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## Research News

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## WELCOME NEW FACULTY

We are delighted to welcome the following faculty members who joined Queen's School of Business in July 2010. Learn why, for all three, a great day means great research.

|                             | <b>Anthony Goerzen</b><br>  | <b>Olena Ivus</b><br>  | <b>Terry Wang</b><br>  |
|-----------------------------|--|---|---|
| <b>NAME</b>                 | <b>Associate Professor and Donald R. Sobey Professor of International Business</b>   | <b>Assistant Professor Managerial Economics</b>   | <b>Assistant Professor Accounting</b>   |
| <b>RESEARCH INTERESTS</b>   | <p>"I'm curious about what's happening in global markets. I focus on three streams within strategic management: One relates to cooperative strategies such as alliances, networks, joint ventures. How are firms finding and managing partners and what impact these partnerships have on firm behaviour and performance? The second addresses the question of where firms are locating internationally and the factors that influence firms to cluster. The third examines sustainability as a component of business strategy. How are forms becoming more sustainable and what are the barriers to adoption of sustainable practices?"</p> | <p>"I focus on applied microeconomics, international trade, and intellectual property rights."</p>  | <p>"My focus is on securities analysts' expertise and decision-making processes and the economic consequences of securities analysts' forecasts and recommendations."</p>   |
| <b>CURRENTLY WORKING ON</b> | <p>"One paper under development has to do with the nature of investment in "global cities". What is it about certain configurations of infrastructure, skills, people, and resources that draw certain kinds of business activities to certain places. We're trying to get a better sense for how multinationals are behaving in an increasingly global market, and trying find tools or perspectives of use to managers and policy makers. Another paper relates to the connection or disconnection of business strategy and sustainability."</p>   | <p>"I'm looking at one of the most contentious issues of international trade and intellectual property rights (IPRs), the Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPs). My current research asks two questions: Did the strengthening of IPRs in developing countries under the TRIPs agreement increase the variety of products imported into their markets? And if you look at already imported products, how were their unit prices and quantities affected by the strengthening of IPRs?"</p> | <p>"Finishing my dissertation on how analysts respond to different types of information. I found that analysts react most strongly to earnings announcements but not as strongly to other types of news, such as acquisitions or new investments. I hand collected all the news events from databases and then used archival studies. Most people who use archival studies base their work on economic theory. I tracked individual analysts and had to look into their brains so I had to borrow from behavioural theory as well."</p> |
| <b>PUBLISHED IN</b>         | Strategic Management Journal, Journal of International Business Studies, Management International Review, Asia Pacific Journal of Management, Academy of Management Perspectives, and The Journal of Small Business and Entrepreneurship; numerous book chapters   | Journal of International Economics, Canadian Journal of Economics (forthcoming), and a number of book chapters  |   |
| <b>A GREAT DAY MEANS</b>    | "When I get a note from a journal editor saying, Congratulations, we've accepted your manuscript for publication."   | "When I do productive research. It could be solving a theoretical problem, discovering an interesting empirical observation, or coming up with an interesting idea."  | "When I get a lot of work done. That's my biggest challenge right now."   |
| <b>EDUCATION</b>            | PhD from University of Western Ontario, Richard Ivey School of Business  | PhD from University of Calgary; M.A. (Economics) from Kyiv School of Economics, Ukraine   | PhD (expected) from University of Southern California, Marshall School of Business; MBA from University of Southern California, Marshall School of Business   |
| <b>PREVIOUS APPOINTMENT</b> | Associate Professor of Strategy and International Business, University of Victoria   | Assistant Professor, University of Prince Edward Island   |   |

## 2010 SSHRC Results

Congratulations to the following Queen's School of Business faculty and The Monieson Centre — all recent recipients of funding from the Social Sciences and Humanities Research Council (SSHRC).



Tina Dacin

### **Tina Dacin: "Understanding social incubation"**

This research explores the process of business incubation in the social sector. One of the major obstacles facing young social enterprises is the lack of resources, both financial and in the form of expertise and network outreach. Prof. Dacin argues that the business incubation model can be an exceptionally potent instrument in supporting these new social ventures. She has designed a three-phase research program that uses survey data, qualitative interviews, and social network analysis to advance a theoretical model of social incubation.



