

## M&O Good News Announcements Fall 2012 Edition

*This edition includes announcements from calendar year 2012 to Sept. 24, 2012*

### AWARDS & RECOGNITIONS

**Forrest Briscoe** was elected to Representative-at-large for the Organization and Management Theory division of AOM.

**Lance Ferris** was elected to Representative-at-large for the Organization and Management Theory division of AOM.

**Raghu Garud** was an invited panelist at conference on “*New Interdisciplinary Innovation Research: INSEAD*”, May 2012

**Raghu Garud, Barbara Gray** and Philipp Tuesrtscher won the Best Applied Paper Award, International Association of Conflict Management Meeting, Stellenbosch, South Africa, July 2012 for the paper, “*Harnessing Pluralism: Robust collaboration at ATLAS, CERN.*”

**Vilmos Misangyi** received the *Academy of Management Review* Editorial Board Outstanding Reviewer Award, 2012

**Shubha Patvardhan** and Aimee Hamilton were Best Paper finalists for their paper, “*Organizational Identity Change: Review and Reflection on Three Decades of Research*, Academy of Management Annual Meeting, Managerial and Organizational Cognition Division; Boston, USA; August 2012.

Mishina, Y., **Pollock, T.G. & Bragaw, N.** were finalists for both the Strategic Management Society Best Paper Award and the Academy of Management OMT Division Best Paper Award, 2012 for “*Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance.*”

**Chuck Snow** was named the External Examiner for Ph.D. Defense of Ulas Burkay, Norwegian Business School, March 2012; Fulbright-Hall Chair in Entrepreneurship, Vienna University of Economics and Business, March-June, 2012; Taught a course on Innovation Management and gave invited lectures in Russia, Ireland, Latvia, and Finland. Keynote Speaker, Learning by Developing Conference, Laurea University, Helsinki, May 2012. Invited seminar, Norwegian Business School, September 2012

Three M&O faculty members (**Don Hambrick, Linda Trevino, Denny Gioia**) were cited in Aguinis et. al. (*Academy of Management Perspectives*, 2012) as authors having the most impact on stake holders external to the Academy.

### JOURNAL PUBLICATIONS

Wagner, D. T., Barnes, C. M., Lim, V. K. G., & **Ferris, D. L.** (2012). Lost sleep and cyberloafing: Evidence from the laboratory and a Daylight Saving Time quasi-experiment. *Journal of Applied Psychology*, 97, 1068-1076.

**Garud, R.** & Gehman, J. 2012. Metatheoretical perspectives on sustainability journeys: Evolutionary, relational and durational. *Research Policy*, 41: 980-995.

Karloe, P. and **Garud, R.** 2012. Path creation: Co-creation of heterogeneous resources in the emergence of the Danish Wind Turbine Cluster. *European Planning Studies*, 20: 733-752.

Nag, R. & **Gioia, D.A.** (2012) From common to uncommon knowledge: Foundations of firm-specific use of knowledge as a resource. *Academy of Management Journal*, 55: 421-457.

Chen, G. and **Hambrick, D.C.**, CEO Replacement in Turnaround Situations: Executive (mis)fit and its performance implications, *Organization Science*, 23:225-243.

Conlon, D. E., Tinsley, C. H., **Humphrey, S. E.**, & Ellis, A. P. J. 2012. Is it sometimes better to receive than to give? Preferences for receiver roles over proposer roles in consumer behavior ultimatums. *Organizational Behavior and Human Decision Processes*, 119: 64-77.

Zinko, R. A., Ferris, G. R., **Humphrey, S. E.**, Meyer, C. J., & Aime, F. 2012. The nature of personal reputation in organizations: Two complementary studies aimed at construct and criterion-related validity. *Journal of Organizational and Occupational Psychology*, 85: 156-180.

Summers, J. K., **Humphrey, S. E.**, & Ferris, G. R. 2012. Team member change, flux in coordination, and performance: Effects of strategic core roles, information transfer, and cognitive ability. *Academy of Management Journal*, 55: 314-338.

Moore, C., Detert, J.R., **Treviño, L.K.**, Baker, V. & Mayer, D. M. 2012. Why employees do bad things: Moral disengagement and unethical organizational behavior. *Personnel Psychology*, 65: 1-48.

## **BOOKS & BOOK CHAPTERS**

Morgeson, F. P., **Humphrey, S. E.**, & Reeder, M. C. 2012. Team selection. In N. Schmitt (Ed.), *The Oxford Handbook of Personnel Assessment and Selection*. (pp. 832-848). New York: Oxford University Press.

Ashforth, B.E. & **Kreiner, G.E.**, In press. Profane or profound? Finding meaning in dirty work. In Dik, B.J., Byrne, Z.S., & Steger, M.F. (eds.), *Purpose and Meaning in the Workplace*. Washington, D.C.: APA Books.

