and theoretical integration we develop a model depicting the flow of knowledge in inter- and intra-organizational strategizing.
A positive safety culture contributes to a firm’s ability to avoid occupational accidents and injuries. While research exists showing the relationship between safety culture and accident reduction, there is little on how to achieve such cultural change improvements. Attempts to determine the factor structure of safety culture have not produced a general consensus on the exact elements of the structure. Research methodologies have taken most of the blame for biasing the results. In this study, we used a Delphi methodology and Hofstede’s onion model of organizational culture to find a consensus of 18 practices which underlie a positive safety culture.
NATIONAL AND REGIONAL LEVEL SOCIAL CAPITAL AND ENTREPRENEURIAL ACTIVITY

Kevin C. Cox, Florida Atlantic University

This research presents a multidimensional conceptualization of social capital at both the national and regional level in order to examine the effects of social capital on entrepreneurial activity across nations and regions. The multidimensional conceptualization presented incorporates and links individual and aggregate perspectives of social capital. I add to previous research, which suggests that individual and firm level social capital positively influences the ability of individual entrepreneurs and entrepreneurial firms to access and mobilize important resources, by investigating similar implications of social capital at the national and regional level.

THE BENEFIT OF BENEFITS: A DYNAMIC APPROACH TO HR PRACTICES AND ENTREPRENEURIAL CONTINUANCE

David S. DeGeest, University of Iowa
Ernest H. O’Boyle Jr., Virginia Commonwealth University
Elizabeth H. Follmer, University of Iowa
Sheryl Walter, University of Iowa

A pressing but understudied issue in the entrepreneurial literature is the high incidence of new venture failure. We propose a model of entrepreneurial discontinuance where initial firm resources and strategic HR practices influence firm survival in a dynamic pattern over time. We then test our model with a sample of over 13,100 firms tracked for seven years. We found support for the long term and stable effects of initial firm resources and the dynamic and mediating effects of HR practices. We conclude with a research agenda and practical recommendations for how nascent firms can prevent premature discontinuance.

STAKEHOLDERS, REPUTATION AND COMPETITIVE ADVANTAGE: USING CONSTRUAL LEVEL THEORY TO PREDICT THE INFLUENCE OF TIME ON THE PERCEPTION OF WHAT MATTERS

Suzanne Carter, Texas Christian University

This study uses Construal Level Theory to develop a set of propositions that predict how temporal orientation will impact the perception of corporate reputation and the intention of the stakeholder to interact with the firm. We examine the impact of the stakeholder’s cognitive schema when defining and reacting to an organization’s attributes and impression management behavior and the organization’s resultant reputation, in both reputation building and reputation repair situations. These propositions further our understanding of the impact of time on corporate reputation attributes, stakeholder behavior, and the ability of a firm to use its reputation to create a competitive advantage.

THE EFFECT OF TOP MANAGERS’ SELF-IN-ROLE ON CORPORATE SOCIAL RESPONSIBILITY: A MULTILEVEL ARGUMENT

Elise Perrault, College of Charleston
Alexander J. Rieflin, College of Charleston

In this paper, we merge insights from the top management team, strategic choice, and identity streams of literature to offer a multilevel and multidisciplinary explanation to firms’ level of engagement in corporate social responsibility (CSR). Considering CSR as a strategic choice, we explore the largely understudied processes through which managers proactively pursue the enactment of their self through the salience of their social role and their position of power in the firm’s dominant coalition, that is, the effect of their self-in-role.

Strategy: Stakeholder Influence in Strategic Decisions

Facilitator: Timothy M. Madden, Old Dominion University

A STAKEHOLDER VIEW OF STRATEGIC BANKRUPTCY

Sharon D. James, The Ohio State University

There has been growing interest in whether and when a prepackaged, strategic Chapter 11 bankruptcy is a mechanism through which firms can make strategic changes that help to preserve value and create persistent improvements in performance. Using a stakeholder management view, this paper explores these issues in a study of publicly traded firms that filed for bankruptcy from 1980 to 1999. Theoretical predictions are developed regarding the influence of relationships with key stakeholders on a firm’s decision to file for bankruptcy and subsequently emerge as a going concern entity. The results are consistent with a stakeholder view of strategic bankruptcy.

Friday, 8:30am - 10:00am in Queen Anne Parlor

ETHICAL MANAGEMENT DECISIONS: EXPLORING MANAGERIAL DILEMMAS THROUGH SPORT

Adam G. Pfleegor, Louisiana State University
Chad Seifried, Louisiana State University

This work encourages business scholars to consider sport settings to review management decisions regarding ethical dilemmas because of the vast opportunities that sport presents as a true interdisciplinary context. The need for a more ethically conscious management workforce is evident in many business sectors, and sport is certainly not immune from moral callousness. Although a multitude of ethical-decision making models for organizations have been posited, few exist for sport-specific contexts. Therefore, by establishing a foundation of ethical maxims and sport philosophical foundations, the aim of this conceptual research is to create a comprehensive eth-conventional decision-making model for sport managers.

Friday, 8:30am - 10:00am in Royal A

Ethics/Soc/Div: To Be Or Not To Be: Choosing Ethical vs. Unethical Behavior

Facilitator: Bryan S. Schaffer, University of North Carolina at Asheville
The present paper revisits moral disengagement theory (MDT) to demonstrate how the current interpretation of the theory limits its ability to fully explain the disengagement process. MDT seeks to explain how moral self-sanctions are merely suppressed, not completely eliminated. We integrate MDT and self-discrepancy theory (SDT) to demonstrate that individuals who morally disengage may still experience negative emotions and extend SDT to predict how these individuals manage negative emotions. Finally, we extend MDT by exploring how individuals, after learning the consequences of their actions, “live with themselves” and frame moral disengagement as a multi-stage, multi-functional regulatory and coping mechanism.

Extant research has demonstrated that ethical behavior is related to favorable outcomes for employees and organizations. However, research has yet to uncover potential unfavorable consequences to behaving ethically. We propose a theoretical model wherein employees who engage in a social comparison process based on ethical behavior leads to feelings of threat or enhancement, depending on the direction of the comparison. When employees recognize that a coworker is more ethical, they may respond by socially undermining and/or ostracizing the coworker due to experiencing threat. The direction of a performance comparison moderates this relationship. Implications and future directions are also discussed.

The percentage of unionized workers has been on a near constant decline since the 1970s. Various demographic, structural, organizational and governmental reasons have been offered to explain this decline in union density. We develop and test a model of union joining intentions based upon social custom theory and self-categorization. The model fit was assessed in LISREL utilizing a sample of 136 graduate and undergraduate students. In addition to finding support for the model, the data suggest that the perceived stereotypical union member is much different than the statistically average union member.

The ability of educational institutions to properly prepare graduates for the 21st century knowledge economy is being questioned. A variety of studies and surveys have pointed to a skills gap between employer expectations and workforce preparation. This issue has been identified as one of national and societal importance due to its affect on U.S. competitiveness. This symposium explores the skills gap issue. Central themes include: determining the parameters of a skills gap between employer expectations and workforce preparation. This issue has been identified as one of national and societal importance due to its affect on U.S. competitiveness. This symposium explores the skills gap.
**MACHIAVELLIAN FOLLOWERSHIP AND INFLUENCE TACTICS**

Rob McKee, *University of Houston*

In this study, I explore the dark side of followership, specifically followers' deliberate and self-serving manipulation of their supervisors. This conceptualization is examined and supported through an empirical, scenario-based study which connects subordinates’ Machiavellianism with their intention to use specific influence tactics within the supervisor-subordinate relationship. Results support the contention that the sub-dimensions of Machiavellianism (i.e., amoral manipulation, desire for control) uniquely predict subordinates’ use of particular influence tactics both within and across scenarios contrasted by the supervisor’s susceptibility to influence. Additionally, gender is strongly connected to Machiavellianism, as well as the use of certain influence tactics.

**SHARED AUTHENTIC LEADERSHIP IN SCIENTIFIC RESEARCH TEAMS**

Hannes Guenter, Maastricht University
William L. Gardner, Texas Tech University
Brandon Randolph-Seng, Texas A&M University-Commerce
Veena Prabhu, California State University, Los Angeles
Kelly M. Davis, Texas Tech University
Hetty van Emmerik, Maastricht University

Scientific research teams often benefit when team members have diverse expertise and experience; however that benefit may only be realized when that expertise and experience can be integrated—a process fraught with communication and coordination challenges. In this study, we proposed shared authentic leadership as a timely approach to addressing these challenges. We developed a multiple mediation model that suggested three mechanisms by which shared authentic leadership influences research team effectiveness: Shared mental models, team trust, and team coordination. We tested our model on more than one hundred coauthor teams that recently published a scientific article in a peer-reviewed management journal.

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**AN INVESTIGATION OF THE CURVILINEAR EFFECTS OF CONTINGENT REWARD LEADERSHIP ON STRESS-RELATED AND ATTITUDDINAL OUTCOMES**

Kenneth J. Harris, Indiana University Southeast
Lisa M. Russell, Indiana University Southeast

Considerable research has accumulated on contingent reward leadership (CRL). As a whole, this research has found positive associations between CRL and desired outcomes. These findings have resulted in the notion that these relationships are linear, with ever increasing CRL being associated with better and better outcomes. However, there are theoretical and empirical reasons to question the assumed linearity of these relationships. In a sample of 397 police officers, our findings provide support for the notion that the linkages between CRL and the outcomes of stress, job burnout, and job satisfaction may best be represented as curvilinear as opposed to linear.

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**OB: Leadership in Organizations: Don’t Forget About the Follower!**

Facilitator: Ray Sparrowe, Washington University in St. Louis

★BEST OVERALL PAPER AND BEST PAPER IN TRACK★

**REVERSING THE LENS IN LEADERSHIP RESEARCH: INVESTIGATING FOLLOWER ROLE ORIENTATION AND LEADER OUTCOMES**

Melissa K. Carsten, Winthrop University
Mary Uih-Bien, The University of Nebraska-Lincoln
Avin Manoj Jayawickrema, Winthrop University

Our study ‘reverses the lens’ in leadership research by examining follower characteristics and behaviors as antecedents of leader and organizational outcomes. We examine constructive follower role orientation and anti-authoritarian orientation as predictors of follower proactive and dissent behavior, and leader ratings of motivation and effectiveness. Our results suggest that constructive and anti-authoritarian follower role orientation affects proactive follower behavior and follower dissent, but that only proactive follower behavior serves as a mediator between follower role orientations and leader ratings of follower effectiveness and motivation. Implications are drawn for the literature on leadership and followership as well as organizations and managers.

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Facilitator: Andy M. Cwalina, Nova Southeastern University

**POSITIVE LEADERSHIP IN THE EXTREME CONTEXTS OF THE EMANCIPATION ERA**

Jennifer Palar, University of Mississippi
Milorad M. Novicevic, University of Mississippi
John Humphreys, Texas A&M University-Commerce
Michael R. Buckley, University of Oklahoma

Through the lens of cognitive-affective processing system, we examined the positive leadership of Benjamin Montgomery, the first African American plantation owner, who faced a sequence of extreme events during the emancipation era. Using DICTION software, we analyzed the frequency of psychological capital components and positive behaviors against the extreme events mentioned in the letters he sent to his former owner. Our findings indicate that even the most extreme contextual change did not disrupt the coherence of Montgomery’s positive behaviors throughout his time managing the plantation. However, aforementioned changes in contextual extremity did alter the configuration of his psychological capital components.

**REVIEWING ORGANIZATIONAL INNOVATION THROUGH THE AMERICAN FOOTBALL BOWL GAMES CREATED BY THE UNITED STATES MILITARY FROM 1942 TO 1967**

Chad Seifried, Louisiana State University
Matthew Katz, The University of Texas at Austin

In this study, the researchers examined organizational innovation within the United States military through reviewing the creation and maintenance of the military ‘bowl’ game phenomenon. Representing a tool for organizational innovation, the United States military created at least 111 football ‘bowl’ games in 57 locations across six continents from 1942 to 1967 (Seifried & Katz, 2011). Within, the researchers highlight items acknowledged above such as: 1) the resolution of crisis; 2) the emergence of transformational leaders; 3) the creation/use of novelty; and 4) the willingness to adapt for the study of organizational innovation.

