



## CONFERENCE PROGRAM



## LAS VEGAS

MARCH 28-30, 2019



SMS SPECIAL CONFERENCE

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THE  
CONVERSATION

#SMSLasVegas

 @Strategic\_Mgmt

 Group: Strategic Management Society

 Channel: Strategic Management Society





Dear Colleagues:

Welcome to the SMS Special Conference in Las Vegas!

As befits our conference theme – “From Isolation to Integration in the C-Suite: Consolidating our Gains in Strategic Leadership Research” – this event represents a unique opportunity for scholars from both within and outside strategic management to share ideas, discuss opportunities, initiate research projects, and consider questions related to strategic leadership and corporate governance from a range of different perspectives.

The conference’s five-track program brings together hundreds of scholars from around the world, with over 150 individual proposals scheduled across the two days. Proposals reflect the breadth and depth of cutting-edge research in this field, with topics such as executive personality and cognitions, succession, gender diversity, compensation, social networks, mobility, status and power, communication, fraud and wrongdoing, and a wide range of other themes. To optimize collaboration and discussion at the conference, we have focused on common ground (roundtable) sessions, with around three-quarters of proposals scheduled in this interactive format. Highlights of the program include keynote speeches from Don Hambrick (Penn State University) and Anthea Zhang (Rice University) – two of the true luminaries of strategic leadership research – and two showcase plenary panels on the integration of research and practice and the integration of micro-oriented and macro-oriented research.

We are delighted to be able to host this SMS Special Conference in Las Vegas, Nevada, at the world-famous Bally’s Las Vegas hotel. Las Vegas welcomed more than six million conference and convention delegates last year and provides unsurpassed convenience and

entertainment. We hope that you are able to extend your trip either before or after the conference to take advantage of some of the many popular attractions in and around the city. Attendees will be spoiled for choice, with access to museums, shopping, golf, and live performances such as Cirque du Soleil, Blue Man Group, and Penn & Teller. Both man-made and natural wonders are never far away, including Hoover Dam and the Grand Canyon.

We want to thank all those who made this conference possible. First, thanks to the staff of the Strategic Management Society, and especially Robin Chan, for all their hard work on our behalf to bring this event to fruition. Second, thanks to those who selflessly agreed to serve in leadership roles for the conference, including the members of the conference advisory board, track chairs, and organizers of the early career workshop. Third, thanks to all 163 of you who accepted invitations to review for the conference. Finally, our sincere thanks to the institutions that provided sponsorship for the conference – Oklahoma State University, Texas A&M University, University of Cincinnati, University of Florida, and University of Notre Dame. This event would not have been possible without their generous support.

We hope you enjoy the conference, and we look forward to seeing you. In the immortal words of the late, great Elvis Presley, Viva Las Vegas!

Joanna Campbell, University of Cincinnati  
Craig Crossland, University of Notre Dame  
Cindy Devers, Texas A&M University  
Aaron Hill, University of Florida

## PROGRAM CHAIRS



**Joanna Campbell**  
*University of Cincinnati*



**Craig Crossland**  
*University of Notre Dame*



**Cynthia E Devers**  
*Texas A&M University*



**Aaron Hill**  
*University of Florida*





**Javier Gimeno**  
*INSEAD*



**Eileen McCarthy**  
*Strategic  
Management Society*

Dear Conference Participant:

Welcome to our Special Conference in Las Vegas!

This conference explores various streams of strategic leadership and governance research. By providing a forum for scholars and practitioners to share insights and generate questions and ideas, the conference will foster opportunities to integrate findings and identify new directions in the field. It is designed to build on long-standing research streams while incorporating newer fields of research and access to new data sources, thus enabling attendees to advance a more integrated view of strategic leadership research.

SMS Special Conferences provide smaller fora for discussion and debate than is possible at the SMS Annual Conferences, thus allowing more in-depth examinations of a specific topic and strengthening of professional networks. This conference, in particular, was organized in close collaboration with the Strategic Leadership and Governance Interest Group and provides a new model for Special Conferences with strong intellectual and programmatic leadership from the Interest Groups.

This Special Conference also provides us with the opportunity to explore Las Vegas, Nevada. The city and its environs exemplify the conference theme of "from isolation to integration" as you will find the nearby Mojave Desert in contrast with the lively, neon-soaked Strip.

We would like to take this opportunity to thank the Program Chairs of this SMS Special Conference: Joanna Campbell, Craig Crossland, Cynthia Devers, and Aaron Hill. Their vision, dedication, and hard work, together with that of their Track Chairs and other colleagues, brought this conference to life. We would also like to thank our sponsors for their generous support of this conference: Oklahoma State University, Texas A&M University, University of Cincinnati, University of Florida, and University of Notre Dame.

We hope that you find the conference enriching and enlightening. Enjoy your stay in Las Vegas!

**Javier Gimeno**  
President

**Eileen McCarthy**  
Executive Director





## A Professional Society for the Advancement of Strategic Management

The Strategic Management Society (SMS) is unique in bringing together the worlds of reflective practice and thoughtful scholarship. The Society focuses on the development and dissemination of insights on the strategic management process, as well as on fostering contacts and interchange around the world. The SMS is membership-based and was founded at an inaugural meeting in London in 1981. Today, it enjoys the support of over 3,000 members representing over 1,200 institutions and companies in over 80 countries. Our activities are made possible through the dedicated support from hundreds of individuals who take on a variety of responsibilities, volunteering their time and expertise.

### CONFERENCES

The SMS holds several conferences throughout the year, broadening and developing the field of strategic management. Each conference explores a unique and current theme in the field and brings together leading scholars and experts from around the world. These conferences allow the opportunity for both young and senior scholars to present their research and receive feedback to develop this area of academia, as well as their careers. We are also proud to host workshops along with our conferences to allow more in-depth discussion and research development for our scholars.

### RESEARCH FUNDING

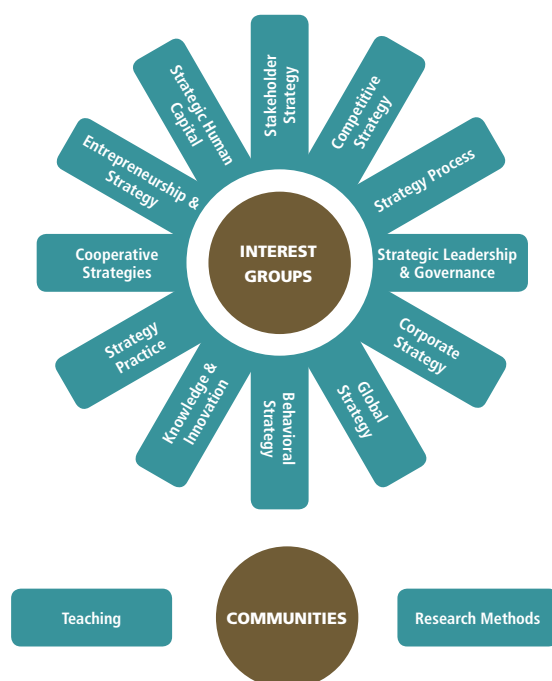
The SMS has developed the Strategy Research Foundation (SRF), which cultivates and encourages scholars' research in the field of strategic management. The SRF programs are motivated by a belief that this area of study will benefit from an entity devoted to supporting research that advances its concepts, theory, and practice. Recipients of these grants are selected through a competitive review process. The current grant programs target students in the midst of their dissertation research and scholars working within organizations to connect research and practice in a more fundamental way.

### PUBLICATIONS

The SMS proudly partners with Wiley in the publication of leading journals that have been vital tools for the benefit of researchers and practitioners in the field for more than three decades. The Strategic Management Journal (SMJ) has been the official journal of the Strategic Management Society since its inception in 1980. This Class A journal is consistently rated one of the top publications in the management field. We also offer two quarterly journals, the Strategic Entrepreneurship Journal (SEJ) and the Global Strategy Journal (GSJ). Though still young, it is our firm intent for them to promote the development and dissemination of advances in the field by maintaining the highest standards of intellectual thought combined with practical relevance.

### SCHOLAR AWARDS AND HONORS

The SMS has developed several award programs to recognize and honor those who have made significant contributions to the theory and practice of strategic management. Through these programs, the SMS distinguishes emerging scholars in the field, business leaders that have demonstrated strategic leadership and innovation, articles published that have notable impact in the field, and authors of outstanding academic work submitted to a conference. Each of these awards is targeted toward people and research that move the study of strategic management forward.



**SMS INTEREST GROUPS AND COMMUNITIES (IG&C)** The primary purpose of the Interest Groups and Communities within the SMS is to act as a catalyst for building and disseminating new ideas in research, practice, and teaching around a set of core issues in strategic management. Each IG&C recognizes a major, individual stream of practice and research interest and aims to serve the needs of members with special interests in this area of work. For every Annual Conference, the IG&Cs each foster a competitive track of research proposals, as well as several issue-specific sessions and workshops, to cultivate new research in the field.

