**17th Annual People and Organizations Conference  
Steinberg Hall-Dietrich Hall, 3620 Locust Walk, Philadelphia, PA 19104**

**The Wharton School of the University of Pennsylvania**

**September 20 - 21, 2024**

***Zoom link for the 2024 P&O Conference:*** [***https://upenn.zoom.us/j/98679111776?pwd=gzeQEAoy6XRQ8NsWbOiNZacbMbzg7y.1***](https://upenn.zoom.us/j/98679111776?pwd=gzeQEAoy6XRQ8NsWbOiNZacbMbzg7y.1)

***Instructions:***

* ***Using the 2024 P&O Conference Zoom link you can enter the Main Room to join the P&O Conference and attend the Plenary session.***
* ***This 2024 P&O Conference is using a Zoom Breakout Room feature for virtual Roundtable sessions to avoid multiple meeting links.***
* ***The virtual RT groups with titles are created. The host will open the Breakout Rooms minutes before the Roundtable session begins.***
* ***At any given time if you leave the meeting (during breaks or any sessions) and want to rejoin the Roundtable session, you can use the 2024 P&O Conference link to enter the Main room and further click the Breakout Rooms to attend the virtual Roundtable group of your choice.***
* ***Hybrid session will be switched “ON” for all the Plenary presentations and select virtual Roundtable groups.***

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| **Registration/Refreshments Welcome:  Friday, September 20, 09:30 – 10:30 AM EST [Room SHDH 351]** |

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| **Plenary Session 1: Labor Markets**  **Friday, September 20, 10:30-12:00pm EST [Room SHDH 350] [For virtual presentations – Main Room]** | |
| **1** | **Tearing the Paper Ceiling: Educational Credentials and Alternative Routes in Contemporary Labor Markets.**  Mariana Oseguera\* m.oseguera@rotman.utoronto.ca (U of Toronto) |
| **2** | **Burning Desires and Cold Starts: Older Workers and the Motivation-Reputation Misalignment in Platform Work.**  Sienna Helena Parker\* siennahelena@ucsb.edu (UC Santa Barbara); Paul Leonardi leonardi@ucsb.edu (UC Santa Barbara) |
| **3** | **Shaping project opportunities: understanding the relationship between internal collaborators and the external mobility of knowledge workers.**  Tracy Anderson\* tracy.anderson@unibocconi.it (Bocconi U) |
| **4** | **Interviews.**  Jason Sockin\* jason.sockin@gmail.com (IZA/Cornell University); Soumitra Shukla\*\* soumitrashukla249@gmail.com (Federal Reserve Board of Governors); Elliot Ash ashe@ethz.ch (ETH Zurich) |

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| **Lunch Break:  12:00 – 1:00 PM [Room SHDH 351]** |

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| **Roundtable Session 1:**  **Friday, September 20 1:00-2:30pm EST** | |
| **RT1 - Hiring & Recruiting - Facilitator, JR Keller** [**jhk296@cornell.edu**](mailto:jhk296@cornell.edu) **[Room SHDH 215]** | |
| 1 | **Hiring under constraint: How school administrators perceive and respond to centralized screening by the district.**  Jennifer Nelson\* jln2115@illinois.edu (U of Illinois Urbana-Champaign); Marisol Jimenez mjimenz2@illinois.edu (U of Illinois Urbana-Champaign); Paul Bruno pbruno@illinois.edu (U of Illinois Urbana-Champaign) |
| 2 | **Understanding the role of transparency in the job matching process for travel nurses.**  Hye Jin Rho\* rhohj@msu.edu (Michigan State U); Christine Riordan\*\* criord5@illinois.edu (U of Illinois Urbana-Champaign) |
| 3 | **Visibility vs. credibility: Evaluation differences for generalists across multiple hiring stages.**  Simon (Seongbin) Yoon\* seongbiy@uci.edu (U of California, Irvine); Ming D. Leung\*\* mdleung@uci.edu (U of California, Irvine); Cristiano Bellavitis crbellav@syr.edu (Syracuse U); U. David Park udpark@syr.edu (Syracuse U) |
| 4 | **Attracting Talent in Technology Startups: What Firm Signals are Salient in the AI Market?**  Berry Wang\* zwangcj@wharton.upenn.edu (Wharton); Paul Hamilton\* phamilton@hbs.edu (HBS); Prasanna Tambe\*\* tambe@wharton.upenn.edu (Wharton); David Hsu\*\* dhsu@wharton.upenn.edu (Wharton) |
| **RT2 - Entrepreneurship & Diversity - Facilitator, Matthew Bidwell**[**mbidwell@wharton.upenn.edu**](mailto:mbidwell@wharton.upenn.edu) **[Room SHDH 204A]** | |
| 1 | **Credit Access among Former Justice-Involved Entrepreneurs: Regression Discontinuity Evidence from the Paycheck Protection Program.**  Kylie Hwang kylie.hwang@kellogg.northwestern.edu (Northwestern U); Brittany Street streetb@missouri.edu (U of Missouri), Michael Mueller-Smith mgms@umich.edu (U of Michigan) |
| 2 | **Startups As a Path to Entrepreneurship for Black Women.**  Christopher Law\* cglaw@tamu.edu (Texas A&M), Travis Howell tlhowel1@asu.edu (Arizona State U); Sekou Bermiss Sekou\_Bermiss@kenan-flagler.unc.edu (U of North Carolina) |
| 3 | **Pivoting Discount: Glass Wall in the Careers of Female Entrepreneurs.**  Yonghoon Lee\* yglee@tamu.edu (Texas A&M); Jamie Seoyeon Song seoyeon.song@esmt.org (ESMT) |

