

# Wharton OB Conference....Through the Years

Etty Jehn, Anne Cummings, Beth Bechky,  
Steffanie Wilk, Nancy Rothbard, Sigal  
Barsade, Jennifer Mueller, Adam Grant,  
Drew Carton, Samir Nurmohamed

**1994**

**No Record**



**1995**

**No Record**





**1996**

**No Record**



# 1997

Sigal Barsade is pretty sure she was a speaker that year...

**Otherwise – no record...**



## Automated Text Analysis (LIWC) for Calibrating Experimental Stimuli

### Excerpt Negative Stimulus

This is really irritating to discuss.

I think there are lots of different pros and cons about social media, but I think people are spending too much time on social media that they become more vulnerable to the negative aspects of it. Students should especially cut their time on spending too much time since it can lower their grades.

This chat delay is making it hard to think, annoying.

Social media does help people to communicate and connect. I see people like my mother, who was best friends with a foreign exchange student that went to her high school, but lost touch. Now with social media they message nonstop.

Anything else?

These sorts of studies are pretty lousy

I heard that when people are asked about things that waste their time that social media is now the #1 biggest time waster. Social media is way ahead of other time wasters like shopping, watching TV and even fantasy sports.

So nerd what else about social media?

This all makes me fearful

### Excerpt Positive Stimulus

This is really interesting to discuss.

I think there are lots of different pros and cons about social media, but I think people are spending too much time on social media that they become more vulnerable to the negative aspects of it. Students should especially cut their time on spending too much time since it can lower their grades.

This chat delay is making it easier to think, nice.

Social media does help people to communicate and connect. I see people like my mother, who was best friends with a foreign exchange student that went to her high school, but lost touch. Now with social media they message nonstop.

Anything else?

These sorts of studies are pretty good

I heard that when people are asked about things that waste their time that social media is now the #1 biggest time waster. Social media is way ahead of other time wasters like shopping, watching TV and even fantasy sports.

So friend what else about social media?

This all makes me optimistic

**1998**

**No record.**





# 1999

**JOHN WEEKS**, INSEAD

“Ethnography of the Second Degree: Ritual Complaint in a British Bank”

**GERARDO OKHUYSEN**, University of Texas-Dallas

“Antecedents and Mediators in Group Conflict”

**HOLLY ARROW**, University of Oregon

“Choosing and Changing Partners in Self-Organized Groups”

**LISA PELLED**, University of Southern California

“Relational Demography and Conflict among Production Workers in Mexico”

**JOHN JOST**, Stanford University

“An Overview of the System Justification Perspective”

**JING ZHOU**, Texas A&M University

“When Openness to Experience and Conscientiousness are Related to Creativity in the Workplace: An Interactional Approach”

**PAUL CARLILE**, MIT

“Working Through Knowledge Boundaries in Product Development”

**KIM WADE-BENZONI**, New York University

“Intergenerational Allocation Decisions: Discounting, Reciprocity, and Fairness”



# 2000

**LESLIE PERLOW**, Harvard University

“Decision Making on Internet Time: An Ethnographic Account”

**ANDREW HARGADON**, University of Florida

“Creativity at Work: Furthering the Social Perspective”

**KRISTINA DIEKMANN**, University of Utah

“Misperception in Negotiation: Expecting the Worst From Your Opponent”

**LAURA KRAY**, University of Arizona

“Battle of the Sexes: The Role of Gender Stereotypes in Negotiations Between Men and Women”

**MARLA TUCHINSKY**, INSEAD

“It’s So Unfair! Perceptions of Workplace Injustice”

**LARA TIEDENS**, Stanford University

“Powerful Feelings: The Vicious Cycle of Social Status Position and Emotions”

**ZOE BARSNESS**, University of Washington

“Creating a Desired Identity: The Impact of Physical, Psychological, Social Distance on Impression Management Behaviors”

**ELIZABETH SCOTT**, Pennsylvania State University

“Plane Truth: A Qualitative Study of Employee Dishonesty in the Airline Industry”

**JENNIFER BERDAHL**, University of California, Berkeley

“Shared Norms and Emergent Leadership Structures in Groups Over Time”



# 2001

**LORNA DOUCET**, University of Illinois at Champaign-Urbana

“The Contingent Value of Emotion Displays in Service Interactions”

**ANDREW MOLINSKY**, Brandeis University

“Cross-Cultural Code Switching: Navigating Cultural and Linguistic Barriers to Crossing Cultures”

**YA RU CHEN**, New York University

“When Higher Group Performance Leads to Higher Group Identification: Effects of Group Status, and Solidarity”

**QUINTUS JETT**, Rice University

“Re-Examining The Decision-Making Process: The Use Of A Digital Environment To Capture Action and Context”

**LAURIE MILTON**, University of Calgary

“Webs of Support: Identity Confirmation Networks and Cooperation in Work Groups”

**BETH BECHKY**, University of California at Davis

“Gofers, Gaffers, and Grips: Playing a Role in a Temporary Total Institution”

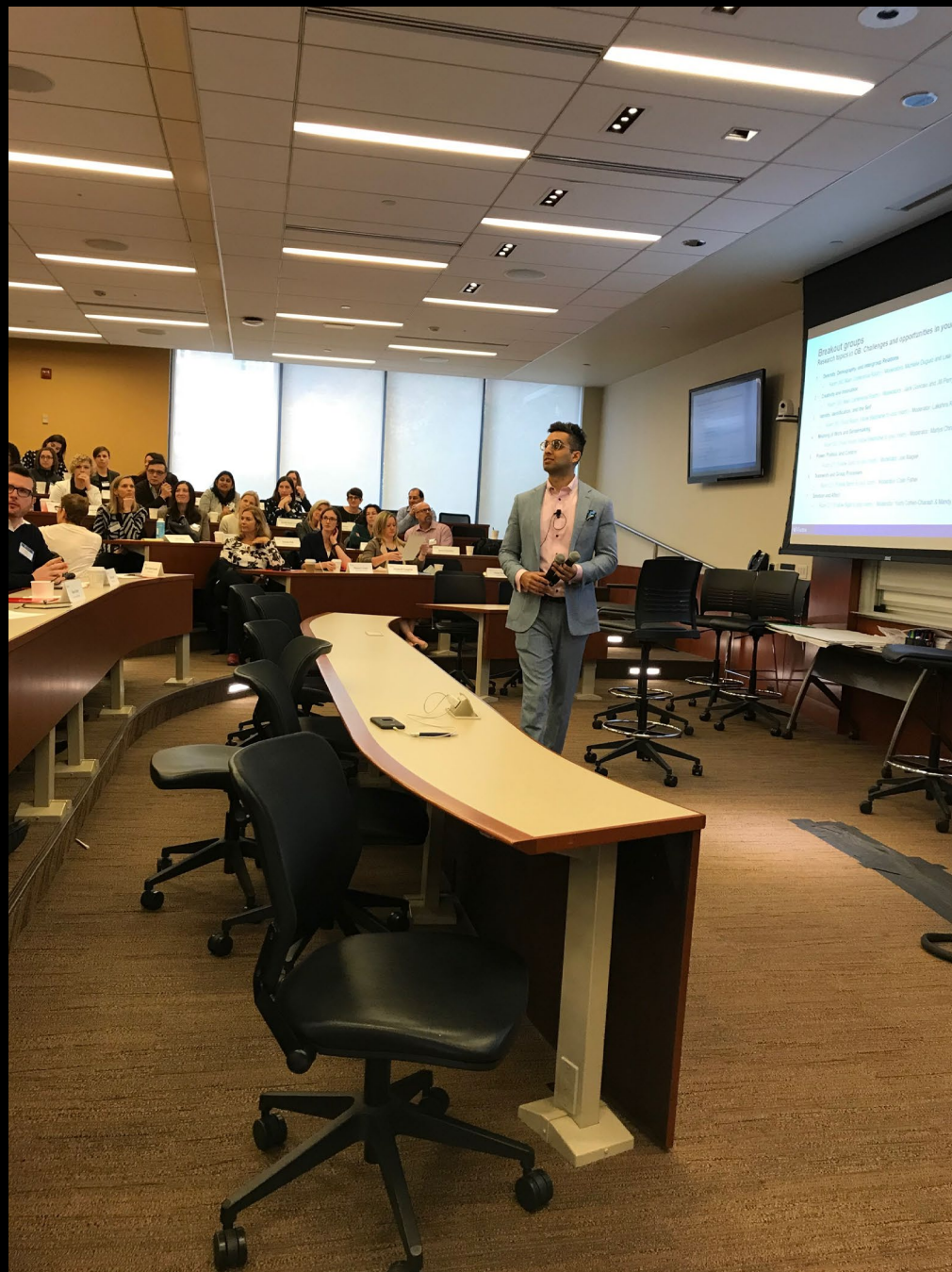
**SANDY PIDERIT**, Case Western Reserve University