## UPCOMING CONFERENCES



## ANNUAL CONFERENCES

- 1981 LONDON
- 1982 MONTREAL
- 1983 PARIS
- 1984 PHILADELPHIA
- 1985 BARCELONA
- 1986 SINGAPORE
- 1987 BOSTON
- 1988 AMSTERDAM
- 1989 SAN FRANCISCO
- 1990 STOCKHOLM
- 1991 TORONTO
- 1992 LONDON
- 1993 CHICAGO
- 1994 PARIS
- 1995 MEXICO CITY
- 1996 PHOENIX
- 1997 BARCELONA
- 1998 ORLANDO
- 1999 BERLIN
- 2000 VANCOUVER
- 2001 SAN FRANCISCO
- 2002 PARIS
- 2003 BALTIMORE
- 2004 SAN JUAN
- 2005 ORLANDO
- 2006 VIENNA
- 2007 SAN DIEGO
- 2008 COLOGNE
- 2009 WASHINGTON DC
- 2010 ROME
- 2011 MIAMI
- 2012 PRAGUE
- 2013 ATLANTA
- 2014 MADRID
- 2015 DENVER
- 2016 BERLIN
- 2017 HOUSTON
- 2018 PARIS

## SPECIAL CONFERENCES

**2007 SHANGHAI, CHINA**  
Successful Strategies in Chinese Markets (Chinese Firms and Foreign MNCs) and International Markets (Chinese Firms)

**2007 CATANIA, ITALY**  
New Frontiers in Entrepreneurship: Strategy, Governance and Evolution

**2008 HYDERABAD, INDIA**  
Emerging India: Strategic Innovation in a Flat World

**2010 LAPLAND, FINLAND**  
Intersections of Strategy Processes and Strategy Practices

**2011 RIO DE JANEIRO, BRAZIL**  
Latin America's Burgeoning Strategic Role in Global Development

**2011 SAN DIEGO, USA**  
CK Prahalad: Reaching Over Boundaries and Expanding Possibilities

**2012 SINGAPORE**  
Globalisation Of Innovation Strategies: Novel Moves for a Global Game

**2012 GUANGZHOU, CHINA**  
Competing and Cooperating in and for China

**2013 LAKE GENEVA, SWITZERLAND**  
Strategizing Practices from the Outliers: Enabling "Big Bang" Innovations

**2013 GLASGOW, SCOTLAND**  
Strategy in Complex Settings

**2013 MOHALI, INDIA**  
Strategic Leadership: An Emerging Market Perspective

**2014 TEL AVIV, ISRAEL**  
Startup and Restart Strategies

**2014 COPENHAGEN, DENMARK**  
Micro-Foundations for Strategic Management Research: Embracing Individuals

**2014 SYDNEY, AUSTRALIA**  
Strategic Management in the Asian Century: Dealing with Dynamism, Diversity and Development

**2015 SANTIAGO, CHILE**  
From Local Voids to Local Goods: Can Institutions Promote Competitive Advantage?

**2015 ST. GALLEN, SWITZERLAND**  
Rethinking Corporate Headquarters: Innovative Approaches for Managing the Multi-Divisional Firm

**2016 ROME, ITALY**  
Strategy Challenges in the 21st Century: Innovation, Entrepreneurship and Coopetition

**2016 HONG KONG**  
Contextualizing Strategic Management in Asia: Institutions, Innovation and Internationalization

**2017 MILAN, ITALY**  
Strategic Human Capital, Management Practices and Performance

**2017 BANFF, CANADA**  
Transforming Entrepreneurial Thinking into Dynamic Capabilities

**2017 SAN JOSE, COSTA RICA**  
Collaborative Strategies: New Thinking about Alliances, Mergers, and Acquisitions

**2018 SAO PAULO, BRAZIL**  
Strategizing New Growth Avenues in an Evolving Global Context

**2018 OSLO, NORWAY**  
Sharing Strategies for the Connected World

**2018 HYDERABAD, INDIA**  
Rethinking Corporate Strategy in the Age of Paradox

**Interested in organizing a special conference?** We welcome ideas and expressions of interest from members who want to be involved in creating a special event that focuses on a specific topical area. These conferences are typically co-organized between the SMS, an Interest Group, and a group of local individuals and/or institutions. Contact us at [sms@strategicmanagement.net](mailto:sms@strategicmanagement.net) for additional information.



## Conference Committee

The individuals listed below worked with the Program Chairs to select the proposals and compose the sessions for the different conference tracks, pre-conference workshop, and awards. We recognize and appreciate the tremendous amount of time and effort spent making this a successful event.

### Track Directors

Steven Boivie  
Brian Boyd  
Daniel Gamache  
Scott Graffin  
Amy Hillman  
Cuili Qian  
Rhonda Reger  
Karen Schnatterly  
Christine Shropshire  
Michael Withers

### Early Career Workshop Organizers

Gerry McNamara  
Lingling Pan

### Advisory Committee

Albert Cannella Jr  
Sydney Finkelstein  
Gerry McNamara  
Sucheta Nadkarni  
Margarethe Wiersema

## Review Committee

The SMS and Conference Committee sincerely thank and gratefully recognize the time and effort of the following people who served as reviewers for the SMS Special Conference in Las Vegas.

Latifa Albader  
Elias Aleman  
Alina Georgiana Andrei  
Joel Andrus  
Punit Arora  
Pavithra Balaji  
Vincent Barker  
Y Sekou Bermiss  
John Berns  
Radina R. Blagoeva  
Steven Boivie  
Nathan Bragaw  
Jill Brown  
Jonathan Bundy  
John Busenbark  
Tine Buyl  
Robert Campbell  
Albert Cannella Jr  
Christina Carnes  
Trevis Certo  
Jeff Chandler  
M.K. Chin  
Brent Clark  
Susan Cohen  
Amanda Cowen  
Donal Crilly  
Aida Darouichi  
Irene Duhaime  
Priyanka Dwivedi  
Jihyun Eun  
Frances Fabian  
Kerstin Fehre  
Markus Fitza  
Miriam Flickinger  
Daniel Gamache  
Ashley Gangloff  
Llipeng Ge  
Inn Hee Gee

Xuesong Geng  
Richard Gentry  
Dimitrios Georgakakis  
Tianyu Gong  
Steve Gove  
Lorenz Graf-Vlachy  
Abhinav Gupta  
Richard Haans  
Monika Hamori  
Christian Hampel  
Joseph Harrison  
Michael A. Hitt  
Michael Howard  
Timothy Hubbard  
Seok-Hyun Hwang  
S.Hosseini Jalali  
Chunhu Jeon  
Seung-Hwan Jeong  
Han Jiang  
Scott Johnson  
Carla Jones  
Matias Kalm  
Yungu Kang  
Nishant Kathuria  
Ayenda Kemp  
Ji Youn Kim  
Adelaide King  
Felice Klein  
Kalin Kolev  
Andreas S. König  
Yasemin Kor  
Ryan Krause  
Scott Kuban  
Donald Lange  
Eric Y. Lee  
Joonmahn Lee  
Fei Li  
Mengge Li

Jingyu Li  
Yu Liu  
E Geoffrey Love  
Jeffrey Lovelace  
Pardeep Maheshwaree  
Michael Mannor  
Jeremy Marcel  
Livia Markoczy  
Gerry McNamara  
Jordan McSweeney  
Kevin McSweeney  
Markus Menz  
Toyah Miller  
Yuri Mishina  
Scott Mitchell  
Ann Mooney Murphy  
Samuele Murtinu  
Krishnan Nair  
Michael Nalick  
François Neville  
Sabina Nielsen  
Jana Oehmichen  
Abbie Oliver  
Lingling Pan  
Jung Chul Park  
Uisung David Park  
Eunyoung Park  
Owen Parker  
Stevó Pavicevic  
Oleg Petrenko  
Michael Pfarrer  
Corinne Post  
Melanie Prengler  
Timothy Quigley  
Tessa Recendes  
Rhonda Reger  
Jason Ridge  
Steve Sauerwald

Vittoria Giada Scalera  
Donald Schepker  
Jens Schmidt  
Andreas Schwab  
Richard Scoresby  
Matthew Semadeni  
Metin Sengul  
Guy Shani  
Wei Shen  
Wei Shi  
Cole Short  
David Souder  
Adam Steinbach  
Ithai Stern  
Yi Tang  
Shi Tang  
Ulya Tsolmon  
Chris Tuggle  
David Wangrow  
Andrew Ward  
Martin Weiss  
Miranda Welbourne Eleazar  
Georg Wernicke  
James Westphal  
Michael Withers  
Hyun-Soo Woo  
Adam Wowak  
Haibin Yang  
Kun Yao  
Elle Hyunjung Yoon  
Toru Yoshikawa  
Jihae You  
Shu Yu  
Tieying Yu  
Anastasiya Zavyalova  
Zhen Zhang  
David Hongquan Zhu  
Qi Zhu



## CONFERENCE POLICIES

### Name Badges

Name badges must be worn by attendees, guests, and exhibitors at all times. Your name badge will be your ticket to luncheons and evening events. Access to these functions will be denied if you do not have your name badge.

### Recommended Dress

Business casual attire is recommended for all conference sessions and events.

### No Smoking Policy

In consideration of all attendees, we request that there be no smoking during all sessions and meal functions.

### Handouts and Presentations

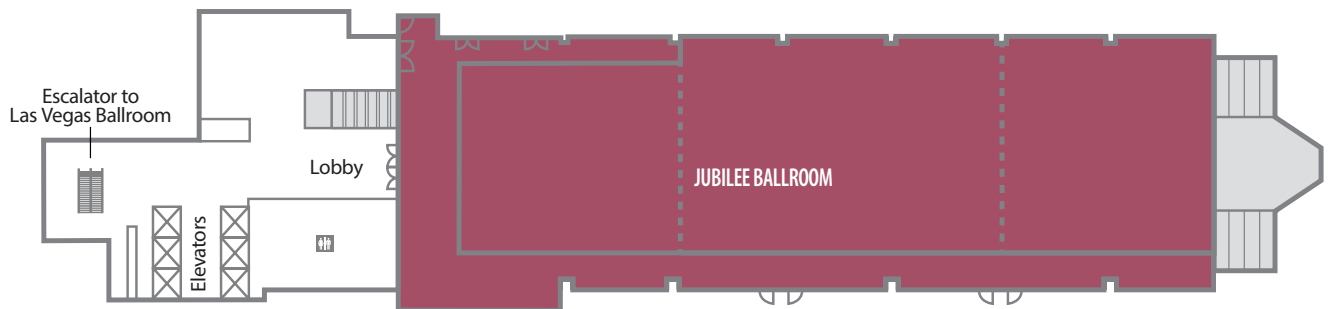
Upload and download functionality is available on the conference website, and presenters were invited to make their handouts and presentations available here. If presenters have accepted this invitation, you will find a download button next to the presentation on the particular session page of the conference website.