**THE NATURE OF WORK DURING THE INDUSTRIAL REVOLUTION: HOW THEORY X AROSE FROM A FUNDAMENTAL ATTRIBUTION ERROR**

H. Kristl Davison, University of Mississippi
Jack Smothers, University of Southern Indiana

McGregor’s (1960) Theory X states that employees are lazy and untrustworthy, whereas Theory Y states that employees are cooperative and friendly. We propose that Theory X resulted from a fundamental attribution error, in that managers assumed employees’ lack of motivation was dispositional, not situational. We discuss factory work during the Industrial Revolution from a Job Characteristics Model perspective, and compare Theories X and Y in their focus on dispositional or situational influences on behavior. We reiterate that management theory development can benefit from understanding the historical context, and that considering both situational and person effects is important for theory development.

**CRISIS IN HEALTHCARE: A META-ANALYTIC EXAMINATION OF CAUSES OF NURSE TURNOVER**

Brett Joseph Litwiller, University of Oklahoma
Lori Anderson Snyder, University of Oklahoma
Darin Nei, Hogan Assessment Systems

The healthcare field is expected to be the fastest growing job field until 2020, causing an urgent need to focus on recruitment and retention. This meta-analysis examines the relationships between predictors of turnover (i.e., personal characteristics, role states, job characteristics, group/leader relations, organizational/environmental perceptions, and attitudinal reactions) and turnover cognitions and intentions, as well as actual turnover among nurses. Meta-analyzed correlations were subjected to path analysis to establish the structural relationships among the study variables. Based on 106 primary studies published between 1971-2010, leadership, network centrality, and organizational commitment are the strongest predictors of turnover. Implications for nurse management are discussed.

**THE CONTAGIOUS NATURE OF “WATER COOLER” CONVERSATIONS: IMPLICATIONS FOR EMPLOYEE WITHDRAWAL.**

Julie Hancock, Rutgers, The State University of New Jersey
David G. Allen, University of Memphis

Job affect, mobility, and labor market conditions have long been studied as predictors of employee withdrawal. However, the means by which individuals receive labor market information from referent others and how this spread of information influences job search behavior and, subsequently, employee withdrawal have not been examined. This study integrates the social contagion literature with that of social networks, positing how labor market information might spread through networks to influence individual job search and withdrawal intentions.

**WHEN WORKING HARD DOES NOT PAY OFF: EXPLORING THE EFFECTS OF WORK INTENSITY AND WORK HOURS ON INTENT TO QUIT AND PSYCHOLOGICAL WELL-BEING**

Ronald John Burke, York University
Janet A. Boekhorst, York University
Parbudyal Singh, York University

Drawing upon the job demands-resources model, we hypothesized that two job demands, namely work hours and work intensity, are positively related to quitting intentions, exhaustion, and psychosomatic symptoms. We also hypothesized that work hours and work intensification would be negatively related to life satisfaction. These hypotheses were tested using a sample of 290 hospital-based nurses in Canada. The results show that work intensity and work hours are significantly correlated. However, in contrast to hours worked, work intensity was more strongly and consistently related to the outcomes. In particular, work intensity was generally negatively related to intent to quit and well-being.
When the Abuser Is Also Viewed as Promotable

Neil M. Ashkanasy, The University of Queensland
Rebecca J. Bennett, Louisiana Tech University
Mark J. Martinke, The University of Queensland

We propose a theoretical model to help explain when high supervisory performance demands are viewed as appropriate versus abusive. Leaders such as Lyndon B. Johnson, Steve Jobs and Bobby Knight all displayed behavior that many would consider abusive but nevertheless had a group of loyal, dedicated, and appreciative subordinates. To explain why some subordinates experience negative affect and perceive abuse while others experience positive affect, we develop theory and a model based on affective events and attribution theories while integrating the literatures on authentic leadership, pseudo-transformational leadership, trust, emotional intelligence, and justice theory.

Understanding the Complex Relationship Between Abusive Supervision and Work-Related Outcomes: The Role of Resource Management and Proactive Voice

Philip S. DeOreontiis, Florida State University

The relationship between abusive supervision and work-related outcomes has often presented abuse as a threat and a source of stress. This paper highlights factors that influence appraisal of threat and mechanisms that influence negative effects of abusive supervision before. The sample consisted of 216 white-collar medical personnel. A three-way interaction of abusive supervision x resource management x proactive voice is proposed. Support was found for the effects of this interaction on the four work-related outcomes. The negative effects of abusive supervision were found to be lessened with individuals who possessed high resource management and high proactive voice.

What Really Makes Abusive Supervision Bad? When the Abuser Is Also Viewed as Promotable

Kenneth J. Harris, Indiana University Southeast
K. Michele Kacmar, University of Alabama

Abusive supervision has been shown to be negatively related to desirable outcomes. However, little is known about supervisor variables that may intensify these negative effects. In this study we draw on power-dependence theory to investigate supervisors’ promotability ratings (from their leaders) as a moderator of the relationships between abusive supervision and the consequences of job performance and commitment. We examined these relationships in 142 supervisor-subordinate dyads in a public organization in the United States. Results indicated that abusive supervision was negatively related to job performance and commitment, and that these associations were strongest when supervisors were rated as promotable.

CRACKING THE WHIP: WHEN DO DEMANDS FOR HIGH PERFORMANCE BECOME 'ABUSIVE SUPERVISION'??
**Facilitators:** Julita Haber & Nina Sarkar, City University of New York

**EXAMINING THE ROLE OF HOST COUNTRY INSTITUTIONS ON CROSS-BORDER ACQUISITION CHOICE, PROCESS AND OUTCOMES**

Ben L. Kedia, University of Memphis  
Rama Krishna Reddy, University of Memphis  
Frances H. Fabian, University of Memphis

We investigate the impact of host-country institutions on acquirer’s cross border equity acquisition (CBEA) and acquisition-duration. Additionally, we study the impact of CBEA on acquisition-duration and acquisition-premium. We develop and test a model that explains how political-openness and regulatory-encumbrance of host country institutions effect cross border equity acquisition and acquisition-duration; CBEAs effect on acquisition-duration and premium. We test our model using a sample of 1435 cross border acquisitions in high-tech industry. We find that host-country political and regulatory environment explains variation in CBEA. We also find that CBEA explains variation in acquisition-premium and mediates relationship between host-institutions and acquisition-duration.

**MODERATING IMPACT OF CLUSTER REGION ON THE RELATION BETWEEN PERSONALITY & ENTREPRENEURIAL INTENTIONS**

Ratan Dheer, Florida Atlantic University

We analyze the moderating impact of cluster regions on the relationship between personality and entrepreneurial intentions. The results support the notion that there is a positive relationship between personality and entrepreneurial intentions. The results also offer support to the conceptual models of entrepreneurial intentions proposed by Bird (1988a) and Boyd (1994). Further we indicate that individuals living in different regions will differ in the extent of their entrepreneurial intentions.

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**Facilitator:** Adam Smith, Old Dominion University  
**Kaveh Moghaddam,** University of Houston-Victoria  
**Mike Provance,** Old Dominion University

**THE SIGNAL COMPLEXITY OF INTERNATIONAL ALLIANCES IN ENTREPRENEURIAL FIRMS**

We apply signal theory to the process of firm valuation. Using archival data from high-tech U.S. firms, we examine the role of international alliancing on firm growth potential. Results indicate that the use of international alliances, the type of alliance, and alliancing in institutionally challenging regions all positively affect investors’ valuations of an entrepreneurial venture. These results suggest that in addition to benefits associated with gaining access to a partner’s knowledge or market to leverage existing competencies in an entrepreneurial firm, alliances can serve to signal venture capitalists about the managerial competence of the venture.

**Facilitator:** Ad van Iterson, Maastricht University

**AUTHENTIC VS. PSEUDO CSR: WHAT IS THE DIFFERENCE AND WHY DOES IT MATTER?**

Julia Lynn Herchen, University of North Texas

This paper provides new insight into the circumstances under which Corporate Social Responsibility (CSR) drives corporate financial performance (CFP). CSR is bifurcated into two constructs; authentic CSR which is embedded in organizational structure and pseudo CSR which is decoupled from organizational structure. Organizational motivations are explored as antecedents of the two types of CSR. The multi-level model presented shows how individual employee performance mediates the relationship between authentic CSR and CFP. The model posits a ‘virtuous circle’ where authentic CSR drives future investment in CSR.

**IS CSR VALUED IN M&AS?**

Pamela Harper, Rensselaer Polytechnic Institute  
Timothy Harper, Skidmore College

The M&A market offers a unique framework for shedding new light on the extent to which CSR enhances firm value. Using KLD as a measure of the level and type of CSR performance for 17,541 firms over a seventeen year period from 1993 to 2009, the findings suggest that strong CSR performance is positively related to the propensity to be targeted in an M&A. Interestingly, mixed (both strengths and weaknesses) CSR performance is positively associated with the propensity for a firm to be an M&A target, possibly due to its attractiveness as an under-valued acquisition opportunity.
**THE PURSUIT OF SOCIAL AGENDAS IN FOR-PROFIT ORGANIZATIONS**

Benjamin Nathan Alexander, *Tulane University*

Many for-profit organizations pursue a social agenda. The organizational landscape for these for-profit companies has become more complex since 2008 with the introduction of new regulatory structures. The centrality of the social agenda, relative to profit, varies across different organizational categories, and the legitimacy of different organizational fields populated by these companies is also likely to vary. I develop propositions based on the institutional contexts occupied by traditional business corporations pursuing corporate social responsibility agendas, benefit corporations, and L3Cs, predicting distinct patterns of field level legitimacy and legitimate performance within fields.

**VALUE FOR COMMON AGGREGATION INDICES**

Andrew C. Loignon, *University of North Carolina at Charlotte*
Paul Schmidt, *University of North Carolina at Charlotte*
David J. Woehr, *University of North Carolina at Charlotte*
Misty Loughry, *Georgia Southern University*

Management researchers often use multi-level, compositional models to examine the antecedents and effects of higher-level constructs. Typically, researchers present three indices, rwg, ICC(1), and ICC(2), to demonstrate agreement and consistency among lower-level units when justifying aggregation. Nevertheless, researchers debate what values for these indices are sufficient. This study examines the distributional characteristics of the ICC(1), ICC(2), and rwg values from three sources: the multilevel literature, a large multinational sample of student teams, and a large sample of randomly generated “pseudo-teams.” Our results support the commonly used values for the ICCs, but suggest that .7 might be lenient for the rwg statistic.

**TRACKING SMA PAPERS TO JOURNAL PUBLICATION: AN INVESTIGATION INTO THE PHASES OF DISSEMINATION BIAS**

George Christopher Banks, *Longwood University*
Ernest OBoyle Jr., *University of Iowa*
Charles D. White, *Longwood University*
John Batchelor, *University of West Florida*

We reviewed 576 papers from Southern Management Association conferences (2003–2012) and 196 (34%) resulting journal publications for dissemination biases. There was only a small difference between published and unpublished SMA papers in terms of statistical significance (Cohen’s d = .15). Engagement in questionable research practices (QRPs) was rare. However, when such practices did occur, unsupported hypotheses were more likely to become supported (35%) than supported hypotheses becoming unsupported (13%). These findings add nuance to previous research by illustrating that unlike dissertations, the dissemination biases largely do not affect the availability of results from conference papers.

**FLIPPING THE MANAGEMENT CLASSROOM UPSIDE DOWN (60 minute presentation)**

Jennifer Collins, *Florida A&M University*
Shawnta Friday-Stroud, *Florida A&M University*
Peggy Golden, *Florida Atlantic University*
Matrecia Long James, *Jacksonville University*
Jenay Sermon, *Florida A&M University*

Management educators are grappling with engaging and motivating Generation NeXt learners while meeting the assessment requirements of accrediting organizations. This interactive workshop allows participants to learn how to design and use Student Centered Active Learning Environment using Upside down Pedagogy (SCALE-UP) to improve student learning as well as provide assessment tools. The workshop entails: examining research on student learning, discussing the benefits of SCALE-UP and active learning strategies for use in business education classrooms. By the end of the session, participants will be able to develop an action plan to “flip” a course of their choice upside down.
TEACHER BEWARE: THE IMPACT OF IGNORING TEXTBOOK ADOPTION ON STUDENTS’ LEARNING OUTCOMES (30 minute presentation)

Brendan Mark Richard, University of Central Florida
Dean Cleavenger, University of Central Florida

Textbooks constitute a significant component of educational costs that many students are choosing to avoid. This study examines the student textbook acquisition decision and purchase process. Qualitative analysis of survey responses are employed to better understand the purchase decision process and the perceived value of educational materials. Our findings extend the literature by exposing the complex analysis that occurs. The implications of these findings are discussed as recommendations to instructors on improving required textbook adoption amongst students. Instructors are encouraged to assess textbook adoption, assess the textbook relative to supplemental material, and if necessary manage messaging to ensure increased adoption.