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| **RT3 - Entrepreneurship & Human capital - Facilitator, Diane Burton**[**burton@cornell.edu**](mailto:burton@cornell.edu) **[Room SHDH 217]** | |
| 1 | **Full Throttle, Leaking Tank? The Acceleration Paradox in Startup Scaling.**  Abhishek Bhatia\* abhatia@london.edu (LBS) |
| 2 | **Unanswered Outreach: A Mechanism of Gender-Based Network Segregation.**  Minjae Kim\* minjaekim@rice.edu (Rice U); Ethan Poskanzer ethan.poskanzer@colorado.edu (U of Colorado Boulder) |
| 3 | **Labor Market Persona of Firms Before and After IPO.**  Beril Yalcinkaya\* beril@umd.edu (U of Maryland) |
| 4 | **Network-based Recruitment and the Accessibility of Jobs in High-tech Startups.**  Santiago Campero\* santiago.campero@utoronto.ca (U of Toronto) |
| **RT4 - Wellbeing - Facilitator, Peter Cappelli**[**cappelli@wharton.upenn.edu**](mailto:cappelli@wharton.upenn.edu) **[Room SHDH 204B]** | |
| 1 | **Can involving employees reduce turnover? A field experiment on employee voice and exit.**  Alexander M. Kowalski\* alex.kowalski@cornell.edu (Cornell ILR School); Erin L. Kelly\*\* elkelly@mit.edu (MIT); Hazhir Rahmandad hazhir@mit.edu (MIT) |
| 2 | **Workplace Hostility.**  Manuela Collis\* manuela.collis@rotman.utoronto.ca (U of Toronto), Clémentine Van Effenterre cvaneffenterre@utoronto.ca (U of Toronto) |
| 3 | **Workplace Wellbeing and Employee Turnover.**  George Ward\* george.ward@economics.ox.ac.uk (U of Oxford) |
| 4 | **Being able to express yourself: Does voice environment matter for employee well-being?**  Yaminette Díaz-Linhart\* ydiazlin@mit.edu (MIT); Erin L. Kelly\*\* elkelly@mit.edu (MIT); Alexander M. Kowalski\*\* alex.kowalski@cornell.edu (Cornell ILR School) |
| **RT5 - Labor Market Sorting - Facilitator, Shinjae Won**[**shinjae@illinois.edu**](mailto:shinjae@illinois.edu) **[Room SHDH 107]** | |
| 1 | **Hiring at the Tip of the Funnel: Externalizing the Work of Organizing and Filtering Diversity.**  Sang Won Han sangwon.han@insead.edu (INSEAD), Shinjae Won shinjae@illinois.edu (U of Illinois at Urbana-Champaign) |
| 2 | **Our Purpose is to Serve You: The Impact of Stakeholder Reinvestment Corporate Purpose on Employee Attraction.**  Derek Lief\* dlief@umich.edu (U of Michigan), Diana Jue-Rajasingh diana.jue-rajasingh@rice.edu (Rice U), Mijeong Kwon mijeong.kwon@ucdenver.edu (U of Colorado Denver) |
| 3 | **Scandal, Stigma, and Sorting in Labor Markets: Archival and Experimental Evidence.**  Joseph Raffiee joe.raffiee@marshall.usc.edu (U of Southern California); Jihyeon Kim kim3579@purdue.edu (Purdue University); Heejung Byun\* byun21@purdue.edu (Purdue University) |