“Coaching Behaviors and Self-Improvement: Report from a Study in Progress”

**ADAM GALINSKY**, University of Utah

“Power and Action: Lessons from First Offers, Fans, Fairy Tales and Social Funds”





# 2002

**PETER KIM**, University of Southern California

“Removing the Shadow of Suspicion: The Effects of Apology Versus Denial for Repairing Competence – Versus Integrity-based Trust Violations”

**SANDRA SPATARO**, Yale University

“Values that Shape Hierarchies: Group Culture and Individuals’ Status in Organizations”

**GREGORY JANICKI**, New York University

“Group Motivational Gains and Cognitive Tasks: An Extension of the Kohler Effect”

**ANITA BHAPPU**, Georgetown University

“Diversity and Perceived Similarity in Teams: Exploring the Black Box”

**CAROLINE BARTEL**, New York University

“Neither Inside Nor Outsider: Social Interaction Tactics for Resolving Membership Ambiguities in Organizational Groups”





# 2003

**AMY WRZESNIEWSKI**, New York University

“Careers and Callings: How Work Meanings Shape Job Transitions”

**MICHELE WILLIAMS**, MIT, Sloan School

“Cognitive Agency, Appraisals, and Cooperation: The Role of Affect as a Coordinating Mechanism”

**DON MOORE**, Carnegie Mellon University

“Error and Bias in Comparative Judgment: On Being Both Better and Worse Than We Think We Are”

**SHERRY THATCHER**, University of Arizona

“The Moderating Role of Identity Comprehension on the Relationship between Communication Media, Self-Esteem, and Creativity”

**MAURICE SCHWEITZER**, University of Pennsylvania

“Feeling and Believing: The Influence of Emotion on Trust”

**BRYAN BONNER**, University of Utah

“Group Problem Solving: Intra-group Influence”

**MARTINE HAAS**, Cornell University

“Bridging and Buffering: Team Autonomy and the Politics of Knowledge Sharing”

**DEEPAK MALHOTRA**, Harvard University

“The Escalation of Conflict: A Multi-Method Research Agenda”





# 2004

**Fiona Lee**, University of Michigan

“Does Power Change People?”

**Cameron Anderson**, New York University

“Knowing Your Place: Self-perceptions of status in social groups”

**Andrew Ward**, University of Georgia

“Insuring Opportunity Value: The compensation of first time top bananas”

**Christina Fong**, University of Washington

“The Effects of Emotional Ambivalence on Creativity”

**Nancy Rothbard**, University of Pennsylvania

“Waking Up on the Right Side of the Bed: The influence of emotions on work performance”

**Herminia Ibarra**, Insead

“Identity Transitions: Possible selves, liminality, and the dynamics of career change”

**Etty Jehn**, University of Leiden, Speaker

**Andrea Hollingshead**, University of Illinois

“Strategic Information Sharing in Groups”

**Hillary Anger Elfenbein**, University of California, Berkeley

“Emotional Skills as Team Competencies: The case of recognizing others’ emotions”

**Gerardo Okhuysen**, University of Utah

“Temporal Influences in Decision Making: The case of time in dyadic negotiations”



# 2005

**PATRICIA HEWLIN**, Georgetown University

“Wearing the Cloak: Antecedents and Consequences of Creating Facades of Conformity”

**STEVE BLADER**, New York University

“Identity matters: Employee Organizational Identity Shapes Performance”

**EMILIO CASTILLA**, Massachusetts Institute of Technology

“Gender, Race, and Meritocracy in Organizational Careers”

**ANCA METIU**, INSEAD

“They All Work Like One: Group Engagement as a Step Toward Understanding Team Performance”

**JILL PERRY-SMITH**, Emory University

“Social yet Creative: The Role of Social Relationships in Facilitating Individual Creativity”

**JENNIFER OVERBECK**, University of Southern California

“One Acts for Many: Power and Status in Groups”

**JENNIFER MUELLER**, University of Pennsylvania

“Why Individuals in Larger Teams Perform Worse”

**YOCHI COHEN-CHARASH**, Baruch College

“Envious of or Happy for? Emotional Reactions to Another’s Good Fortune”

**FRANK FLYNN**, Columbia University

“Thanks for Nothing: The Effects of Sex and Agreeableness on the Evaluation of Helping Behavior in Organizations”







# 2006

**MARK MORTENSEN**, Massachusetts Institute of Technology

“The Enemies Within: The Role of Competing Subgroups in Geographically Dispersed Teams”

**TRACY DUMAS**, Emory University

“When to Blur the Line: Effects of Role Boundaries and Relative Identification on Role Conflict and Engagement”

**GINA DOKKO**, NYU

“The Portability of Experience: Unpacking the Effects of Prior Work Experience on Individual Performance”

**SIOBHAN O'MAHONY**, Harvard Business School

“Stretchwork: Managing the Career Progression Paradox in External Labor Markets”

**JACK GONCALO**, Cornell University

“Strong Norms as a Stimulant to Group Creativity: Capitalizing on the Benefits of Individualism”

**DANIELLE WARREN**, Rutgers University

“When Lying Doesn't Pay: How Experts Detect Insurance Fraud”

**JUDITH WHITE**, Dartmouth College

“Stigma, Stereotypes, and Skewed Proportions: How Token Status Gets “Under the Skin” to Affect Performance”

**ANITA TUCKER**, University of Pennsylvania

“Implementing New Practices: An Empirical Study of Organizational Learning in Hospital Intensive Care Units”

**AIMEE KANE**, NYU

“Intergroup Transfers of Members and Knowledge: Effects of Superordinate Social Identity and Demonstrability”

**ALLAN FILIPOWICZ**, INSEAD

“Affective Transitions in Negotiations”



# 2007

**LAURA MORGAN ROBERTS**, HARVARD BUSINESS SCHOOL

“STEERING IDENTITY: DRAWING UPON A MULTIVALENT IDENTITY AS A RESOURCE IN ORGANIZATIONS”

**SHELLEY BRICKSON**, UNIVERSITY OF ILLINOIS AT CHICAGO

“ATHLETES, BEST FRIENDS, AND SOCIAL ACTIVISTS: AN IDENTITY-BASED MODEL OF ORGANIZATIONAL IDENTIFICATION”

**JOE MAGEE**, NEW YORK UNIVERSITY, WAGNER SCHOOL

“THE LENS AND LANGUAGE OF POWER: SENSE-MAKING AND COMMUNICATION IN THE AFTERMATH OF HURRICANE KATRINA”