Greckhamer, T., **Misangyi, V. F.**, & Fiss, P. C. 2012. The Two QCAs: From a Small-N to a Large-N Set-Theoretic Approach. In P. Fiss, B. Cambre, and A. Marx (eds.) *Configurational Theory and Methods in Organizational Research*, edited volume is part of the *Research in the Sociology of Organizations* series.

Barnett, M.L. & **Pollock, T.G.**, (Eds.) 2012. *The Oxford Handbook of Corporate Reputation*. Oxford, UK Oxford University Press. Oxford, UK: Oxford University Press.

McCabe, D.L., Butterfield, K.D., & **Trevino, L.K.**, 2012. *Cheating in College: Why Students Do It and What Educators Can Do About It*. Baltimore: Md. The Johns Hopkins University Press

## ACCEPTED FOR PUBLICATION/IN PRESS

**Briscoe, F.** and C. Murphy (in press). "Sleight of hand? Practice opacity, Third-party responses, and the interorganizational diffusion of controversial practices." *Administrative Science Quarterly*.

**Ferris, D. L.**, Johnson, R. E., Rosen, C. C., Djurdjevic, E., Chang, C.-H., & Tan, J. A. (in press). When is success not satisfying? Integrating regulatory focus and approach/avoidance motivation theories to explain the relation between core self-evaluation and job satisfaction. *Journal of Applied Psychology*.

Chen, Y., **Ferris, D. L.**, Kwan, M., Yan, M., Zhou, M., & Hong, Y. (in press). Self-love's lost labor: A self-enhancement model of workplace incivility. *Academy of Management Journal*.

Balliet, D., & **Ferris, D. L.** (in press). Ostracism and prosocial behaviors: A social dilemma perspective. *Organizational Behavior and Human Decision Processes*.

**Garud, R.**, Gehman, J. & Karunakaran, A. (forthcoming) Climategate: How attempts at stabilizing a boundary infrastructure generated forces for its destabilization." *Social Studies of Science*.

**Garud, R.**, Hardy C., and Maguire, S. Institutional Entrepreneurship. In D. Uzunidis (Ed) *Encyclopedia of Creativity, Invention, Innovation, and Entrepreneurship*, Springer.

**Garud, R.** and Giuliani, A. (In Press). A narrative perspective to entrepreneurial opportunities, **Academy of Management Review**, Dialogue.

Gehman, J. **Trevino, L** and **Garud, R.** (In Press). Values Work: The Emergence and Performance of Organizational Values Practices. *Academy of Management Journal*.

**Gioia, D.A.** (In press, published online). Pinto fires and personal ethics: 20 years before and after publication. In Michalos, A.G. & Poff, D.C. (Eds.) *Citation Classics from the Journal of Business Ethics: Advances in Business Ethics Research*, Vol. 2: 727-728

**Gioia, D.A.**, Nag, R. & Corley, K.G. (In Press). Visionary ambiguity and strategic change: The virtue of vagueness in launching major organizational change. *Journal of Management Inquiry*.

**Gioia, D.A.**, Corley, K.G. & Hamilton, A.L. (In press). Seeking qualitative rigor in inductive research: Notes on the Gioia methodology. *Organizational Research Methods*.

**Gioia, D.A.**, **Patvardhan, S.**, Hamilton, A.L. & Corley, K.G. (Forthcoming). Organizational identity formation and change. *Academy of Management Annals*.

Ansari, S., Wijen, F. & **Gray, B.**, (forthcoming). "Constructing a climate change Logic: An institutional perspective on the "Tragedy of the Commons." *Organization Science*.

**Gray, B.**, 2012. Conditions facilitating interorganizational collaboration (In press). In Cropper, S., Ebers, M., SmithRing, P. (Eds.), *Interorganizational Relations*. London: Sage, in press.

Callister, R., **Gray, B.**, Schweitzer, M., & Gibson, D., & Tan, J. (Forthcoming). Anger, conflict and organizational outcomes: What do we know? *Handbook of Research in Conflict Management*. Jehn, K.A. & Ashkanasy, N. (Eds). Cheltenham, UK: Edward Elgar.

**Gray, B.** & Wondolleck, J. 2013. Environmental negotiations: Past, present and future prospects. (Forthcoming) Olekans, M. & Adair, W. (Eds.), *Handbook of Research in Negotiations*. Cheltenham, UK: Edward Elgar.

**Gray, B.** & Purdy, J. (Forthcoming). Conflict and negotiation in cross-sectoral partnerships. In Seitandi, M. & Crane, A. (Eds.), *Social Partnerships and Responsible Business*. London: Routledge.