| 4 | **Geniuses, Heroes, and Fortune Tellers: Decoding non-traditional job titles in organizations.**  Elizabeth Eley\* elizabeth.eley@mail.concordia.ca (Concordia U) |
| **RT6 - Managers, Teams, and Performance - Facilitator, Andrew von Nordenflycht** [**vonetc@sfu.ca**](mailto:vonetc@sfu.ca) **[Room SHDH 110]** | |
| 1 | **Do Teams Perform Differently Under Black and Hispanic Leaders? Evidence from the Chicago Police Department.**  Matthew Gudgeon matthew.gudgeon@tufts.edu (Tufts U), Andrew Jordan awjordan@wustl.edu (Washington U in St Louis), Taeho Kim\* thk.kim@utoronto.ca (U of Toronto) |
| 2 | **When “who’s in charge?” gets ambiguous: How managers patch conflicts arising from distributed authority in care relationships.**  Laura Lam\* lauray.lam@mail.utoronto.ca (U of Toronto) |
| 3 | **Skill Diversity and Supervision: Assessing Middle Managers' Impact on Worker Performance.**  Miguel Andres Espinosa Farfan\* miguel.espinosa@unibocconi.it (Bocconi U); Victoria Sevcenko victoria.sevcenko@insead.edu (INSEAD) |
| 4 | **Pathways to power: Agentic vs communal perceptions of women’s leadership motivations.**  H Colleen Stuart\* hcs@jhu.edu (Johns Hopkins U); Gayoung Kim gayoungk@andrew.cmu.edu (Carnegie Mellon U); Brandy Aven aven@andrew.cmu.edu (Carnegie Mellon U) |
| **RT7 - Virtual Round Table: New and Revived Issues - Facilitator, Peter Sherer**[**peter.sherer@haskayne.ucalgary.ca**](mailto:peter.sherer@haskayne.ucalgary.ca) | |
| 1 | **Establishing Expertise in the Field of Psychedelic Assisted Therapy.**  Micki Eisenman\*\* Micki.Eisenman@mail.huji.ac.il (Hebrew University), Allison Elias\* EliasA@darden.virginia.edu (Darden School of Business, UVA); Adelaide Wilcox-King adelaide@virginia.edu (McIntire School of Commerce, UVA) |
| 2 | **Innovating in the Ashes: Evidence from War-struck European Painters in 1900s.**  Eric (Keun Woo) Jeong\* kjeong@london.edu (LBS) |
| 3 | **Reinvestigating the Herzberg’s Two-Factor Theory Through a Hierarchical Lens: Why Managers Rate Their Organizations Higher Than Staff.**  Louis Yu Luo\* louis.luo@imperial.ac.uk (Imperial College London), Daniel Heller dheller@london.edu (LBS & Tel Aviv U) |
| 4 | **How Undocumented Immigrants Override a Marginalized Status through Entrepreneurship.**  Sandra Portocarrero\* S.V.Portocarrero@lse.ac.uk (The London School of Economics); Dan Wang djw2104@gsb.columbia.edu (Columbia Business School) |
| 5 | **Unlocking Synergies Through Hiring: Post-M&A Complementarity Hiring and Its Performance Implications.**  Koungjin Lim\* lim270@purdue.edu (Purdue University); Heejung Byun\*\* byun21@purdue.edu (Purdue University) |