## CONFERENCE VENUE

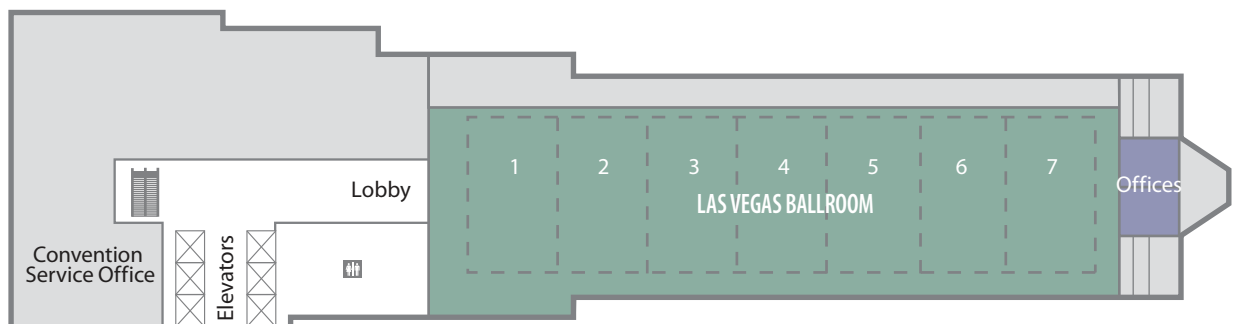
The conference will be held at Bally's Las Vegas Hotel in the Jubilee Tower.  
3645 S Las Vegas Blvd  
Las Vegas, NV 89109

All plenary and keynote sessions will be held on the second floor, and breakout sessions will be on the third floor. Lunch on Friday and Saturday will be held on the second floor, and coffee breaks are on the third floor.

## JUBILEE TOWER SECOND FLOOR



## JUBILEE TOWER THIRD FLOOR



## ★ SMS LAS VEGAS BEST CONFERENCE PAPER PRIZE

The following four papers have been selected as finalists for this award. You will find these papers indicated throughout the program, and the best paper will be announced during the Keynote Session on Saturday, March 30.

### FRIDAY, MAR 29

TRACK B | SESSION 1240 | 15:30 – 16:45

**Risk, Uncertainty and Cross-Border Acquisitions:  
Examining CEO Equity Wealth**

Orhun Guldiken, *Florida International University*

Geoffrey Martin, *University of Melbourne*

Jonathan Doh, *Villanova University*

### FRIDAY, MAR 29

TRACK E | SESSION 1257 | 15:30 – 16:45

**Spreading the Dis-Ease: Indirect Social Control Through  
Sanctions Against Fellow Corporate Leaders**

Guy Shani, *Michigan State University*

### SATURDAY, MAR 30

TRACK A | SESSION 1235 | 13:45 – 15:00

**Changing Regimes: CEO Succession with Change in Political  
Ideology and New CEO Early Departure**

Dimitrios Georgakakis, *University of St. Gallen*

Albert Cannella Jr., *Texas A&M University*

### SATURDAY, MAR 30

TRACK D | SESSION 1245 | 13:45 – 15:00

**To Fit in or to Stand Out? The Implications of Novelty in  
Female-directed Feature Films**

Rachel Mui, *Oklahoma State University*

Owen Parker, *Oklahoma State University*

Varkey Titus, *University of Nebraska, Lincoln*

## THURSDAY, MARCH 28, 2019

- 12:00 – 17:00 Early Career Workshop  
18:00 – 20:00 Opening Reception

## FRIDAY, MARCH 29, 2019

- 08:30 – 09:45 Paper/Common Ground Sessions  
10:00 – 11:15 Paper/Common Ground Sessions  
11:15 – 11:45 Coffee Break  
11:45 – 12:45 Welcome & Keynote from Donald Hambrick  
12:45 – 13:30 Lunch  
13:45 – 15:00 Paper/Common Ground Sessions  
15:00 – 15:30 Coffee Break  
15:30 – 16:45 Paper/Common Ground Sessions  
17:00 – 18:15 Plenary Session  
18:30 – 20:00 Evening Reception

## SATURDAY, MARCH 30, 2019

- 08:30 – 09:45 Paper/Common Ground Sessions  
09:45 – 10:15 Coffee Break  
10:15 – 11:30 Paper/Common Ground Sessions  
11:45 – 12:45 Keynote from Yan Anthea Zhang  
12:45 – 13:30 Lunch  
13:45 – 15:00 Paper/Common Ground Sessions  
15:15 – 16:15 Plenary Session  
16:30 – 18:00 Conference Farewell

### Conference Theme Tracks

- A — Executive Traits and Values
- B — Executive Motivations and Compensation
- C — Executive Evaluation and Mobility
- D — External Influences
- E — Research Methodology

## CONFERENCE EVENING EVENTS

Registered conference attendees are welcome to attend the following evening social events. Attendees must wear their name badge to these events. All events will be held on the second floor.

**OPENING RECEPTION** on Thursday, March 28, starting at 18:00.

**EVENING RECEPTION** on Friday, March 29, following the final Plenary Session of the day.

**CONFERENCE FAREWELL** on Saturday, March 30, following the last Plenary Session of the conference.



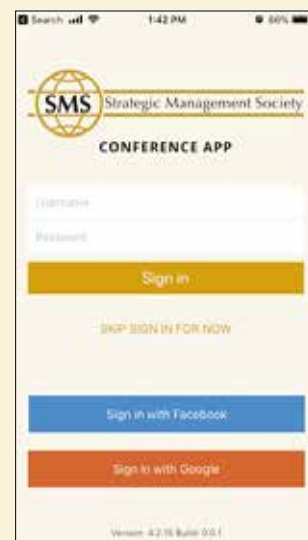
### WI-FI

**Network: Caesar\_Resorts Wifi**

Please follow the on-screen instructions to access Wi-Fi.

### SMS CONFERENCE APP

For the most up-to-date information and proposal abstracts, download the SMS Conference App. Users can browse and search the latest program to review additional conference details and more! The app is available for both iOS and Android. To download, search your app store for SMS Conferences.





## SESSION 1246

**CEO GENDER**

<b>TRACK A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	08:30 – 09:45
<b>Paper</b>	<b>Room</b>	Las Vegas 2

**Session Chair:** Aparna Joshi, *Pennsylvania State University*

### Bottom-Up Effects of Top Women: Female Executives' Impact on Firm Performance Through Lower-Level Employees

Seung-Hwan Jeong, *Georgia State University*  
 Saehee Kang, *Rutgers University*  
 Kris Byron, *Georgia State University*

### Changing my Position: The Role of Gender in Retail Investors' Reactions to Proxy Contests

Amanda Cowen, *University of Virginia*  
 Nicole Montgomery, *University of Virginia*  
 Christine Shropshire, *Arizona State University*

### The Manliness Advantage: A New Perspective on CEO Gender

Aparna Joshi, *Pennsylvania State University*  
 Vilmos Misangyi, *Pennsylvania State University*  
 Giusy Alessandra Rizzi, *Pennsylvania State University*  
 Brett Neely, *Pennsylvania State University*

### Fitting the Golden Skirts: A Cross-National Framework

Aleksandra Gregoric, *Copenhagen Business School*  
 Ruth Aguilera, *Northeastern University*  
 Sabina Nielsen, *Copenhagen Business School*

## SESSION 1250

**ENTRENCHMENT & SETTLING UP**

<b>TRACK B</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	08:30 – 09:45
<b>Common Ground</b>	<b>Room</b>	Las Vegas 5

**Session Facilitator:** Ryan Krause, *Texas Christian University*

### Who Shapes Executive Compensation? – A Longitudinal Study

Simone Maria Eulitz, *LMU Munich*  
 Anja Tuschke, *LMU Munich*

### Do Busy Boards Perpetuate CEO Pay Disparity?

Valentina Tarkovska, *University Witten/Herdecke*  
 Mariano Heyden, *Monash University*

### Hitting the Reset Button: Board Refreshment through CEO Turnover

Andrew Ward, *Lehigh University*  
 Ann Mooney Murphy, *Stevens Institute of Technology*  
 Jill Brown, *Bentley University*

### What Determines CFO Compensation, and Does it Matter?

Jonathan O'Brien, *University of Nebraska, Lincoln*

### Not All Leisure Is Shirking: CEO Endurance Leisure And Firm Value

Robert Campbell, *University of Nebraska*  
 Kate Zipay, *University of Oregon*  
 Peter Limbach, *University of Cologne*  
 Florian Sonnenburg, *University of Cologne*

## SESSION 1241

**STRATEGY & STRUCTURE**

<b>TRACK D</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	08:30 – 09:45
<b>Paper</b>	<b>Room</b>	Las Vegas 3

**Session Chair:** Tessa Recendes, *Pennsylvania State University*

### A Socio-Cognitive Explanation of Divisional Domains and Their Evolution in Multidivisional Firms

Metin Sengul, *Boston College*  
 Mary Tripsas, *Boston College*  
 Tieying Yu, *Boston College*

### How the Timing of CEO Movements Affects Corporate Strategy: The January Effect on CEO Acquisitiveness

Ulya Tsolmon, *Washington University in St. Louis*  
 Hengchen Dai, *University of California, Los Angeles*  
 Tingyu Du, *University of California, Los Angeles*

### Nationalism and the Synthetic Growth of an Informal Institution

Murad Mithani, *Stevens Institute of Technology*  
 Ipek Kocoglu, *Stevens Institute of Technology*

### What if Board Political Capital is Lost? Evidence from an Exogenous Regulatory Shock in China

Jyun-Ying Fu, *National Chengchi University*  
 Pei Sun, *Fudan University*

SESSION 1254

**FRAUD & WRONGDOING**

TRACK D	Date	Friday, Mar 29
	Time	08:30 – 09:45
	Room	Las Vegas 6

Session Facilitator: Yuri Mishina, *Imperial College London*

**Is That So Wrong? The Variance in the Acceptability of Wrongdoing**

Ashley Gangloff, *University of Missouri*  
 Karen Schnatterly, *University of Missouri*  
 Felipe Calvano da Silva, *University of Missouri*

**Lead You? Let Me Think! Ceo Recruitment Following Financial Restatement**

Abhijith G. Acharya, *Singapore Management University*  
 David Gomulya, *Singapore Management University*

**Sending Mixed Signals: Investor Reactions to Response Sequences Following Fraud**

Matt Hersel, *Clemson University*

**When Competition Backfires: Product Market Competition and Likelihood of Financial Fraud**

Yajing Li, *Rice University*

**Intra-Board Coordination Following Peer Restatement Events: The Role of Social Skill and Multi-Committee Directors**

Shelby Gai, *Northwestern University*  
 J. Yo-Jud Cheng, *Harvard University*  
 Andy Wu, *Harvard University*