Quigley, T.J. and **Hambrick, D.C.** (Forthcoming) "When the former CEO stays on as board chair: Effects on successor discretion, strategic change, and performance," *Strategic Management Journal*.

Boivie, S., Graffin, S.D. and **Pollock, T.G.**, (In press). Time for me to fly: Predicting director exits from large firms. *Academy of Management Journal*.

Schaubroeck, J., Hannah, S., Avolio, B., Kozlowski, S., Lord, R., **Treviño, L.K.**, Dimotakis, N. & Peng, C. (Forthcoming) Embedding ethical leadership within and across organization levels. *Academy of Management Journal*.

Gehman, J., **Treviño, L.** & **Garud, R.**, (Forthcoming) Values work: The emergence and performance of organizational values practices. *Academy of Management Journal*.

Jordan, J., Brown, M., & **Treviño, L.K.**, (Forthcoming) Somebody to look up to: Executive follower ethical reasoning and perceptions of ethical leadership. *Journal of Management*.

## PRESENTATIONS

(All AOM 2012 presentations are listed in the appendix)

**Briscoe, F.**, A. Gupta and M. Anner. Activist tactics and the diffusion of social movement success in organizational fields: Evidence from the U.S. Collegiate Anti-Sweatshop Movement." Presented to the American Sociological Association, August, 2012.

Balliet, D., & **Ferris, D.L.** Ostracism and prosocial behavior: A social dilemma perspective. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, St. John's, NL, June, 2012.

Lian, H., Brown, D. J., Liang, L. H., **Ferris, D.L.**, & Keeping, L. M. (2012, April). Abusive supervision and supervisor-directed aggression: The role of self-control. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA, April 2012.

Morrison, R. J., Lian, H., Brown, D. J., **Ferris, D.L.**, & Keeping, L. M. (2012, April). Righting a wrong: Does deviance restore justice following abusive supervision? Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Ferris, D.L.**, Reactions to employment equity policies: The role of self-interest and self-image threats to the Penn State I/O Psychology Brownbag Series (in March) and the Office of the Vice Provost for Educational Equity (in April).

**Raghu Garud**, Philipp Tuertscher, Arun Kumaraswamy, The emergence of a new architecture: Coordination through interlaced knowledge at ATLAS, CERN presented at the 2012 Academy of Management Annual Meeting, Wharton Technology conference, Industry Studies Association, DRUID and Tilburg Conference on Innovation.

**Garud, Raghu**, A narrative perspective to entrepreneurial opportunities with Antonio Guiliani presented at the 2012, EGOS, Helsinki.

**Gray, B.**, Invited Presenter: Collaborative governance: When, where and how? Global Governance Club, Roskilde University, Copenhagen, DK, Sept. 20, 2012.

**Gray, B.** Keynote Speaker, Constructive collaborative partnerships: Scale, scope, serendipity and sabotage. Multiple Organizational Partnerships, Alliances and Networks Conference, Wageningen, the Netherlands, July 1, 2012.

**Glen Kreiner**, invited presentations:

University of British Columbia; The management of dirty work

Rice University; Navigating emotion transitions at work

Harvard; We are Penn State – aren't we? An insider study on identity threats

Mikolon, S., Wieseke, J. & **Kreiner, G.E.**, When stereotypes hurt sales performance – the role of stereotypes and meta-stereotypes in a sales context, American Marketing Association Conference, 2012

Mikolon, S., Wieseke, J. & **Kreiner, G.E.**, The stigma of dirty work in sales encounters. Presented to the 41<sup>st</sup> annual European Marketing Academy Conference, Lisbon, 2012.

Mishina, Y., **Pollock, T.G.** & Bragaw, N., Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance, to be presented at the Strategic Management Society Annual Meeting, Prague, Czech Republic, November, 2012.

**Holehonnur, A.** & **Pollock, T.G.** Shoot for the Stars? Predicting the recruitment of prestigious directors by newly public firms, presented at the Babon Entrepreneurship Research Conference, Fort Worth, TX, June, 2012; Indiana University, April 2012; Arizona State University, February 2012; University of Texas-Austin, February 2012; University of California-Irvine, February 2012.

**Snow, Chuck**, Presentation introducing the open access *Journal of Organization Design*, Organizational Design community conference on The Future of Organization Design, Harvard Business School, August 2012.

## **AOM PROCEEDINGS**

**Patvardhan, S.** and Hamilton, A.L. Organizational identity change: Review and reflection on three decades of research, *Proceedings of the Academy of Management Annual Meeting*; Boston, USA; August 2012.

Mishina, Y., **Pollock, T.G.** & **Bragaw, N.A.** 2012. Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. *Best Papers Proceedings, Academy of Management Annual Meeting*, OMT Division.

