XXIII Organizational Science Winter Conference

Knowledge Creation, Retention, and Transfer in Organizations

Park City, Utah
February 2-5, 2017

Thursday, February 2nd, 2017

3:30pm-5:00pm Registration
White Pine Lobby

4:00pm-5:00pm Opening Reception
Painted Horse

5:00pm-5:10pm Greeting & Introduction to “Knowledge Creation, Retention, and Transfer in Organizations”
White Pine Ballroom

5:10pm-7:00pm Plenary Panel
Organizational Learning and Dynamic Capabilities: New Directions and Methods
Session Chair: Luca Giustiniano

❖ “Organizational Learning and Dynamic Capabilities in a Stakeholder-Based View of the Firm” – Maurizio Zollo (Bocconi University).
❖ “Cognitive Flexibility in Well- and Ill-Structured Problems” – Stefano Brusoni (ETH Zurich).
❖ “Toward a Model of the Organizational Experience-Performance Relationship: Applicability, Accessibility, and Adoption” – Koen H. Heimeriks (Aalto University).
❖ “Might it be Good to Feel Bad? An Experimental Study on the Influence of Negative Emotions on Organizational Routines” – Jutta Stumpf-Wollersheim (Technische Universitaet Bergakademie Freiberg).

7:00pm-10:00pm Food, Libation, Interactive Poster Session I

❖ “Developing Knowledge Codification to Learn From Rare and Complex Experiences” – Loubna Echajari (Nice Sophia Antipolis University), Catherine Thomas (Nice Sophia Antipolis University), Martial Jorel (IRSN), Jean-Louis Ermine (Telecom EM Paris).
❖ “What Goes Around at the Lab? Autonomy, Incentives, and Knowledge Interactions” – Manuel Gomez-Solorzano (Bocconi University), Claudio Panico (Bocconi University), Giuseppe Soda (Bocconi University).
❖ “Twitter Behavior and Knowledge Spillover” – Sen Chai (ESSEC Business School), Anil Doshi (University College London).
❖ “Starving Crowds to Strengthen Them: The Impact of Publicly-Provided Knowledge on Online Communities” – Abhishek Nagaraj (UC Berkeley – Haas).
❖ “How Collective Intelligence Impacts Team Performance: Exploring Transactive Memory Systems as a Mechanism” – Young Ji Kim (MIT), Ishani Aggarwal (Brazilian School of Public and Business Administration), Anita Woolley (CMU – Tepper).
“Failure-Based Learning in Product Innovation Processes” – Alex Alblas (Eindhoven University of Technology), Sarah Gelper (Eindhoven University of Technology), Fred Langerak (Eindhoven University of Technology).

“Exploring the Externalization Process of Tacit to Explicit Knowledge in Disaster Environments” – Eula Bianca Villar (La Salle – Universitat Ramon Llull), Francesc Miralles (La Salle – Universitat Ramon Llull).

“Categorical Emergence in Regulated Business Uses of Drone Technology” – Brett Crawford (Purdue), Erica Coslor (University of Melbourne), Brandon Lee (Melbourne Business School).


“The Effect of the Number of Users on Engagement Per Person: A MOOC Field Experiment” – Jesse Shore (Boston University – Questrom), Jiye Baek (Boston University – Questrom).

“Co-Creating New Knowledge in Temporary Projects in Digital Work Platforms” – Kirsimarja Blomqvist (Lappeenranta University of Technology), Katarina Tavilampi (Lappeenranta University of Technology), Matti Vartiainen (Aalto University).

Friday, February 3rd, 2017

7:00am-8:00am  Breakfast Buffet  
Painted Horse

8:00am-10:00am  Plenary Panel  
White Pine Ballroom  
Organizational Structure and Knowledge Creation  
Session Chair: Stanislav Dobrev

“The Effects of Changes in Organizational Structure on Inventor Networks” – Luis Rios (University of Pennsylvania – Wharton), Nicholas Argyres (Washington University – Olin), Brian Silverman (University of Toronto – Rotman).


“Strategic Decision-Making in Hierarchies: How Firms Use Structure to Substitute for Authority” – Magdalena Dobrajska (Copenhagen Business School), Stephan Billinger (Syddansk Universitet - Strategic Organization Design Unit), Markus C. Becker (Syddansk Universitet – Strategic Organization Design Unit).