**Executive Capital vs. Stigma: A Configurational Examination of Executive Exit After Personal Misconduct**

Michael Nalick, *University of Memphis*  
 Scott Kuban, *Tulane University*



## SESSION 1237

### NARCISSISM

<b>TRACK A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	10:00 – 11:15
<b>Paper</b>	<b>Room</b>	Las Vegas 2

**Session Chair:** Steve Gove, *University of Vermont*

### The Effect of CEO Narcissism on Organizational Ambidexterity

Shuyang You, *Dongbei University of Finance and Economics*  
 Zhengyu Li, *Shanghai University of Finance and Economics*  
 Liangding Jia, *Nanjing University*  
 Yahua Cai, *Shanghai University of finance and Economics*

### Into the Mind of Top Managers? Assessing the Validity of Unobtrusive Measures of CEO Narcissism

Steve Gove, *University of Vermont*  
 Marc Junkunc, *Washington and Lee University*  
 Brian Boyd, *City University of Hong Kong*

### You Can't Always Get What You Want (Unless You Can): An Approach to CEO Narcissism

Cameron Borgholthaus, *University of Nebraska, Lincoln*  
 Chris Tuggle, *University of Nebraska, Lincoln*

### Let the Battle Begin: CEO Narcissism, Organizational Reputation for Innovation, and Patent Litigation

Fei Li, *Arizona State University*  
 Matthew Semadeni, *Arizona State University*

## SESSION 1258

### ORIGINS & HISTORY

<b>TRACK A/D</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	10:00 – 11:15
<b>Common Ground</b>	<b>Room</b>	Las Vegas 4

**Session Facilitator:** Timothy Quigley, *University of Georgia*

### Back to School: How CEO Pre-career Exposure to Religiosity Affects Firm Innovation

Guoli Chen, *INSEAD*  
 Shuqing Luo, *University of Hong Kong*  
 Yi Tang, *Hong Kong Baptist University*  
 Jamie Tong, *University of Queensland*

### Future Has a Heritage: How CEO Social Class Origin Determines Firm Growth

Maximilian Franz-Josef Göbel, *University of Salzburg*  
 Dominik van Aaken, *University of Salzburg*  
 Hannes Winner, *University of Salzburg*

### Relationship Between Strategic Leader's Character and Competence and Firm's Strategic Outcomes

John C. Rajan, *Old Dominion University*  
 William Judge, *Old Dominion University*

### CEO Ethnicity in the Eyes of External Stakeholders: Evidence in the Loan Markets

Xina Li, *Peking University*

### You Don't Forget Your Roots: CEO Country of Origin and CSR

Michael Mueller, *Erasmus University Rotterdam*

### The French CFOs, Regulators Of Financialization

Marie Redon, *IESEG School of Management*

## SESSION 1251

### EXECUTIVE SUCCESSION

<b>TRACK C/A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	10:00 – 11:15
<b>Common Ground</b>	<b>Room</b>	Las Vegas 5

**Session Facilitator:** Jason Ridge, *University of Arkansas*

### A Generativity Perspective on the Dynamics of CEO Succession

Aparna Joshi, *Pennsylvania State University*  
 Jiyeon Kang, *Pennsylvania State University*  
 Donald Hambrick, *Pennsylvania State University*

### A Configurational Perspective on CEO Successions and Their Influence on M&A-related Activities of a Firm

Priyanka Dwivedi, *Texas A&M University*  
 Inn Hee Gee, *Texas A&M University*

### Old-Timers versus Newcomers: The Impact of Post-CEO-Succession Factional Groups on Firm Performance

Dimitrios Georgakakis, *University of St. Gallen*  
 Tine Buyl, *Tilburg University*

### To Dismiss or Not Dismiss? Examining Board Political Ideology and the Firm Performance-CEO Dismissal Relationship

Shara Darr, *Erasmus University Rotterdam*  
 Mirko Benischke, *Erasmus University Rotterdam*  
 Jatinder Sidhu, *Erasmus University Rotterdam*  
 Henk Volberda, *Erasmus University Rotterdam*

### The Effect of Board Faultlines on CEO Dismissal

Taekjin Shin, *San Diego State University*  
 Jihae You, *Louisiana State University*

### CEO Pay Disparity as a Signal of Outside CEO Succession

Spenser Essman, *University of South Carolina*  
 Donald Schepker, *University of South Carolina*  
 Anthony Nyberg, *University of South Carolina*



## SESSION 1243

**CELEBRITY, STATUS, & POWER**

<b>TRACK D</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	10:00 – 11:15
<b>Paper</b>	<b>Room</b>	Las Vegas 3

Session Chair: Jonathan Bundy, *Arizona State University*

**Why Do Investors Discriminate Low Status CEO: A Socio-linguistic Perspective**

Radina Blagoeva, *Erasmus University*

**Effects of Dispersion in Various Sources of Power on Top Management Team Outcomes**

Bina Ajay, *University of Cincinnati*

**Staggered Boards: Boon or Bust for Corporate Competitiveness?**

Eric Y. Lee, *University of Georgia*

John Busenbark, *University of Notre Dame*

Brian Connelly, *Auburn University*

**The Push and Pull of Attaining CEO Celebrity**

Jeffrey Lovelace, *University of Virginia*

Jonathan Bundy, *Arizona State University*

Timothy Pollock, *University of Tennessee, Knoxville*

## SESSION 1264

**BOARD GENDER DIVERSITY**

<b>TRACK D/A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	10:00 – 11:15
<b>Common Ground</b>	<b>Room</b>	Las Vegas 6

Session Facilitator: Felice Klein, *Boise State University*

**Board Gender Diversity and CSR: The Role of Managerial Discretion**

Yannick Thams, *Suffolk University*

Margarethe Wiersema, *University of California, Irvine*

**How Boardroom Voting Behavior Influences the Career Dynamics of Female Directors**

Juan Ma, *INSEAD*

Ithai Stern, *INSEAD*

**Female Directors and Shareholder Dissent**

Arjun Mitra, *University of Illinois at Chicago*

Corinne Post, *Lehigh University*

Steve Sauerwald, *University of Illinois at Chicago*

**Board of Director and Committee Diversity and Firm Financial Performance**

Jean McGuire, *Louisiana State University*

Erik Taylor, *East Carolina University*

Gokhan Turgut, *Louisiana State University*

**Lawsuit up!: Female Directors as Insurance against Gender Discrimination Lawsuits**

Clarissa Steele, *University of Missouri*

John Berns, *University of Mississippi*

Karen Schnatterly, *University of Missouri*

**Gender, Voice, and Perceived Effectiveness In Boards of Directors**

Y Sekou Bermiss, *University of Texas at Austin*

Ethan Burris, *University of Texas at Austin*

David Harrison, *University of Texas at Austin*

11:15 – 11:45  
**COFFEE BREAK**



## SESSION 1266

**WELCOME & KEYNOTE**

<b>TRACK PLE</b>	<b>Date</b>	Friday, March 29
	<b>Time</b>	11:45 – 12:45
<b>Keynotes</b>	<b>Room</b>	Jubilee 1

**Speaker**

Donald Hambrick, *Pennsylvania State University*

**Session Moderator**

Craig Crossland, *University of Notre Dame*



**DON HAMBRICK** is Evan Pugh Professor and the Smeal Chaired Professor of Management, Smeal College of Business, at The Pennsylvania State University. He is also Bronfman Professor Emeritus, Graduate School of Business, at Columbia University. An internationally recognized scholar in the field of strategic leadership Don Hambrick is the author of numerous articles, chapters, and books on the topics of strategy formulation,

strategy implementation, executive staffing and incentives, and the composition and processes of top management teams. His recent book, *"Navigating Change: How CEOs, Top Teams, and Boards Steer Transformation"*, presents leading-edge thinking for executives who are embarking on corporate change initiatives. Another book, *"Strategic Leadership: Top Executives and Their Effects on Organizations"*, is considered a go-to reference for scholars of executive leadership. He is an acknowledged leader in his field, having served as President of the Academy of Management (1992-93) and as Dean of the Fellows of the Academy (2008-11). The Academy of Management, the leading worldwide society of management scholars, has given Don its two highest lifetime achievement prizes: the Distinguished Scholar Award (2008) and the Distinguished Educator Award (2009). He is a Fellow of the Academy of Management and the Strategic Management Society. In addition, he has received three honorary doctorates from the University of Paris (Panthéon-Assas) (Sorbonne) (2010), University of Antwerp (2013), and Erasmus University (Rotterdam) (2013). Don is currently a Guest Associate Editor for the *"Strategic Management Journal"*.