**ETHAN BURRIS**, THE UNIVERSITY OF TEXAS AT AUSTIN

“SPEAKING UP VERSUS BEING HEARD: THE OUTCOMES OF VOICE FROM MULTIPLE PERCEPTIONS”

**JEFFREY LOWENSTEIN**, THE UNIVERSITY OF TEXAS AT AUSTIN

“PIE IN THE SKY: EXTENDING A MODEL OF GOAL FRAMING AND STRATEGIC CHANGE”

**MONICA WORLINE**, EMORY UNIVERSITY

“UNDERSTANDING COURAGE IN THE CONTEMPORARY WORKPLACE”

**DAN AMES**, COLUMBIA UNIVERSITY

“PUSHING TO A POINT: ASSERTIVENESS AND EFFECTIVENESS IN INTERPERSONAL DYNAMICS AND ORGANIZATIONAL LIFE”



Moderator

- Nancy Rothbard

Panel

- Erik Dane
- Peter Kim
- Abbie Shipp
- Stefanie Wilk

Mike Pratt  
Boston College

# 2008

**Kevin Rockmann**, George Mason University

*"Are Subgroups Always Bad? The Impact of Subgroups and Member Expectations on Team Performance"*

**Kristin Smith-Crowe**, University of Utah

*"A Functional Account of Moral Emotions"*

**Denise Lewin Loyd**, MIT

*"Avoiding the Appearance of Favoritism in Evaluating Others: The Importance of Status and Distinctiveness"*

**James Detert**, Cornell University

*"Implicit Theories of Voice: Why the Upward Flow of Knowledge in Organizations is Weaker Than You Think and Harder to Change"*

**Ashleigh Shelby Rosette**, Duke University

*"Agentic Women and Communal Leadership: How Role Prescriptions Confer Advantage to Top Women Leaders"*

**Brian Lowry**, Stanford University

*"The Experience of and Response to Inequality: The Inequality Framing Model"*

**Adam Grant**, University of North Carolina

*"The Necessity of Others is the Mother of Innovations: The Impact of Prosocial Motivation on Creativity"*

**Mandy O'Neill**, The University of Georgia

*"Transactive Emotionality: A qualitative and quantitative examination of emotion expression norms among professional firefighters"*

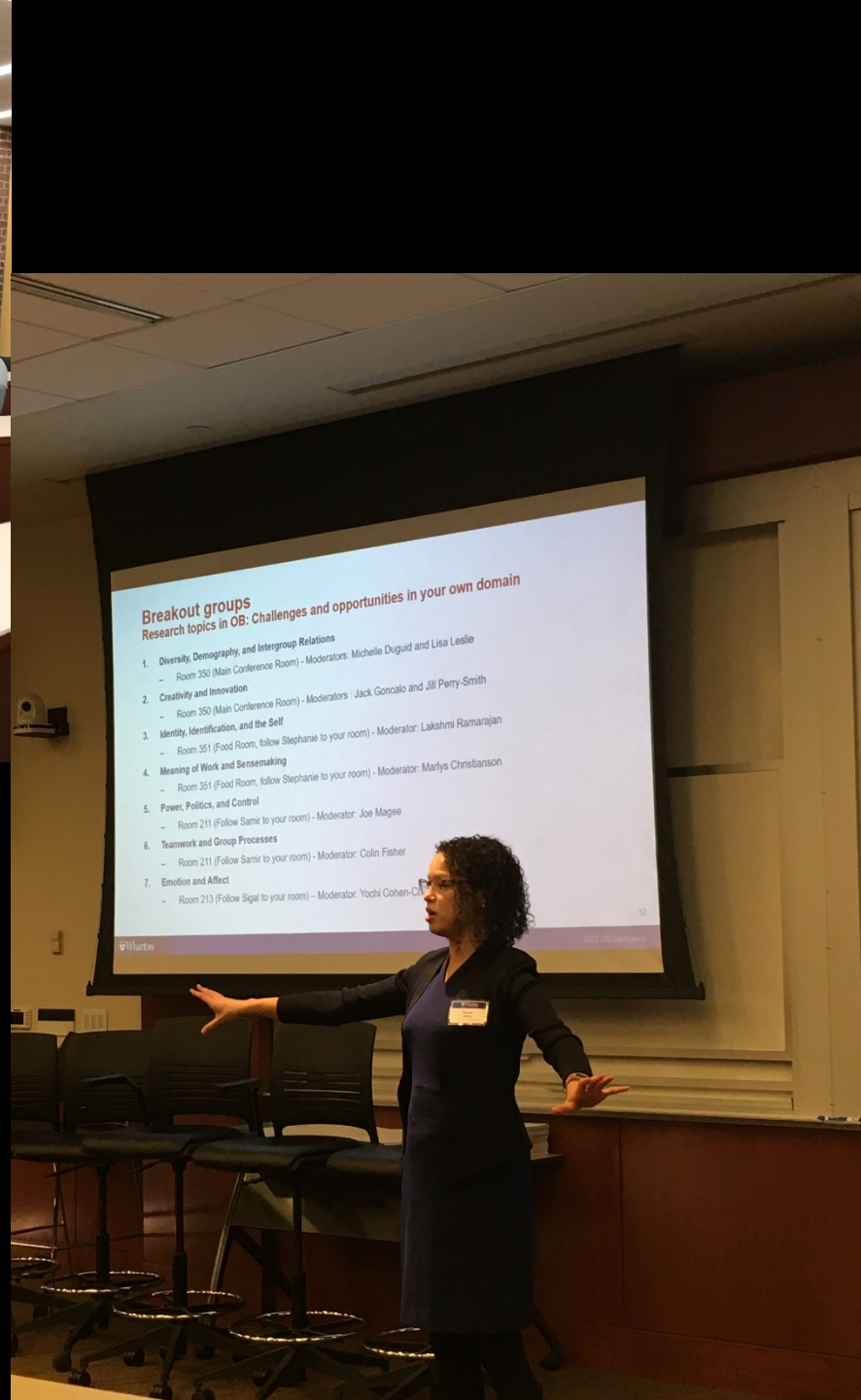
**Kelly See**, New York University

*"A prospective account of the use of process and outcome cues in reactions to institutional decisions under uncertainty"*

**Tiziana Casciaro**, University of Toronto

*"Task Interaction and Relational Affect: An Analysis of Causality"*





# 2009

**Anita Woolley**, Carnegie Mellon University

*"Playing Offense versus Defense: The Effects of Strategic Orientation on Team Process"*

**Geoffrey Leonardelli**, University of Toronto

*"Social Categorization Encourages Intergroup Cooperation"*

**Amy Cuddy**, Harvard Business School

*"Emotional and Behavioral Outcomes of Warmth and Competence Stereotypes"*

**Matt Cronin**, George Mason University

*"A Path of Dependent Model of Conflict over Time"*

**Alexandra Michel**, USC

*"An Embodiment Approach to Adaptive Cognition: The Dynamic Intersection of Organization, Socialization, and Institutions"*

**Scott DeRue**, University of Michigan

*"Leadership Networks in Teams: Implications for Team Creativity and Performance"*

