

Former PhD Management Students

Publications

- Devers, C. E., **Dewitt, T.**, Mishina, Y., & **Belsito, C. A.** 2008. A general theory of organizational stigma. Forthcoming: *Organization Science*.
- Kang, E.** 2008. Director interlocks and spillover effects of reputational penalties from financial reporting fraud. *Academy of Management Journal*, 51(3): 537-555.
- Li, D.**, Eden, L., Hitt, M. & D. Ireland. 2008. Friends, acquaintances or strangers? Partner selection in R&D alliances. *Academy of Management Journal*, 51(2): 315-334.
- Devers, C. E., Wiseman, R. M., & **Holmes, R. M.** 2007. The effects of endowment and loss aversion in managerial stock option valuation. *Academy of Management Journal*, 50: 191-208.
- Li, H., **Bingham, J. B.**, & Umphress, E. (2007). Fairness from the top: Perceived procedural justice and collaborative problem solving in new product development. *Organization Science*, 18, 200-216.
- Morrow, J. L., Sirmon, D. G., Hitt, M. A., **Holcomb, T. R.** 2007. Creating value in the face of declining performance: Firm strategies and organizational recovery. *Strategic Management Journal*. 28(3): 271-283.
- Wesson, M. J. and **Gogus, C. I.** 2005. Shaking hands with a computer: An examination of two methods of organizational newcomer orientation. *Journal of Applied Psychology*.

Papers Presented

2008

- Aygun, Z. K., & **Gogus, C. I.** 2008. *Multiple commitments in the Turkish context: compatibility or cultural hypothesis?* Paper presented at the Academy of Management Meetings: Anaheim, CA.
- Bingham, J. B.**, Allen, N. J., & Burch, T. C. 2008. *Commitment to an ideology: Construct definition and extension.* Paper presented at the Academy of Management Meetings: Anaheim, CA.
- Bingham, J. B.**, Thompson, J. A., Oldroyd, J., Bunderson, J. S., & Bednar, J. S. 2008. *Work beliefs and organizational influence: How the psychological contract shapes social networks.* Paper presented at the Academy of Management Meetings: Anaheim, CA.

- Cherrington, D. A. & **Bingham, J. B.** 2008. *Standards for evaluating recognition programs*. Paper presented at the 8th Annual Hawaii International Conference on Business, Honolulu, HI.
- Collins, J. D.** 2008. *Social Capital and Knowledge Quality within Partnership Networks*. Paper presented at the Strategic Management Society 28th Annual International Conference: Cologne, Germany.
- Collins, J. D.** and **Li, D.** 2008. *Home Country Institutions as Drivers of Investments into Emerging Markets*. Paper presented at the Southwest Academy of Management Conference: Houston, TX.
- Collins, J. D.** and McMullen, J. S. 2008. *Entrepreneurial Ethics and Perceptions of Justice*. Paper presented at the 28th Annual Babson College Entrepreneurship Research Conference: University of North Carolina at Chapel Hill, NC.
- Collins, J. D.**, Uhlenbruck, K. and **Reutzell, C. R.** 2008. *Entrepreneurial Strategies for Emerging Markets*. Paper presented at the Strategic Management Society 28th Annual International Conference: Cologne, Germany.
- Connelly, B.** & Tihanyi, L. *Institutional owners and competitive rivalry*. 2008. Paper presented at the Academy of Management Meetings: Anaheim, CA.
- García, F.**, & **Triana, M.**, Arévalo, E. 2008. *Employee responses to discriminatory treatment at work*. Paper to be presented at the Academy of Management Meetings: Anaheim, CA.
- Gogus, C. I.** 2008. *Recipients' and organization's allocation rule preferences: A justice perspective*. Paper presented at the Academy of Management Meetings: Anaheim, CA.
- Holcomb, T.**, **Connelly, B.**, Certo, S.T., & Zhang, Y. 2008. *The contrast effect in CEO selection and evaluation*. Paper presented at the Academy of Management Meetings: Anaheim, CA.
- Holcomb, T. R.**, Upson, J. W., **Webb, J. W.** 2008. *Corporate venturing and the decision to exercise foothold investments: A real options perspective*. Paper presented at the 2008 Babson College Entrepreneurship Research Conference: University of North Carolina at Chapel Hill, PA.
- Holcomb, T. R.**, **Webb, J. W.**, Upson, J. W., Sexton, J. 2008. *Corporate venturing and sequential market entry: An empirical test of the decision to exercise footholds*. Paper presented at the 28th Strategic Management Society Meeting: Cologne, Germany.
- Holmes, R. M.**, Ireland, R. D., & **Holcomb, T. R.** 2008. *Entrepreneurial risk and loss aversion in the evaluation of venture formation opportunities*. Paper presented at the Babson College Entrepreneurship Research Conference: Chapel Hill, PA.