12:45 – 13:30

**LUNCH**

SESSION 1238

**TECHNOLOGY & INNOVATION**

<b>TRACK A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	13:45 – 15:00
<b>Paper</b>	<b>Room</b>	Las Vegas 3

**Session Chair:** Mariano Heyden, *Monash University*

**Digital Technology Investments and Managerial Cognition**

Robin Pesch, *University of Bayreuth*  
 Roman Barwinski, *University of Bayreuth*  
 Ricarda B. Bouncken, *University of Bayreuth*  
 Karl Täuscher, *University of Bayreuth*  
 Sven M. Laudien, *Macromedia University of Applied Sciences*

**New Venture Internationalization Speed: The Role of Strategic Leaders' Interlocking Directorate Ties**

Orhun Guldiken, *Florida International University*  
 Stav Fainshmidt, *Florida International University*

**Who Would Bribe Less and Then Innovate More? Those with an Eye toward the Future**

JingYu Yang, *University of Sydney*  
 Asghar Afshar Jahanshahi, *Pontifical Catholic University of Peru*  
 Stephen Zhang, *University of Sydney*

**Birds of a Feather Innovate Together: The Influence of CEO-Board Fit on Innovation**

Ashley Gangloff, *University of Missouri*  
 Matthew Mazzei, *Samford University*

SESSION 1263

**FORMATIVE EXPERIENCES**

<b>TRACK C/A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	13:45 – 15:00
<b>Common Ground</b>	<b>Room</b>	Las Vegas 4

**Session Facilitator:** Y Sekou Bermiss, *University of Texas at Austin*

**The Sin Tax: The Impact of First Directorship Affiliation at "Sin" Firms on Executives' Careers**

Ilaria Orlandi, *Erasmus University Rotterdam*

**Chief Executive Career Credentials: the Requisite Experience for Successfully Leading Firms**

Giusy Alessandra Rizzi, *Pennsylvania State University*  
 Vilmos Misangyi, *Pennsylvania State University*  
 Timothy Quigley, *University of Georgia*

**A Seat at the Table: Antecedents and Outcomes of HR Executives on Top Management Teams**

Daniel Peat, *University of Cincinnati*  
 Rhett Brymer, *University of Cincinnati*

**Been There Before: The Impact of Top Management Team Crises Experience on Organizational Resilience.**

Georg Wernicke, *HEC Paris*  
 Steffen Brenner, *Copenhagen Business School*

**How CEOs Shape Knowledge Utilization: CEO Occupational Background and Organizational Problem Solving Capacity**

Susan Cohen, *University of Pittsburgh*  
 Peiyuan Huang, *University of Pittsburgh*  
 Turanay Caner, *St. John's University*

**How CEO Characteristics Affect Investor Reactions to Large Acquisitions: A Case of Lawyer-CEOs**

Seok-Hyun Hwang, *Northwestern University*  
 Georg Wernicke, *HEC Paris*

SESSION 1255

**ACTIVISTS & ANALYSTS**

<b>TRACK D</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	13:45 – 15:00
<b>Common Ground</b>	<b>Room</b>	Las Vegas 5

**Session Facilitator:** Karen Schnatterly, *University of Missouri*

**Values-Based Rivalry: A Theoretical Framework Of Rivalry Between Activists And Firms**

Theodore Waldron, *Texas Tech University*  
 Chad Navis, *Clemson University*  
 Olivia Aronson, *University of Richmond*  
 Jeffrey York, *University of Colorado, Boulder*  
 Desiree Pacheco, *Portland State University*

**The Ripple Effects of Activism: How Firms Respond to Activist Actions Against Other Firms**

Jennifer Lee, *Michigan State University*  
 Guy Shani, *Michigan State University*  
 Gerry McNamara, *Michigan State University*

**Take a Stand or Keep Your Seat: Board Turnover after Social Activist Challenges**

Mary-Hunter McDonnell, *University of Pennsylvania*  
 Adam Cobb, *University of Texas*

**Activist Hedge Funds: The New Asset Class and Its Impact on Corporate Strategy**

Albert Ahn, *University of California, Irvine*

**The Strategic Consequences of Firms Targeted by Hedge Funds**

Jyun-Ying Fu, *National Chengchi University*  
 Agnes Cheng, *Hong Kong Polytechnic University*  
 Weichieh Su, *National Chengchi University*

**Whose Call is It? Examining the CEO/Analyst Relationship**

Krishnan Nair, *Northwestern University*  
 Eric Y. Lee, *University of Georgia*  
 Edward Zajac, *Northwestern University*





## SESSION 1261

**SITUATIONAL RESPONSES**

<b>TRACK D/A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	13:45 – 15:00
<b>Common Ground</b>	<b>Room</b>	Las Vegas 6

**Session Facilitator:** Matthew Semadeni, *Arizona State University*

### **Performance, Aspirations and Shareholder Pressure – Bringing Principals into Behavior of the Firm**

Sergii Nevmerzhytskyi, *University of Western Ontario*

### **The Performance Impact of a CEO-Diversification Strategy Fit and the Influence of Different Shareholders**

Martin Weiss, *Vlerick Business School*

Dirk Schneider, *University of Erlangen-Nuremberg*

### **What Makes a Winner? Quantifying Luck versus Skill in Sustained CEO Performance**

Robert Eberhart, *Santa Clara University*

### **Executive Cues of Organizational Virtue and Market Performance: Creating Value during Times of Earnings Uncertainty**

Vivien Jancenelle, *Texas A&M University-Central Texas*

### **Director Overboard! Exploring how Cognitive Overload Lead to Board Turnover**

Shelby Gai, *Northwestern University*

J. Yo-Jud Cheng, *Harvard University*

Andy Wu, *Harvard University*

### **Born to Seek Approval? Middle-born CEOs' Reactions to Winning CEO Awards**

Scott Graffin, *University of Georgia*

Robert Campbell, *University of Nebraska*

## SESSION 1265

**A PRACTICAL TRANSLATION OF STRATEGIC LEADERSHIP**

<b>TRACK P</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	13:45 – 15:00
<b>Special Panel</b>	<b>Room</b>	Las Vegas 2

### **A Practical Translation of Strategic Leadership**

#### **Session Leader**

Patricia Gorman, *Goff Strategic Leadership Center*

#### **Panelists**

Manoel Luiz Ferrao de Amorim, *Peak Capital Partners*

Todd Zenger, *University of Utah*

15:00 – 15:30  
**COFFEE BREAK**

SESSION 1236

**PERSONALITY & COGNITIONS**

<b>TRACK A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	15:30 – 16:45
<b>Common Ground</b>	<b>Room</b>	Las Vegas 4

**Session Facilitator:** James Van Scotter II, *University of Colorado*

**CEO Overconfidence and Subsidiary Divestments**

Fladina Zilja, *BI Norwegian Business School*

**Is CEO Overconfidence Good or Bad for Firm Performance?**

Stephen Zhang, *University of Sydney*  
Asghar Afshar Jahanshahi, *Pontifical Catholic University of Peru*  
Yi Tang, *Hong Kong Baptist University*

**Time for a Change? CEO Regulatory Focus and Strategic Change.**

Joel Andrus, *University of Missouri*  
Richard Scoresby, *Ball State University*

**Beyond Biology? - The Impact of CEO Agentic Behavior on Investor Reactions**

Simone Maria Eulitz, *LMU Munich*  
Brooke Gazdag, *LMU Munich*

**Good Leading to Bad: CEO Moral Licensing and Self-Serving Outcomes**

Rachel Balven, *Arizona State University*  
Luis Gomez-Mejia, *Arizona State University*  
Donald Lange, *Arizona State University*

**Are Market Reactions to Acquisitions Driven by Acquiring CEO Traits?**

Daniel Gamache, *University of Georgia*  
Elle Hyunjung Yoon, *University of Georgia*  
Michael Mannor, *University of Notre Dame*

SESSION 1239

**TEMPORALITY & CONSTRUAL**

<b>TRACK A</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	15:30 – 16:45
<b>Paper</b>	<b>Room</b>	Las Vegas 2

**Session Chair:** J. Yo-Jud Cheng, *Harvard University*

**CEO Temporal Focus and Firms' Interpretation of Grand Challenges**

Kerstin Fehre, *Vlerick Business School*  
Jana Oehmichen, *University of Groningen*  
Bettina Widmann, *Karlsruhe Institute of Technology*

**Shifting Gears: The Influence of CEO Construal Shifts on Novel Strategic Decision-Making**

Adam Steinbach, *University of South Carolina*  
Lingling Pan, *University of Pittsburgh*  
Farhan Iqbal, *University of Georgia*  
Russell Johnson, *Michigan State University*

**The Influence of Board Functional Diversity and Strategic Uncertainty on Board Turnover in IPO Firms**

Xiumei Li, *Drexel University*  
Hun Lee, *George Mason University*  
H. Dennis Park, *University of Texas at Dallas*

**Claiming and Granting of Managerial Discretion: A Temporal Perspective**

Melanie Prengler, *Texas A&M University*

SESSION 1240

**COMPENSATION & UNCERTAINTY**

<b>TRACK B</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	15:30 – 16:45
<b>Paper</b>	<b>Room</b>	Las Vegas 3

**Session Chair:** Georg Wernicke, *HEC Paris*

**Internal Uncertainties, Dependence Changes & CEO Pay**

Pavithra Balaji, *University of Texas at Dallas*

★ **Risk, Uncertainty and Cross-Border Acquisitions: Examining CEO Equity Wealth in the Risk-MNC Strategy Nexus**

Orhun Guldiken, *Florida International University*  
Geoffrey Martin, *University of Melbourne*  
Jonathan Doh, *Villanova University*

**The Effect of Target CEO Equity Risk Bearing on Acquisition Premium Decisions**

Mirko Benischke, *Erasmus University Rotterdam*  
Omar El Nayal, *University of Rotterdam*  
Grigoriy Ljubownikow, *University of Auckland*

**Thumbs-Up or Thumbs-Down: Investigating CEO Risk-Taking Incentives and Employees' Attitudes**

Pingshu Li, *University of Texas at Rio Grande Valley*  
Minjie Huang, *University of Louisville*



## SESSION 1253

**EXECUTIVE SELECTION**

<b>TRACK C</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	15:30 – 16:45
<b>Common Ground</b>	<b>Room</b>	Las Vegas 5

**Session Facilitator:** Dimitrios Georgakakis, *University of St. Gallen*

### **Superman, Batman or Spiderman? What Dynamic Managerial Capabilities Employers Seek When Hiring Strategic Alliance Directors?**

Andrejs Cirjevskis, *RISEBA University*

Yves-Martin Felker, *BA School of Business and Finance*

### **A New Direction or Lack of Direction? The Story of Innovation with Outsider CEOs**

Leonardo Kluppel, *Ohio State University*

Trey Cummings, *Washington University in St. Louis*

### **New CEOs and Their Going-in Mandates: Explaining Early Dismissals of Business Leaders**

Jiyeon Kang, *Pennsylvania State University*

Donald Hambrick, *Pennsylvania State University*

### **Outsider CEO Longevity: The Role of CFO Change and Origin**

Ayse Karaevli, *WHU-Otto Beisheim School of Management*

Serden Ozcan, *WHU-Otto Beisheim School of Management*

Abdullah Uenal, *WHU-Otto Beisheim School of Management*

Burcin Yurtoglu, *WHU-Otto Beisheim School of Management*

### **Uncertainty about the Strategic Direction of the Company and Boards' CEO Selection Decisions**

Pardeep Maheshwaree, *Aalto University*

Jens Schmidt, *Aalto University*

### **Outside Directors' Status Anxiety and CEO Dismissal Following a Loss in Firm Status**

Seok-Hyun Hwang, *Northwestern University*

Ithai Stern, *INSEAD*

## SESSION 1257

**SOCIAL NETWORKS & SOCIAL CAPITAL**

<b>TRACK E/C</b>	<b>Date</b>	Friday, Mar 29
	<b>Time</b>	15:30 – 16:45
<b>Common Ground</b>	<b>Room</b>	Las Vegas 6