Louis Gagnon

### **Louis Gagnon: "The law of one price and the factors that impede arbitrage across markets"**

These three projects aim to answer the following questions: Can arbitrageurs exploit price disparities that arise in a multi-market setting and, if so, under which conditions can they do so profitably? Do differences of opinion and short-sale constraints jointly lead to overpricing of securities? And are deviations from the "law of one price" governing the relation between spot and futures prices primarily driven by market frictions or by information asymmetry?



Christopher Miners

### **Christopher Miners: "The virtues (and vices) of emotional intelligence at work"**

The proposed research advances the current understanding of emotional intelligence (EI) in two ways. First, it examines untested relations between EI and important work outcomes. Second, it examines whether there are circumstances in which EI is particularly helpful, unhelpful, or even harmful with respect to achieving these outcomes. Specifically, the research program looks at the relations between emotional intelligence and negotiation performance, moral decision-making, and successful influence attempts.



Yolande Chan

### **The Monieson Centre: Conference on Entrepreneurship in the Creative Economy**

The Monieson Centre is planning to bring together academics and practitioners to examine the theory and practice of entrepreneurship in the creative economy. It will explore how, in rural Canada, entrepreneurs rely less on physical labour and routinized tasks, and compete increasingly using talent and technology. Key themes will include competing for creative ideas, linking creativity and economic development, and building entrepreneurial economic clusters. The event will include invited paper presentations by distinguished scholars, complemented by presentations of papers in response to a call for submissions. For more information, see [http://business.queensu.ca/centres/monieson/events/upcoming\\_conferences.php](http://business.queensu.ca/centres/monieson/events/upcoming_conferences.php)

## Cunningham Visitor Public Lecture and Research Seminar

Faculty, alumni, staff, graduate and undergraduate students and members of the Kingston community participated in the Inaugural QSB Cunningham Visit in September.

QSB Cunningham Visitor, **Peter Salovey** (Provost at Yale University and Chris Argyris Professor of Psychology), created and introduced the concept of emotional intelligence in 1990 in a paper with John D. Mayer. The impact of EI is apparent in terms of academic research (i.e., there is now an enormous literature on a concept that was introduced just 20 years ago) and teaching (e.g., some business schools have added the training of emotional competencies into their curricula), and in the managerial practice of many organizations (e.g., many companies now incorporate EI into employee development programs). The general public is also interested in EI, and their interest appears to be growing.

During his visit, Dr. Salovey met with individuals and small groups and presented a research seminar on "Message Framing To Encourage Healthy Behaviour" and a public lecture on "Emotional Intelligence". Interest extended well beyond the School of Business, with enthusiastic attendance from Policy Studies, Kinesiology, Psychology, Health Counselling and other departments across campus.

**The Douglas G. Cunningham Visitorship Endowment Fund** was established through a pledge commitment by Royal Trust, to enable Queen's University to bring distinguished speakers to campus each year from the field of applied social sciences, with emphasis on business, law, and industrial relations.

We expect that the Queen's Community and beyond will participate in this annual QSB event in the future.



## Publications

Anand, A., **Milne, F.**, and **Purda L.** (in press). Monitoring to Reduce Agency Costs: Examining the Behavior of Independent and Non-Independent Boards. *Seattle Law Review*.

**Barling, J.**, **Christie, A.** (PhD graduate), & **Hopton, C.** (PhD graduate) (2010). Leadership. In S. Zedeck et al (Ed.) *Handbook of Industrial and Organizational Psychology* (pp. 183-240). Washington, DC: American Psychological Association.

**Barling, J.**, & Griffiths, A. (2011). The history of occupational health psychology. In J. C. Quick & L.E. Tetrick (Eds.) *Handbook of occupational health psychology 2nd ed* (pp. 21-34) American Psychological Association: Washington, DC.

Berdahl, J. and **Raver, J.L.** (2010). Sexual harassment. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology*. Washington: American Psychological Association.

**Bond, S.** (PhD graduate) and **Johnson, L.** (in press). Momentum and the Hedge Fund Puzzle. *Journal of Alternative Investments*.

Branker, K., **Corbett, J.** (PhD candidate), **Webster, J.**, & Pearce, J. (in press). Hybrid virtual and field work-based service learning with green information technology and systems projects, *International Journal for Service Learning in Engineering*.

**Brodt, S.**, and **Dionisi, A.** (PhD candidate) (in press). When peers become leaders: The effects of internal promotion on workgroup dynamics. In R. Searle & D. Skinner (Eds.), *Trust and human resource management*. London, UK: Elgar.