THE EFFECT OF ACQUISITIONS ON THE INDIVIDUAL: AN EMPOWERMENT PERSPECTIVE

Joseph Harrison, Texas A&M University

Although the high failure rate of acquisitions is often attributed to “people issues”, little research has examined the effect of acquisitions on the individual. Drawing on the empowerment and change literatures, I introduce a model to examine this effect. I propose that acquisitions, which may be conceptualized as a change event, lead to changes in psychological empowerment, which then affects various individual outcomes relevant to acquisition performance—task performance, turnover intention, and voluntary turnover. I also propose two moderators to the relationship between acquisitions and empowerment—leader-member exchange and openness to experience. I conclude by discussing implications for theory and practice.

Friday, 10:30am - 12:00pm in Royal D

OB: Theoretical Perspectives on Organizational Change

Facilitator: Hwangji S. Lu, Ashford University

HELPING THE ORGANIZATION ACHIEVE ENVIRONMENTAL SUSTAINABILITY GOALS: INTEGRATING TWO THEORIES OF MOTIVATION

Tony Swaim, Kennesaw State University
Amy B. Henley, Kennesaw State University
Michael Maloni, Kennesaw State University

Despite significant research aimed at understanding the influences leading to attainment of corporate environmental sustainability goals, this same literature does not reflect employee support for organizations' environmental sustainability initiatives. To address this lack of support as well as improve predictability of employee intentions and commitment to corporate sustainability goals, we augment goal-setting theory by constructing a conceptual model based on the theory of planned behavior. We develop propositions to illustrate how the theory of planned behavior relate to the underlying premises of goal-setting theory, creating the potential to increase levels of employee intentions and actions toward organizational environmental sustainability goals.

TARGETING CHANGE SUCCESS THROUGH ATTITUDES: AN INTERACTIONIST PERSPECTIVE

Mickey B. Smith, Oklahoma State University
Brian Webster, Oklahoma State University

This paper proposes a conceptual model of the interactive effects among individual, social, and contextual factors on the development of attitudes toward change. Specifically, we expect regulatory focus to directly affect change attitudes (i.e., change readiness, commitment to change), where promotion (prevention) focus positively (negatively) relates to change attitudes. We explore two moderators (i.e., centrality, climate for change readiness) and how they interact with regulatory focus to influence change attitudes. Change attitudes are explained as one mechanism through which to explore the ultimate success of planned organizational change.

Friday, 12:00pm - 3:00pm in Riverview

SMA Officers and Board Luncheon Meeting
(by invitation only)

Coordinator: Christopher Shook, Auburn University (Incoming SMA President)

Friday, 1:00pm - 3:00pm in La Nouvelle West

Professional Development Institute: An Introduction to Multilevel Modeling
(co-sponsored by CARMA)

Mark B. Gavin, West Virginia University

This workshop will begin with making a case, both theoretically and statistically, for the necessity of multilevel models. In doing so, the focus will be on the interplay between lower-level and higher-level variables in driving outcomes of interest in management and organizational research. Consideration will be given to various conceptual, methodological and analytical challenges faced when conducting multilevel research. There will not be an emphasis on any one particular software program but instead on the more general underlying analytical model.
Friday, 1:15pm - 2:45pm in Bienville

**OT: Organizations Impacting Their Members**

Facilitator: **Izabela Szymanska**, University of North Carolina at Charlotte

**BOARD MEMBERS’ ORGANIZATIONAL IDENTIFICATION AND FIR M FINANCIAL PERFORMANCE: AN IDENTITY THEORY PERSPECTIVE**

**Orhun Guldiken, Old Dominion University**

By relying on identity theory, we argue that board members’ collective strength of identification with their organization is positively associated with the firm’s financial performance. We also examine the mediating role of behavioral integration of the board of directors, the board’s strategy involvement role and board opportunism in our model. We respond to calls to develop mediation models to understand the “black box” in governance research. We also contribute to the literature on boards of directors by arguing that director effectiveness may be a function of psychological factors such as directors’ organizational identification. We discuss the implications of our arguments.

**LONGITUDINAL EXAMINATION OF ORGANIZATIONAL VARIABLES THAT MITIGATE OR EXACERBATE COLLECTIVE TRUST DURING DOWNSIZING**

**Jennifer L. Franczak, University of New Hampshire**

**Jennifer Robin, Bradley University**

This study examines the moderating effects of several organizational variables on the relationship between downsizing and collective trust. Trust is an essential component to understanding survivors’ reactions to downsizing and there may be variables that exacerbate or mitigate that relationship by signaling organizational injustices. We utilize a latent growth curve analysis and found several variables: severity of downsizing, voluntary turnover, and CEO pay, moderate the relationship between downsizing and collective trust. The results provide insight into the impact of downsizing on the survivors, ways to mitigate the negative consequences of downsizing, and uncover opportunities for extending management theory.

Friday, 1:15pm - 2:45pm in Cabildo

**OT: Managing International Business Education: The Benefits of Study Abroad Programs for Students and Faculty (Symposium)**

**Tammy G. Hunt**, University of North Carolina at Wilmington

**Rebecca M. Guidice**, University of North Carolina at Wilmington

**Mary Gowan**, James Madison University

**Foard F. Jones**, University of Central Florida

This symposium includes four presentations relevant to designing, organizing, recruiting and implementing study abroad programs for undergraduate and graduate students, and for designing, recruiting and implementing international faculty exchanges for research and teaching. Cultural immersion in an international setting is valuable to both student and faculty attitudes, learning, and outcomes in both research productivity and business school alumni careers. All four panelists have coordinated various student and faculty exchanges; they will share their perspectives and experience. The symposium is designed for presenting information regarding international education with audience interaction and questions, along with best practices of management education.

Friday, 1:15pm - 2:45pm in Orleans

**Ent/Innov: Base of the Pyramid**

Facilitator: **Amine Abi Aad**, University of Alabama

**CAN FRANCHISING BE AN ECONOMIC DEVELOPMENT STRATEGY?**

**Steven Michael**, University of Illinois at Urbana-Champaign

Prior research has examined why franchisors expand abroad, but no paper has empirically examined the role of franchising in the macroeconomy of developing nations. In this note, the pattern of franchising development is statistically analyzed within the context of the general economic development of Latin America. It is found that franchising leads, rather than follows, economic development, suggesting that franchising can be a development strategy. Implications for theory and policy are considered.

Friday, 1:15pm - 2:45pm in Iberville

**RM + HRM/Careers + OB: Measurement Refinement in Mentoring Research (Symposium)**

**Ethlyn A. Williams**, Florida Atlantic University

**Stephanie L. Castro**, Florida Atlantic University

**Bryan Joab Deptula**, Central Washington University

**Terri A. Scandura**, University of Miami

**Juanita Woods**, Florida Atlantic University

Mentoring is critical for employee development. The symposium explores deficiencies identified in Allen et al. (2008) in construct validity and psychometric properties of existing measures. The first presentation reviews the state of mentoring measurement, practices used when revising measures, and recommends a structured approach. The second presentation examines the need to explore authenticity and its measurement as an integral component in the study of developmental relationships. The third presentation develops and validates a measure of developmental partnerships to capture authenticity in mentoring. The findings of these studies are synthesized and discussed in terms of future research and practical measurement implications.

**Professional Development Institute: International Perspectives on Teaching**

**Neal M. Ashkanasy**, The University of Queensland

**Kevin B. Lowe**, University of North Carolina at Greensboro

**Hetty van Emmerik**, Maastricht University

**Ad van Iterson**, Maastricht University

Faculty and student preferences for pedagogical techniques vary across cultures. In this session, educators who have taught and trained in multiple cultures will share their insights regarding cross-cultural differences in teaching and best practices across cultures.
AVERSIVE RACISM IN ETHICAL LEADERSHIP JUDGMENTS.

Using a sample of almost 200 respondents in an experimental setting, we empirically test under what conditions the race of a leader impacts ethical leadership perceptions. We find that high ethical communication from a leader can mitigate the effects of aversive racism in ethical leadership judgments.

In the ethical leadership literature there is a paucity of research examining the effects of a leader’s communication style and demographic characteristics on their subsequent ethical leadership perceptions. This study is one of the first to examine this relationship. Using a sample of almost 200 respondents in an experimental manipulation, we empirically test under what conditions the race of a leader impacts ethical leadership perceptions. We find that high ethical communication from a leader can mitigate the effects of aversive racism in ethical leadership judgments.

Entrepreneurship enabling organizations (EEOs) in subsistence markets have increased in number in recent years. The ability of EEOs in subsistence markets to provide venture scripts (socially learned knowledge structures that allow for successful entrepreneurial activity) is critical for the success of their poor stakeholders. EEOs may be able to best provide these scripts when they construct proto-institutions which shelter entrepreneurs from harsher institutional realities. In fact, the building blocks of these proto-institutions, social bridging capital, local embeddedness, and concept cognitive legitimacy are key antecedents to the development of these venture scripts. Impact on poverty alleviation research and practice are discussed.

RELATIONAL DEMOGRAPHY AND THE INFLUENCE ON THE PSYCHOLOGICAL DIVERSITY CLIMATE-ORGANIZATIONAL IDENTIFICATION RELATIONSHIP

This paper investigates the relationship between leader behavior and organizational inclusion. Specifically, we argue that a “welcoming experience” is a natural result of ethical leadership and leader political skill. Furthermore, we suggest and explicate why organizational inclusion mediates the relationship between leader behavior and critical organizational concerns (i.e., trust and performance). Thus, we conclude that ethical and politically skilled leadership is an effective way of managing a diverse organization. Results and implications for theory and practice are discussed.

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REDIRECTING ATTENTION: THE BOARD’S INFLUENCE ON THE TMT’S ENTREPRENEURIAL ATTENTION

Marius Luber, Ludwig Maximilians University of Munich
Anja Tuschke, Ludwig Maximilians University of Munich

In this study, we address the question of why some top management teams (TMT) allocate more attention towards the identification of new business opportunities, while others don’t. Based on the attention-based view, we argue that boards of directors can enhance TMT entrepreneurial attention by interacting with the TMT and supplementing its ability to attend to entrepreneurial issues. Analyzing a sample of large German firms between 2004 and 2011, we find support for our theorizing that both, TMTs and boards can influence TMT entrepreneurial attention. In addition, we show that firm complexity restrains the board’s impact on TMT entrepreneurial attention.

WHY EXECUTIVES MATTER: TOP MANAGEMENT TEAM’S ROLE IN ABSORPTIVE CAPACITY DEVELOPMENT

Hansin Bilgili, University of Arkansas
Joanna Tochman Campbell, Texas A&M University

Both organizational absorptive capacity and top management team (TMT) characteristics have long research traditions; however, the two streams of research have developed along separate lines. Building on upper echelons theory, this paper attempts to reconcile these research streams by investigating how TMT characteristics impact organizations’ absorptive capacity development. Three characteristics of the TMT – size, tenure, and heterogeneity – and their impact on components of organizations’ absorptive capacity development – recognition, acquisition, assimilation, transformation, and exploitation – are examined. Furthermore, we discuss the mediating role of absorptive capacity development on the relationship between TMT characteristics and organizational innovation.

OB: Welcome to the Bright Side: Positive Perspectives on Politics and Leadership

Facilitator: Laci Rogers, University of Southern Indiana

CHARISMATIC RHETORIC IN LEADERSHIP CONTESTS: AN EXAMINATION OF PRESIDENTIAL DEBATES

John Edward Baur, University of Oklahoma
Thomas H. Allison, University of Oklahoma
Aaron Francis McKenny, University of Oklahoma
Jeremy C. Short, University of Oklahoma
Michael R. Buckley, University of Oklahoma

Leadership contests represent an important but under researched phenomena. Charismatic rhetoric provides a base to examine factors that influence leadership contests however little is known regarding how charisma impacts followers over time. We examine how charismatic rhetoric predicts both short and long-term contest winners in a two-study analysis using presidential debates. First we examine the effects of the dimensions of charismatic rhetoric on contest winners. Then, with an exploratory configurations approach, we evaluate the impact of rhetorical strategies on contest winners. We contribute to research by exploring how rhetorical dimensions are interwoven and providing the first evaluation of charismatic strategies.