**Session Facilitator:** Hansin Bilgili, *Kansas State University*

### **Shapley-based Stackelberg Leadership Formation in Social Networks**

Ivan Belik, *Norwegian School of Economics*

### **Leveraging Social Network Approaches to Examine Strategic Conversations in the Upper Echelons of Organizations**

Kristin Cullen-Lester, *University of Houston*

Dorothy Carter, *University of Georgia*

Katherine Frear, *Center for Creative Leadership*

John Busenbark, *University of Notre Dame*

Justin Jones, *University of Georgia*

Gouri Mohan, *IESE Business School*

Alex Tawse, *University of Houston*

Benjamin Listyg, *Wyzant*

### **Venture Team Formation Beyond the Founders: How Human Capital is Related Across Levels**

Marian Bodenstedt, *Technical University of Dortmund*

Andreas Engelen, *Technical University of Dortmund*

### **Founding Team, Time, and Forms of Social Capital**

Lei Xu, *Texas Tech University*

Kimberly Boal, *Texas Tech University*

Hans Hansen, *Texas Tech University*

### **Managerial Network and Firm Entry: Evidence from the US Broadband Industry**

Tedi Skiti, *Temple University*

Paul Pavlou, *Temple University*

### **★ Spreading the Dis-Ease: Indirect Social Control Through Sanctions Against Fellow Corporate Leaders**

Guy Shani, *Michigan State University*

## SESSION 1268

## THE "IVORY TOWER" AND THE C-SUITE: FROM ISOLATION TO INTEGRATION

TRACK PLE	Date	Friday, March 29
	Time	17:00 – 18:15
Plenary Panel	Room	Jubilee 1

## Panelists

Stephen Courter, *University of Texas at Austin*  
 Shane Goodwin, *Southern Methodist University*  
 Gregory Miller, *CrossCom*  
 Eileen Raney  
 Alicia Smales, *Oklahoma State University*

## Session Leader

Aaron Hill, *University of Florida*

This plenary showcase panel will explore the ways strategic leadership scholars and practicing executives can better work together to benefit both groups. Specifically, we will cover areas such as what topics appeal to executives, gaining access, collecting data, and research translation. This session will feature recently retired and practicing executives with experience across a number of industries.



**STEPHEN E. COURTER** teaches in the McCombs School of Business at The University of Texas at Austin. Prior to joining the University of Texas, Mr. Courter served as the CEO and board member of Broadwing Communications in Austin, Texas. He led the successful sale of the company to Level 3 Communications in January 2007 for \$1.8 billion. Mr. Courter had served as CEO and Chairman of NEON Communications from December 2000 to

March 2005. He completed a capital restructuring in 2002 that led to the successful merger of NEON with RCN in March of 2005. Prior to joining NEON, Courter was CEO of Enertel, a facilities based network service provider in The Netherlands. From 1994 to 1998, Courter was based in Belgium as Vice President of Finance and Assistant General Manager of GlobalOne, a joint venture formed by Sprint, Deutsche Telecom and France Telecom. Earlier in his career, Courter worked for IBM Corporation and KPMG.



**SHANE GOODWIN** is the Associate Dean of Graduate Programs and Executive Education and serves as a Professor of Practice in the Department of Finance at the Cox School of Business at Southern Methodist University. Additionally, he leads The Applied Corporate Governance Institute at The Center for Global Enterprise. Most recently, Dr. Goodwin was a Senior Fellow and Project Director at the Richard Paul Richman

Center for Business, Law and Public Policy at Columbia University, served as a Senior Fellow at the Harvard Law School Program on Corporate Governance and Financial Regulation and as a Postdoctoral Fellow of Business Economics at Harvard Business School. His research is focused on mergers and acquisitions, corporate governance and shareholder activism. Dr. Goodwin has 25 years of strategic advisory, M&A and corporate finance experience. He was a Managing Director and the Head of Investment Banking for the Southwest U.S. at Wells Fargo Securities. He earned an PhD in Business Administration from Oklahoma State University. Dr. Goodwin holds an MBA, Kellogg Graduate School of Management at Northwestern University and attended University of Chicago Booth School of Business.



**GREG MILLER** is currently the president and CEO of CrossCom, a leading provider of innovative solutions and lifecycle management for point-of-sale, voice and data systems for national retailers, restaurants and grocers. For the past two decades, Miller led CrossCom by establishing a competitive advantage in IT support-desk, point-of-sale, voice and data system design, installation and maintenance. Miller earned a Ph.D. in Business Administration from Oklahoma State University

and is an alumnus of the Harvard Business School's Advanced Management Program. Miller recently co-authored and published a book "The Circle Blueprint: Decoding the Conscious and Unconscious Factors that Determine Success". The purpose of this research is to operationalize the teachings of top, Fortune 100 executive coaches for individuals seeking the same results, but without access to these exclusive resources. Miller currently serves as a member of adjunct faculty at Harvard University teaching Strategic Management. He has previously taught at University of Notre Dame and Oklahoma State University. Miller is a 3rd generation member of the United States Armed Forces and the American Legion. He served honorably in the United States Air Force, 552nd Airborne Warning and Control Systems Division.



**EILEEN RANEY** is a senior executive with extensive experience in large organizations and public and private board rooms. Her strong governance background includes her designation as a NACD leadership fellowship. Eileen is also a qualified financial expert having served on four audit committees. Utilizing her forty years of management consulting experience in the health care industry, Eileen has served on boards in five diverse industries using her consulting expertise. Eileen was a principal in the Deloitte Human Capital practice. She joined the firm to create the West Coast Integrated health care group, focusing on strategic consulting. Eileen was elected to the Deloitte US Board of Directors. Eileen's prior employers include Keenan and Associates, Hospital Association of Southern California, two multi-specialty medical groups and the Doctors' Company, a physician owned malpractice company. Eileen has been a member of two public boards, both in the gaming industry. Eileen currently serves on the board of Everi Holdings, Inc. Everi provides a wide range of fin tech services and gaming devices. Eileen previously served on the Governing Board of the University Medical Center after an appointment by Clark County Commissioners.



**ALICIA OGRIN SMALES** is a former senior executive with over three decades of corporate experience with highly regarded global industrial and sporting goods companies such as Snap-on Inc., Hilti Inc, Coleman Camping Products, Brunswick, and Wilson Sporting Goods. Her breadth of experience includes working in the B2B and B2C spaces. In her last corporate role, she served as the chief marketing officer for Snap-on Inc. where she was responsible for guiding marketing, brand management, innovation, market research, and customer connection. She transitioned from her practitioner role to Higher Education in 2016. She initially served as the Director of the Eastin Center for Career Readiness at Oklahoma State University (OSU), which is designed to ensure students have the soft and critical thinking skills to succeed in business. She now works as a marketing instructor. Smales is currently pursuing a PhD in Business for Executives at OSU with expected graduation date of December 2019. She is passionate about student success both in the classroom and as they prepare to enter the world of work.

18:30 – 20:00  
**EVENING RECEPTION**



## SESSION 1259

**FAMILY FIRMS**

<b>TRACK A/D</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	08:30 – 09:45
<b>Common Ground</b>	<b>Room</b>	Las Vegas 6

**Session Facilitator:** Kerstin Fehre, *Vlerick Business School*

**How do Top Managers Influence Ambidexterity in Family Firms?**

Marko Reimer, *WHU-Otto Beisheim School of Management*  
 Sebastiaan van Doorn, *University of Western Australia*  
 Torben Tretbar, *The Linde Group*  
 Mariano Heyden, *Monash University*

**Principal-Principal Conflicts in Family Firms: Business Groups as an Alternative Governance Mechanism**

Jun Ho Lee, *University of Kansas*  
 Minyoung Kim, *University of Kansas*  
 Geumjoo Jahng, *University of Seoul*

**Shareholder Dissent and CEO Dismissal: Evidence from German Family and Non Family Firms**

Alina Georgiana Andrei, *Erasmus University Rotterdam*  
 Johannes Van Oosterhout, *Erasmus University Rotterdam*  
 Steve Sauerwald, *University of Illinois at Chicago*

**Baby on Board: How Does Children's Participation on Corporate Boards Affect Firm Performance?**

Ajay Bhaskarabhatla, *Erasmus University Rotterdam*  
 Rajani Singh, *Indian Institute of Management Bangalore*

**When Does the Founding Family Mitigate Managerial Entrenchment in Publicly-traded Firms? An Intraorganizational Power Analysis**

Zhonghui Wang, *California State University San Bernardino*

## SESSION 1234

**THE POLITICAL ENVIRONMENT**

<b>TRACK D</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	08:30 – 09:45
<b>Common Ground</b>	<b>Room</b>	Las Vegas 5

**Session Facilitator:** Mary-Hunter McDonnell, *University of Pennsylvania*

**General Counsel Power and Firm Engagement in Corporate Political Activity**

Timothy Werner, *University of Texas at Austin*

**Political CSR: How Corporations Respond to Extraordinary Societal Needs**

Aten Zaandam, *University of Arkansas*  
 Michael Cummings, *University of Arkansas*  
 Alan Ellstrand, *University of Arkansas*  
 Mirzokhidjon Abdurakhmonov, *University of Arkansas*  
 Dinesh Hasija, *Augusta University*

**Political Environment Influences on SOE Executives' Internationalization Decision**

Yuanyuan Li, *Rutgers University*  
 Robert Weiner, *George Washington University*  
 Anupama Phene, *George Washington University*

**Signals of Shade? How Lobbyists Benefit When their Political Connections Become Tainted in Scandal**

Joseph Raffiee, *University of Southern California*  
 Heejung Byun, *Purdue University*