- Kang, E.** & Tan, B. R. 2008. *Accounting choices and director interlocks: A social network approach to the voluntary expensing of stock option grants*. Paper presented at the Academy of Management Meetings: Anaheim, CA.
- Kim, K.,** Kirkman, B. K., & Chen, G. 2008. *A process model of cultural intelligence on expatriate job performance*. In Ang, S. (Chair) and Van Dyne, L. (Discussant), *Empirical evidences in expanding the cultural intelligence nomological network*. Symposium conducted at the 23rd Annual Conference of Society for Industrial and Organizational Psychology: San Francisco, CA.
- Lambert, L. S. & **Bingham, J. B.** 2008. *Earning your inducements: Contributions in a psychological contract*. Paper to be presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology: San Francisco, CA.
- Lambert, L. S. & **Bingham, J. B.** 2008. The moderating and mediating role of organizational trust and psychological contract contributions. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
- Li, L., **Li, D.** & Shi, W. 2008. *Internationalization, OLI advantages and performance of small- and medium-sized enterprises in the U.S. pharmaceutical industry*. Paper presented at Academy of Management Meetings: Anaheim, CA.
- Miller, T. M.,** & **Triana, M.** 2008. *Diversity's power to change: How board power and gender diversity affect strategic change*. Paper to be presented at the Academy of Management Meetings: Anaheim, CA.
- Örge, Ö., **Göğüş, C. I.,** & Berkman, Ü. 2008. *Aile İşletmeleri Bağlamında Örgüt Kültürü ve Girişimcilik: Bir Süreç Modeli*. Paper presented at the 16th National Management and Organization Congress: Antalya, Turkey.
- Thompson, J. A., **Bingham, J. B.,** Oldroyd, J., Bunderson, J. S., & Bednar, J. S. 2008. *Psychological contracts and social network centrality: How does "buying into" organizational ideology influence one's social status?* Paper presented at the International Association for Business and Society: Tampere, Finland.
- Triana, M.,** **García, F.,** & Carillo, D. 2008. *Organizational efforts to support diversity matter*. Paper to be presented at the Society for Industrial Organizational Psychology: San Francisco, CA.
- Triana, M.,** Zimmerman, R., & Barrick, M. 2008. *Using a structured letter of reference to predict performance*. Paper to be presented at the Society for Industrial Organizational Psychology: San Francisco, CA.
- Umphress, E. E., Bierman, L., Thianyi, L., & **Gogus, C. I.** 2008. *Maintaining organizational legitimacy by influencing employees' nonwork attitudes and behaviors*. Paper presented at the Academy of Management Meetings: Anaheim, CA.

Umphress, E. E., Boswell, W., Zardkoohi, A., **Ren, L. R., Triana, M. C., & Baskeville, M.** 2008. *In the face of uncertainty following Hurricane Katrina: The relationship between procedural justice and work attitudes*. Paper presented at symposium "Studying Organizational Justice through a Kaleidoscope of Theoretical Lenses," 23rd Annual Conference of the Society of Industrial and Organizational Psychology: San Francisco, CA.

Umphress, E., Boswell, W., Zardkoohi, **Ren, R., Triana, M., & Baskerville, M.** 2008. *Influence of community factors on organizational justice and job behaviors*. Paper to be presented at the Society for Industrial Organizational Psychology: San Francisco, CA.

Umphress, E. E. & **Bingham, J. B.** 2008. *One fair deed deserves another: Justice perspectives on unethical behavior*. Paper to be presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology: San Francisco, CA.