**Chen, C.** and Monahan, G.E. (2010). Environmental Safety Stock: The Impact of Regulatory and Voluntary Control Policies on Production Planning, Inventory Control, and Environmental Performance. *European Journal of Operational Research*, 207:1280-1292.

Chi, L., Ravichandran, T., & **Andrevski, G.** (in press) Information technology, network structure and competitive action. *Information Systems Research*.

**Chourou, L.** (PhD candidate), Adjaoud, F. and Ellouze, D. (2010). Corporate governance and investment decisions" In *Capital Budgeting Valuation: Financial Analysis for Today's Investment Projects*, edited by H. Kent Baker and Philip English. Robert W. Kolb Series in Finance, Wiley.

**Christie, A.** (PhD graduate) and **Barling, J.** (2010). Beyond status: Relating status inequality to performance and health in teams. *Journal of Applied Psychology*, 95:920-34.

**Dacin, P.**, **Dacin, T.**, and **Matear, M.** (PhD candidate). (2010). Social Entrepreneurship: Why We Don't Need a New Theory and How We Move Forward From Here. *Academy of Management Perspectives*, 24:37-57.

**Cross, B.** (2010). Service Complexity: Managing a House of Cards (Really). *Ivey Business Journal*, May / June 2010.

**de Bettignies, J.-E.** (in press). Banks versus Venture Capital in the Financing of New Ventures, in Cumming & Douglas J. (ed.), *Companion to Venture Capital*, Wiley.

**de Bettignies, J.-E.** and Ross T. (in press). The Economic Theory of Public-Private Partnerships: Some Theoretical Contributions, in Hodge \* Graeme (ed.), *International Handbook on Public-Private Partnerships*, Elgar.

Fisk, G.M., & **Dionisi, A.M.** (PhD candidate) (2010). Building and Sustaining Resilience in Organizational Settings: The Critical Role of Emotion Regulation. In W.J. Zerbe, C.H. Hartel, & N. Ashkanasy (Eds.) *Research on Emotion in Organizations (vol 6): Emotions and Organizational Dynamism*. Bingley, UK: Emerald Group Publishing.

Gibbins, M., McCracken, S., and **Salterio, S.** (2010). The auditor's negotiation strategy selection: Flexibility of initial accounting position and nature of the relationship. *Accounting, Organizations and Society* 35:579-595

**Glew, I.** (PhD graduate) and **Johnson, L.** (in press). Consequences of the Halloween Nightmare: Analysis of Investors' Response to an Overnight Tax legislation Change in the Canadian income Trust Sector, *Canadian Journal of Administrative Sciences*.

**Gray, P. H.** (PhD graduate) & **Cooper, W. H.** (2010). Pursuing failure. *Organizational Research Methods*, 13, 620-643.

Kelloway, E.K., & **Barling, J.** (in press). Leadership development as an intervention in occupational health psychology. *Work and Stress*. (Invited article).

Kelloway, E.K., **Inness, M.** (PhD graduate), **Turner, N.** (MSc graduate), **Barling, J.**, and Francis, L. (2010). Loving One's Job: Construct development and implications for Individual Well-being. In P. Perrewe and D.C. Ganster (Eds.) *Research in Occupational Stress and Well-being*. NY: JAI Press. (pp. 109-136).

**Kolsarici, C.** and Vakratsas, D. (in press). Category versus Brand-Level Advertising Messages in a Highly Regulated Environment, *Journal of Marketing Research*.

**Jenkin, T. A.** (PhD graduate), **McShane, L.** (PhD candidate), and **Webster, J.** (in press). Green Information Technologies and Systems in Organizations: Employees' Perceptions of The State of Practice. *Business and Society's Special Issue on Corporate Social Responsibility and Environmental Sustainability*.

**Jenkin, T. A.** (PhD graduate), **Webster, J.**, & **McShane, L.** (PhD candidate) (in press). An agenda for 'green' information technology and systems research, *Information and Organization*.

**Levina, T.**, **Levin, Y.**, **McGill, J.**, **Nediak, M.** and Vovk, V. (in press). Weak Aggregating Algorithm for the Distribution-Free Perishable Inventory Problem. *Operations Research Letters*.

**Levin, Y.**, **McGill, J.**, and **Nediak, M.** (2010) Optimal Dynamic Pricing of Perishable Items by a Monopolist Facing Strategic Consumers, *Production and Operations Management*, 19, 40-60.