## **WORKSHOPS**

**Garud, Raghu** Keynote speaker at workshop on “Institutions and Networks in Innovation and Entrepreneurship” Helsinki, 2012

**Pollock, Tim** led the Research Design and Methodology Workshop – University of Cape Town, Cape Town, South Africa, May 2012

**Pollock, Tim** Getting Published in Top-Tier Journals: Guidance and Insights from the Editors of *AMJ* and the Officers of OMT – Bocconi University, Milan, Italy, May 2012

## **GRANTS**

**Gray, B.;** Recipient of a \$2M EPA Star Grant (with several colleagues in other colleges) to create the Center for Green Infrastructure and Stormwater Management.

## **AOM PRESENTATIONS – August 2012 in Boston**

Boivie, S, **Bragaw, NA**, Misangyi, VF, & Bednar, MK. Do boards get what they pay for? The relationship between board capital and board compensation.

Mishina, Y, Pollock, TP, & **Bragaw, NA**. Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance.

**Chin, M.K.**, CEO psychological characteristics: Current perspectives using unobtrusive measures

Lian, H., Brown, D. J., Liang, L. H., **Ferris, D. L.**, & Keeping, L. M. Abusive supervision and supervisor-directed aggression: The application of self-control theory.

Lian, H., Brown, D. J., & **Ferris, D. L.** Cross-lagged relations between abusive supervision and organizational deviance

Hideg, I., & **Ferris, D. L.** The role of self-image threat in nonbeneficiaries and beneficiaries' reactions to employment equity.

**Gioia, D.A.** On prescience. Part of the symposium: Simplexity, prescience and pragmatism: Keeping organizational theory (a)live and vital. (I. Colville, chair)

**Gioia, D.A.** Revising what constitutes a theoretical contribution. Part of the Showcase Symposium "Where are All the New Management and Organization Theories?" (J. Miles, chair; panelists: J. Barney, D. Hambrick, K. Corley, D. Whetten, R. Suddaby).

**Patvardhan, S., Gioia, D.A.** & Hamilton, A. Identity crisis and coherence in an emerging field.

**Gray, B.** & Kish-Gephart, J. Encountering social class differences at work: How class work perpetuates inequality. Presented in the symposium on Social Class in Organizations.

**Humphrey, S. E.**, Aime, F., Cushenberry, L., Hill, A. D., & Fairchild, J. Teams as dyads: A model for conceptualizing and studying teamwork.

Carton, A. M., **Humphrey, S. E.**, & Karam, E. P. Change and change management in teams.

Mikolon, S., Wieseke, J. & **Kreiner, G.E.** Seeing you seeing me: The stigma of dirty work in dyadic interactions.

**Kreiner, G.E.** Professional development workshops, presented at Reviewing in the Rough and was a faculty participant of Cognition in the Rough.

**Lashley, K.** (Symposium Organizer) Multi-method research in entrepreneurship: Voices of experience; multi-methods in ENT.

**Lashley, K.** This is our story: Social entrepreneurs' use of storytelling for resource acquisition.

**Misangyi, V. F., & Holehonnur, A.** Substitutes or complements? A configurational approach to examining the bundle of governance mechanisms.

Boivie, S., **Bragaw, N., Misangyi, V. F.,** & Bednar, M. 2012. What do boards pay for? The relationship between board capital and board compensation.

Fong, E., Wowak, A., **Misangyi, V. F.,** & Orman, A. 2012. Hit or miss? CEO over- and underpayment and earnings management.

R. Aguilera, D. Crilly, P. Fiss, T. Greckhamer, R. Lacey, **V. Misangyi** (Co-organizers) of the PDW: Qualitative comparative analysis professional development workshop.

**Misangyi, V. F.,** (Panelist) Content Analysis PDW (co-organized by L. Kiyatkin, M. Meyskens, & M. Pfarrer).

**Paruchuri, S.** 2012. Micro-foundations of knowledge transfer associated with exploratory and exploitative alliances: Role of intra-firm Inventor network.

**Paruchuri, S.** and G. K Lee. 2012. Threats of substitution and ontological associations in media discourse: A longitudinal study of firm response via diversifying entry.

**Patvardhan, S., Gioia, D.A.,** and Hamilton, A.L. Identity crisis and coherence in an emerging field.

**Patvardhan, S.,** and Hamilton, A.L. Organizational identity change: Review and reflection on three decades of research.

**Trevino, L.** co-organized and co-led a professional development workshop entitled Bringing organizational context back to behavioral ethics.

Hsieh, K., **Tsai, W.,** & Chen, M. Performance feedback and post-entry resource deployment: The moderating role of competitive action.