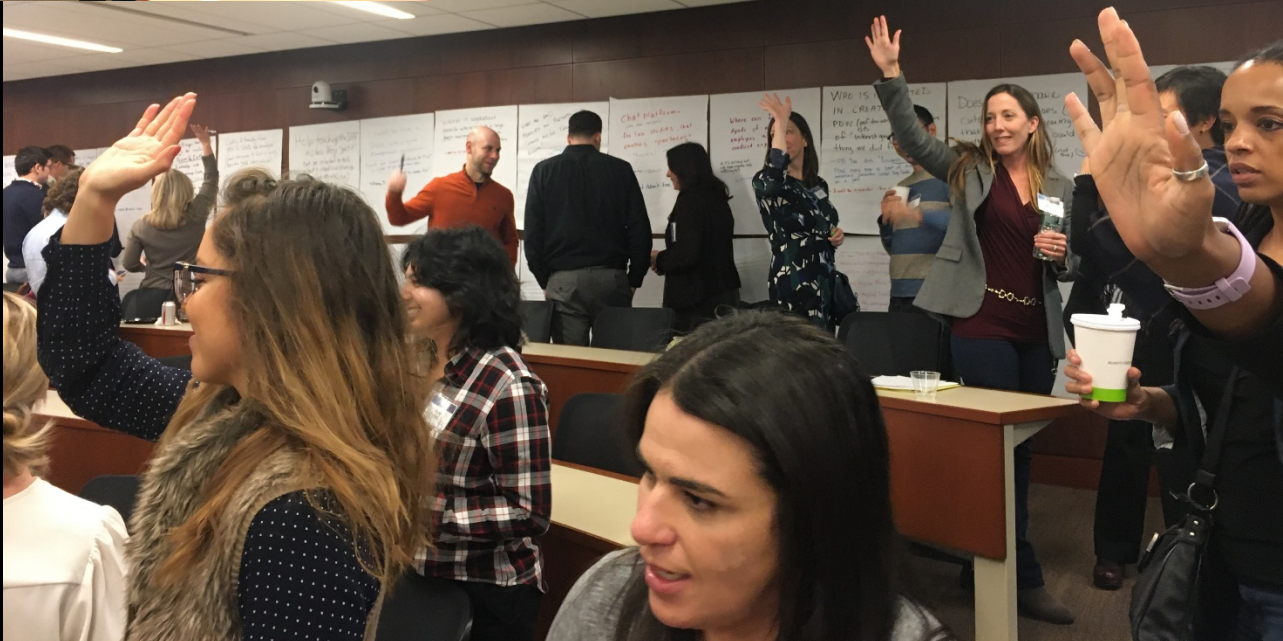
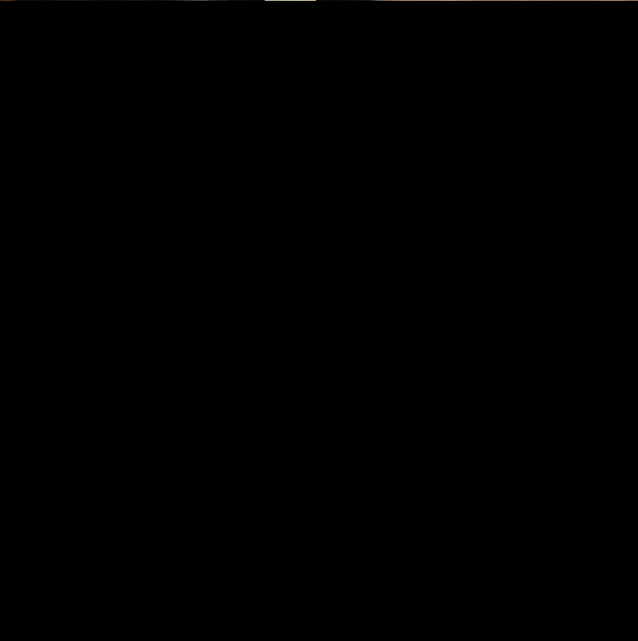
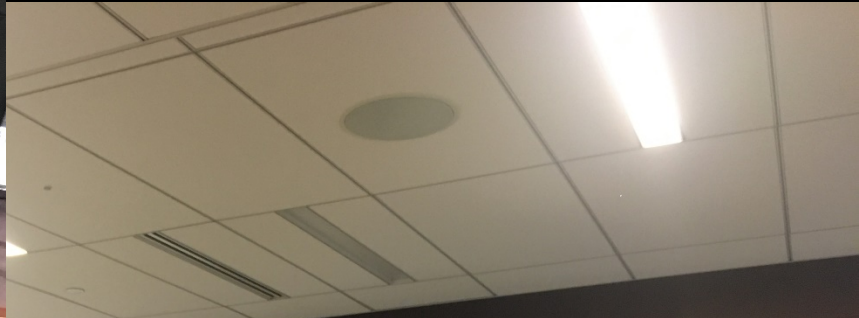
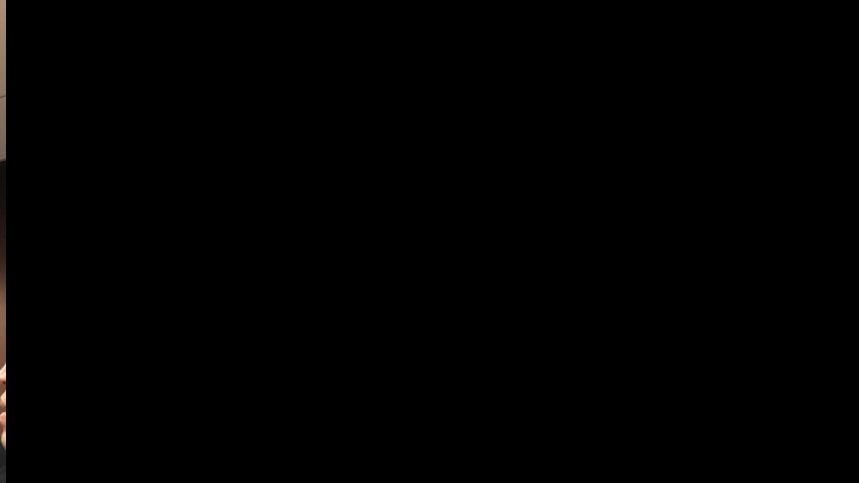
**Dolly Chugh**, NYU

*"Thou Shalt (Not) Steal: The Ethical Consequences of Automaticity"*

**Kristin Behfar**, UC-Irvine

*"Managing Multiple Co-Occurring Challenges in Teams: How Team Challenges Can Act as Catalysts and Suppressors of Effective Team Process"*





# 2010

**ALISON FRAGALE**, UNIVERSITY OF NORTH CAROLINA

*"Appeasing Equals: Lateral Deference in E-mail Communication"*

**DAVID MAYER**, UNIVERSITY OF MICHIGAN

*"Fall from Grace...But Not That Far: A Test of the Kobe Effect"*

**SOPHIE LEROY**, UNIVERSITY OF MINNESOTA

*"Being Present But Not Fully There: The Challenge of Anticipated Time Pressure in the Context of Interruptions"*

**SCOTT SONENSHEIN**, RICE UNIVERSITY

*"It's Not Easy Being Green: The Role of Doubting and Affirming the Self in Explaining Issue Advocacy Behaviors"*

**LISA NISHII**, CORNELL UNIVERSITY

*"Managers' Diversity Practice Attributions: Why We Should Care"*

**SANFORD DEVOE**, UNIVERSITY OF TORONTO

*"When Money Makes Money Important"*

**MICHELLE DUGUID**, WASHINGTON UNIVERSITY IN ST. LOUIS

*"Low Status Tokens in High Prestige Work Groups: Catalyst or Inhibitors of Group Diversification"*

**CELIA MOORE**, LONDON BUSINESS SCHOOL

*"Avoiding the Consequences of Misconduct: Becoming Licensed by and Insulated from Stigma"*



# 2011

**LISA LESLIE**, UNIVERSITY OF MINNESOTA

*“Who Gives? Multilevel Effects of Ethnicity and Gender on Workplace Charitable Giving”*

**ABBIE SHIPP**, TEXAS A&M UNIVERSITY

*“Understanding the Temporal Context of Person- Environment Fit: Fit Narratives in Medias Res”*

**EMILY AMANATULLAH**, UNIVERSITY OF TEXAS AT AUSTIN

*“Punishing Female Negotiators for Asserting Too Much...or Not Enough: Exploring Advocacy as a Moderator of Backlash Against Assertive Female Negotiators”*