**Levin, Y.**, and **McGill, J.** (2010) Revenue Management in the Era of Social Networking. *AnalyticsMagazine.com*, March/April, 12-16.

**Lin, S.** (PhD candidate) (2010). Faculty Reward Systems and Academic Capitalism: Business Faculty Income Inside and Outside the Institution. *Mid-western Educational Researcher*, 23:1-8.

McCracken, S., **Salterio, S.** & **Schmidt, R.** (PhD candidate). (in press). What happens when managers plan negotiations instead of partners? *Behavioral Research in Accounting*.

Morton, K.L., **Barling, J.**, Rhodes, R.E., Masse, L., Zumbo, B.D., and Beauchamp, M.R. (in press). Extending transformational leadership theory to parenting and adolescent health behaviors: An integrative and theoretical review. *Health Psychology Review*.

**Raver, J.L.** and **Chadwick, I.** (PhD candidate) (in press). Interpersonally hostile work groups: Precipitating factors and solutions. In S. Schuman (Ed.), *Working with difficult groups: How they are difficult, why they are difficult, and what you can do*. San Francisco: Jossey-Bass.

**Raver, J.L.**, & Nishii, L.H. (2010). Once, twice, or three times as harmful? Ethnic harassment, gender harassment, and generalized workplace harassment. *Journal of Applied Psychology*, 95, 236-254.

**Saadi, S.** (PhD candidate) and Baker, K. (in press) Corporate Finance Practices in Canada: Where Do We Stand? *Journal of Applied Finance*.

**Thiele, V.** (in press). Task-Specific Abilities in Multi-Task Principal-Agent Relationships. *Labour Economics*.

**Tucker, S.** (PhD candidate), **Turner, N.** (MSc graduate), **Barling, J.**, & **McEvoy, M.** (BComm graduate) (2010). Transformational leadership and children's aggression in team setting: A short-term, longitudinal study. *Leadership Quarterly*, 21, 389-399.

## Faculty Highlights

**Jana Raver** is the Program Chair of the International Association for Conflict Management (IACM) conference in Boston in June. QSB is helping to sponsor the conference, along with Harvard, University of Michigan, and MIT.  
<http://www.bus.umich.edu/Conferences/IACM-Conference-2010>

**Susan Brodt**- During her sabbatical (2009-2010) was a Visiting Professor at Universidad Adolfo Ibañez (UAI) in Santiago Chile. In October 2009, she presented an invited lecture to members of the UAI Multinational EMBA program entitled, "Interpersonal Conflict and Negotiation." In December, she gave a research seminar to the faculty at UAI entitled "Generar la Confianza entre los Cínicos."

**Louis Gagnon** was invited to present a paper at Wilfrid Laurier. He presented "Short changed? The market's reaction to the short-sale ban of 2008". This paper is co-authored with **Jonathan Witmer**, a Ph.D. graduate who is now working at the Bank of Canada.

**Paul Roman** is the keynote speaker at the Research and Technology Organisation NATO Modelling & Simulation Group (NMSG)MSG-093 Workshop in Rome in November. The title of the talk is "Exploiting Commercial Games and Technology For Use in NATO".

**Olena Ivus** was one of the winners of the WTO Essay Award for Young Economists 2010 along with Dave Donaldson of the Massachusetts Institute of Technology (USA) The winners were announced at a special session of the annual meeting of the European Trade Study Group held at the WTO headquarters in Geneva on 9 September 2010.

[http://www.wto.org/english/news\\_e/news10\\_e/rese\\_09sep10\\_e.htm](http://www.wto.org/english/news_e/news10_e/rese_09sep10_e.htm)

### Contemporary Accounting Research added to FT 45 list shortly after being located at QSB

**Steven Salterio** assumed position of Editor (in-Chief) of Contemporary Accounting Research (CAR) on May 1 and on May 27th CAR was added to the Financial Times list of 45 journals they follow in their MBA rankings. QSB played a significant role in having CAR added to the list by supporting both case studies ( Davies and Salterio 2007 Accounting Perspectives) and top tier research (Free, Salterio and Shearer 2009 Accounting Organizations and Society) on "auditing" that takes place during the ranking process.