Umphress, E. E., & **Bingham, J. B.** 2008. *When organizational citizens do bad things for good reasons: Examining unethical prosocial behaviors*. Invited paper presented at the 1st Annual Behavioral Ethics Workshop: Orlando, FL.

Worthington, W. J., 2008. *Standard Operating Philosophy: Path to comprehensive knowledge management and decision speed*. Paper presented at the annual meeting of the Strategic Management Society: Cologne, Germany.

Zhu, H., & Tihanyi, L. 2008. *Institutions and Cross-border M&A value creation*. Paper presented at the Academy of Management Meetings: Anaheim, CA.

2007

Aharoni, Y., Tihanyi, L., & **Connelly, B.** 2007. *Managerial decision making in international business research: A forty year retrospective*. Paper accepted for presentation at the annual meeting of the Academy of International Business: Indianapolis, IN.

Bingham, J. B. 2007. *Validating ideological inducements in the psychological contract*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.

Bingham, J. B., Umphress, E., & Mitchell, M. S. 2007. *Motivating unethical prosocial behavior through identification and positive reciprocity*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.

Collins, J. D. 2007. *The Downside of Status When Building Entrepreneurial Social Capital*. Paper presented at the Association for Small Business & Entrepreneurship Conference: Austin, TX.

Collins, J. D. and Hitt, M. A. 2007. *Undesirable Corporate Behavior and Social Capital's Dark Side*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.

- Collins, J. D.**, Norman, P. M. and Artz, K. W. 2007. *Exploring the Performance Impact of Knowledge Diversity Within Alliance Networks*. Paper presented at the Strategic Management Society 27th Annual International Conference: San Diego, CA.
- Connelly, B., Holcomb, T. R.**, Tihanyi, L., Certo, S. T. 2007. *Measures of organizational task environments: A meta-analysis and theoretical critique*. Paper presented at the 27th Strategic Management Society Meeting: San Diego, CA.
- Connelly, B.**, Ireland, D., **Reutzell, C.**, & Coombs, J. 2007. *Effect size and power in entrepreneurship research*. Paper accepted for presentation at the Academy of Management Meetings: Philadelphia, PA.
- Connelly, B.**, Johnson, J., Tihanyi, L., & Ellstrand, A. 2007. *Network perspectives of governance and FDI: The effects of board interlocks on entry into China*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Eden, L., Miller, S., Thomas, D., Fields, P., & **Zhu, H.** 2007. *Far-reaching problems of being foreign: Exploration of where and how liability of foreignness is felt*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Eden, L., Miller, S., Thomas, D., Fields, P., & **Zhu, H.** 2007. *Liability of foreignness and imitation strategies of host country multinationals*. Paper presented at Annual Academy of International Business Meeting, Indianapolis, IN.
- García, F., Triana, M.**, & Arévalo, E. 2007. *Employee responses to discriminatory treatment at work*. Paper presented at the Society for Industrial Organizational Psychology: New York, NY.
- Han, G. & **Ren, L. R.** 2007. *The mediating role of trust between team identity and conflict*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Holcomb, T. R.** Hitt, M. A., Ireland, R. D., Certo, S. T. 2007. *Resources, industry membership, and firm performance: The role of capability configurations for IPO-stage new ventures*. Paper presented at the Babson College Entrepreneurship Research Conference: Instituto de Empresa, Madrid, Spain.
- Holcomb, T. R.**, Devers, C. E., **Holmes, R. M.**, Yoder, M. E., & Cannella, A. A. 2007. *CEO compensation and managerial risk taking: Interdependence among CEO pay comparisons, uncertainty, and acquisition behavior*. Paper presented at the Annual Academy of Management Meetings: Philadelphia, PA.
- Holcomb, T. R.**, Ireland, R. D., **Holmes, R. M.**, & Hitt, M. A. 2007. *An architecture of entrepreneurial learning and memory*. Paper presented at the Max Planck Ringberg Conference on Entrepreneurship: Max Planck Institute für Okonomik, Rottach-Egern, Germany.