**KATHERINE DECELLES**, UNIVERSITY OF TORONTO

*“Aligning Anger for Social Change”*

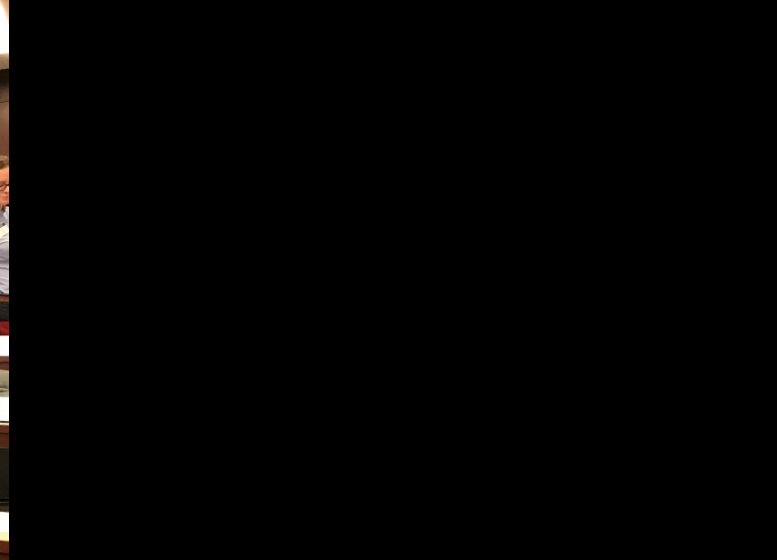
**SANDRA CHA**, BRANDEIS UNIVERSITY

*“The Blind Eye Effect: How Ideological Currency Affects Attributions for Leader Value Breaches”*

**ROXANA BARBULESCU**, MCGILL UNIVERSITY

*“Do Women Choose Different Jobs from Men? Mechanisms of Application Segregation in the Market for Managerial Workers”*





# 2012

**JOCHEN MENGES**, UNIVERSITY OF CAMBRIDGE

*“The Awestruck Effect: Transformational Leadership and Followers’ Emotion Suppression”*

**MARLYS CHRISTIANSON**, UNIVERSITY OF TORONTO

*“The Emergence of Dynamic Understanding During Unexpected Events: An Example from 9/11”*

**KATHERINE MILKMAN**, UNIVERSITY OF PENNSYLVANIA

*“The When and Where of Discrimination: An Audit Study in Academia”*

**NAOMI ROTHMAN**, LEHIGH UNIVERSITY

*“Steering Sheep or Unlocking Integrative Potential?  
The Effect of Observing Emotional Ambivalence in Social Interaction Partners”*

**ŠPELA TREFALT**, SIMMONS COLLEGE

*“The Autonomy-Interdependence Paradox: Achieving Temporal Flexibility in Professional Service Firms”*

**JOHN TROUGAKOS**, UNIVERSITY OF TORONTO

*“An Experience Sampling Perspective of the Consequences and Moderating Variables of Daily Surface Acting at Work”*





# 2013

**ERIK DANE, RICE UNIVERSITY,**

*“ZONING OUT OR BREAKING THROUGH? EXPLORING MIND WANDERING IN THE WORKPLACE”*

**DANA CARNEY, UNIVERSITY OF CALIFORNIA**

*“ORDINARY PEOPLE CAN CATCH A LIAR-THE ROLE OF SUPPLY AND DEMAND”*

**LAURA HUANG, UNIVERSITY OF PENNSYLVANIA**

*“POLITICAL SKILL: EXPLAINING THE EFFECTS OF NONNATIVE ACCENT ON MANAGERIAL HIRING AND ENTREPRENEURIAL INVESTMENT DECISIONS”*

**LAKSHMI RAMARAJAN, HARVARD UNIVERSITY**

*“WHEN THE WHOLE SELF GIVES LESS THAN THE PARTS: MULTIPLE IDENTIFY CONFIGURATIONS AND PROSOCIAL TASK PERFORMANCE”*

**SPENCER HARRISON, BOSTON COLLEGE**

*“THE ROLE OF HOPE IN ORGANIZING: THE CASE OF THE 1972 ANDES FLIGHT”*

**TSEDAL NEELEY, HARVARD UNIVERSITY**

*“HOW LANGUAGE CREATES UNEARNED STATUS GAIN IN GLOBAL ORGANIZATIONS”*







# 2014

**GAVIN KILDUFF, NEW YORK UNIVERSITY**

*“Rally around the rival: Inter-organizational rivalry promotes intra-organizational identification and commitment”*

**EMILY HEAPHY, BOSTON UNIVERSITY**

*“The Role of Emotion Work in Everyday Occasions of Sensemaking and Sensegiving”*

**CHIA- JUNG TSAY, UNIVERSITY COLLEGE OF LONDON**

*“The Impact of Visual Cues on the Judgment of Performance”*

**MARYA BESHAROV, CORNELL UNIVERSITY**

*“Bowling Before Dual Gods: Sustaining Social Mission and Business Identities in a Social Enterprise”*

**MODUPE AKINOLA, COLUMBIA UNIVERSITY**

*“Measuring the Pulse of an Organization”*

**ANDREW KNIGHT, WASHINGTON UNIVERSITY**

*“Emotion work inside the iron cage: Industry context and the nature and effects of emotional norms in organizations”*







# 2015

**DREW CARTON, UNIVERSITY OF PENNSYLVANIA**

*“How do Leaders Help Employees see the Connection between their Everyday Work and the Organization’s Ultimate Purpose? Insights from NASA”*

**DAN GRUBER, NORTHWESTERN UNIVERSITY - MEDILL**

*“High-Reliability in 140 Characters: An Examination of Customer Service Interactions on Twitter”*

**EMILY BIANCHI, EMORY UNIVERSITY**

*“Are Recessions Good for Morality?: Cross-temporal Evidence that Ethical Behavior Improves When the Economy Falters”*

**OTILIA OBODARU, RICE UNIVERSITY**

*“Forgone, But Not Forgotten: Toward A Theory of Forgone Professional Identities”*

**SHIMUL MELWANI, UNIVERSITY OF NORTH CAROLINA**

*“Friends and Enemies, Love and Hate: Ambivalent relationships increase Motivation and Perspective taking”*

**JESSICA METHOT, RUTGERS UNIVERSITY**

*“Friend and Foe? The Psychological and Social Network Effects of Ambivalent Friendships”*



**FRIDAY, NOVEMBER 4th**

- 8:30 A.M. BREAKFAST
- 9:00 A.M. WELCOME
- 9:15 A.M. **EDWARD WELLMAN**, ARIZONA STATE UNIVERSITY  
*"Authority or Community? A Group-Level Theory of Leadership Emergence"*
- 10:00 A.M. **JENNIFER CARSON MARR**, GEORGIA TECH  
*"After the Fall: How Perceived Self-Control Protects the Legitimacy of High-Ranking Individuals After Status Loss"*
- 10:45 A.M. BREAK
- 11:15 A.M. GROUP DISCUSSION
- 12:00 P.M. LUNCH
- 1:15 P.M. **SAMIR NURMOHAMED**, UNIVERSITY OF PENNSYLVANIA  
*"When the Going Gets Tough, What Keeps Job Seekers Thriving? A Relational Perspective on Job Search"*
- 2:00 P.M. BREAK
- 3:00 P.M. DEPART FOR GROUP ACTIVITY
- 7:00 P.M. DINNER IN CENTER CITY