LEADER POLITICAL SUPPORT: RECONSIDERING LEADER POLITICAL BEHAVIOR

B. Parker Ellen III, Florida State University
Gerald R. Ferris, Florida State University

Politics and political leader behavior historically have been classified as self-serving and counter-productive. However, scholars repeatedly have noted that political acts can achieve positive ends, and have called for further discussion of positive forms of political leadership. Continuing in this recent stream of research on positive perspectives of organizational politics, a model of leader political support is presented. The political support construct is defined and its antecedents are explicated using a social networks perspective. Additionally, the multi-level organizational consequences of leader political support are presented. Contributions to leadership and organizational politics literatures and directions for future research are discussed.

THE EFFECTS OF ETHICAL LEADERSHIP AND PEER ABUSIVE BEHAVIOR ON INDIVIDUAL ABUSIVE BEHAVIOR

Leanne Atwater, University of Houston
Lisa Penney, University of Houston
L. A. Witt, University of Houston

We proposed a psychological process in which ethical leadership influences employee abusive behavior through perceptions of peer abuse within the workgroup. Moreover, we argued that individual differences in conscientiousness affect this process. Data collected from 235 military personnel largely support our hypotheses. The negative relationship between ethical leadership and individual abusive behavior was fully mediated by perceptions of peer abusive behavior. Ethical leadership reduces the level of abuse performed by followers primarily by reducing follower perceptions of abuse by peers. This indirect effect was stronger among individuals high as opposed to low in conscientiousness.
propose that when offshoring, organizations with higher absorptive capacity among its offshored and home-based units. Further, I argue that the relationship between offshoring and organizational innovation is mediated by an organization's ability to transfer knowledge, and by introducing two moderators that have a direct influence on the relationship by discussing the mediating role of knowledge transfer, and how relations among latent variables are examined in a path model. An introduction to relevant software will be included, as well as guidelines for model evaluation.

This study examines why MNCs establish China R&D centers. We argue that China offers not only location advantages (e.g., economic growth) that encourage MNCs to establish China R&D centers, but also location disadvantages (e.g., weak intellectual property protection) that discourage MNCs from doing so. Examining the establishment of China R&D centers by 164 U.S. MNCs over 15 years, we find that the main and interactive effects of China’s location advantages and location disadvantages influence MNCs’ establishment of China R&D centers. Attributes of the MNCs establishing the China R&D centers also moderate the effects of China’s location advantages and location disadvantages.

Performance has been one of the main dependent variables in examining why some early internationalizing firms (EIFs) succeed in the international arena while others fail. In order to enhance our understanding of EIF performance and its determinants, we have conducted a review of the empirical literature between 1995 and 2012. The objectives of this study are to: (i) systematically analyze EIF literature to identify how performance has been empirically examined, (ii) methodically identify and synthesize the determinants of performance with respect to EIFs’ specific resources, capabilities, strategies and external factors, and (iii) make suggestions for future research.

The paper extends previous research on the relationship between offshoring and organizational innovation. Building on prior research that suggested a curvilinear relationship between offshoring and innovation, this paper extends our understanding about the relationship by discussing the mediating role of knowledge transfer, and by introducing two moderators that have a direct influence on the relationship. I argue that the relationship between offshoring and innovation is mediated by an organization’s ability to transfer knowledge among its offshored and home-based units. Further, I propose that when offshoring, organizations with higher absorptive capacity and inter-functional integration are more likely to innovate.

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CONCEPTUAL AND PERSONAL ANTECEDENTS OF PERSONAL INITIATIVE AND ITS MODERATED-MEDIATED JOB PERFORMANCE CONSEQUENCES: A TWO-STUDY, MULTI-SOURCE, MODEL-TESTING INVESTIGATION

Andreas Wihler, University of Bonn
Gerhard Blickle, University of Bonn
Wayne Hochwarter, Florida State University
Gerald R. Ferris, Florida State University

A model of personal initiative in organizations to explain the direct initiative – performance relationship was formulated, and tested in a two-study investigation. Specifically, climate for initiative, political skill, personality traits, and the climate x political skill interaction were hypothesized to predict self-report personal initiative. Study 1 (146 subordinate-supervisor dyads) provided support for the hypotheses. Additionally, the interaction of self-report personal initiative x political skill was hypothesized to predict job performance through supervisor reports of employee personal initiative. Study 2 (144 dyads) supported the hypotheses. Contributions to science and practice, strengths and limitations, and directions for future research are discussed.
**Dynamic Capabilities, Environment, and Performance: A Meta-Analytic Review**

**Stav Fanishmidt, Old Dominion University**
**Amir Pezeshkan, Old Dominion University**
**Michael Lance Frazier, Old Dominion University**
**Edward Markowski, Old Dominion University**
**Anil Nair, Old Dominion University**

Despite the growing body of dynamic capabilities research, the contribution of dynamic capabilities to firm performance remains a topic of theoretical debate. In this paper, we address this debate by conducting a meta-analysis of studies that examine the dynamic capabilities-performance relationship. Results provide support for an overall positive association between dynamic capabilities and firm performance. We also find that the relationship is stronger in non-developed markets; however, industry conditions and multinationality were not significant moderators of this link. An examination of methodological contingencies suggests that past findings may have been affected by methodological artifacts and lack of a validated scale.

**Regulation and Deregulation in Restricted Markets: Implications for Strategy Implementation**

**Rachida Aissaoui, University of Memphis**
**Frances H. Fabian, University of Memphis**
**Robert R. Wiggins, University of Memphis**

Our work aims at broadening the scope of theory of regulation through the examination of restriction regulations. We distinguish between market failure regulations and restriction regulations in order to highlight the varying ways in which these two types of regulations affect firms’ behaviors. In so doing, we are able to identify those strategies that are most effective as firms, in restricted markets, undergo regulatory changes. We thus fill a significant void in current literature which has notably neglected the effects of regulatory changes on firms’ strategies, and failed to account for how different types of regulations may affect this relationship.

**The Economics of Political Markets: Implications for Firms Non-Market Strategy**

**Rajeev J. Sawant, Baruch College, CUNY**
**Sajeesh Sajeesh, Baruch College, CUNY**

We model the economics of a political marketplace conceptualized as a market for policy. We model a policy permitting or denying foreign direct investment (FDI) into a formerly closed retail marketplace. FDI leads to a consumer surplus through lower prices which lowers profits inducing non-market strategy in a political marketplace to prevent entry. Under full information, greater spending by domestic retailers leads to a ‘spending effect’ and policy outcome denying FDI entry. Under information asymmetry, expending resources leads to an opposing ‘information effect’ such that greater spending is counterproductive. Thus, we determine the limits of firm expenditure on non-market strategy.

**Aligning Firm Decision Making Processes with Environmental Conditions: Toward a Model of Effectuation**

**Kevin C. Cox, Florida Atlantic University**

The following contributes to both strategy and entrepreneurship research by proposing that the relationship between environmental conditions and performance is moderated by the decision making orientation of the firm. First provided is a conceptualization of effectuation decision making processes viewed from the firm level of analysis. Next, arguments are developed to support certain environmental conditions in which firms will rely on effectual decision making processes because high levels of uncertainty and low predictability constitute these environmental conditions. Finally, relying on the resource-based view (RBV) of the firm, dynamic capabilities, and strategic alignment literature a conceptual model is developed.

**Entrepreneurial Action: The Balance of Three Nexuses**

**Shawna Chen, Texas Tech University**

Since the introduction of the individual-opportunity (IO) nexus, research has made substantial progress in entrepreneurial opportunities. Similar progress can be made in entrepreneurial action by introducing two additional nexuses: the individual-stakeholders (IS) and stakeholders-opportunity (SO) nexus. We propose that: an opportunity will be more feasible if individuals perceive the possession of necessary knowledge; access to important stakeholders will help individuals to advance through the start-up process; individuals will be more likely to act if they understand how much action at present matters to stakeholders including their future selves; and a feedback loop exists to balance all three nexuses over time.

**Entrepreneurial Behavior in the Long Run: An Ethnographic Study of Persistence and Start-Up Behaviors**

**William R. Meek, University of Louisville**
**David W. Williams, University of Tennessee**
**Christian Kiewitz, University of Dayton**

In this paper, we shed light on why, despite persistent effort, so few nascent entrepreneurs actually make progress in their start-up attempts. In the process, we highlight how causal and effectual logic can be both competing and complementary. By using longitudinal data, we illustrate how nascent entrepreneurs can overcome obstacles in reaching entrepreneurial goals and how entrepreneurs elaborate and refine opportunity ‘variations’ of their raw opportunity idea one small step at a time. In turn, we also illustrate deeper, fine-grained entrepreneurial behaviors undertaken by nascent entrepreneurs as they progress through the different phases of opportunity identification, evaluation, and exploitation.
RESPECTFUL & RESPONSIBLE BUSINESS PRACTICES: A COMPARISON OF UK AND SOUTH AFRICAN EMPLOYEES

Anita Maharaj, City University, London
Doyin Atewologun, Queen Mary, University of London

Integrating social identity and intergroup theories, we categorised intersecting ethnic-gender categories by contextual power relations in South Africa (SA) and the UK. In both countries, White males perceived the organisation as most fair; Black males as least fair in SA and Black females as least fair in the UK. A positive and significant relationship between commitment and organisational fairness for all ethnic-gender groups in both countries were found except for UK White males. White males in SA were significantly more committed to the organisation than UK White males. Group differences appear to be influenced by context and relations of power.

UNDERSTANDING THE ROLE OF TECHNOLOGY IN REDUCING CORRUPTION: A TRANSACTION COST APPROACH

Ambika Prasad, Tulane University
Sridevi Shivarajan, Ramapo College of New Jersey

Prior research suggests that computerization of government services can help reduce corruption involved in government transactions, but it not clear how this happens. We attempt to understand this process by using a transaction cost economics framework. Our findings, based on a survey of 101 managers in India, support our hypotheses that those computerization initiatives that reduce uncertainty and asset specificity of government services lead to lowered perceptions of corruption. We also qualitatively compare the websites of Indian and European government organizations. Our multi-method study offers important theoretical and practical insights on effectively using technology to reduce perceptions of corruption.

WHO Bribes? Evidence from the Indian Manufacturing Industry

Malay Biswas, Indian Institute of Management, Rohtak

Using a diverse range of theoretical lenses, we attempted to comprehend the degree of vulnerabilities among Indian manufacturing firms for corporate bribery. Using World Bank data, with a sample size of 1106 Indian manufacturing firms, we examined various characteristics of the bribe givers from different firms. A broad analysis suggests that pressure from foreign competitors, lack of faith in the judicial system and a generic malpractice propounded in the industry at large for bribery, are predominantly the three factors responsible for corporate briberies among Indian manufacturing firms. We present a brief sketch on the organizational implications of our research.

RECENT IMMIGRANT NEWCOMERS’ SOCIALIZATION IN THE WORKPLACE: THE NEGLECTED ROLE OF CULTURAL INTELLIGENCE

Amina Raza Malik, York University
Helena D. Cooper-Thomas, University of Auckland
Jelena Zikic, York University

The present conceptual paper examines the role of cultural intelligence in the social integration and role performance of recent immigrant newcomers, and highlights the significance of various adjustment strategies that could facilitate their socialization. Drawing on relevant literatures, a conceptual model is developed highlighting the role of immigrant newcomers’ cultural intelligence in helping them choose the appropriate adjustment strategies. The paper also examines the impact of the social context of the organization, namely the level of diversity; specifically focusing on how immigrants may choose different adjustment strategies in the diverse organizational context according to the variance in their cultural intelligence.

THE ROLE OF POSITIVE ILLUSIONS IN EMPLOYMENT RELATIONSHIPS

Jonathan Biggane, University of Memphis
David G. Allen, University of Memphis

Drawing from theory and research on romantic relationships, we argue that the development, maintenance, and dissolution of employment relationships depend heavily on positive illusions, or the ability of partners (i.e. employers & employees) to embellish one another’s positive traits while minimizing or dismissing negative characteristics. We explore and offer testable propositions that have important theoretical implications for (a) the socialization and retention of newcomers in organizations, (b) the role of realism during recruitment, (c) dealing with potentially threatening organizational change, (d) how individuals respond to shocks, and (e) managing post-dissolution aspects of employment.