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| **Break:  2:30 – 2:45 PM** |

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| **Plenary Session 2: Diversity**  **Friday, September 20, 2:45-4:15pm EST [Room SHDH 350] [For virtual presentations – Main Room]** | |
| **1** | **Task segregation and the gender earnings gap.**  Jillian Chown\* jillian.chown@kellogg.northwestern.edu (Northwestern U); Sarah Kaplan S.Kaplan@Rotman.Utoronto.Ca (U of Toronto) |
| **2** | **Everyday Gender Discrimination in Remote and On-site Work: Does Location Matter? [Virtual]**  Laura Doering\* laura.doering@utoronto.ca (U of Toronto); András Tilcsik andras.tilcsik@Rotman.Utoronto.Ca (U of Toronto) |
| **3** | **From Organizational Segregation to Individual Choice and Back Again: Job Seeker Preferences for Racial (dis)Similarity and Market Impact.**  Yuval Spiegler\* yspiegler@hbs.edu (HBS) |
| **4** | **Mitigated or Magnified? Gender and Race Inequities across Multiple Stages in a Hiring Process.**  Claire Daviss\* cdaviss@stanford.edu (Stanford) |
| **Roundtable Session 2:**  **Friday, September 20 (4:15-5:45pm EST)** | |
| **RT8 - DEI & Labor markets - Facilitator, JR Keller**[**jhk296@cornell.edu**](mailto:jhk296@cornell.edu) **[Room SHDH 107]** | |
| 1 | **Balancing Inclusion, Choice and Privacy: Employee Reactions to Pronoun Disclosure Policies.**  Lauren E. Aydinliyim\* lauren.aydinliyim@baruch.cuny.edu (Baruch College, CUNY), Dorothea Roumpi\*\* dzr352@psu.edu (Pennsylvania State U), Danielle E. Warren dwarren@business.rutgers.edu (Rutgers Business School) |
| 2 | **Invisible females on the silver screen? How Diversity, Equity, and Inclusion Initiatives are Evaluated.**  Oliver Hahl\*\* ohahl@andrew.cmu.edu (Carnegie Mellon U), Shiyu Yang\* Shiyu.shiyu.yang@sfsu.edu (San Francisco State U) |
| 3 | **Do Diversity Claims Cause Labor Market Sorting by Political Partisanship? Evidence from Experiments.**  Reuben Hurst\* whurst@umd.edu (U of Maryland), Saerom "Ronnie" Lee saeroms@wharton.upenn.edu (Wharton) |
| 4 | **Organizational Diversity Rationales and Job Seeker Behavior.**  Janet Xu\* jjxu@stanford.edu (Stanford); Jordan Starck jostarck@stanford.edu (Stanford) |
| **RT9 - Entrepreneurship, Hiring & Retention - Facilitator, Diane Burton**[**burton@cornell.edu**](mailto:burton@cornell.edu) **[Room SHDH 204A]** | |
| 1 | **Network hiring in startups.**  Thomas Lyttelton\* tom\_lytt@mit.edu (MIT Sloan); Lasse Henriksen lfh.ioa@cbs.dk (Copenhagen Business School), Olav Sorenson olav.sorenson@anderson.ucla.edu (UCLA) |
| 2 | **Thick versus Thin U.S. Startup Labor Markets: Implications for Compensation and Applicant Pool Composition.**  Brittany Mallory\* bmallory@wharton.upenn.edu (Wharton), David Hsu\*\* dhsu@wharton.upenn.edu (Wharton) |
| 3 | **Building Bonds, Keeping Talent: The Founders' Role in Startup Employee Retention.**  Minjae Kim\*\* minjaekim@rice.edu (Rice U); J. Daniel Kim\* jdkim@wharton.upenn.edu (Wharton) |
| **RT10 - Skills & careers - Facilitator, Tracy Anderson**[**tracy.anderson@unibocconi.it**](mailto:tracy.anderson@unibocconi.it) **[Room SHDH 204B]** | |
| 1 | **Expert behavior after the Entry of Less-Credentialed Workers into Organizations.**  Jillian Chown\* jillian.chown@kellogg.northwestern.edu (Northwestern U); Carlos Inoue\*\* cinoue@illinois.edu U of Illinois – Urbana Champaign |
| 2 | **Which Came First, the Ratings or the Category-Spanning? How Freelancer Reputation Affects Their Likelihood of Applying More.**  Simon (Seongbin) Yoon\* seongbiy@uci.edu (U of California, Irvine); Ming D. Leung\*\* mdleung@uci.edu (U of California, Irvine) |
| 3 | **Under Control or Out of Control: A history of prospect development systems across professional sports.**  Andrew von Nordenflycht\* vonetc@sfu.ca (Simon Fraser U) |
| 4 | **Can Stereotype Reactance Prompt Women to Compete? A Field Experiment.**  Sophia Pink\* sopink@wharton.upenn.edu (Wharton); Jose Cervantez josecerv@wharton.upenn.edu (Wharton); Katherine Milkman kmilkman@wharton.upenn.edu (Wharton) |
| **RT11 - Identity at work - Facilitator, Rocio Bonet**[**rocio.bonet@ie.edu**](mailto:rocio.bonet@ie.edu) **[Room SHDH 110]** | |
| 1 | **The Unanticipated Effects of Attention to Social Issues: Chief Diversity Officers Professional Reckoning Post-George Floyd.**  Voni Pamphile\* vpamphile@gwu.edu (George Washington U), Katina Sawyer\*\* katinasawyer@arizona.edu (U of Arizona) |
| 2 | **Value Dissonance at Work.**  Miguel Espinosa\* miguel.espinosa@unibocconi.it (Bocconi U), Alexia Delfino alexia.delfino@unibocconi.it (Bocconi U) |
| 3 | **Oh My God, Who Am I? Identity Dawns Following Migration to Unfamiliar Work Contexts.**  Martina Pizzinato\* martina.pizzinato.21@ucl.ac.uk (UCL School of Management); Colin Fisher colin.fisher@ucl.ac.uk (UCL School of Management); Sarah Harvey sarah.r.harvey@ucl.ac.uk (UCL School of Management) |
| 4 | **Setting the Price: Gendered Self and Other Devaluation of Medical Services in Health Care.**  Pooria Assadi\* pooria.assadi@csus.edu (California State U, Sacramento); Shinjae Won\*\* shinjae@illinois.edu (U of Illinois at Urbana-Champaign) |

