

### Welcome from the Dean

It gives me great pleasure to present the latest edition of the JMSB Research Bulletin. As you will see in this bulletin, our faculty members and graduate students continue to create innovative and relevant knowledge.

I am happy to report that several of our faculty members were recently recognized for their research excellence. Yaxuan Qi, of Finance, received the 2010 Petro-Canada Young Innovator Award, "The Person and Society" Strategic Research Cluster. The award was created to support the work by young faculty and to recognize the efforts in creating innovative research and a positive impact on society at large.



*Sanjay Sharma, Dean, JMSB*

The 2009-2010 Fonds de recherche sur la société et la culture (FQRSC) competition results were released and six JMSB applicants were awarded funding. Devasheesh Bhawe, of Management, and Marion Brivot, of Accountancy, were selected among the Établissement de nouveaux professeurs-chercheurs category. The Department of Management's Mehdi Farashahi, with co-applicants Claude Marcotte and Rick Molz, and the Department of Marketing's Michel Laroche received funding from the Soutien aux équipes de recherche category.

The second annual Montreal Local Global Research Conference was held earlier this spring and gathered members from the research and business communities. Scholars included Ravi Ramamurti of Northeastern University and Eleanor Westney of York University. Leading executives from several multinationals, including Bombardier, Pirelli Tire and Rio Tinto Alcan, were also invited to share their views on the challenges and issues faced by Canadian multinationals doing business internationally.

This summer, the city of Montreal will host the 2010 Academy of Management Annual Conference. A number of our faculty will take part in this large-scale event and I am proud that JMSB is working closely with AoM organizers to promote the event's "Dare to Care: Passion and Compassion" theme. I am also delighted to announce that Management Professor Gary Johns was named Fellow of the Academy. This election is of significant importance as the Academy has 19,000 members and less than 1% are Fellows. Dr. Johns will be inducted into the Academy at a special ceremony in August. Stay tuned for more research successes and exciting highlights from the AoM conference in the next issue of the JMSB Research Bulletin.

Sanjay Sharma  
Dean

### Message from the Editor

This issue presents an overview of research awards, grants, conference proceedings and publications by our JMSB faculty members and students since September 2009.

The research grant cycle for the academic year ended with some superb results for many JMSB researchers. These achievements are of particular significance given the severe cutbacks of the major public granting agencies. Congratulations to the successful awardees. As the economic recovery gains momentum, we hope that the environment for supporting fundamental and applied peer-reviewed research will improve. The continued dynamism of JMSB hinges on its efforts to be a key player in the development of the knowledge base of society.



*Editor: Lorne N. Switzer,  
Associate Dean, Research;  
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Small-Cap Equities; Associate Director,  
Institute for Governance in Private  
and Public Organizations*

JMSB hosted some significant and provocative researchers in recent months. Professor Andrew Karolyi of Cornell University's Johnson School of Business, addressed the timely issue of the impact to financial markets of Sovereign Wealth Funds. Professor Cleo Paskal of the Department of Geopolitics at Manipal University and the School of Communications and Management Studies in Kochi, India, presented "The World After Copenhagen: How Environmental Change Will Affect Politics, Economics, Security and Organizations."

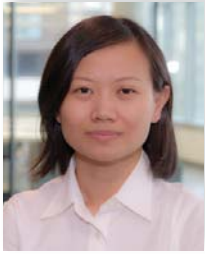
We are grateful to the major private donors including CIBC who provided support for new scholarships to our Masters and Doctoral Students. We also recognize RBC, Manulife and Laurentian Bank for sponsoring the numerous Professorships that were established over the past year. We congratulate the individuals selected by the committees for the Professorships. Special thanks go to committee members for their diligence and commitment in the selection process.

As my term comes to an end, Associate Professor Harjeet Bhabra will take over the editorship of the JMSB Research Bulletin. I hope that you will join me in wishing him success in the new challenges ahead.

I would like to thank the faculty members who have contributed to this issue as well as Mai-Gee Hum and Arlene Segal for assisting with its assembly. Thank you also to Karen Fiddler and Mary Genova for your excellent support over the past three years.