- Kim, K.**, Chen, G., & Kirkman, B. K. 2007. *Does cultural intelligence predict cross-cultural adjustment?* In Oswald, F.L. (Chair), Oberlander, E.M. (Co-Chair), and Pulakos, E.D. (Discussant), *Adaptive skills and adaptive performance*. Symposium conducted at the 22nd Annual Conference of Society for Industrial and Organizational Psychology: New York City, NY.
- Li, D.**, Lyles, M. & Dhanaraj, C.. 2007. *How do shared perceptions of procedural justice and fairness affect learning in alliances?* Paper presented at the Academy of International Business Annual Meeting: Indianapolis, IN and the Strategic Management Society Annual Meeting: San Diego, CA.
- Li, L. & **Li, D.** 2007. *Global and regional strategies of multinational enterprises: A comparison between an integrated global industry and a multidomestic industry*. Paper presented at Academy of International Business Meetings: Indianapolis, IN.
- Li, L., Shi, W. & **Li, D.** 2007. *Internationalization, OLI advantages and performance of small- and medium-sized enterprises in the U.S. pharmaceutical industry*. Paper presented at Academy of International Business Annual Meeting: Indianapolis, IN.
- Miller, T. & Li, D. 2007. *The influence of network resources on strategic renewal of declining firms*. Paper presented at Academy of Management Meetings: Philadelphia, PA.
- Miller, T., Triana, M., Reutzell, C., & Certo, S. T.** 2007. *Mediation in strategic management research: Conceptual beginnings, current application, and future recommendations*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Porter, C. O. L. H., **Webb, J. W., & Gogus, C. I.** 2007. *Collective goal orientations as predictors of adaptability in responses to workload imbalance*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Triana, M., & García, F.** 2007. *The management of firm-specific skills*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Umphress, E., & **Triana, M.** 2007. *Gender, justice orientation, social comparison and interpersonal justice: How others' treatment impacts supervisor evaluations*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Umphress, E. & **Bingham, J. B.** 2007. *When organizational citizens do bad things for good reasons: Examining unethical prosocial behaviors*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.
- Worthington, W. J.**, 2007. *Resource Portfolio Management: Bundling Process*. Paper presented at the annual meeting of the Western Academy of Management Conference: Missoula, MT.

Worthington, W. J. 2007. *Standard Operating Philosophy*. Paper presented at the annual meeting of the Western Academy of Management Conference: Missoula, MT.

Worthington, W. J., & Collins, J. 2007. *Strategic Response to International Terror*. Paper presented at the 5th Annual JIBS Conference on Emerging Research Frontiers in International Business: Miami, FL.

Yi, Y., Li, Y., & **Zhu, H.** 2007. *Bundling resources, exploitative and exploratory learning, strategic change capabilities*. Paper presented at the Academy of Management Meetings: Philadelphia, PA.

Zhu, H., & Hitt, M. A. 2007. *Institutional transitions in China and SMEs' partner selection strategies*. Paper presented at the 2007 Strategic Management Society Special Conference: Shanghai, China.

Zhu, H., & Ireland, R. D. 2007. *Mutual enhancement between exploitation and exploration – a wealth creation process in emerging market firms*. Paper presented at the 27th Strategic Management Society Conference: San Diego, CA.

2006

Bingham, J. B., Thompson, J. A., & Bunderson, J. S. 2006. *Obligations of social influence: The impact of psychological contracts on social networks among organizational newcomers*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

Certo, S. T., & **Holcomb, T. R.** 2006. *A dynamic approach to firm behavior: An examination of merger and acquisition activity*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

Certo, S. T., & **Holcomb, T. R.** 2006. *Momentum, industry uncertainty, and firm behavior: A multilevel examination of acquisition activity*. Paper presented at the 26th Strategic Management Society Meeting: Vienna, Austria.

Collins, J. D. 2006. *Social Capital Relationships and the Likelihood of Violating Federal Regulations*. Paper presented at the Strategic Management Society 26th Annual International Conference: Vienna, Austria.

Connelly, B. 2006. *Resources in organizational theory building*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

Devers, C. E., **Dewitt, T., & Belsito, C. A.** 2006. *Bad news travels fast – sometimes: A diffusion model of organizational stigmatization*. Presented at the Academy of Management Meetings: Atlanta, GA.