TOO COMPLEX FOR E-LEARNING? THE INTERACTION BETWEEN LEARNER CONTROL AND TRAINING CONTENT COMPLEXITY FOR PREDICTING TRAINING OUTCOMES

Benjamin Granger, Verizon
Edward L. Levine, University of South Florida

Learner-controlled e-learning has become a preferred medium for the delivery of organizational training. While e-learning offers many advantages, it also comes with several potential disadvantages. The aim of this study was to investigate the relative efficacy of learner- and program-controlled e-learning for content that differs in its complexity. Results suggest that learner- and program-controlled e-learning are equally effective for training simple content, but learner-controlled e-learning leads to less learning in complex environments. This interaction was mediated by cognitive load. Finally, LGO served as a facilitative individual difference, particularly in complex, learner-controlled e-learning environments. Theoretical and practical implications are discussed.
Facilitator: Lei Xu, Southeastern Louisiana University

A MULTIPLE MEDIATOR MODEL OF TRICKLE-DOWN EFFECTS

David X.H. Wo, University of Central Florida
Maureen L. Ambrose, University of Central Florida

Recent organizational research demonstrates a broad range of “trickle-down” effects in organizations (how perceptions, attitudes, or behavior of one individual in the organization “trickle-down” and influence perceptions, attitudes, or behavior of another person). This research has speculated about the processes underlying the effects and different researchers have used different theories to explain the trickle-down process. In this paper, we integrate these perspectives and develop a multiple mediator model for trickle-down effects. Further, we identify moderators for each of the proposed processes. Finally, we address how researchers might assess these processes and moderators and the benefits of a multiple mediator approach.

ALIGNING ETHICAL LEADERSHIP AND ENABLING GROUP VOICE: A REVISIT TO MULTILEVEL ETHICAL LEADERSHIP

Lei Huang, The University of Nebraska-Lincoln
Ted A. Paterson, The University of Nebraska-Lincoln

The ethical melt-down among organizations requires employees to speak up with their concerns and opinions regarding workplace ethical issues. Using survey data collected from 689 employees nested in 134 work groups from 40 consumer electronics chain stores in China, we found support for our assertion that lower-level managers’ perceived ethical leadership role breadth fully mediated the relationship between upper-level and lower-level managers’ ethical leadership. We also found that ethical leadership at both upper- and lower- levels were positively associated with group ethical voice. Contributions to both ethical leadership and voice literature are discussed.

REGULATORY FOCUS SPILLOVER: HOW LEADER REGULATORY FOCUS SHAPES FOLLOWER REGULATORY FOCUS

Russell Johnson, Michigan State University
Danielle King, Michigan State University
Brent A. Scott, Michigan State University
Szu-Han Lin, Michigan State University
Erin Michelle Jackson, University of South Florida

In this paper we examined whether supervisor regulatory focus is capable of spilling over and priming subordinate regulatory focus. We test this idea across two studies. In Study 1 we found that supervisor regulatory focus predicted subordinate regulatory focus three months later, after controlling for subordinates’ initial regulatory focus at organizational entry. One reason why this spillover effect may occur is because certain leader behaviors prime subordinates’ regulatory focus. In Study 2 we therefore examined whether transformational and transactional leader behavior elicit a strong promotion focus and prevention focus, respectively, in subordinates, and results suggested that this is the case.

Facilitator: Tammy G. Hunt, Univ. of North Carolina at Wilmington

THE CALL OF DUTY: A DUTY DEVELOPMENT MODEL OF ORGANIZATIONAL COMMITMENT

Charn Patrick McAllister, Florida State University

Using social exchange theory and the three-component model of organizational commitment as the foundation, the proposed Duty Development Model explains the individual-level antecedents and the phases of commitment that individuals may progress through during their tenure in an organization. It is proposed that certain antecedents make individuals more likely to form a sense of duty toward an organization, but the development of this type of relationship requires an organization to focus on commitment building efforts, such as perceived organizational support and organizational culture.

THE MODERATING EFFECT OF VALUES CONGRUENCE ON THE BEHAVIORAL INTEGRITY-CITIZENSHIP RELATIONSHIP

Edward C. Tomlinson, West Virginia University
Roy J. Lewicki, Ohio State University
Steve Ash, University of Akron

Behavioral integrity research has demonstrated positive effects on organizational citizenship behaviors. However, the behavioral integrity construct only considers the actor’s word-deed alignment, not the alignment of the actor’s and observer’s values (i.e., values congruence). Across two samples, we present evidence that the positive relationship between behavioral integrity and organizational citizenship only emerges when values congruence is high. We elaborate on the implications of these findings for both theory and practice.

WHEN IT PAYS TO BE DISSATISFIED: MODELING EMPLOYEES’ INCENTIVES TO GAME ENGAGEMENT SURVEYS

Matthew Josef, Texas A&M University
Deidra J. Schleicher, Texas A&M University
Joseph Harrison, Texas A&M University

Engagement surveys are a common tool used by organizations to assess employee satisfaction in order to improve business outcomes. Their utility is based on the assumption that employees’ responses reflect their honest assessment of the workplace. We question this assumption and examine incentives that employees have to distort reported satisfaction levels. We propose five factors that are likely to affect intentional distortion: instrumentality, mutability, opportunity assumption and examine incentives that employees have to distort reported satisfaction levels. We propose five factors that are likely to affect intentional distortion: instrumentality, mutability, opportunity for learning, leader-member exchange, and fear of retaliation. We therefore contribute to the literature a definition of intentional distortion and suggest evidence of employees learning to distort reported satisfaction levels for their own benefit.

Facilitator: Tammy G. Hunt, Univ. of North Carolina at Wilmington

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SMA Business Meeting

Presiding: Tim Barnett, Mississippi State University (SMA President)

SMA Presidential Reception

Come and honor our outgoing SMA President Tim Barnett and our Hunt Award Winner Kevin W. Mossholder. Enjoy light hors d’oeuvres, soft drinks, and a cash bar (that will accept the drink ticket you received at the Business Meeting).
Saturday, November 9

**SMA “Lobby”:** 8:00am – 12:00pm in Queen Anne Ballroom

This area will remain open with seating for SMA registrants to relax, meet in small groups, and chat. Networking Snack Breaks will all take place in this area.

**SMA Breakout Lounge:** 8:00am – 12:00pm in Bonnet Carre

Queen Anne too loud or busy? Peek around the corner and see if this cozy room suits your needs. It will be open for SMA members to meet in small groups.

**Conference Registration:** 8:00am – 10:30am in Queen Anne Mezzanine

Coordinator: Kevin B. Lowe, University of North Carolina at Greensboro

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**Saturday, 8:30am - 10:00am in Iberville**

**HC: Issues in Health Care and Hospitality Management**

Facilitators:

Paper 1: Julie Hancock, Rutgers, The State University of New Jersey

Papers 2, 3 & 4: Ivan Scott Muslin, Marshall University

**PERPECTIVES ON MULTIDISCIPLINARY TEAM PROCESSES AMONG HEALTHCARE EXECUTIVES: PROCESSES THAT FACILITATE TEAM EFFECTIVENESS**

Amy Yarbrough Landry, University of Alabama at Birmingham

Cathleen O. Erwin, Auburn University

Multidisciplinary teams (MDTs) are used in healthcare organizations to address both clinical and managerial functions. Despite their prevalence, little is known about how team processes work to facilitate effectiveness among MDT management teams. Our paper explores perceptions of MDT participation experienced by organizational leaders using data collected from a group of executives and executive track employees. Almost all respondents report MDT participation, and team processes that could use improvement include communication, cooperation, and conflict resolution. Our results provide information that can help in the development of training programs aimed at improving the effectiveness of MDTs.

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**THE IMPACT ON CORPORATE REPUTATION OF THE USE OF SOCIAL MEDIA IN CRISIS MANAGEMENT IN THE CRUISE LINES**

Andreas Michael Ryschka, Coastal Carolina University

Darla J. Domke-Damonte, Coastal Carolina University

J. Kay Keels, Coastal Carolina University

Ruediger Nagel, FH Mainz - University of Applied Sciences

This paper empirically evaluates social media’s role in shaping perceptions of reputation during crisis management in a tourism setting. Using an experimental design, it explores the relationship between the variables “speed”, “clarity” and “brand familiarity” on the perception of corporate reputation of a cruise line experiencing a crisis. Data were collected from a total of 334 undergraduate business students in the United States and Germany. Results indicated that speed of response using social media, brand familiarity, and country of origin of the respondent affected perceptions of corporate reputation of a cruise line after a crisis.

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**★BEST PAPER IN TRACK★ THE MEDIATING EFFECT OF TEAM PSYCHOLOGICAL SAFETY BETWEEN TRANSACTIONAL MEMORY SYSTEMS AND TEAM OUTCOMES IN SERVICE-MANAGEMENT TEAMS**

Priyanko Guchait, University of Houston

The study examined the influence of transactional memory systems (TMS) on team performance and team cohesion, as mediated by team psychological safety. Using a sample of 178 undergraduate students representing 27 service-management teams in a real life restaurant setting with real world consequences, TMS exhibited significant positive relationship with team performance and team cohesion. Team psychological safety was found to mediate the relationship between TMS and team outcomes. Based on the findings, the theoretical and practical implications are discussed.

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**★BEST DOCTORAL PAPER IN TRACK★ WHY DO HOSPITALS HIRE INTERNATIONALLY EDUCATED NURSES? ROLE OF COMPETITION AND RESOURCE AVAILABILITY**

Shivani Gupta, University of Alabama at Birmingham

Josue Patien Patien Epane, University of Alabama at Birmingham

Robert Weech-Maldonado, University of Alabama at Birmingham

This study used the Resource Dependence Theory and Porter’s five forces model to examine the effect of competition and other organizational and market factors on the hospital’s decision to hire internationally educated nurses. A panel design was used comprising a national sample of hospitals in the United States for 2007-2010. Data were analyzed using logistic regression with facility random effects and year fixed effects. The study findings suggest that hospitals use hiring internationally educated nurses as a strategy to meet their staffing needs in more competitive and diverse markets, and in states with staffing mandates.
**OB: Examining the Work-Family Interface from Top to Bottom: Organizational, Dyadic, and Individual Perspectives (Symposium)**

- Jonathon R. B. Halbesleben, University of Alabama
- Katherine A. Frear, University of North Carolina at Charlotte
- John Ferguson Jr., Utah State University
- Merideth Ferguson, Utah State University
- Ashley Mandeville, University of Alabama
- Samantha Paustian-Underdahl, Kennesaw State University
- Benjamin Bradshaw Uhrich, Univ. of North Carolina at Charlotte
- Marilyn Whitman, University of Alabama
- Lieve L. ten Brummelhuis, University of Pennsylvania
- Sara Condie I, Utah State University

In this symposium, we bring together four papers that address the work-family interface at different levels – organizational, dyadic, and individual. Over the past few decades, work-family research has established itself as key to understanding employees’ work outcomes by understanding work within the broader context of employees’ lives. Our goal is to take this literature a step further by focusing on effects of work and family at multiple levels to expand that broader context even further.

**Ent/Innov: Entrepreneurial Cognition**

Facilitator: James H. Schindler, Columbia Southern University

**EXPLORING THE INFLUENCE OF OBSERVATIONAL LEARNING IN THE PRIOR TO START-UP STAGE**

- Ricardo Zozimo, Lancaster University
- Sarah Jack, Lancaster University
- Eleanor Hamilton, Lancaster University

This article demonstrates how qualitative research methods can contribute to theorising complex facets of entrepreneurship. Qualitative research has been attributed with producing some of the most interesting research in management (Suddaby, 2006). This study, of how observational learning influences the transition into entrepreneurship, builds on an emergent literature developing the concept of entrepreneurial learning. It adopts a life course method, an approach traditionally rooted in social psychology. Theoretically it builds on Bandura’s (1986) Social Cognitive Theory to develop insights into the social dimensions of learning prior to start-up.

**EXTENDING SOCIAL COGNITIVE CAREER THEORY INTO THE ENTREPRENEURSHIP DOMAIN**

- Eric W. Liguori, California State University, Fresno
- Mark Weaver, University of South Alabama
- R. Michael Holmes Jr., Florida State University

Self-efficacy is an important entrepreneurial construct, central to our understanding of entrepreneurial phenomena. This manuscript expands upon the extant knowledge of self-efficacy research by applying social cognitive career theory to entrepreneurship, positing that it is a more robust theoretical framework to study individual entrepreneurial activity. In addition, it explores how self-efficacy shapes entrepreneurial intentions, and provides evidence regarding the roles of both domain-specific and generalized self-efficacy. Our results suggest that social cognitive career theory is an important lens through which to study entrepreneurship, especially given the historically inconclusive results provided by the Theory of Planned Behavior and Krueger-Shapero frameworks.