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| **RT12 - Social ties at work - Facilitator, Matthew Bidwell**[**mbidwell@wharton.upenn.edu**](mailto:mbidwell@wharton.upenn.edu) **[Room SHDH 215]** | |
| 1 | **The Ties that Exhaust, the Exhaustion that Binds: How Emotional Exhaustion Transmits Within and Reconfigures Workplace Friendship Networks.**  Dennis Helding Jacobsen\* dennis.jacobsen@yale.edu (Yale), Diego Stea ds.si@cbs.dk (Copenhagen Business School); Marco Guerci marco.guerci@unimi.it (U of Milan) |
| 2 | **Virtual Workmates: Impact of Tie Strength on Deep Work.**  Aruna Ranganathan arunar@berkeley.edu (UC Berkeley), Angela Tran\* angelatran@berkeley.edu (UC Berkeley) |
| 3 | **Brokerage as a Signal.**  Christopher C. Liu chrisliu@uoregon.edu (U of Oregon); Waverly W. Ding\* wding@umd.edu (U of Maryland); Young-Kyu Kim youngkyu.kim@gmail.com (Korea University) |
| 4 | **It’s who you know: Network formation and homophily.**  Sanaz Mobasseri\* sanazm@bu.edu (Boston U); Mabel Abraham\* mabel.abraham@gsb.columbia.edu (Columbia Business School); Elizabeth Linos elizabeth\_linos@hks.harvard.edu (Harvard Kennedy School) |
| **RT14 - Ownership and Mobilization - Facilitator, Peter Cappelli**[**cappelli@wharton.upenn.edu**](mailto:cappelli@wharton.upenn.edu) **[Room SHDH 217]** | |
| 1 | **Buying Legacy? How CEO Career Horizon Impacts Employee Wages.**  Kamil Stronski\* kamil.stronski@insead.edu (INSEAD), Xu Li X.Li33@lse.ac.uk (London School of Economics) |
| 2 | **Can You Keep a Secret? Banning Noncompetes Does Not Increase Trade Secret Litigation.**  Brad Greenwood\* brad.n.greenwood@gmail.com (George Mason U), Bruce Kobayashi bkobayas@gmu.edu (George Mason U); Evan Penniman Starr estarr@umd.edu (U of Maryland) |
| 3 | **Sharing is Caring: Employee Stock Ownership Plans and Employee Satisfaction in U.S. Manufacturing.**  Avner Ben-Ner\* benne001@umn.edu (U of Minnesota); Adrianto\*\* adria109@umn.edu (U of Minnesota); Jason Sockin\*\* jasonsockin@gmail.com (IZA Berlin) |
| 4 | **Mobilizing while working: How workplace micro-mobilization behavior is influenced by employee beliefs in organizational socio-political integration.**  Carolyn Dang Czd184@psu.edu (Penn State U); Anjier Chen anjier.chen@nus.edu.sg (National University of Singapore); Forrest Briscoe\* fbriscoe@cornell.edu (Cornell U) |

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| **Dining: Saul Lobby, 2nd Floor, Steinberg Conference Center** |

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| **See you tomorrow...** |

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| **Breakfast:  Saturday, September 21 (8:00 – 9:00 AM EST)[Room SHDH 351]** |