Devers, C. E., **Connelly, B., & Miller, T.** 2006. *Interorganizational distrust: A little goes a long way*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

- Devers, C. E., **Holcomb, T. R., Holmes, R. M., & Cannella, A. A.** 2006. *Inside the black box: The contrasting effects of TMT long-term incentives on interest alignment*. Paper presented at the Academy of Management Meetings: Atlanta, GA.
- Ferreira, M. P. & **Li, D.** 2006. *Knowledge strategies & structural forms of cross-border acquisitions*. Paper presented at Academy of Management Meetings: Atlanta, GA.
- Hitt, M. A., **Holmes, R. M., Miller, T., & Salmador, M. P.** 2006. *Modeling country institutional profiles: The dimensions and dynamics of institutional environments*. Paper presented at the Strategic Management Society Conference: San Diego, CA.
- Holcomb, T. R.,** Devers, C. E., **Holmes, R. M., & Cannella, A. A.** 2006. *TMT pay, uncertainty, and risky choice: The influence of pay comparison on firm behavior*. Strategic Management Society Conference: Vienna, Austria.
- Holmes, R. M.,** Ireland, R. D., & **Holcomb, T. R.** 2006. *Risk evaluation in the decision to found a new venture: Conceptual model and theoretical extension*. Paper presented at the Academy of Management Meetings: Atlanta, GA.
- Holmes, R. M.,** Ireland, R. D., **Holcomb, T. R.** 2006. *A conceptual model of risk in new venture formation*. Paper presented at the Academy of Management Meetings: Atlanta, GA.
- Kim, K.** 2006. *Efficacy beliefs and team members' motivation toward creative group processes*. Poster presented at the Annual Conference of Society for Industrial and Organizational Psychology: Dallas, TX.
- Kim, K.** 2006. *The effects of individual differences on expatriate assignment effectiveness*. Paper presented at the Academy of Management Meetings: Atlanta, GA.
- Kim, K.** 2006. *Understanding the basic concept of mediation effects: An example from team performance literature*. Paper presented at the Annual Meeting of Western Academy of Management: Long Beach, CA.
- Kim, K., & Griffin, R. W.** 2006. *Social information and role changes in moral retaliation to an organization's layoff decision*. Paper presented at the 66th annual meeting of the Academy of Management: Atlanta, GA.
- Kim, K.,** Kirkman, B. L., & Chen, G. 2006. *Cultural intelligence and international assignment effectiveness*. Research proposal presented at the Inaugural Cultural Intelligence Conference: Dallas, TX.
- Kim, K.,** Kirkman, B. L., & Chen, G. 2006. *Cultural intelligence and international assignment effectiveness*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

- Li, D.**, Miller, S. & Eden, L.. 2006. *Alliance or acquisition decisions of emerging market firms: imitation and the effect of uncertainty*. Paper presented at Academy of International Business Annual Meeting: Beijing, China.
- Li, L., Shi, W. & **Li, D.** 2006. *Internationalization path, pace and performance of non-diversified U.S. pharmaceutical Firms*. Paper presented at Academy of Management Meetings: Atlanta, GA.
- Lopez, Y., & Belsito, C.** 2006. Ethical perceptions of business students: Assessing teaching vs: research focused business schools. Paper presented at the Southern Management Association Conference: Clearwater Beach, FL.
- Miller, S., Eden, E., Thomas, D., Fields, P., & **Zhu, H.** 2006. *When you leave, should I go to? Trait-based and location-based imitation by host-country multinationals*. Paper presented at the 26th Strategic Management Society Meeting: Vienna, Austria.
- Miller, S., Thomas, D., **Zhu, H.**, & Eden, L. 2006. *Do births of a feather flock together? Location strategies of Asian banks in the United States*. Paper presented at Annual Academy of International Business Meeting: Beijing, China.
- Miller, T., Triana, M., Reutzell, C., & Certo, S. T.** 2006. *Approaches to testing mediation*. Paper presented at the Academy of Management Meetings: Atlanta, GA.
- Rands, G., Ribbens, B., & **Bingham, J. B.** 2006. *Campus sustainability officers: The emergence and maintenance of a new career*. Paper presented at the 13th International Conference of the Greening of Industry Network: Partnerships for Sustainable Development: Cardiff, UK.
- Ren, L. R.** 2006. *The effects of organizational justice across cultural dimensions*. Paper presented at the Academy of Management Meetings: Atlanta, GA.
- Riedel, L., García, M. F., Colella, A., & Triana, M.** 2006. *The effects of gender and sexism on reaction to paternalism*. Paper presented at the Society for Industrial Organizational Psychology: Dallas, TX.
- Simmons, A. L. & Ren, L. R.** 2006. *The influence of goal orientation and risk on creativity*. Paper presented at the Southern Management Association Meeting: Clearwater Beach, FL.
- Umphress, E. E., **Ren, L. R., Gogus, C. I., & Bingham, J.** 2006. *Unethical ironies: The impact of distributive justice on unethical behavior*. Paper presented at the Academy of Management Meetings: Atlanta, GA.
- Umphress, E., & **Triana, M.** 2006. *Social comparison and interpersonal justice: How self and other justice impact supervisor evaluation*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