**SERIAL ENTREPRENEURSHIP INTENTIONS: INTERGRATING DISPOSITIONAL AND SITUATIONAL CONTEXTS THROUGH REGULATORY FIT**

- Dan Kai Hsu, Appalachian State University
- Jon C. Carr, Texas Christian University
- Sharon Simmons, William Paterson University

This paper applies Regulatory Fit Theory to conceptualize the intention of entrepreneurs to engage in serial entrepreneurship under gain or loss conditions associated with prior firm performance. Using an experimental study of 74 entrepreneurs, our results indicate a negative relationship between dispositional prevention focus and intention to reenter and a positive relationship between dispositional promotion focus and intention to reenter. More interestingly, the negative relationship between prevention focus and intention to reenter becomes stronger when the entrepreneur’s prior business experience is perceived as a failure.

**Strategy: Culture and Corruption**

Facilitator: Laura T. Madden, University of Tennessee

**ELITE-THREATENING ACTIONS: THE IMPACT OF CORPORATE CORRUPTION**

- Adam C. Stoverink, Northern Illinois University
- Scott Kuban, Texas A&M University
- Michael Seth Nalick, Texas A&M University
- Brad Harris, University of Illinois at Urbana-Champaign

A negative relationship has been found between social distancing by board members and the extent to which other board members engage in elite-threatening governance actions. This paper examines the attenuating effects of extraordinary situations such as corporate scandals on this relationship. Furthermore, we draw from agency theory to claim that the resulting increase in elite-threatening actions caused by corporate corruption has positive outcomes on its shareholders, but negatively impacts the interests of its stakeholder.

**THE CASE FOR CULTURE STRENGTH AS A PREDICTOR OF ORGANIZATIONAL PERFORMANCE**

- Jennifer Robin, Bradley University
- Laurence G. Weinzier, Bradley University
- Eric J. Michel, University of Illinois at Chicago

Organizational culture is the phenomenon of shared values and beliefs within a firm. Yet, the extent to which people share beliefs, culture strength, has not been sufficiently considered in studies of financial performance. In this study, we show the importance of gathering data from all levels in the organization (to sufficiently capture the ‘shared’ aspect of culture) and the impact of culture strength on both HR outcomes and financial performance. The extent to which people across all levels of the organization agree (culture strength), is predictive of both organizational turnover and revenue growth. Implications and future research directions are discussed.
THE CEO GUIDE TO MISCONDUCT: WHY INFIDELITY MIGHT BE WORSE THAN FIRM EMBEZZLEMENT

Michael Seth Nalick, Texas A&M University
Scott Kuban, Texas A&M University

This paper extends the use of agency theory by incorporating rational choice theory in order to explain differences in board of directors’ behaviors towards the CEO following a misconduct event. We use an agency perspective to argue the proximity of a misconduct event to the CEO will affect the perceived culpability and therefore the gravity of penalties boards levy on chief executives. Additionally, we incorporate rational choice theory to assert that boards will choose the best of the anticipated outcomes by considering both firm performance following the misconduct event and the CEO’s past performance in calculating the level of punishment.

TO REPORT OR NOT TO REPORT: DOES ETHICAL CLIMATE PREDICT CWB REPORTING BEHAVIOR?

Meagan E. Brock, West Texas A&M University

Much of the extant research on counterproductive work behaviors has focused on the influence that interpersonal and organizational factors have on predicting said behavior. However, more recent studies have begun to explore the dimensionality of CWB in relation to ethics and ethical climates as well as the likelihood of reporting counterproductive work behaviors. In order to merge the two lines of research, the present study will examine ethical climate as a predictor of reporting of CWB. The aim of this research is to provide practical managerial implications concerning the report rate of counterproductive work behavior as affected by ethical climates.

WHY EMPLOYEES DISPLAY PRO-SERVICE OR ANTI-SERVICE BEHAVIORS: THE ROLE OF ETHIC.

Feng-Hsia Kao, National Taiwan University
Bor-Shiuan Cheng, National Taiwan University

We followed reasoned action theory and multilevel approach to investigate ethical ideology, moral leadership, and ethical climate in predicting service oriented organizational citizenship behavior (OCB) and service sabotage. Data were collected from 36 food and beverage units in hotels in Taiwan. The sample consisted of 504 employees and 36 supervisors. Results showed that idealism was positively associated with service oriented OCB and was negatively associated with service sabotage, relativism was the opposite. Moral leadership and ethical climate both are important moderators to influence service oriented OCB and service sabotage. The implications of this study for research and practice were discussed.

ACQUIRING EMOTIONAL SEA LEGS: NAVIGATING JOY AND SORROW IN ETHICAL DECISIONS

Sukumararup Krishnakumar, North Dakota State University
Maria Evglevskikh, North Dakota State University

When positive and negative emotions are elicited from or within an ethical decision-making situation, individuals can use their emotional regulation abilities (ERAs) to use those emotions in a more effective manner. In this study, we show the conflicting yet important effects of incidental (contextual) joy and integral (issue-related) sadness on EDM. Our data indicates that when the salience of the emotionality of an ethical dilemma is lesser due to lower sadness, low-ERA individuals tended to make lesser ethical decisions as they felt more joyful, when compared to high-ERA. Limitations and implications are also discussed.

ORGANIZATIONAL ETHICS AND VIRTUES RESEARCH: A SYSTEMATIC REVIEW OF METHODS AND ANALYTICAL TECHNIQUES

Michael McLeod, Texas Tech University

Organizational ethics and virtues are of interest to business scholars because they influence decisions, behaviors, and outcomes. However, scholarly progression and practical application may be inhibited by the current methodological challenges. To help propel the field forward, we perform a systematic review of empirical research published in a broad sample of business journals over a 33 year period (1980 – 2012). A total of 98 were analyzed according to several methodological characteristics. Our review reveals numerous gaps and limitations in organizational ethics and virtues literature, leading to multiple suggestions for future research in this important and growing area of study.

BOARD CHARACTERISTICS & WORK-FAMILY BENEFITS

Frank Mullins, North Carolina A&T State University
Jeannene Johnson Holmes, North Carolina A&T State University

Corporate boards have been found to influence firm activities, yet they have been largely absent from the work-family benefits literature. Thus, this study examines the link between corporate boards and work-family benefits drawing upon agency theory and resource dependency theory perspectives. The findings indicate that the firm is more likely to use work-family benefits when there is a higher proportion of outsiders and women on the board. Moreover, having human resource expertise on the board enhances the likelihood that the firm will use work-family benefits. Given this, corporate boards ought to be considered in future studies involving HR programming.
HR INNOVATION AND COMPETITIVE ADVANTAGE: TOWARDS AN INTEGRATED FRAMEWORK

Upamali Amarakoon, The University of Queensland
Jay Weerawardena, The University of Queensland
Martie-Louise Verreyne, The University of Queensland

Despite academic and practitioner recognition of human resource (HR) innovation as a source of competitive advantage, related literature remains limited and fragmented. This points to the need for a well-founded conceptual framework that can guide empirical investigation. Building on extant literature and in-depth interviews with senior HR professionals, this paper presents a framework that captures the antecedents and moderators of HR innovation-based competitive advantage. Our framework suggests that competitive strategy and entrepreneurial HR management drive new and value creating HR practices, which in turn underpins competitive advantage. We present a set of theoretical propositions that extend and advance theory and guide practice.

HUMAN CAPITAL AS HUMAN CAPITAL FLOW

Daanish Pestonjee, University of Arkansas
John E. Delery, University of Arkansas
Nina Gupta, University of Arkansas

Despite the crucial role of HC as a determinant of organizational performance, there have been few attempts to address the dynamic nature of HC. We develop a unit-level theory of HC that addresses its dynamic properties based on the concept of HC flow. Our flow based model of HC a) highlights that the overall HC of an organization is a function of the HC associated with three organizational constituencies (viz., newcomers, incumbents and leavers), and b) captures the dynamic nature of HC through complex interplays between the quantity and quality of the HC of organizational constituencies.

HUMAN RESOURCE MANAGEMENT CONSIDERATIONS IN COLLABORATIVE INNOVATION WITH CUSTOMERS

Charles R. Greer, Texas Christian University
Charles Stevens, North Dakota State University

Companies are engaging in collaborative innovation with customers (CIC) to develop products and services more quickly. While the use of CIC is expanding there is little HR research on the topic. We develop a framework for HR considerations in CIC that includes collaborative and commitment-oriented HR systems, HR practices, contextual influences, and collaborative behaviors. We address selection practices directed at collaborative and relationship skills, team skills, creativity, and diversity as well as practices directed at development of collaborative, relational, and team skills and deployment, and performance management. Research propositions are developed along with implications for theory and suggestions for research.

LEADERS’ CONSCIENTIOUSNESS AND FOLLOWERS’ LEADERSHIP PERCEPTIONS: THE ROLE OF GENDER

Sarah Saint-Michel, Toulouse 1 University Capitole
Jenny M. Hoobler, University of Illinois at Chicago
Chenwei Liao, University of Illinois at Chicago

This study considers leaders’ personality and followers’ stereotypes regarding masculine qualities of leadership, and gender. Data was collected from 65 leaders and 325 followers. We examined how a leader’s sex, their conscientiousness, and stereotypes followers held about masculine qualities of leadership interacted to predict how the followers perceived their leader’s style. We found that leader conscientiousness was negatively related to transformational leadership only when leaders were female. Results from three-way interactions suggested that followers who held more stereotypical views of leaders – and were supervised by more highly conscientious female leaders – assessed those leaders as higher in transactional leadership.
Corporate social responsibility is related to key organizational outcomes such as profitability, recruitment, and employee attitudes. In the current study, we add employee organizational citizenship behavior (OCB) to this list of benefits. Using data from 260 supervisor-participant dyads in a time-lagged design, we found that organizational identification and justice mediated the relationship between corporate social responsibility and OCB. Furthermore, high CEO transformational leadership moderated the relationships between corporate social responsibility and OCB as mediated by organizational identification and justice. However, high supervisor transformational relationship only moderated part of this model.

**MECHANISMS OF CORPORATE SOCIAL RESPONSIBILITY: MODERATING ROLE OF TRANSFORMATIONAL LEADERSHIP**

Ashta Goswami, Central Michigan University
Kevin M. Dawson, Central Michigan University
Kimberly OBrient, Central Michigan University
Agnieszka Shepard, Wayne State University

The workplace deviance literature indicates such behavior is a common and costly occurrence within organizations. Past research has primarily explored negative situational factors as determinants of workplace deviance (e.g., organizational injustice), but we argue that promotive managerial control, a positive social influence tactic, may incite deviance. The current research examines whether personality moderates the relationships between promotive control and workplace deviance. A total of 161 employees completed measures of deviance, promotive managerial control, personality (i.e., the Big Five), and several control variables. As hypothesized, personality frequently moderated the promotive control—workplace deviance relationship. Theoretical and practical implications are provided.

**SOMETIMES WE MUM, SOMETIMES WE DON’T: AN EXAMINATION OF PROACTIVE PERSONALITY AND THE INTERVENING ROLE OF COGNITIVE-MOTIVATIONAL STATES ON THE MUM EFFECT**

Laura E. Marler, Mississippi State University
Susie S. Cox, McNeese State University
Marcia J. Simmering, Louisiana Tech University

Although information sharing is vital to organizational learning and effectiveness, employees often engage in the mum effect, which is the reluctance to share negative information. To gain insight into which employees engage in the mum effect and why, we draw from the proactive motivation literature examining the effects of proactive personality and cognitive-motivational states on the mum effect. Proactive individuals with accompanying high levels of role breadth self-efficacy were less likely to mum; whereas, proactive individuals with accompanying high levels of felt-responsibility for constructive change were more likely to mum. Our findings inform both the proactivity and mum effect literatures.

**TRICK OR TRAIT? THE COMBINED EFFECTS OF EMPLOYEE IMPRESSION MANAGEMENT MODESTY AND TRAIT MODESTY ON SUPERVISOR EVALUATIONS**

Corinna Diekmann, University of Bonn

This study examined the interactive effects of employees’ impression management (IM) modesty and trait modesty on supervisor ratings of employees’ likeability, competence, and job performance. Based on the data of 233 employee–supervisor dyads, a theoretical model was tested using hierarchical regression and moderated mediation analyses. As expected, the findings revealed that the effects of IM modesty were systematically moderated by employees’ trait modesty. The benefits of IM modesty on supervisor evaluations were consistently stronger for employees with high trait modesty. Moreover, the effects of modesty on supervisor ratings of employees’ job performance were mediated by likeability and competence ratings.