10:15am-4:00pm  Winter Activities & Social Networking

4:00pm-4:30pm  Refreshments (hot & cold drinks, snacks)  
Painted Horse
Plenary Panel

Studying Knowledge in the Transparent Workplace

Session Chair: Terri Griffith

❖ “Examining the Relationship Between Workplace Transparency and Employee Voice” – Ethan Bernstein (HBS), Ethan Burris (UT Austin – McCombs).
❖ “Hemming and Hawing over Hawthorne: Work Complexity and the Divergent Effects of Monitoring on Productivity” – Alan Benson (University of Minnesota), Aruna Ranganathan (Stanford).

6:30pm-9:30pm

Food, Libations & Poster Session II

❖ “Situated Knowledge in Power Relations: Its Legitimization, Sharing and Appropriation” – Kuok Kei Law (Open University of Hong Kong), Ken Kamoche (University of Nottingham).
❖ “How Managerial Judgements Influence Knowledge Sharing and Innovation in Buyer Supplier Exchanges” – Laura Poppo (University of Kansas).
❖ “Shared Cognition in Multiteam Systems: A NASA Space Analog Study” – Leslie DeChurch (Georgia Tech), Noshir S. Contractor (Northwestern University), Jessica R. Mesmer-Magnus (UNC Wilmington – Cameron), Gabriel Plummer (Georgia Tech), Diego Zaragomez (Northwestern).
❖ “Three Dimensions of Network Maturity and Knowledge Transfer in Interdisciplinary Science Networks” – Margaret Hinrichs (Arizona State University).
❖ “How Do Pilots Work? Examining Pilot Use in New Practice Transfer” – Megan Lawrence (Vanderbilt).
❖ “Re-use and Patterns of Digital Innovation in Open Crowds: Linking Empirical and Computational Approaches” – Sabine Brunswicker (Purdue), Michael Prietula (Emory).
❖ “Leading Knowledge Creation Across the Firm Boundary” – Christian Thomas Gersdorf (ETH Zurich), Viviana Fang He (ETH Zurich), Georg von Krogh (ETC Zurich).
❖ “Multiple Team Membership, Transactive Memory Systems and Performance in Technology-Assisted Teams” – Pranav Gupta (CMU – Tepper), Anita Woolley (CMU – Tepper).
Saturday, February 4th, 2017

7:00am-8:00am  Breakfast Buffet  Painted Horse

8:00am-10:00am  Plenary Panel  White Pine Ballroom
                  How New Knowledge Moves: Actions, Networks, and Innovation Outcomes
                  Session Chair: Robert Eberhart
                  ❖ “Knowledge Articulation: Saying More of Less of What We Know” – David Obstfeld (CSU Fullerton).
                  ❖ “Stars as the Undertakers of Innovation” – James Oldroyd (BYU).
                  ❖ “Startups, Network Formation, and Selective Peer Effects: A Field Experiment” – Solene Delecourt (Stanford), Sharique Hassan (Stanford), Rembrand Koning (Harvard), Aaron Chatterji (Duke).
                  ❖ “How a New Idea Becomes a Sustainable Innovation Outcome” – Paul Carlile (Boston University), Curtis LeBaron (BYU).

10:15am-3:30pm  Winter Activities & Social Networking

3:30pm-4:00pm  Refreshments (hot & cold beverages, snacks)  Painted Horse

4:00pm-6:00pm  Plenary Panel  White Pine Ballroom
                  Cognitive Simplification Processes in Organizations: Implications for Performance
                  Session Chair: Felipe Csaszar
                  ❖ “How Aspirations Shape Cognition” – Hart Posen (University of Wisconsin), Thomas Keil (University of Zurich), Maciej Workiewicz (ESSEC).
                  ❖ “Connecting Encoded Knowledge: The Evolution of Organizational Knowledge Networks” – Martin Schulz (University of British Columbia), Keija Zhu (University of Waterloo).
                  ❖ “Expanding the Pool of Experience, Constraining the Flow of Knowledge: The Effect of Joint Component Usage Among Competitors on Organizational Learning” – Henning Piezunka (INSEAD), David Clough (INSEAD).

6:10pm-7:45pm  Dinner  Cabin I & II

7:30pm – 8:00pm  Special Presentation  Cabin I & II
                  “Knowledge Transfer in Weimar Germany” – Bruce Kogut (Columbia Business School)
8:15pm-10:15pm
White Pine
Ballroom

**Plenary Panel**

*Lessons Learned*

Moderator: Kyle Lewis (UCSB)
Linda Argote (CMU – Tepper)
Ching Ren (University of Minnesota)
Jonathon Cummings (Duke)
Hazhir Rahmandad (MIT)

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**Sunday, February 5th, 2017**

7:30am-9:30am  
Breakfast, Informal Wrap-up