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| **Plenary Session 3: Policy, Activism & The Future of Work**  **Saturday, September 21 (9:00-10:30am EST) [Room SHDH 350] [For virtual presentations - Main Room]** | |
| 1 | **Can employees shape corporate political responsibility amidst democratic backsliding? Evidence from the Capitol insurrection.**  Zhao Li\* zl5471@stern.nyu.edu (NYU Stern) |
| 2 | **Robots and Work.**  Adrianto\* adria109@umn.edu (U of Minnesota); Avner Ben-Ner\*\* benne001@umn.edu (U of Minnesota); Ainhoa Urtasun ainhoa.urtasun@unavarra.es (Public University of Navarre) |
| 3 | **Activist Construction of Compliance: Long-Term Investors’ Promotion of Human Capital disclosures.**  Suyeon Kang\* suyeonk3@illinois.edu (U of Illinois at Urbana Champaign); Ji Wook Jung jwjung@illinois.edu ((U of Illinois at Urbana Champaign) |
| 4 | **Digital Overconnectivity and Employee Wellbeing: An Empirical Evaluation of the Right-to-Disconnect Legislation in Europe.**  Cherise Regier\* cherise.regier@kellogg.ox.ac.uk (U of Oxford) |

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| **Break:  10:30 – 10:45 AM** |

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| **Plenary Session 4: Startup & Mergers**  **Saturday, September 21 (10:45-12:15pm EST) [Room SHDH 350] [For virtual presentations - Main Room]** | |
| 1 | **Signaling Hierarchy: Job Titles and Growth in Startups.**  Jacob H. Johnson\* jacob.johnson@uconn.edu (U of Connecticut); Keith Pennington\*\* keith.pennington@uconn.edu (U of Connecticut) |
| 2 | **The performance consequences of exchange role transitions: Do former entrepreneurs make better investors?.**  Catherine Paek\* catherinepaek@boisestate.edu (Boise State U); Isin Guler Isin\_Guler@kenan-flagler.unc.edu (UNC Chapel Hill); Michelle Rogan\*\* michelle.rogan@sbs.ox.ac.uk (U of Oxford) |
| 3 | **When Does Jill of All Trades Equate to Queen of All? Effect of Category Spanning and Human Capital Signals in Entrepreneurial Funding.**  Ankita Kulkarni\* akulkarni@pace.edu (Pace University); Jade Lo\*\* yl663@drexel.edu (Drexel U), Nikolay Merkulov namerkulov@gmail.com (United credit bureau), |
| 4 | **Why Acquirers Value Social Skills During Post-Merger Integration? Evidence from Large U.S. Corporations. [Virtual]**  Piyush Gulati\* piyush.gulati@insead.edu (INSEAD) |

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| **Lunch (Grab a Lunch bag & Head to the Roundtable):  12:15 – 12:45 PM [Room SHDH351]** |

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| **Roundtable Session 3:**  **Saturday, September 21 (12:45-2:15pm EST)** | |
| **RT15 – Wages and Inequality - Facilitator, Diane Burton**[**burton@cornell.edu**](mailto:burton@cornell.edu) **[Room SHDH 204B]** | |
| 1 | **Minimum Wages and Workplace Injuries.**  Anna Stansbury amms@mit.edu (MIT Sloan); R Jisung Park rjpark@upenn.edu (U Penn); Michael Davies\* mjdavies@mit.edu (MIT Sloan) |
| 2 | **Corporate Minimum Wages and Working Poverty**  Nathan Wilmers\* wilmers@mit.edu (MIT); Soohyun Roh rohs@mit.edu ( MIT); Jiawei Tang jtang99@mit.edu (MIT) |
| 3 | **Role Gentrification: How Instrumental and Humanistic Orientations Collide in a Living Wage Initiative.**  Lumumba Seegars lseegars@hbs.edu (HBS); Serenity Lee\* serelee@wharton.upenn.edu (Wharton); Erin Reid\*\* reidem@mcmaster.ca (McMaster University); Lakshmi Ramarajan\*\* lramarajan@hbs.edu (HBS) |
| 4 | **Exploring Within-Job Variation in the Gender Earnings Gap Among Warehouse Workers.**  Aishwarya Yadama\* yadama@mit.edu (MIT), Erin Kelly\*\* elkelly@mit.edu (MIT) |
| **RT16 - Organizational Structure, Technology & Governance - Facilitator, Peter Cappelli**[**cappelli@wharton.upenn.edu**](mailto:cappelli@wharton.upenn.edu) **[Room SHDH 204A]** | |
| 1 | **Adaptive Interdependence for the Incomplete Automation of Work Processes: Evidence from a Microelectronics Manufacturer.**  Jenna Myers\* jenna.myers@utoronto.ca (U of Toronto) |
| 2 | **Preemptive Work in the Age of Predictive Technologies: How “Organizational Cassandras” Can Elicit Early Action to Preempt Problems.**  Elisabeth Yang\* elisabeth.yang@yale.edu (Yale) |
| 3 | **Are Women on Boards Agents of Change? Evidence from a Multinational Quasi-Experiment on Gender Board Quotas.**  David Anderson\* david.anderson@villanova.edu (Villanova U), David Gaddis Ross\* david.ross@warrington.ufl.edu (U of Florida), Margret Vilborg Bjarnadottir mbjarnad@umd.edu (U of Maryland); Hatameh (Saba) Ahmadi Harandi\*\* ha.ahmadiharandi@ufl.edu (U of Florida) |
| 4 | **When Do Organizations Become Less Bureaucratic? Female Employment and Startup Formalization.**  Jasmine Wu\* jasminwu@wharton.upenn.edu (Wharton), Tiantian Yang\*\* yangtt@wharton.upenn.edu (Wharton) |