**APPLICATIONS OF FUZZY SET QCA FOR STRATEGIC MANAGEMENT RESEARCH**

Thomas Greckhamer, Louisiana State University

Qualitative Comparative Analysis (QCA) has been gaining recognition as valuable addition to the repertoire of research methodologies available to strategy scholars and management studies has become a rapidly growing area for QCA applications as the field’s scholars observe its potential. To contribute to facilitating applications of QCA’s set theoretic approach by strategy scholars, building on a review of its foundations, in this paper I illustrate the four major applications of QCA, discuss their potential for studying diversity and causal complexity in strategy research, and finally provide some suggestions for researchers considering to utilize QCA approaches for their work.
**FINANCE COMMITTEES AND FIRM FINANCIAL PERFORMANCE: AN EMPIRICAL INVESTIGATION**

Orhan Guldiken, Old Dominion University  
Daanish Pestonjee, University of Arkansas  
Alan Edwin Ellstrand, University of Arkansas

Although mandatory board committees (i.e., audit, compensation, and nominating committees) have attracted some research attention, little is known about the role of non-mandatory committees. By using insights from resource dependence theory, board capital theory, and the attention-based view of the firm, we investigate whether firms that have a finance committee outperform those that do not. We also examine whether certain finance committee characteristics influence firm financial performance for firms that have a finance committee. We test our hypotheses using a set of 195 randomly selected Fortune 500 firms. Our results emphasize the need to study non-mandatory committees in corporate governance research.

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**BEST DOCTORAL PAPER IN TRACK★
LONE-INSIDER BOARDS: AGENCY PRESCRIPTIONS AND GOVERNANCE COSTS**

Michelle Zorn, Florida State University  
Christine Shropshire, University of Georgia  
John A. Martin, United States Air Force Academy

The corporate scandals of the previous decade brought renewed emphasis on board independence. Indeed, many boards are now so independent that the CEO is the lone insider. While lone-insider boards are structurally independent, they might result in unintended consequences. We theorize that the growing trend toward lone-insider boards harms governance quality and performance because CEOs’ are able to consolidate power. Accordingly, we find that shareholders discount the value of firms with lone-insider boards and that this occurs because these CEOs appropriate more compensation. Our results are important because they suggest that it is possible to have too much board independence.

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**THE CRITICAL LINKAGES AMONG BOARD HETEROGENEITY, ENVIRONMENT, AND FIRM’S STRATEGIC AGGRESSIVENESS**

Volkan Ozbek, University of Texas at Arlington

The board of directors includes the primary responsible group of executives who monitor top management’s performance and provide advice for strategic actions necessary in order to improve firm performance. Strategy scholars have mainly categorized board members as “insiders” and “outsiders.” In this paper, my first argument is that board heterogeneity stemming from having a greater proportion of outsiders would help firms be more strategically aggressive because of the board’s cognitively diverse structure. Secondly, I argue that environmental dynamism and complexity would have a positive moderating effect on the relationship between having a heterogeneously structured board and firm’s strategic aggressiveness.
Facilitator: Amy B. Henley, Kennesaw State University

★BEST PAPER IN TRACK★
ARE GENDER DIFFERENCES IN PERFORMANCE DISAPPEARING? LARGE SAMPLE EVIDENCE

Thomas H. Stone, Oklahoma State University
Jeff Foster, Hogan Assessment Systems
Brian Webster, Oklahoma State University
Jim Jawahar, Illinois State University
Jennifer Anne Harrison, York University

The assertion that ‘leadership’ is becoming less associated with masculine stereotypes has not been tested in an organizational context. Drawing from data in the Hogan Archive (2012), this study investigates the extent to which stereotypes exist using performance and competency ratings for 3,842 managers and 9,069 non-managers across 29 and 87 organizations, respectively. Results from two studies suggest men and women do not differ significantly in overall performance ratings. These results provide insight into inflated claims about gender differences in leadership. We also provide evidence supporting the contention that masculine leadership stereotypes are declining.

DISENTANGLING THE MISCONCEPTION OF SEX VS. GENDER IN WORK-TO-FAMILY CONFLICT RESEARCH

Christopher J. Mathis, Morgan State University
Dewaynna Horn, Texas Woman’s University
Natasha Wilkins Randle, Mississippi State University-Meridian
Robert Gregory DelCampo, University of New Mexico

Sex has been the most commonly investigated variable in the extant work–family literature. Yet, the findings have been quite inconsistent. This study focuses on a gender-related variable, femininity, instead of sex as a variable to determine differences in individuals’ experiences with the work–family interface. Results of moderated regression analysis revealed that femininity, not sex, moderated the relationship between work-to-family conflict and job satisfaction, indicating that, in our sample, gender is more significant than biological classification. This underscores the important role of gender-related variables in ascertaining gender differences in work–family literature. Implications, limitations, and future research suggestions are discussed.

WHO INFLUENCES WHOM?: GENDER’S IMPACT ON DOWNWARD INFLUENCE TACTIC CHOICE AND EFFECTIVENESS

Caitlin E. Smith, Tulane University
Alison V. Hall, Tulane University

In this conceptual paper, we develop theory about how social roles impact the choice and effectiveness of influence tactics in downward influence attempts. By considering both sides of the influence dyad, we conceptualize the influence process more completely. Drawing on social role theory, role congruity theory, and dyadic influence frameworks, we propose that the gender of the leader and the gender of the target follower have implications for tactic choice and effectiveness. We propose that female leaders in particular are in danger of choosing ineffective tactics.
THE ROLE OF RESOURCES IN SHAPING THE CONSEQUENCES OF LMX DIFFERENTIATION IN WORK GROUPS.

Andrew O. Herdman, East Carolina University
Jaewan Yang, Virginia Tech University
Jeffrey Arthur, Virginia Tech University

We examine the role organizational resources in explaining the consequences of LMX differentiation within work groups. We argue that LMX differentiation will result in resource differentiation within work groups and this disparity of resources will mediate the relationship between LMX differentiation and group outcomes. We further propose that aggregate resource levels will impact group member’s appraisal of the fairness of within group LMX differentiation and therefore serve as a moderating condition in shaping the effects of differentiation. Using data collected from 372 employees in 67 work groups, we find support these hypothesis in predicting group emotional engagement and teamwork behavior.

OB: Individual and Team Effectiveness: A Social Network Perspective

Facilitator: Paul Johnson, Western Carolina University

BEING IN THE RIGHT PLACE: A SOCIAL NETWORK PERSPECTIVE ON PERSONALITY IN TEAMS

Ning Li, University of Iowa

Current team composition research has almost exclusively focused on the role of team members’ attributes without considering team members’ unique positions in the team. Yet, according to social network theory, a team member who occupies a central position in a team network will have a greater impact on the team than other members who occupy peripheral positions. Using 658 team members of 87 teams, I found that a member with the highest personality scores tends to have a stronger effect on team effectiveness when he or she is in a central rather than peripheral position in the team.

HOW POLITICALLY SKILLED AGENTS LEVERAGE SOCIAL NETWORKS TO MAXIMIZE PERFORMANCE AND EFFECTIVE CLIENT RELATIONSHIPS

Timothy Paul Munyon, University of Tennessee
Rachel Elizabeth Kane-Frieder, Florida State University
Andrew Michael Carnes, West Virginia University
Gerald R. Ferris, Florida State University

Significant questions remain concerning precisely how political skill effects change in performance. In this paper, we adopt an integrative social influence/social capital theoretical perspective to examine how political skill enables the construction and leveraging of social networks, which in turn exercises influence over job performance and effective work relationships. Utilizing a sample of real estate agents and their clients, we found that agent social network development mediates the relationship between agent political skill and objective and subjective agent performance. Our results extend social influence theory by highlighting how political skill affects the construction and utilization of social capital at work.

-62-
THE INTERPLAY BETWEEN INTERNAL AND EXTERNAL TEAM NETWORKS AND THEIR EFFECTS ON INDIVIDUAL CREATIVITY

Wonseok Choi, University of Connecticut
Nora Madjar, University of Connecticut

We differentiate between internal and external team networks and try to theorize a more refined picture of their influences on creative performance. We propose that in addition to the effects of the internal and external team networks alone, their dynamics have strong influences on employee creativity. Specifically, we argue that the size of the external network and the density of the internal network interact to create different configurations and influences on creativity. Our propositions shed light on inconsistent findings on the effects of social networks on creativity and contribute to theoretical developments, both in the social networks and the creativity.

TRANSACTIVE MEMORY SYSTEMS, CONFLICT NETWORKS, GROUP SIZE AND TEAM PERFORMANCE

Anthony C. Hood, University of Alabama at Birmingham
Daniel G. Bachrach, University of Alabama
Kyle Lewis, The University of Texas at Austin
Elliot Bendoly, Emory University

Drawing on transactive memory theory, we propose that transactive memory systems (TMS) operate as a meta-resource that enhances team performance directly by generating resource surpluses and indirectly by diminishing the unnecessary expenditure of resources on inter-member conflict. We also propose that this mediated relationship is moderated by group size. Lagged data collected from the members of 107 software implementation project management teams show support for the mediating role played by task and relationship conflict network density in the relationship between TMS and team performance, and the moderating role played by group size.

Saturday, 10:30am - 12:00pm in Royal D

OB: Mistreatment and Aggression in the Workplace

Facilitator: Rebecca J. Bennett, Louisiana Tech University

‘WELL THAT JUST BITES!’ NEGATIVE JOB EMOTIONS AND COUNTERPRODUCTIVE WORK BEHAVIOR AS MODERATED BY EMOTIONAL INTELLIGENCE

Sukumarakurup Krishnakumar, North Dakota State University
Kay M. Hopkins, North Dakota State University
Michael D. Robinson, North Dakota State University

Counterproductive Work Behaviors are negatively deviant behaviors that affect many organizations in a bad way. CWBs are often elicited form job-related negative emotions. One of the important abilities that individuals use to deal with emotions is emotional intelligence (EI). Using a relatively new workplace-based EI measure, we demonstrate that the relationship between job-related negative emotions and CWBs are more pronounced and significant in low-EI individuals, whereas not significant in high-EI individuals. These results show that EI is an important moderator of the relationship between job-related negative emotions and CWBs. Limitations and implications are also discussed.

A MODEL OF OVERT VS. COVERT RETALIATION AGAINST AGGRESSIVE CUSTOMERS BY OBSERVERS: A MULTILEVEL PERSPECTIVE

Agnieszka Shepard, Wayne State University
Kimberly OBrien, Central Michigan University

The purpose of our paper is to develop a model that explains under what conditions employees who witness customers mistreating their coworkers will punish these customers by engaging in overt or covert retaliation. The model suggests that observers with a high centrality of moral identity will become morally angry if they witness such injustice, and moral anger will motivate them to redress it. Whether observers do so overtly or covertly will depend on two-way interactions between moral anger and other variables at multiple levels of the organization including agreeableness, extraversion, turnover intentions, visibility of OCBs, intragroup trust, and service climate.

ALIENATION AND ITS CORRELATES: A META-ANALYSIS

Tomas G. Thundiyil, Texas A&M University
Jiexin Wang, Texas A&M University
Dan Chiaburu, Texas A&M University

We provide a meta-analysis of alienation, outlining the extent to which it is predicted by individual differences (need for achievement), role stressors (role conflict), leader dimensions (initiating structure), and aspects of the work context (formalization). We also examine its relationship with outcomes such as employee withdrawal (absenteeism), and off-the job aspects (drinking). Our meta-analysis provides evidence for effect sizes across multiple settings and respondents, clarifies ambiguous aspects of the construct (i.e., unexpected positive relationship between formalization and alienation), and presents more information on the extent to which alienation is the opposite of job involvement.