Umphress, E., Boswell, W., **Simmons, A., & Triana, M.** 2006. *Managing discrimination in selection: The impact of accountability and social dominance orientation*. Paper presented at the Academy of Management: Atlanta, GA.

Umphress, E. & **Bingham, J. B.** 2006. *Co-chairs and Co-organizers, Ethical and unethical behavior in a knowledge economy: A social exchange perspective*. Symposium conducted at the Academy of Management: Atlanta, GA.

Umphress, E., **Bingham, J. B.,** & Mitchell, M. S. 2006. *Identification gone bad: Organizational identity, positive reciprocity, and the propagation of unethical prosocial behaviors*. Paper presented at the Academy of Management: Atlanta, GA.

Umphress, E. E., **Ren, L., Bingham, J. B., & Gogus, C.** 2006. *Unethical ironies: The impact of distributive justice on unethical behavior*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

Worthington, W. J., 2006. *Standard Operating Philosophy: Brazos Valley response to hurricane evacuation*. Paper presented at the Disaster Recovery and Re-Development Symposium: Resource Management Track: College Station, TX.

Zhu, H., & Eden, L. 2006. *Ethnicity and location choice: Entry strategies of Asian banks in the United States*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

Zhu, H., Hitt, M. A., Lee, H-U, & Park, J-H. 2006. *Embedded Inter-organizational Relations and the United States-Asia alliance formation*. Paper presented at the Academy of Management Meetings: Atlanta, GA.

2005

Belsito, C. A. 2005. *Stereotype spillover: A case for supervisor-subordinate expectations*. Presented at the TAMU Student Research Week: College Station, TX.

Belsito, C. A., & DeNisi, A. S. 2005. Scholarship rankings in departments of management: Some criterion problems. Presented at the Academy of Management Meetings: Honolulu, HI.

Bingham, J. B. & Umphress, E. 2005. *Co-chairs and Co-organizers, Visions for Ethics in the Next Century: Developments and Investigations in Ethical and Unethical Behavior*. Symposium conducted at the Academy of Management Meetings: Honolulu, HI.

Bingham, J. B. 2005. *Exploring the role of ideology in the multidimensional contract*. Paper presented at the Academy of Management Meetings: Honolulu, HI.

Certo, S. T., DeNisi, A. S., & **Holcomb, T. R.** 2005. *Am I better than you? The roles of hubris and comparative optimism in CEO decision making*. Paper presented at the Academy of Management Meetings: Honolulu, HI.