### CA-Queen's Centre for Governance Research News

CA-Queen's Centre for Governance has made the following research grants in the past year:

Large Scale Research Grant – Professor W. Wang \$8,200

- KERP plans and the Provision of Incentives in Financially Distressed Firms

Large Scale Research Grant - Professors Free and Murphy

- The Fraud Pyramid \$9,850

Large Scale Research Grant - Alex Cram MSc/PhD supervised by Professor Brohman \$10,200

- Controlling Systems Development

Small Scale Research Grant - Christine Hayne MSc/Phd supervised by Professor Free \$2,500

- Risky Business: Are we walking the talk?

The Centre puts out call for research proposals three times a year. All proposals must involve governance, broadly conceived, and generally pass an academic and a practitioner review.

From the Centre's Voluntary Sector Reporting Awards program Steven Salterio published an article in the National Post (FP Executive Governance July 20, 2010 p.15) entitled "Accounting for non-profits"

## Conferences and Presentations

**Andrevski, G.**, Richard, O., Ferrier, W.J., & Shaw, J.D. (2010). Managerial Racial Diversity, Competitive Aggressiveness, and Firm Performance: A Moderated Mediation Model. In Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*.

**Babington, D.** Teaching Discursive Clarity to International Commerce Students. *Israel Forum for Academic Writing International Conference*: Tel Aviv, Israel (July 2010).

Bae, K.-H. and **Wang, W.** What's in a China name? A Test of Investor Sentiment Hypothesis. *2010 China International Conference in Finance*, Beijing, China (July 2010) and *2010 FMA Asian Conference*, Singapore (July 2010).

Baker, K., Dutta, S and **Saadi, S.** (PhD candidate). (June 2010) Are Good Performers Bad Acquirers? *The European Financial Management Association meetings*, Aarhus, Denmark.

**Brodt, S.** (2010). Confianza y estilos de relacionamiento. *Universidad Adolfo Ibáñez*, Santiago Chile.

**Brodt, S.** (2010). Generar la confianza entre los cínicos, *Universidad Adolfo Ibáñez*, Santiago Chile.

**Brodt, S.**, Adair, W., Lituchy, T., **Lowe, M.** (MSc graduate). & Chaupetcharasopon, P. (2010). As Canadian as hockey: Examining the cultural mosaic approach to multicultural work groups. *International Association of Conflict Management (IACM) conference*. Boston, MA.

Budworth, M. & **Rowbotham, K.** (July 2010). A model of antecedents and consequences of modesty in the workplace. *The 2nd Biennial Institute of Work Psychology Conference on Work, Well-being & Performance*. Sheffield, England.

**Chalmers Thomas, T.**, Schau, H., and Price, L. The Consumption Implications of Contested Community. *European Association for Consumer Research Conference, July 2010*. London, UK.

**Chiu, Y.-T.** (PhD candidate). A Meta-Analysis of Faultlines, Team Conflict and Team Performance. Administrative Sciences Association of Canada (ASAC), Regina, SK. May 2010. Paper received best student paper award.

**Chiu, Yi-Te** (PhD candidate) and **Staples, D.S.** (2011). The Effect of Personal Disclosure within Teams: Can Faultlines in Geographically-dispersed Teams be Bridged, *2011 Hawaii International Conference on System Sciences (HICSS) conference*. Hawaii, HI. (January 2011).

**Coulson, L.** (MSc graduate) and **Raver, J.L.** (2010, April). Bystander intervention after sexist remarks in work groups. In J. O'Reilly and K. Aquino (chairs), *Third Parties' Reactions to Bad Behavior in Organizations*. Symposium at the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.

**Corbett, J.** (PhD candidate), **Webster, J.**, Pearce, J. **Sayili, K.** (PhD candidate), & Zelenika, I. (2010). Developing and justifying energy conservation measures: Green IT under construction. *Americas Conference on Information Systems*, Lima, Peru (nominated for best paper).

**Cross, B.** (August 2010). Lean and Innovation: Friends or Foes? *Association of Innovation Professionals* Toronto, ON.

**Cross, B.** (September 2010). Planning Your Next Crisis. *Conference Board of Canada's Intergovernmental Forum on Risk Management* Ottawa, ON.

**de Bettignies, J.-E.** and Ross, T. Merger, Managerial Efficiency, and Social Welfare. Conference presentation and discussion, *International Industrial Organization Conference*, Vancouver, BC (April 2010) and *Canadian Economic Association Meetings*, Quebec City, QC (May 2010).