WORKPLACE HAZING: AN INTEGRATED MODEL

Johnna Capitano, Drexel University
Quinn W. Cunningham, Drexel University
Mary Bardes, Drexel University

This paper offers a review and extension of the literature on hazing in the workplace. We propose a conceptual definition of workplace hazing, identify the key characteristics of the construct, and distinguish it from similar constructs. We outline an integrated model of workplace hazing based on its use as an organizational socialization practice. We propose antecedents that predict workplace hazing, followed by the positive outcomes for work groups and individuals. We also identify moderating factors. By exploring the theoretical explanations for the positive outcomes of workplace hazing, we hope to shed some light on the perseverance of the phenomenon.
## PARTICIPANT INDEX

| A | Blackeney, Roger Neal ........................................ | 24 |
|   | Blickle, Gerhard .............................................. | 51 |
|   | Boekhorst, Janet A. ........................................... | 21, 42 |
|   | Bolton, Joel F. .................................................. | 26 |
|   | Bowler, Matt ..................................................... | 17 |
|   | Bowman, Gary .................................................... | 37 |
|   | Boyce, Merrill .................................................. | 25 |
|   | Braddy, Phillip Wayne ........................................... | 23 |
|   | Bradley, Gregory T. ............................................ | 50 |
|   | Brekashvili, Paata .............................................. | 27 |
|   | Brock, Meagan E. ................................................ | 30, 57 |
|   | Brosuer, Robyn .................................................. | 17, 35 |
|   | Brown, Lee Warren .............................................. | 48 |
|   | Brush, Thomas H ................................................ | 61 |
|   | Buckley, Michael R. ............................................ | 42, 49 |
|   | Bundy, Jonathan Nicholas ....................................... | 32 |
|   | Burke, Ronald John ............................................... | 42 |
|   | Burns, Stephanie Kristen ......................................... | 28 |
|   | Butler, Deborah .................................................. | 31 |
|   | Butler, Frank Christopher ...................................... | 59 |
|   | Buttner, E. Holly ................................................ | 29 |
|   | Butts, Marcus M .................................................. | 31 |
|   | Byrum, Leigh Ann ................................................ | 25 |
| B | Calderon, Christian ............................................. | 30 |
|   | Camara, Ana ....................................................... | 19 |
|   | Campbell, Joanna Tochman ..................................... | 49 |
|   | Capitanio, Johnna ............................................... | 63 |
|   | Carlson, Dawn S .................................................. | 20 |
|   | Carlson, Kevin D ................................................ | 37 |
|   | Carnes, Andrew Michael ......................................... | 62 |
|   | Carr, Jon C ....................................................... | 14, 56 |
|   | Carsten, Melissa K .............................................. | 41 |
|   | Carter, Pamala J ................................................ | 16 |
|   | Carter, Suzanne .................................................. | 39 |
|   | Carter, William R ................................................ | 61 |
|   | Casper, Wendy Jean ............................................. | 34 |
|   | Casselman, R. Mitch ............................................. | 25 |
|   | Castille, Christopher ........................................... | 30 |
|   | Castro, Stephanie L ............................................. | 47 |
|   | Castrogiovanni, Gary .......................................... | 22 |
|   | Chang, Chu-Hsiang ............................................... | 43 |
|   | Chapman, Elizabeth Foster .................................... | 26 |
|   | Che, Xinxuan ..................................................... | 21, 33 |
|   | Chen, Shawna ..................................................... | 52 |
|   | Cheng, Bor-Shiuian ............................................. | 57 |
|   | Cheremie, Robin .................................................. | 14 |
|   | Chiaburu, Dan .................................................... | 63 |
|   | Children, Olivia ................................................ | 16 |
|   | Choi, Wonseok ................................................... | 63 |
|   | Christensen, Amanda L ......................................... | 58 |
|   | Clark, Kim ....................................................... | 33, 50 |
|   | Clark, Sr., Steven Brodie ....................................... | 24 |
|   | Clayton, Russell W ............................................... | 20 |
|   | Cleavenger, Dean ................................................ | 46 |
|   | Cogiser, Claudia C .............................................. | 15, 60 |
|   | Cole, Benjamin M ................................................ | 32 |
|   | Cole, Brooklyn ................................................... | 48, 58 |
|   | Collins, Brian J ................................................ | 33 |
|   | Collins, Jennifer ................................................ | 25, 34, 45 |
|   | Combs, James G .................................................. | 38 |
|   | Condie, I, Sara .................................................. | 16, 56 |
|   | Conroy, Samantha ................................................ | 18 |
|   | Coombes, Susan .................................................. | 24 |
|   | Cooper-Thomas, Helena D ........................................ | 53 |
|   | Cornell, Paul ..................................................... | 18, 27 |
|   | Coustasse, Alberto .............................................. | 27 |
|   | Cowell, Eva Lynn ................................................ | 30 |
|   | Cox, Kevin C ..................................................... | 39, 52 |
|   | Cox, Marcus Z .................................................... | 38 |
|   | Cox, Susie S ..................................................... | 59 |
|   | Crawford, Il, Wayne Stanley .................................. | 20 |
|   | Crenshaw, Susan ................................................ | 17 |
|   | Crook, T. Russell .............................................. | 14, 22 |
|   | Cropanzano, Russell S ......................................... | 18, 28 |
|   | Crossland, Craig ................................................. | 23 |
|   | Cunningham, Christopher J. L .................................. | 16 |
|   | Cunningham, Quinn W ............................................ | 63 |
|   | Currie, Ryan Phillip ............................................ | 27 |
|   | Cwalina, Andy M .................................................. | 38, 42 |
|   | Cyciya, Cynthia .................................................. | 23, 29 |

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CALL FOR PAPERS - SMA 2014 Meeting
November 11-15th, 2014 Hyatt Regency – Savannah, GA

Submission Deadline: April 18, 2014 11:59pm EST
Submit papers and volunteer to review at www.southernmanagement.org/meetings/2014

Program Chair: Micki Kacmar, University of Alabama (mkacmar@cba.ua.edu)

SMA invites submissions for its 2014 Annual Meeting. All submissions will be reviewed on the basis of potential theoretical, empirical, and/or methodological contribution. Submissions may take the form of papers, symposia, or panel discussions. All accepted submissions will be presented at the meeting, and all accepted papers have the option of being published in the Annual Meeting Proceedings.

SUBMISSION AREAS AND CHAIRS

- Entrepreneurship
  Jintong Tang, Saint Louis University
  jtang3@slu.edu

- Innovation
  Paul Johnson, Western Carolina University
  pdjohnson@wcu.edu

- Health Care
  - Hospitality Management
  - Public Administration
  Paul Johnson, Western Carolina University
  pdjohnson@wcu.edu

- Management History
  - Management Education
  - Information Technology
  Nathan Hartman, Illinois State University
  nathan.hartman@ilstu.edu

- Organization Theory
  - International Management
  Brian L. Connelly, Auburn University
  bconnelly@auburn.edu

- Human Resources
  - Research Methods
  Timothy Golden, Rensselaer Polytechnic Institute
  goldent@rpi.edu

- Ethics
  - Diversity Issues
  - Careers
  Claudia Ferrante, U.S. Air Force Academy
  claudia.ferrante@usafa.edu

- Social Issues
  Jodi Goodman, West Virginia University
  Jodi.Goodman@mail.wvu.edu

- Strategic Management
  Ken Harris, Indiana University Southeast
  harriskj@ius.edu

- Organizational Behavior
  Taco Reus, Erasmus, Netherlands
  TReus@rsm.nl

- Pre-Doctoral*
  Aaron D. Hill, Oklahoma State University
  aaron.hill@okstate.edu

- Innovative Teaching*
  Brad Harris, University of Illinois
  bharris@illinois.edu

*PRE-DOCTORAL - There will be a special poster session to showcase papers by students who have not yet started their doctoral studies. Faculty members may play a supporting authorship role on these papers, but the lead author must not have started their doctoral studies before April 18, 2014. Regardless of topic area, pre-doctoral student papers should be submitted to the Pre-Doctoral Track.

*INNOVATIVE TEACHING - SMA is sponsoring an innovative teaching track to showcase best practices in teaching and curricular design. Submission to this track should describe an innovative teaching technique or curricular innovation and propose an engaging format for sharing the innovation in a 10-15 minute presentation. With the exception of the word limit, which is 2,000 words, proposals are to be prepared according to the paper submission guidelines below.

PAPER DEVELOPMENT WORKSHOP - Authors of accepted papers will have the opportunity to apply to the Paper Development Workshop held at the 2014 meeting. The purpose of this workshop is for authors to receive feedback on their papers from experienced scholars to enhance their papers’ publication potential. More information will be available on the SMA website in 2014.
OUTSTANDING PAPER AND DOCTORAL STUDENT PAPER AWARDS

Subject to review, Outstanding Paper and Outstanding Doctoral Student Paper Awards will be given in each track. There also will be overall Outstanding Paper and Outstanding Doctoral Student Paper Awards. Doctoral student papers may have multiple authors but the first author must be a doctoral student at the time of submission. Doctoral students who author an Outstanding Doctoral Student Paper will have their conference registration and annual dues waived for one year.

SUBMISSION GUIDELINES
• All submissions must be made online at http://www.southernmanagement.org/meetings/2014/ no later than April 18, 2014 at 11:59 pm Eastern Standard Time. The deadline is firm and no extensions will be granted.
• Only complete papers should be submitted. Proposals for and/or undeveloped papers will be returned without review.
• Authors are expected to abide by the SMA Code of Ethics, available at www.southernmanagement.org/ethics/. Before entering SMA’s blind review process, all submitted papers will be evaluated via electronic plagiarism software (self and others). Papers that do not pass this evaluation will be returned to the authors and not be entered into SMA’s blind review process.
• Submitted papers must not have been previously presented or scheduled for presentation, nor published or accepted for publication. Submitted papers also may be submitted to a journal (but not a conference) after the SMA submission deadline, but must not appear online or in print before the 2014 SMA meeting. Subsequent publication, with proper acknowledgement, is encouraged.
• If a paper is accepted, at least one author (for panel discussions, every author) must register and present the work at the conference.
• Rule-of-Three: No one is allowed to be included as an author, presenter, or panelist on more than three submissions. Likewise, no participant is allowed to serve as an author, presenter, session chair, discussant, etc. in more than three program sessions. The Rule-of-Three does NOT apply to Professional Development Institute (PDI) sessions.
• The maximum length of paper submissions is 8500 words. This limit includes the body of the text, notes, and appendices. It excludes the abstract, references, tables, and figures.
• Paper format should follow the Journal of Management’s Style Guide (see link to the Style Guide at http://www.sagepub.com/journals/Journal201724/manuscriptSubmission). Nonconforming submissions will be returned without review.
• Manuscripts should be double spaced with 1 inch margins on all four sides. The page setup should be for standard U.S. letter size (8.5 x 11 inches). Manuscripts should be prepared in Times New Roman font, size 12.
• The entire paper must be in a single document created in Microsoft Word.
• Paper submissions will be blind reviewed; thus, no author names or other identifying information should appear anywhere in the manuscript (not even on the title page). Symposia, panel discussions, and PDI submissions can contain author information, as these are not blind-reviewed.
• A sample of a correctly formatted paper can be found at www.southernmanagement.org/meetings/2014/sample

SYMPOSIUM SUBMISSIONS
• A symposium can be in either a panel format or a presenter format. A panel symposium engages a group of panelists in a formal, interactive discussion around a particular topic. A presenter symposium involves a collection of authored papers revolving around a common theme. Symposia are NOT blind reviewed and will be judged on overall quality, innovativeness, interest to SMA members, relevance to the track to which they were submitted, and contribution.
• If a symposium is accepted, all participants must register and present their portion of the symposium at the conference.
• A symposium submission must include:
  • A title page with the title of the symposium, the complete formal name and contact information for all participants, an abstract (100 word maximum), and 3 key words identifying the major subject of the symposium.
  • A 3-5 page overview of the symposium. This page limit applies to the body of the text, notes, and appendices, but excludes any references, tables, or figures.
  • An explanation of why the symposium should be of interest to the track to which it is being submitted.
  • A 2-5 page synopsis of each presentation (for presenter symposia only). This page limit applies to the body of the text, notes, and appendices, but excludes any abstract, references, tables, or figures.
  • A summary of the panelists’ discussion (for panel symposia only).
  • A description of the symposium’s format (e.g., who will be presenting first, whether there will a Q & A, etc.)
  • A statement from the organizer declaring: “I have received signed statements from all intended participants agreeing to participate in the entire symposium, and they are not in violation of the rule of three.”
• Nonconforming submissions will be returned without review.

NEED ASSISTANCE? Please email our support team at support@southernmanagement.org or call us at 1.201.633.3208.
The Journal of Management (JOM) is committed to publishing scholarly empirical and theoretical research articles, that have a high impact on the management field as a whole. The journal encourages new ideas or new perspectives on existing research.

The journal covers such areas as:

- Strategic management
- Organizational behavior
- Human resource management
- Organizational theory
- Entrepreneurship
- Research methods

Review Issues are published biannually in January and July. These issues include widely read and widely cited collections of articles in the field of management and have become a major source for management scholars. The Review Issues cover a broad range of topics from a wide range of academic disciplines, methodologies, and theoretical paradigms.