**Why and When Do Firms Seek Greater Regulation? Corporate Political Activity as Pro-Regulatory Strategy**

Timothy Hubbard, *University of Notre Dame*  
 Stephen Park, *University of Connecticut*

**Managing Corporate Political Connections in A Turbulent Political Environment**

Han Jiang, *University of Arizona*  
 Nan Jia, *University of Southern California*  
 Tao Bai, *Xi'an Jiaotong-Liverpool University*  
 Garry Bruton, *Texas Christian University*

## SESSION 1244

**TECHNOLOGY & ENTREPRENEURSHIP**

<b>TRACK D</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	08:30 – 09:45
<b>Paper</b>	<b>Room</b>	Las Vegas 2

**Session Chair:** Michael Holmes, *Florida State University*

**Market Pressure and CEO Decision to Invest in General Technologies**

Raffaele Conti, *Catholic University of Portugal*  
 Elena Novelli, *City, University of London*

**Legitimation of New Entrepreneurial Venture through Sharing Office: The Case of Coworking-spaces**

Ricarda B. Bouncken, *University of Bayreuth*  
 Muhammad Mahmood Aslam, *University of Bayreuth*  
 Lars Goermar, *University of Bayreuth*

**Through the Fire? Business Failure Stigma and Reentry Intentions of Phoenixian Entrepreneurs**

Marcus Crews, *Rutgers University*

**Serial Entrepreneurs and Venture Performance**

Jinjing Zhu, *St. Bonaventure University*



SESSION 1242

**MEASUREMENT**

<b>TRACK E</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	08:30 – 09:45
<b>Paper</b>	<b>Room</b>	Las Vegas 3

**Session Chair:** John Busenbark, *University of Notre Dame*

**Charting Their Own Path: Developing and Operationalizing a New CEO Managerial Discretion Scale**

David Wangrow, *Marquette University*  
 Donald Schepker, *University of South Carolina*  
 Vincent Barker, *University of Kansas*

**Getting Inside the (Simulated) Black Box: Using Team Simulations to Study Behavioral Dynamics on Boards**

Ryan Krause, *Texas Christian University*  
 Mary Waller, *Texas Christian University*  
 Suzanne Carter, *Texas Christian University*

**From Validation to Application: A Theoretical and Empirical Understanding of Objective CEO Job Demands**

Abbie Oliver, *Georgia State University*  
 Kevin McSweeney, *Texas A&M University*  
 Cynthia E Devers, *Texas A&M University*  
 Gerry McNamara, *Michigan State University*

**Measuring CEO Perception of Environmental Conditions – CEO Misperceptions and their Impact on Strategic Change**

Martin Weiss, *Vlerick Business School*  
 Daniel Gamache, *University of Georgia*

09:45 – 10:15  
**COFFEE BREAK**



## SESSION 1247

**EXECUTIVE CHARACTERISTICS**

<b>TRACK A</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	10:15 – 11:30
<b>Paper</b>	<b>Room</b>	Las Vegas 2

**Session Chair:** Janka Stoker, *University of Groningen*

**Strategic Leadership and Organizational Learning: The Role of Leader Character**

Mary Crossan, *Western University*  
 Dusya Vera, *University of Houston*  
 Cara Maurer, *Western University*

**CEO Characteristics and Leadership Behaviors as Determinants of Firm Management Practices and Performance**

Charlotte Anna de Haan, *University of Groningen*  
 Harry Garretsen, *University of Groningen*  
 Janka Stoker, *University of Groningen*

**Supervising the Supervisors: How External Supervision Shapes Board Criticality in Response to CEO Leadership**

Julia Prömpeler, *University of Groningen*  
 Floor Rink, *University of Groningen*  
 Janka Stoker, *University of Groningen*  
 Dennis Veltrop, *University of Groningen*

**The Inner Circle is Dead! Long Live the Inner Circle! Elite Appointments on Corporate Boards**

Holly Loncarich, *University of Arkansas*  
 Jacqueline Tilton, *University of Arkansas*  
 Jonathan Johnson, *University of Arkansas*  
 Jason Ridge, *University of Arkansas*

## SESSION 1262

**AGENCY & INCENTIVES**

<b>TRACK B/A</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	10:15 – 11:30
<b>Common Ground</b>	<b>Room</b>	Las Vegas 6

**Session Facilitator:** Jana Oehmichen, *University of Groningen*

**The Board – CEO Relationship and its Effect on Resource Provision: Agency and Stewardship Perspectives**

Azadeh Sabz, *University of Houston*  
 Curtis Wesley, *University of Houston*

**Too Much of a Good Thing? Agency and Entrepreneurial Passion**

Daniel Peat, *University of Cincinnati*  
 Bina Ajay, *University of Cincinnati*  
 Saras Sarasvathy, *University of Virginia*

**Reintroducing Managerial Agency into The BTOF: CEO Duality, Origin, and Firm Response to Performance Feedback**

Songcui Hu, *University of Arizona*  
 Qi Zhu, *Arizona State University*

**Dynamic Capabilities and Corporate Governance**

Aman Asjia, *ESADE Business School*  
 Dimo Ringov, *ESADE Business School*

**The Role of Short Sellers on Dedicated Institutional Investors' Response to Organizational Decline**

Hermann Ndofo, *Indiana University*  
 Christina Carnes, *University of Nebraska, Lincoln*  
 David Sirmon, *University of Washington*  
 Cheryl Trahms Chapman, *Minnesota State University, Mankato*

**Towards a Comprehensive Board-Level Perspective of Upper Echelons Theory**

Andreas S. König, *University of Passau*  
 Lorenz Graf-Vlachy, *University of Passau*  
 Christopher Kurzhals, *University of Passau*  
 Tekin Has, *University of Passau*

## SESSION 1252

**MOBILITY**

<b>TRACK C</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	10:15 – 11:30
<b>Common Ground</b>	<b>Room</b>	Las Vegas 5

**Session Facilitator:** Nathan Bragaw, *University of Delaware*

**Upward Mobility Into The Upper Echelons: A Contingency Approach To Executive Promotability**

Sibel Ozgen, *Florida International University*  
 Stav Fainshmidt, *Florida International University*  
 Nathan Hiller, *Florida International University*  
 Kristin Cullen-Lester, *University of Houston*

**It's Who You Know: How Social Ties at the Top Influence Executive Career Mobility**

Joseph Harrison, *Texas Christian University*  
 Steven Boivie, *Texas A&M University*  
 Michael Withers, *Texas A&M University*

**A Poisoned Chalice? Estimating the Value of Former CEOs Serving in the U.S. Government**

Eni Gambeta, *University of Cincinnati*  
 Conor Callahan, *Rice University*  
 Doug Schuler, *Rice University*

**The Effects of Local Market Density on Executive Mobility**

Jieun Lee, *University of Missouri*

**Betting on the Jockey: The Influence of Institutional Investors on Director Mobility**

Joel Andrus, *University of Missouri*

**Cross-Industry Mobility of Executives: Penalization for Category Spanning in the Executives Job Market**

Halil Ibrahim Sabanci, *IESE Business School*  
 Marta Elvira, *IESE Business School*

SESSION 1256

## COMMUNICATION CHARACTERISTICS

<b>TRACK D</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	10:15 – 11:30
<b>Common Ground</b>	<b>Room</b>	Las Vegas 4

**Session Facilitator:** Tieying Yu, *Boston College*

### Cheap Talk? Examining Consequences of CEO Word Responses to Social Activist Pressure

François Neville, *McMaster University*

### Influence of Voice Pitch and Speech Rate on Attributions of Leader Trustworthiness

Midam Kim, *University of Kansas*  
Vincent Barker, *University of Kansas*

### Elevating the CEO: Cost and Benefits of Efforts to Promote the CEO through Firm Communication

Elle Hyunjung Yoon, *University of Georgia*  
Jason Kiley, *Oklahoma State University*

### The Social CEO: Conceptualizing CEOs' use of Social Media

Jeffrey Lovelace, *University of Virginia*

### The Joke's on Us: The Effect of Memes on Evaluations of CEOs and Firms

Chaoqun Deng, *University of Missouri*  
Duyi Li, *University of Missouri*  
Brandy Mmbaga, *University of Tennessee*  
Nick Mmbaga, *University of Tennessee*  
Rhonda Reger, *University of Missouri*

### Win, Lose or Draw? The Implications of Strategic Trash-Talk in Competitive Settings

Abbie Oliver, *Georgia State University*  
Marie Mitchell, *University of Georgia*  
Seung-Hwan Jeong, *Georgia State University*  
Edwyna Hill, *University of Georgia*



## SESSION 1267

**KEYNOTE**

<b>TRACK PLE</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	11:45 – 12:45
<b>Keynotes</b>	<b>Room</b>	Jubilee 1

**Speaker**

Yan Anthea Zhang, *Rice University*

**Session Moderator**

Joanna Campbell, *University of Cincinnati*



**YAN "ANTHEA" ZHANG** is a Faye Sarofim Vanguard Professor of Management at the Jesse H. Jones Graduate School of Business, Rice University. Dr. Zhang's areas of specialization include CEO succession and dismissal, executive leadership, and foreign direct investment and technology entrepreneurship in emerging markets. Her research on these topics has been published in top-tier management journals including the *"Academy of Management Journal"*, *"Strategic Management Journal"*, and *"Journal of International Business Studies"*, among others. As evidence of the significance of her work in the management profession, her research has been written about in the business press on numerous occasions – including *Financial Times*, *Wall Street Journal*, *New York Times*, *Business Week*, *The Economist*, *Investor's Business Daily*, *CNBC*, and *USA Today*. She previously served as an associate editor of the *"Academy of Management Journal"* and a consulting editor of *"Management and Organization Review"*. She is currently an associate editor of the *Strategic Management Journal* and is serving a second term as a Director-at-Large (2018-2020) for the Strategic Management Society (SMS). She is the recipient of the 2010 Strategic Management Society (SMS) Emerging Scholar Award.