- Certo, T., **Collins, J. D.**, Hitt, M. A., **Holcomb, T. R.**, & **Lester, R.** 2005. *The Influence of Prior Experiences on the Likelihood of International Merger and Acquisition Activity*. Strategic Management Society 25th Annual International Conference: Orlando, FL.
- Colella, A., **García, M. F.**, **Triana, M.**, & **Riedel, L.** 2005. *Measuring paternalism: opening the door to research*. Paper presented at the Academy of Management Meetings: Honolulu, HI.
- Colella, A., Paetzold, R., **García, M. F.**, **Ren, R.**, & **Triana, M.** 2005. *Perceptions of people with disabilities: When is "reasonable" accommodation fair?* Paper presented at the Society for Industrial and Organizational Psychology: Los Angeles, CA.
- Collins, J. D.** 2005. *When Network Relationships Become Liabilities: Illuminating Social Capital's 'Dark Side'*. Paper presented at the Strategic Management Society 25th Annual International Conference: Orlando, FL.
- Collins, J. D.** & Uhlenbruck, K. 2005. *Government Corruption: Which Institutional Pillars Matter?* Western Academy of Management conference, panel entitled "Emerging and transition economies: Strategic choices amidst institutional challenges": Las Vegas, NV.
- Collins, J. D.**, **Li, D.**, & Kansal, P. 2005. *The Separate and Unequal Influence of Institutional Pillars on Foreign Investment*. Academy of Management conference: Honolulu, HI.
- Collins, J. D.**, **Li, D.**, & Kansal, P. 2005. *Which Dimensions Matter?: Testing 'Institutional Pillars' as Predictors of FDI*. Academy of International Business Conference: Quebec City, Canada.
- Connelly, B.** & DeNisi, A. S. 2005. *Expatriate managers and corporate-level international strategy*. Paper presented at the Academy of Management Meetings: Hawaii, HI.
- Connelly, B.** 2005. *A typology of expatriatism: The unique experience of public, nonprofit, and entrepreneurial expatriates*. Paper presented at the Academy of Management Meetings: Hawaii, HI.
- Devers, C. E., **Dewitt, T.**, & **Belsito, C. A.** 2005, *Falling out of favor: Illegitimacy, social control, and the process of organizational stigmatization*. Presented at the Academy of Management Meetings: Honolulu, HI.
- Devers, C. E., **Holcomb, T. R.**, & **Holmes, R. M.** 2005. *TMT incentive structure, incentive dispersion, and industry risk influences on risk taking: A multilevel analysis*. Paper presented at the Strategic Management Society Conference: Orlando, FL.
- Ferreira, M. P. & **Li, D.** 2005. *Firm characteristics and country institutional development: business relationships with foreign firms in transition economies*. Paper presented at the

Iberian International Business Conference: Porto, Portugal and at the 4th Iberoamerican Academy of Management International Conference, Lisboa, Portugal.

Ferreira, M. P., Tallman, S. & Li, D. 2005. *Innovation, knowledge sharing, and clustered firms*. Presented at the 4th Iberoamerican Academy of Management International Conference: Lisboa, Portugal.

Holcomb, T. R. & Holmes, R. M. 2005. *Bridging competitive dynamics and population ecology: An integrated model of firm success*. Paper presented at the Southern Management Association Meetings: Charleston, SC.

Holcomb, T. R. 2005. *Competing views of firm success: Toward an integrated theory of effectiveness and survival*. Poster presented at the Academy of Management Meetings: Honolulu, HI.

Holcomb, T. R. 2005. *Do top leaders matter? The leadership effect revisited*. Paper presented at the Academy of Management Meetings: Honolulu, HI.

Holcomb, T. R. 2005. *Managing resources to create value: The role of top managers*. Paper presented at the Southern Management Association Meeting: Charleston, SC.

Holcomb, T. R. 2005. *Organizational effectiveness and firm survival: Building a contingent framework*. Paper presented at the Annual Western Academy of Management Meeting: Las Vegas, NV.

Holmes, R. M. & Holcomb, T. R. 2005. *Bargaining power in strategic alliances in emerging markets: A host firm perspective*. Paper presented at the Academy of International Business Annual Conference: Québec City, Canada.

Holmes, R. M. & Holcomb, T. R. 2005. *What about the 'other firm'? A view on alliance formation in emerging markets from the perspective of the host firm*. Paper presented at the Southern Management Association Meetings: Charleston, SC.

Holmes, R. M., Holcomb, T. R. 2005. *Bargaining power in strategic alliances in emerging markets from the perspective of the host firm*. Paper presented at the Southern Management Association Meeting: Charleston, SC.