Jiang, W. Li, K. and **Wang, W.** (May 2010). Hedge Funds in Chapter 11. *2010 Financial Intermediation Research Society (FIRS) Conference*, Florence, Italy (June 2010), *2010 China International Conference in Finance*, Beijing, China (July 2010), *2010 Northern Finance Association Annual Meeting*, Manitoba (September 2010), and *AIM Center Institutional Investors Conference*, Austin, TX (October 2010).

**Levina T., Levin Y., McGill J., and Nediak, M.** Can Strategic Consumers Benefit from Cooperation and Information Exchange? *INFORMS Revenue Management and Pricing Conference RM-10*, Cornell University, June, 2010.

**Levina T., Levin Y., McGill J., and Nediak, M.** Strategic Bidders Club: the Implication of Consumer Learning. Refereed. *INFORMS Manufacturing and Service Operations Management Conference MSOM 2010*, Haifa, Israel (June 2010) and *EURO XXIV Conference on Operations Research*, Lisbon, Portugal, (July 2010).

**Litrico, J.-B.** (May 2010). Framing the environmental impact of aviation: A longitudinal perspective," at the *Organization Studies Workshop*, Margaux, France.

Lyons, B. and **Raver, J.L.** (April 2010). Group, dyadic, and racial influences on attributions of racial discrimination. In B. Lyons & J. Raver (chairs), *Relational Influences on Race and Sex Discrimination in Organizations*. Symposium to be conducted at the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.

**Mann, J.** (PhD candidate) (March 2010). The Role of Long Memory in Hedging Strategies for Canadian Commodity Futures. *8th OxMetrics User Conference*, Washington, DC.

**Mann, J.** (PhD candidate) and **Sephton, P.** (April 2010). A Comparison of Hedging Strategies and Effectiveness for Storable and Non-Storable Commodities. *2010 NCCC-134 Conference on Commodity Price Analysis, Forecasting, and Market Risk Management*, St. Louis, Missouri.

**Moneta, F.** Macroeconomic Announcements and Risk Premia in the Treasury Bond Market", Department of Economics at Queen's University (April 2010) and Eastern Finance Association Annual meeting (April 2010).

**Moneta, F.** (June 2010). Financial Markets, Diversification, and Allocative Efficiency: *International Evidence" at the Fifth Annual Conference of the Financial Intermediation Research Society*, Florence, Italy.

**Purda, L.** (August 2010). The Effect of S&P Credit Ratings on Emerging Market Firms. *12th Annual Risk Management Conference*. (Based on joint work with Kee-Hong Bae and **Michael Welker**.)

**Purda, L.** (September 2010). Reading Between the Lines: Detecting Fraud from the Language of Financial Reports *Northern Finance Association Conference*, Winnipeg, MB. (Based on joint work with David Skillicorn.)

**Scholz, J.** (PhD candidate) (2010). Caring for Others as for Oneself? Beyond the Egocentric Perspective in Anti-Consumption Research. *Doctoral Consortium at the 2010 European Conference of the Association for Consumer Research*, Egham, UK.

**Scholz, J.** (PhD candidate) (2010). Individuality Within Community: How Consumers Stand Out While Fitting In. *The 5th Consumer Culture Theory Conference*, Madison, WI.

**Scholz, J.** (PhD candidate) and **Dacin, P.** (2010). Symbol Abandonment as a Collective Response to Symbol Hijacking. *2010 Society for Consumer Psychology Conference*, St. Pete Beach, FL.

**Suo, W., Wang, W., & Zhang, Q.** (PhD candidate). Endogenous Bankruptcy and Expected Recovery. *French Finance Association International Conference*, St. Malo, France (May 2010), *2010 European Finance Association Annual Meeting*, Frankfurt, Germany, and *2010 Northern Finance Association Annual Meeting*, Manitoba (September 2010).

**Thiele, V.** (2010). Competing for Entrepreneurial Ideas: Matching and Contracting in the Venture Capital Market (coauthored with Jose Plehn-Dujowich and Konstantinos Serfes) *25th Annual Congress of the European Economic Association*, Glasgow (August 2010) and *37th European Association for Research in Industrial Economics (EARIE) Conference*, Istanbul (September 2010).