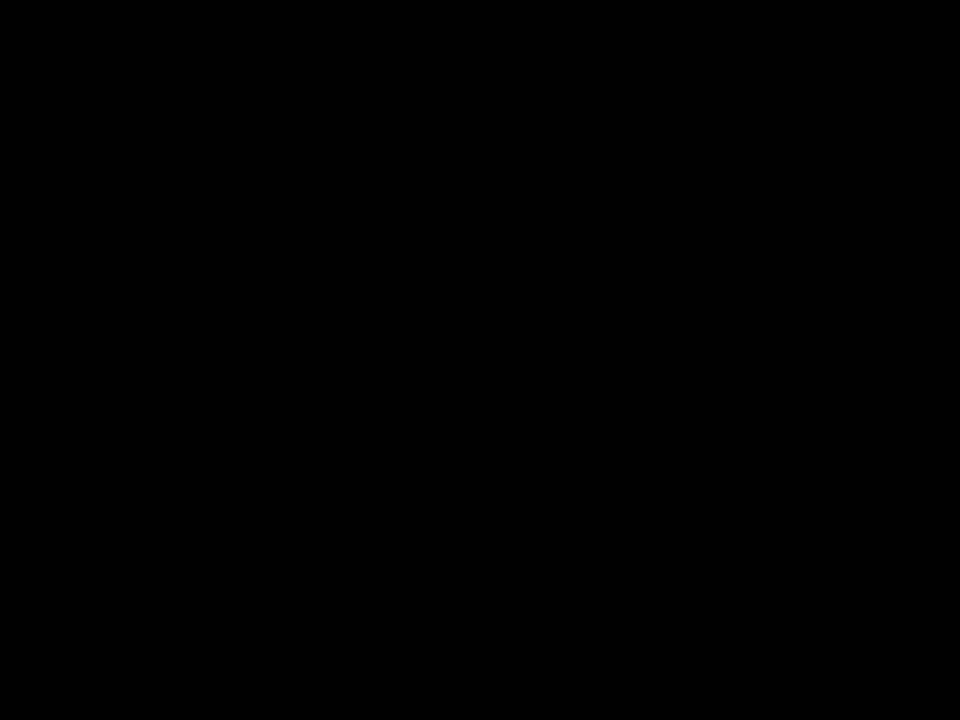
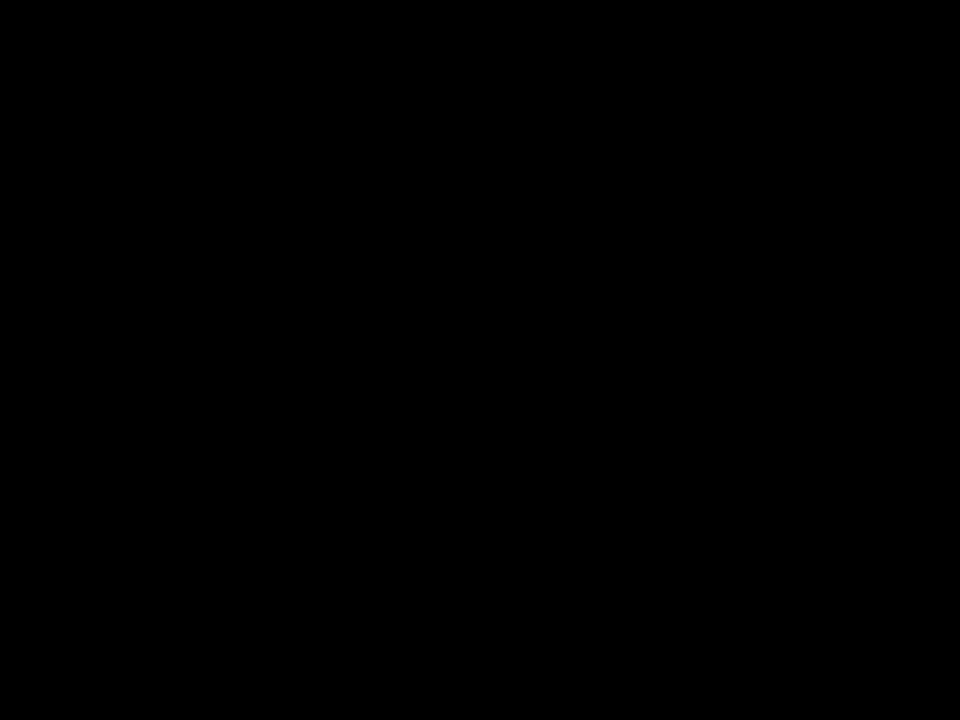
**SATURDAY, NOVEMBER 5th**

- 8:30 A.M. BREAKFAST
- 9:00 A.M. **RYAN FEHR**, UNIVERSITY OF WASHINGTON  
*"Do Shareholders Reward Moral Executives? An Examination of Corporate Social Responsibility and Say-On-Pay Voting"*
- 9:45 A.M. GROUP DISCUSSION
- 10:30 A.M. BREAK
- 11:00 A.M. **JENNIFER PETRIGLIERI**, INSEAD  
*"Secure Base Relationships as Drivers of Professional Identity Co-construction in Dual Career Couples"*
- 11:45 A.M. CLOSING REMARKS
- 12:00 P.M. LUNCH AND WRAP-UP

**MEETING LOCATION:**

**360 & 365 Jon M. Huntsman Hall  
The Wharton School  
38th & Walnut Streets**









**Wharton**  
UNIVERSITY OF PENNSYLVANIA

# ORGANIZATIONAL BEHAVIOR CONFERENCE

## FRIDAY, NOVEMBER 3<sup>rd</sup>

8:30 A.M.	BREAKFAST
9:00 A.M.	WELCOME
9:15 A.M.	<b>CRYSTAL FARH</b> , UNIVERSITY OF WASHINGTON “Minority Voice Enactment in Diverse Teams: Facilitating Conditions and Consequences for Team Performance”
10:00 A.M.	<b>COLIN FISHER</b> , UNIVERSITY COLLEGE LONDON “Helping You Help Me: Diagnostic Congruence and Ad-Hoc Helping in Knowledge-Intensive Projects”
10:45 A.M.	BREAK
11:00 A.M.	GROUP DISCUSSION WITH <b>JENNIFER CARSON MARR</b> , UNIVERSITY OF MARYLAND <b>SAMIR NURMOHAMED</b> , UNIVERSITY OF PENNSYLVANIA <b>EDWARD WELLMAN</b> , ARIZONA STATE UNIVERSITY
12:15 P.M.	LUNCH
1:30 P.M.	<b>RELLIE DERFLER-ROZIN</b> , UNIVERSITY OF MARYLAND “ <i>Motivation purity bias: zero-sum view of extrinsic and intrinsic motivation in selection decisions.</i> ”
2:45 P.M.	DEPART FOR OFF-SITE ACTIVITIES
7:00 P.M.	DINNER IN CENTER CITY