12:45 – 13:30

**LUNCH**

SESSION 1235

**POLITICAL IDEOLOGY**

<b>TRACK A</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	13:45 – 15:00
<b>Common Ground</b>	<b>Room</b>	Las Vegas 6

**Session Facilitator:** Adam Wowak, *University of Notre Dame*

**Irrational Pessimism? The Effect of National Political Climate & CEO Political Ideology Divergence on RDI**

Matthew Semadeni, *Arizona State University*  
M.K. Chin, *Indiana University*  
Ryan Krause, *Texas Christian University*

**Political Gridlock? Top Management Team Political Ideology Polarization and Receptivity to Social Activism**

François Neville, *McMaster University*  
Jonathan Bundy, *Arizona State University*

★ **Changing Regimes: CEO Succession with Change in Political Ideology and New CEO Early Departure**

Dimitrios Georgakakis, *University of St. Gallen*  
Albert Cannella Jr, *Texas A&M University*

**Board Ideology and Uncertainty: Examining the role of Board Political Ideology in Managing Uncertainty**

Jordan McSweeney, *University of Connecticut*  
Kevin McSweeney, *Texas A&M University*  
Uisung David Park, *Syracuse University*

**Searching for the Best Value: Executive Ideology and Retailers' Adoption of Job Displacing Technology**

Daniel Wilde, *University of Pennsylvania*  
Mary-Hunter McDonnell, *University of Pennsylvania*

**The Influence of CEO Political Ideologies on Strategic Novelty**

Latifa Albader, *Arizona State University*  
Yungu Kang, *Arizona State University*

SESSION 1249

**STRATEGIC CHANGE**

<b>TRACK A</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	13:45 – 15:00
<b>Common Ground</b>	<b>Room</b>	Las Vegas 4

**Session Facilitator:** Tine Buyl, *Tilburg University*

**Do CEOs Differ Much in their Decision-Making? Assessing the CEO Effect on Strategic Change**

Michael Withers, *Texas A&M University*  
Markus Fitza, *Frankfurt School of Finance & Management*

**Strategic Changes or Inertia? Board Adaptation to Firms' Needs**

John Berns, *University of Mississippi*  
Felipe Calvano da Silva, *University of Missouri*  
Chaoqun Deng, *University of Missouri*

**Top Management Teams' Commitment to the Status Quo and Firms' Resolution of Organizational Crises**

Fabian Struck, *University of Passau*  
Lasse Milinski, *University of Passau*  
Linda Schaedler, *University of Passau*  
Lorenz Graf-Vlachy, *University of Passau*  
Andreas S. König, *University of Passau*

**The Influence of Commitment to the Status Quo on Managerial Discretion**

Kerstin Fehre, *Vlerick Business School*  
Henning Behr, *Karlsruhe Institute of Technology*

**Strategic Leaders in a Digital World: Are They Committed?**

Ann Mooney Murphy, *Stevens Institute of Technology*  
Yangyang Zhang, *Stevens Institute of Technology*  
Murad Mithani, *Stevens Institute of Technology*

**CEO-COB Prestige Diversity and Strategic Change: Exploring a Curvilinear Relationship**

Ashley Salaiz, *University of Tampa*  
Klavdia Evans, *St. Mary's University*  
Carla Jones, *Sam Houston State University*  
Shanna Daniels, *Florida State University*

SESSION 1245

**RESPONSES TO FEMALE LEADERSHIP**

<b>TRACK D</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	13:45 – 15:00
<b>Paper</b>	<b>Room</b>	Las Vegas 2

**Session Chair:** Jianhong Chen, *University of New Hampshire*

**Playing Different Games: A Re-Examination of Tournament Theory and Women CEO Promotions**

Christina Carnes, *University of Nebraska, Lincoln*  
Cameron Borgholthaus, *University of Nebraska, Lincoln*  
Chris Tuggle, *University of Nebraska, Lincoln*  
Nikos Dimotakis, *University of Nebraska*

**To Be or Not to Be Sorry? How CEO Gender Impacts Organizational Apologies**

Amanda Cowen, *University of Virginia*  
Nicole Montgomery, *University of Virginia*

**Consequences of Female CEO Deception**

Steven Hyde, *University of Texas at San Antonio*  
Robert Bonner, *San Francisco State University*  
Kristen Thomas, *University of Texas at San Antonio*

★ **To Fit in or to Stand Out? The Implications of Novelty in Female-directed Feature Films**

Rachel Mui, *Oklahoma State University*  
Owen Parker, *Oklahoma State University*  
Varkey Titus, *University of Nebraska, Lincoln*



## SESSION 1260

**REVIEWS, REPLICATIONS, & META-ANALYSES**

<b>TRACK E/C</b>	<b>Date</b>	Saturday, Mar 30
	<b>Time</b>	13:45 – 15:00
<b>Common Ground</b>	<b>Room</b>	Las Vegas 5

**Session Facilitator:** James Van Scotter II, *University of Colorado*

### **Social Network Meta-Analysis: Multilevel Tools to Explore Organizational Strategy**

Michael Howard, *Texas A&M University*

### **CEOs and Corporate Social Performance: A Meta-Analytic Examination**

Sibel Ozgen, *Florida International University*

Ronaldo Parente, *Florida International University*

### **Is There a Racial Gap in CEO Compensation?**

Vishal Gupta, *University of Alabama*

Sandra Mortal, *University of Alabama*

William Jackson III, *University of Alabama*

Xiaohu Guo, *University of Alabama*

### **A Systematic Review of the Board Literature and a Path Forward**

Floor Rink, *University of Groningen*

Niels Hermes, *University of Groningen*

Chuk Yan Wong, *University of Groningen*

Laetitia Mulder, *University of Groningen*

Dennis Veltrop, *University of Groningen*

Fabian K. Ahrens, *University of Groningen*

### **All in Due Time? CEO Tenure and Firm Performance: A Meta-Analysis**

Jyoti P. Gupta, *University of Kentucky*

### **Top Executive Personality in Micro and Macro Research: Implications for Theory, Measurement, and Future Research**

Michael Holmes, *Florida State University*

Pamela Perrewe, *Florida State University*

Michael A. Hitt, *Texas A&M University*

Joshua Palmer, *Florida State University*

Gonzalo Molina-Sieiro, *Florida State University*

## SESSION 1269

# ISN'T IT ALL ABOUT PEOPLE? INTEGRATING "MICRO" AND "MACRO" RESEARCH TO ADVANCE STRATEGIC LEADERSHIP

TRACK PLE	Date	Saturday, March 30
	Time	15:15 – 16:15
Plenary Panel	Room	Jubilee 1

## Panelists

Ruth Aguilera, *Northeastern University*  
 Murray Barrick, *Texas A&M University*  
 Donald Conlon, *Michigan State University*  
 Cynthia E Devers, *Texas A&M University*

This showcase panel will offer a stimulating discussion of the ways micro-oriented management research can inform the strategic leadership paradigm. Conversely, we will also explore whether and how strategic leadership scholars can advance more micro-oriented research. The panel will feature prominent boundary-spanning scholars that have successfully navigated this invisible yet enduring divide.



**RUTH V. AGUILERA** is a Distinguished Professor in International Business and Strategy at the D'Amore-McKim School of Business at Northeastern University and recently elected SMS Fellow. She spent the 2014-2015 academic year as a Visiting Full Professor in the Department of Strategy and Policy, at the National University of Singapore Business School. Before going to South East Asia, she was a Professor at the College of Business at the University of Illinois

at Urbana-Champaign—where she had been since receiving her PhD in Sociology at Harvard University. Ruth Aguilera's research interests lie at the intersection of strategic organization and global strategy, specializing in international corporate governance, corporate social responsibility, and internationalization. Her research has been published at *AMJ*, *AMR*, *GSI*, *JIBS*, *Org Science*, and *SMJ* among other journals. She has spent considerable time conducting research at the Wissenschaftszentrum Berlin für Sozialforschung (WZB), the Università Luigi Bocconi in Milan, the Research Institute of Economy, Trade and Industry (RIETI-MITI) in Tokyo, Sogang University (Seoul), and ESADE Business School in her native Barcelona. Ruth serves as Senior Editor at *Organization Science*, an Associate Editor at *Corporate Governance: An International Review*, a Consulting Editor at the *Journal of International Business Studies*, and sits on the editorial boards of *SMJ*, *GSI*, *AMR*, *AMP* and *Organization Studies*. She has been highly involved with the membership committee as an SMS board member and is passionate about continuing to work with SMS.



**MURRAY BARRICK** is a University Distinguished Professor and the Whatley Chair at the Mays Business School at Texas A & M University. Previously, he was a faculty member at the University of Iowa and a Professor at Michigan State University. His research focuses on personality and its interaction with situational predictors (job and social characteristics, leadership and culture) and their joint relationship on work motivation and performance. He also studies the importance of Fit to the Organization, executive team success and the role of the CEO, as well as considering the role of strategy implementation. He also has examined the influence candidate self-presentation tactics have during an employment interview. Barrick has been published in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Personnel Psychology*, among others. His work has been highly cited, with nearly 36,000 google scholar citations to date.



**DON CONLON** is the Gambrel Family Endowed Professor of Management and Management Department Chairperson at Michigan State University. He received his Ph.D. in business administration from the organizational behavior group at the University of Illinois. His research (which examines managerial decision making, negotiation, and justice issues in organizations) has been published in a variety of journals, including the *Academy of Management Journal*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Organizational Behavior and Human Decision Processes*, and the *Journal of Applied Psychology*. He has also received "Best paper" awards from both the Academy of Management and the International Association for Conflict Management. He has served as the President of the International Association for Conflict Management, and is a past Division Chair for the Conflict Management Division of the Academy of Management.



**CYNTHIA DEVERS** is an Associate Professor of Strategic Management in the Mays Business School at Texas A&M University. She is also an International Research Fellow at the Oxford University Centre for Corporate Reputation and an outgoing Associate Editor of *Academy of Management Review*. In her research, she draws on behavioral decision and social psychological perspectives to examine the roles formal and informal governance mechanisms and social evaluations play in individual, group, and organizational behavior and outcomes. Her work has been published in strategy and management journals, including *Strategic Management Journal*, *Academy of Management Journal*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, and *Journal of Management*. She received her Ph.D. in Business Administration from the Broad College of Business at Michigan State University.

16:30 – 18:00

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Director of Executive Doctoral Programs  
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