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| **RT17 - Race, Education & Inequality - Facilitator, Matthew Bidwell**[**mbidwell@wharton.upenn.edu**](mailto:mbidwell@wharton.upenn.edu) **[Room SHDH 107]** | |
| 1 | **Diverging Precarities: Job Stability Polarization by Education in the U.S., 1996 – 2022.**  Michael Lachanski\* mikelach@sas.upenn.edu (U Penn) |
| 2 | **The organizational structure of American racial inequality.**  Clem Aeppli\* caeppli@g.harvard.edu (Harvard) |
| 3 | **In the Spotlight or In the Shadows: Rankings Integration and Racial Diversity.**  Wooseok Jung\* jung@hec.fr (HEC Paris); Amanda Sharkey asharkey@nd.edu (U of Notre Dame) |
| 4 | **The Customer Cancellation Gap: The Drivers Of Racial Disparities In On-Demand Work.**  Tristan Botelho\* tristan.botelho@yale.edu (Yale); Katy DeCelles Katy.DeCelles@Rotman.Utoronto.Ca (U of Toronto) |
| **RT18 - Gender - Facilitator, Mabel Abraham** [**mabel.abraham@gsb.columbia.edu**](mailto:mabel.abraham@gsb.columbia.edu) **[Room SHDH 110]** | |
| 1 | **Maternity Benefits And Female Employment In Firms: Evidence From India.**  Rocio Bonet\* rocio.bonet@ie.edu (IE University); Srividya Jandhyala\*\* srividya.jandhyala@essec.edu (ESSEC) |
| 2 | **The Effects of Task Similarity in Closing the Performance Gender Gap.**  Hyeun Lee\* hyeun.lee@rotman.utoronto.ca (U of Toronto) |
| 3 | **The Influence of Automation on Gender Bias in Knowledge Evaluations.**  Shaoqin Tang\* shaoqin.tang@colorado.edu (U of Colorado Boulder); Ethan Poskanzer Ethan.Poskanzer@Colorado.edu (U of Colorado Boulder); Tony Tong tony.tong@colorado.edu (U of Colorado Boulder) |
| 4 | **Gender Differences in Perceptions of Meritocracy: Evidence from a Large-Scale Study of Global Multinationals.**  Shoshana Schwartz\* shoshana.schwartz@cnu.edu (Christopher Newport U); Isabel Fernandez-Mateo ifernandezmateo@london.edu (LBS); Dana Kanze dkanze@london.edu (LBS); Herminia Ibarra hibarra@london.edu (LBS) |
| **RT19 – Strategic HR - Facilitator, Shinjae Won**[**shinjae@illinois.edu**](mailto:shinjae@illinois.edu) **[Room SHDH 217]** | |
| 1 | **Which Employees Capture the Rents? Understanding Variance in Employee Rents Across and Within Firms and Occupations.**  David Kryscynski\* dk.hr@rutgers.edu (Rutgers University), Jeroen Neckebrouck JNeckebrouck@iese.edu (IESE) |
| 2 | **A Qualitative Comparative Analysis of Human Resource System Configuration.**  Spenser Essman sessman@mays.tamu.edu (Texas A&M); Caitlin Ray\* cr589@cornell.edu (Cornell U) |
| 3 | **Media Bias in CEO Announcements and Market Responses**  Quinetta Roberson quinetta@broad.msu.edu (Michigan State U); Lakshita Boora\* booralak@msu.edu (Michigan State U); Aaron Hill aaron.hill@warrington.ufl.edu (U of Florida) |
| **RT20 - Entrepreneurship & Diversity - Facilitator, Tracy Anderson, Facilitator,** [**tracy.anderson@unibocconi.it**](mailto:tracy.anderson@unibocconi.it) **[Room SHDH 215]** | |
| 1 | **The Gender Pay Gap in Returns to Entrepreneurship.**  Liinus Hietaniemi\* Lhietaniemi@iese.edu (IESE), Olenka Kacperczyk\*\* okacperczyk@london.edu (LBS) |
| 2 | **Incongruity Penalties in Entrepreneurship: Post-Entry Differences of Men and Women Entrepreneurs.**  Lena Lizunova\* lena\_lizunova@byu.edu (BYU), Jennifer Merluzzi\*\* jmerluzz@gwu.edu (GWU) |
| 3 | **How does spatial (in)accessibility to employment impact entrepreneurship: Evidence from people with physical disabilities.**  Kylie Hwang kylie.hwang@kellogg.northwestern.edu (Northwestern U), Wyatt Lee\*\* wyattlee@cornell.edu (Cornell U); Ye Joon Lee yejoon.lee@kellogg.northwestern.edu (Northwestern U) |
| 4 | **Borrowing From the Future: Do Female Founders benefit from Adopting ESOP-based Compensation Plans?.**  Abhishek Bhatia\* abhatia@london.edu (LBS); Olenka Kacperczyk\*\* okacperczyk@london.edu (LBS) |
| **RT21 - Virtual Round Table - Gender, Race, Marginalized Identities - Facilitator, Peter Sherer** [**peter.sherer@haskayne.ucalgary.ca**](mailto:peter.sherer@haskayne.ucalgary.ca) | |
| 1 | **The Gendered Impact of Job Insecurity on Entrepreneurship: Evidence from Spain.**  Imge Kaya Sabanci\* imge.kayasabanci@student.ie.edu (IE Business School), Halil Sabanci\*\* h.sabanci@fs.de (Frankfurt School of Finance & Management); Marta Elvira melvira@iese.edu (IESE Business School) |
| 2 | **Getting a Referral In Big Tech: The Effects Of Race And Social Capital.**  Elena Obukhova\* elena.obukhova@mcgill.ca (McGill U); Sharon Koppman\*\* skoppman@uci.edu (UC Irvine) |
| 3 | **Women on Boards Revisited: The Performance Implications of Female Directors in Male-Led New Ventures.**  Zhiyan Wu\* z.wu@rsm.nl (Erasmus U), Lucia Naldi lucia.naldi@ju.se (Jönköping University) |
| 4 | **Undoing Discrimination at The Intersection Of Multiple Marginalized Identities: How Government Mandates For Gender Quota Enable Marginalized Women’s Access To Corporate Boards In India.**  Priyanka Dwivedi pdwivedi@mays.tamu.edu (Texas A&M); Yashodhara Basu Thakur\* ybasuthakur@mays.tamu.edu (Texas A&M); Cynthia Devers cdevers@vt.edu (Virginia Tech) |