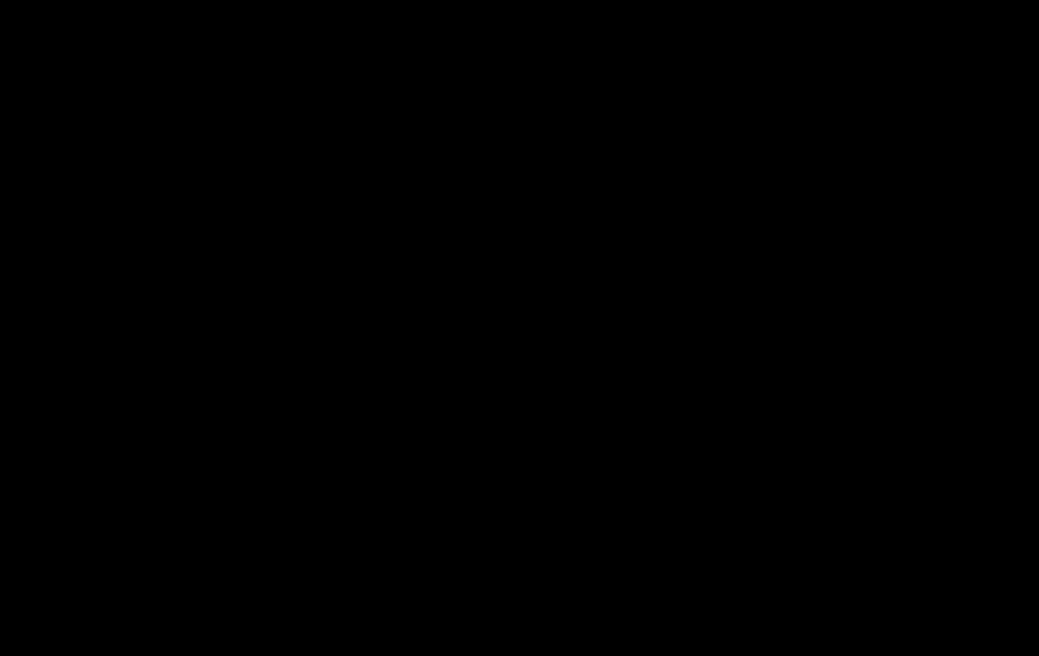
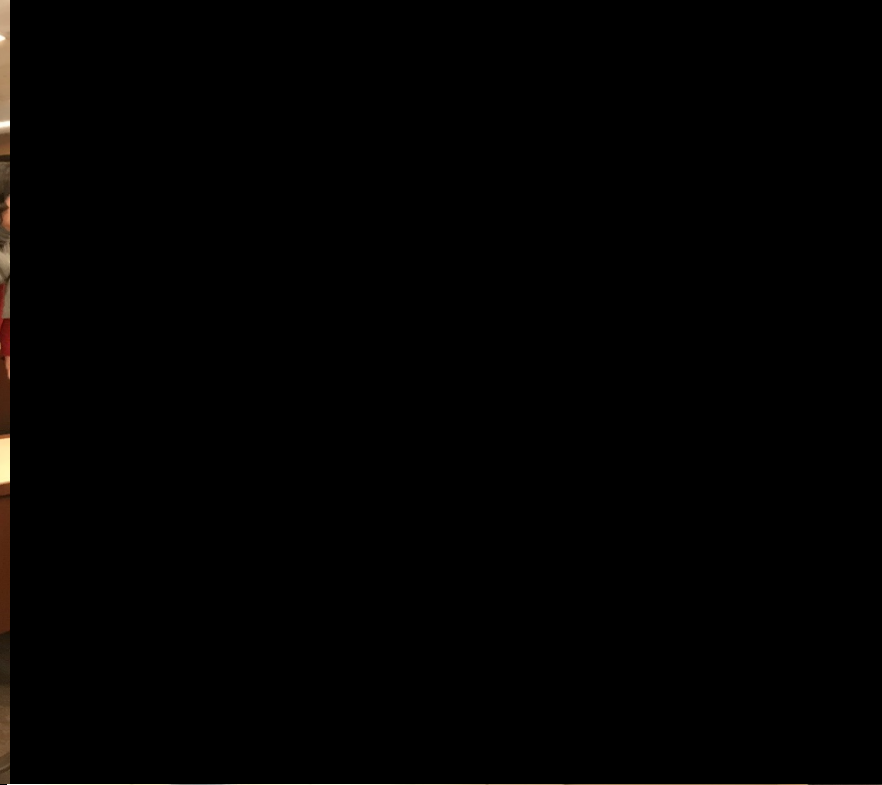
## SATURDAY, NOVEMBER 4<sup>th</sup>

8:30 A.M.	BREAKFAST
9:00 A.M.	<b>PAYAL SHARMA</b> , UNIVERSITY OF PENNSYLVANIA “Protecting the Unprotected: A Qualitative Investigation of a System of Workplace Mistreatment”
9:45 A.M.	<b>ERIN REID</b> , MCMASTER UNIVERSITY “Careers as Purity Strategies: How Concerns About Purity and Pollution Shape Crafting of Careers in a Precarious Occupation”
10:45 A.M.	BREAK
11:00 A.M.	GROUP DISCUSSION WITH <b>RACHEL ARNETT</b> , UNIVERSITY OF PENNSYLVANIA <b>STEPHANIE CREARY</b> , UNIVERSITY OF PENNSYLVANIA
11:45 A.M.	CLOSING REMARKS
12:00 P.M.	LUNCH AND WRAP-UP

### MEETING LOCATION:

*The Wharton School*  
**345 & 350 Jon M. Huntsman Hall**  
**38<sup>th</sup> & Walnut Streets**

*This event has been graciously sponsored by the Management Department, the Center for Human Resources, and the Center for Leadership and Change Management at The Wharton School, University of Pennsylvania.*





• **FRIDAY, NOVEMBER 2<sup>nd</sup>**

8:30 A.M.	BREAKFAST
9:00 A.M.	WELCOME
9:15 A.M.	<b>BESS ROUSE</b> , BOSTON UNIVERSITY "YOU WIN SOME, YOU LOSE MORE: GAMING CREATIVE WORK"
10:00 A.M.	<b>DAVID LEBEL</b> , UNIVERSITY OF PITTSBURGH "WHEN PROSOCIAL MOTIVATION IS INSUFFICIENT FOR PROACTIVITY: THE COSTS OF EMPLOYEES BELIEVING THE PUBLIC DOESN'T UNDERSTAND THEIR JOB"
10:45 A.M.	BREAK
11:00 A.M.	RAPID RESEARCH SESSION PART 1 FACILITATED BY <b>COLIN FISHER</b> , UNIVERSITY COLLEGE LONDON
11:45 A.M.	LUNCH
1:00 P.M.	<b>COLLEEN STUART</b> , JOHN HOPKINS UNIVERSITY "THE GOLD-PLATED ESCALATOR: WORK-LINKED MARRIAGE, GENDER, AND CAREER PROGRESSION"
1:45 P.M.	RAPID RESEARCH SESSION PART 2 FACILITATED BY <b>DREW CARTON</b> , UNIVERSITY OF PENNSYLVANIA <b>SAMIR NURMOHAMED</b> , UNIVERSITY OF PENNSYLVANIA
2:30 P.M.	BREAK
4:00 P.M.	OFFSITE ACTIVITIES
7:15 P.M.	DINNER IN CENTER CITY
10:00 P.M.	KARAOKE AT TANGO (1021 ARCH STREET, PHILADELPHIA)