Holmes, R. M., Holcomb, T. R. 2005. *What about the 'other firm'? A view of alliance formation in emerging economies from the perspective of the host firm*. Paper presented at Annual Academy of International Business Meeting: Quebec City, Canada.

Kim, K. 2005. *The effects of self-monitoring on expatriate job satisfaction*. Paper presented at the Annual Meeting of Southern Management Association: Charleston, SC.

Li, D. & Eden, L. 2005. *Knowledge protection in non-conventional international R&D alliances*. Presented at the Strategic Management Society Annual Meeting: Orlando, FL.

- Li, D. and Collins, J. D. 2005.** *Alliance Network Diversity and Alliance Capability: Gaining Performance Benefits From Strategic Alliances*. Academy of International Business Conference: Quebec City, Canada.
- Li, D.,** Eden, L., & Ireland, D. 2005. *Friends, acquaintances, and strangers? Partner selection in R&D alliances*. Presented at Academy of Management Annual Meeting: Honolulu, HI.
- Li, H. & Holmes, R. M. 2005.** *Why do multinational corporations establish R&D facilities in an emerging market: Theory and empirical evidence from China*. Paper presented at the Academy of Management Meetings: Honolulu, HI.
- Miller, S., **Li, D.,** Eden, L. & Hitt, M. A. 2005. *Insider trading and the valuation of international strategic alliances in emerging stock markets*. Paper presented at the EIBA annual conference: Oslo, Norway and the US-China Conference: Beijing, China.
- Morrow, J. L., Hitt, M. A., Sirmon, D. G., **Holcomb, T. R.** 2005. *Strategic actions and value creation: The case of firms facing crisis*. Paper presented at the 25th Strategic Management Society Meeting: Orlando, FL.
- Perez-Batres, L., & Worthington, W. J.** 2005. *Regulatory punctuations: Strategic responses of domestic firms in emerging markets*. Paper presented to Western Academy of Management Conference: Las Vegas, NV.
- Phelan, S. E., Dalgic, T., **Li, D.** & Sethi, D. 2005. *The development of entrepreneurial networks: a necessary condition for international new ventures?* Paper presented at Strategic Management Society Annual Meeting: Vienna, Austria.
- Porter, C. O. L. H., **Gogus, C. I.,** Keng, J., & Yu, R. C. 2005. *Moderators explaining the effects of teamwork on team performance*. Paper presented at the 20th Annual Conference for the Society of Industrial & Organizational Psychology: Los Angeles, CA.
- Porter, C. O. L. H., Yu, R. C., **Gogus, C. I.,** & Keng, J. C. 2005. *Demonstrating the value of teamwork: Effects of backing up behavior on individual and team performance*. Paper presented at the Academy of Management Meetings: Honolulu, HI.
- Simmons, A., Triana, M.,** & Boswell, W. 2005. *Selection, obedience, and social dominance orientation: Complexities of pursuing a diverse workforce*. Paper presented at the Academy of Management Meetings: Honolulu, HI.
- Umphress, E., See, K. E., Barsky, A., **Gogus, C. I., Ren, L. R.,** & **Simmons, A. L.** 2005. *Be careful what you wish for: Goals influencing ethical behavior in organizations*. Paper presented at the Academy of Management Meetings: Honolulu, HI.

Wiseman, R. M, Devers, C. E., & **Holmes, R. M.** 2005. *Subjective stock option valuation and the Black-Scholes pricing formula: Empirical evidence of divergence*. Paper presented at the Academy of Management Meetings: Honolulu, HI.

Yuan, F. 2005. *Toward a dual-motive model of individual innovation in the workplace*. Paper presented at the Academy of Management Meetings: Honolulu, HI.

Yuan, F., Gogus, C. I., & Woodman, R. W. 2005. *Work the system: Employee creativity in shadows*. Paper presented at the Academy of Management Meetings: Honolulu, HI.

Zardkoochi, A., Pustay, M. W., & **Holmes, R. M.** 2005. *A field test of prospect theory: Risk taking in Major League Baseball, 1985-1992*. Paper presented at the Academy of Management Meetings: Honolulu, HI.