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| **Break:  2:15 – 2:30 PM EST** |

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| **Plenary Session 5: Diversity**  **Saturday, September 21 (2:30-4:00pm EST) [Room SHDH 350] [For virtual presentations – Main Room]** | |
| 1 | **Two sides of the same token: How multitokenism shapes minority representation in organizations.**  Matthew Lee\* matthew\_lee@hks.harvard.edu (Harvard Kennedy School) |
| 2 | **Premium or Penalty? Differential Effects of Gender and Race on Internal Promotions to Senior Organizational Positions.**  Tiantian Yang\* yangtt@wharton.upenn.edu (Wharton); Nathan Barrymore\*\* nathan.barrymore@mccombs.utexas.edu (U of Texas at Austin) |
| 3 | **Beyond Good Intentions: Examining the Unintended Consequences of Paid Family Leave on Women’s Employment Outcomes.**  Hyesook Chung\*\* Hyesook.Chung@UTDallas.edu (U of Texas, Dallas); Sangyun Kim\* sangyun.kim@utdallas.edu (U of Texas, Dallas) |
| 4 | **Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles.**  Abraham Oshotse\* abraham.oshotse@emory.edu (Emory U) |

*\*  presenting*

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| ***Conference Wrap-up at 4:00pm EST* [Room SHDH 350] [For virtual presentations – Main Room]** |