• **SATURDAY, NOVEMBER 3<sup>rd</sup>**

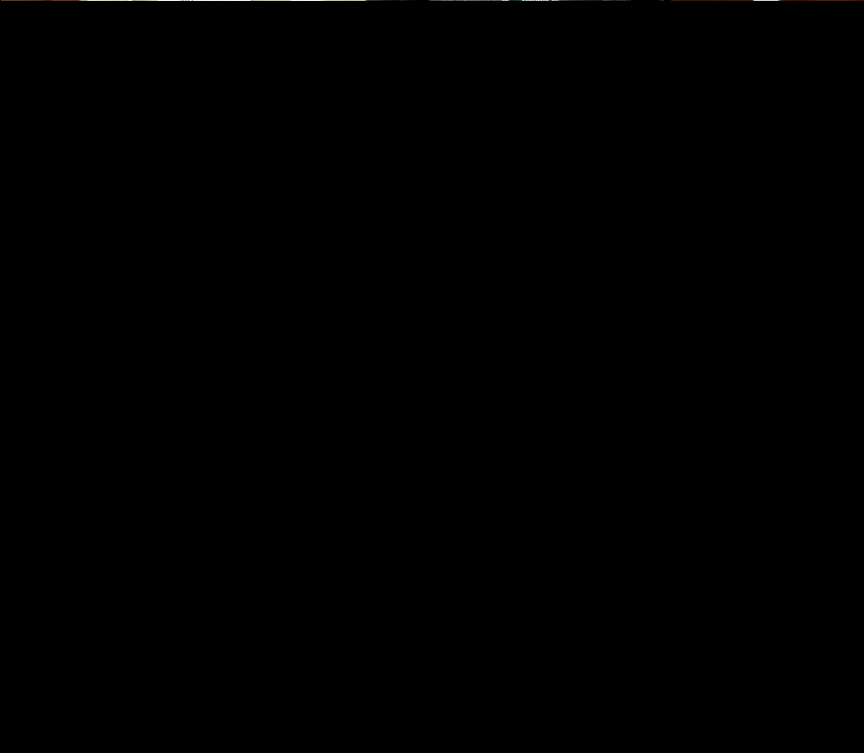
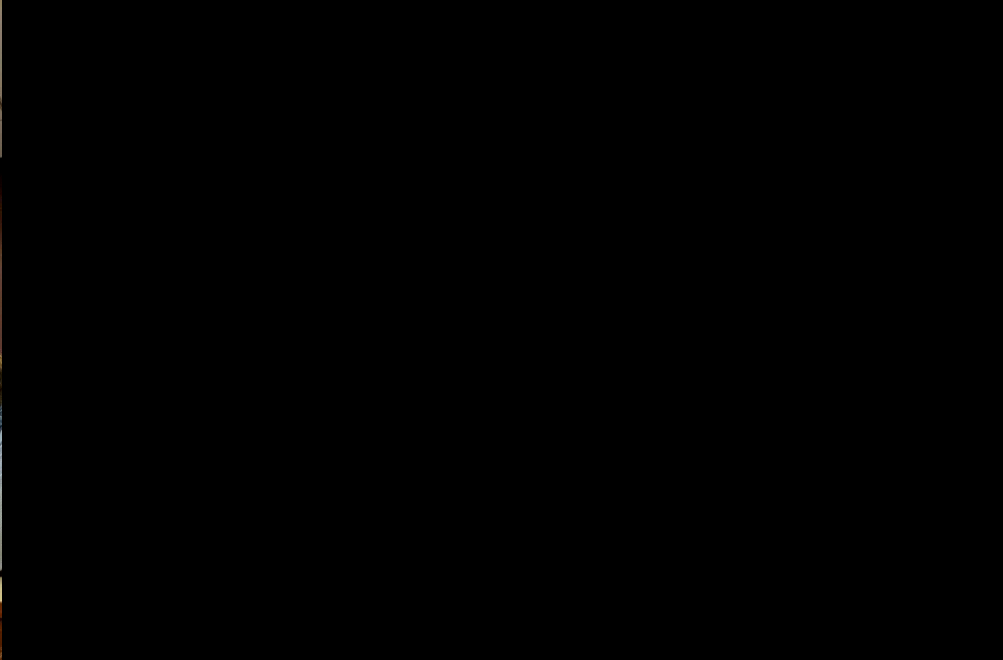
8:30 A.M.	BREAKFAST
9:00 A.M.	<b>STEPHANIE CREARY</b> , UNIVERSITY OF PENNSYLVANIA "WHAT DOES IT MEAN TO "HELP"? INVESTIGATING THE HELPING ORIENTATIONS OF MALE LEADERS WORKING IN ELITE JOBS"
9:45 A.M.	<b>JOHN SUMANTH</b> , WAKE FOREST UNIVERSITY "GENERATING BETTER, NOT MORE EMPLOYEE VOICE: HOW PARTICIPATIVE LEADERSHIP AND ROLE CLARITY IMPACT VOICE QUALITY AND JOB PERFORMANCE"
10:45 A.M.	BREAK
11:00 A.M.	GROUP ACTIVITY WITH <b>RACHEL ARNETT</b> , UNIVERSITY OF PENNSYLVANIA <b>STEPHANIE CREARY</b> , UNIVERSITY OF PENNSYLVANIA
11:45 A.M.	CLOSING REMARKS
12:00 P.M.	LUNCH AND WRAP-UP

**MEETING LOCATION:**

*The Wharton School*  
**345 & 350 Jon M. Huntsman Hall**  
**38<sup>th</sup> & Walnut Streets**

*This event has been graciously sponsored by the Management Department, the Center for Human Resources, and the Center for Leadership and Change Management at The Wharton School, University of Pennsylvania.*









**FRIDAY, NOVEMBER 8<sup>th</sup>**

**SATURDAY, NOVEMBER 9<sup>th</sup>**

8:30 A.M.	BREAKFAST
9:00 A.M.	WELCOME
9:30 A.M.	<b>JESSICA KENNEDY, VANDERBILT UNIVERSITY</b> "DO WOMEN FACE A HIGHER ETHICAL BAR? EXPLORING GENDER DISCRIMINATION IN THE PUNISHMENT OF ETHICAL VIOLATIONS AT WORK"
10:05 A.M.	<b>CHAD MURPHY, OREGON STATE UNIVERSITY</b> "I'M NOT WHO YOU THINK I AM: A GROUNDED MODEL OF IDENTITY REBUILDING IN THE WAKE OF EXITING A HIGH-PROFILE ROLE"
10:40 A.M.	BREAK
10:55 A.M.	<b>RACHEL ARNETT, UNIVERSITY OF PENNSYLVANIA</b> "UNITING THROUGH DIFFERENCES: CULTIVATING INCLUSION THROUGH RICHLY EXPRESSING CULTURAL-IDENTITY DIFFERENCES AT WORK"
11:30 A.M.	<b>RAPID RESEARCH</b>
12:05 P.M.	LUNCH
1:15 P.M.	<b>VIRGINIE KIDWELL, UNIVERSITY OF NORTH TEXAS</b> "THE COST OF EMOTIONAL INTELLIGENCE IN THE WORKPLACE: PROVIDING OTHERS WITH EMOTIONAL RESOURCES TO ONE'S OWN DETRIMENT"
1:50 P.M.	<b>RAPID RESEARCH</b>
2:25 P.M.	<b>GROUP DISCUSSION</b>
3:00 P.M.	BREAK
4:00 P.M.	MEET AT INN AT PENN 2 <sup>ND</sup> FLOOR REGISTRATION DESK TO DEPART FOR OFF-SITE ACTIVITIES
7:15 P.M.	DINNER IN CENTER CITY

8:30 A.M.	BREAKFAST
9:00 A.M.	WELCOME
9:15 A.M.	<b>RESEARCH TOPICS IN OB: CHALLENGES AND OPPORTUNITIES IN YOUR OWN DOMAIN</b>
10:45 A.M.	BREAK
11:00 A.M.	<b>MAINTAINING SANITY, MEANING AND AVOIDING BURNOUT</b>
12:00 P.M.	LUNCH WITH RECIPROCITY RING
1:30 P.M.	<b>RAPID RESEARCH</b>
2:15 P.M.	<b>KEEPING THE "O" IN OB: HOW TO ENSURE THAT OB THEORY SURVIVES</b>
3:45 P.M.	BREAK
4:00 P.M.	<b>HOW TO GET OUR RESEARCH INTO THE MINDS AND HEARTS OF THOSE WHO NEED IT</b>
5:00 P.M.	<b>FINAL THOUGHTS</b>
5:30-7:00	BREAK
7:00-9:00 P.M.	<b>GALA RECEPTION – 8<sup>TH</sup> FLOOR HUNTSMAN HALL</b>

*This event has been graciously sponsored by the Management Department, the Center for Human Resources, and the Center for Leadership and Change Management at The Wharton School, University of Pennsylvania.*