## Student Highlights



### Dean's Award Presented to Lamia Chourou

Each year, the Dean's Award is presented to one doctoral student entering the second year of studies who has achieved the highest academic standing over the Fall and Winter semesters. The Dean's Award is presented by the Dean at the annual welcoming reception held in early Fall. Congratulations to Lamia Chourou this year's winner.

### PhD & MSc Welcome

#### PhD

Amy Bergenwall  
Paul Dion  
Russell Evans  
David Godsell  
Milena Guberinic  
Christie Hayne  
Nadege Levallet  
Yi Zou



#### MSc

Parvanah Ashrafi  
Guillaume Brouillette  
Michael Ewart  
B. Jude Fiorillo

Zhangyuan Hu  
Jamie Hyodo  
Hana Irfan  
Yongsub (Damian) Lee

Kevin Majkut  
Gregory McPherson  
Matthew Murphy  
Kanishka Panchal

Matthew Philip  
Laura Railey  
Sasan Saiy  
Yvonne Tsui



## **Joachim Scholz receives the 2010 Association for Consumer Research Sheth Foundation Dissertation Award**

The Association for Consumer Research / Sheth Doctoral Dissertation Proposal award is a major doctoral student award in the field of marketing. The purpose of the award is to support the data collection efforts of new dissertations or those in the preliminary stages of development. The award recipient receives \$1,500 and a plaque which is received at an awards ceremony at the annual Association for Consumer Research Conference, which was held this year in Jacksonville, Florida, October 7 - 10.

About the proposal:

Title: "Caring for Others as for Oneself? Beyond the Egocentric Perspective in Anti-Consumption Research"

Activist and anti-consumption research often examines how these practices enable consumers to construct certain desired identities. It thereby subscribes to an egocentric perspective that conceptualizes individuals as atomistic whereby people are only interested in others as long as it serves their own identity construction efforts. Thus, activist and anti-consumption practices are often framed in self-interested terms (e.g., enlightened self-interest). In contrast, the current research analyses how consumers consider the well-being of distant and often unknown others and how these other-orientations interplay with their own self-interest. Using a diverse set of interpretative research methods in the context of various activist movements, the findings of this study are expected to move the activist and anti-consumption literature towards more positive discourses of post-consumption, to explore consumers' caring orientation beyond the context of very close relationships, and to show how mainstream consumers work towards societal change without rejecting markets and consumption.

## **Lukas Neville asks what happens when justice and trust go in different directions ?**

You would think that justice and trust — or injustice and distrust — would be natural bedfellows in organizations. Indeed, research shows that when an organization is deemed to be committed to fair play, employees show a high degree of trust. But what happens when well-intentioned trust-building efforts are mishandled?

Lukas Neville, fourth-year PhD student at Queen's School of Business, has developed a theoretical model that shows three cases where justice and trust go in different directions.

In the first scenario, a supervisor doles out favours to one team member to build trust and to show she is benevolent. The team member appreciates the gesture but the other members perceive it as unfair.

The second scenario relates to procedural justice. To be transparent and show fairness, an organization publicizes complaints and ethical lapses. But having trust violations brought to their attention can make employees feel unsafe and distrustful. "It's the same way that we get nervous when we see murders and carjackings on the evening news," says Neville, who is working under the supervision of Prof. Susan Brodt.

The third scenario occurs when trust is repaired. As in the first scenario, a supervisor offers preferential treatment to an individual to show he is sorry. Not everyone in the organization may know there was a trust breach and understand the reasons of why there is preferential treatment.

Neville, who is now developing several studies to test his model, says trust in organizations is crucial. "It predicts people's willingness to cooperate with one another and teamwork," he says. "If you're not able to trust your co-workers or employees, the only alternatives are control, monitoring, or contracting out, all things that take a tremendous amount of time and cost, and can result in blow back."

With his studies at Queen's nearing completion, Neville is grateful for the research support he has received. "I can't be enthusiastic enough about the folks here," he says. "We have a really supportive research culture. People are super generous with their time and feedback."

Lukas Neville's model with Prof. Susan Brodt was published in the series Research on Managing Groups and Teams (volume 13)

— Alan Morantz

**Sara Xiaoya Ding (PhD candidate) received the Best Paper Award** for "Local and foreign institutional investors, information asymmetries, and state ownership" Asian Finance Association International Conference 2010, sponsored by the CFA Institute. The paper was presented at the Asian Finance Association International Conference 2010 in Hong Kong. It is a joint work with **Yang Ni (PhD candidate)**.