Lorne N. Switzer  
Associate Dean, Research

## Research Awards



Yaxuan Qi,  
Assistant Professor,  
Department of Finance

**Cho, Charles H.** and Roberts, R.W., *Environmental Reporting on the Internet by America's Toxic 100: Legitimacy and Self-Presentation*. Best Paper Award at the 9<sup>th</sup> European Conference on Accounting Information Systems, Paris, France (Dec 2008).

**Islam, Majidul,** and Yang, Y.F., *The Influence of Transformational Leadership on Job Satisfaction: The Business Perspective of the Balanced Scorecard Combined with the Perspective of the Resource Based Theory*. Empirical Best Paper Award, 2010 International Academy of Business Disciplines (IABD) Conference, Las Vegas, NV (Apr 2010).

**Qi, Yaxuan,** Recipient of the 2010 Petro-Canada Young Innovator Award and \$10,000 grant, Strategic Research Cluster "The Person and Society" (Apr 2010).

## External Grants

**Bhave, Devasheesh,** *Emotional Labor and Job Design*, FQRSC Nouveaux Chercheurs Grant (2010-13).

**Brivot, Marion,** *L'Évolution du contrôle interne de la qualité du travail dans les grands cabinets d'audit depuis Enron : une perspective longitudinale et nord-américaine*. FQRSC Nouveaux Chercheurs Grant \$37,890 (2010-13).

**Carney, Michael** and Gedajlovic, E. (PI), *The Effect of Top Management Team Social Capital on Corporate Entrepreneurship and Internationalization in Emerging Economies*, SSHRC Grant \$86,840 (2010-12).

**Farashahi, Mehdi, Marcotte, Claude, Molz, Rick,** Hafsi, T., and Jaegar, A., *Les enjeux locaux et globaux: la gestion stratégique des entreprises multinationales occidentales dans les marchés émergents et en développement*. FQRSC Emerging Team Grant \$52,800 (2010-12).

**Gagné, Marylène,** *The Motivational Leadership Training Program*, Society for Human Resources Management Research Grant \$60,000 (2010-12).

**Kersten, Gregory,** *Models and Software for Multi-user Decision-making and Conflict*, Natural Sciences and Engineering Research Council of Canada \$ 210,000 (2005-11).

**Laroche, Michel (PI),** d'Astous, A., Richard, M. O. and Toffoli, R., *Développement d'un modèle de comportement des consommateurs internautes incorporant la culture, les émotions et les caractéristiques cognitives et hédoniques des sites internet*. FQRSC Grant \$210,320 (2010-14).

**Laroche, Michel (PI),** Toffoli, R., Zhou, L., Richard, M.O., and Reimann, M., *Marketing to bilinguals: The roles of language and culture*. SSHRC Grant \$166,200 (2010-13).

**Paulin, Michèle (PI), Ferguson, Ronald,** Bergeron, J. and Ricard, L. *Étude de l'échange relationnel dans le domaine des services: Antécédents et conséquences des normes relationnelles, l'engagement et la confiance en termes de valeurs perçues par les parties (client, personnel et organisation)*. FQRSC Grant \$60,932 (2009-11).

**Vahidov, Rustam (PI), Kersten, Gregory, and T., Lituchy,** *Auctions or Negotiations: Development and Empirical Assessment of a Theoretical Model for Comparing Electronic Exchange Mechanisms*. SSHRC Grant \$210,927 (2008–2011).

**Vidyarthi, Navneet,** *Integrated Network Design and Inventory Management in Service Parts Logistics Systems*, NSERC Discovery Grant \$100,000 (2010-15).

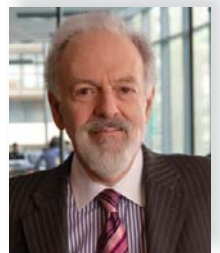
**Walls, Judith (PI)** and DeCelles, Katherine, *Corporate Environmentalism versus Greenwash: Where does the Truth Lie?* SSHRC Grant \$89,150 (2010-13).

## Refereed Journal Articles

**Appelbaum, Steven H.,** Carrière, D., Abi Chaker, M., Benmoussa, K., and Elghawanmeh, B., *RX for Excessive Turnover: Tactics in Communicating a Vision (Part Two)*. *Journal of Industrial and Commercial Training*, 41:7 (2009): 368-376.

**Appelbaum, Steven H.,** Vigneault, L., Walker E., and **Shapiro, Barbara T.,** (Good) Corporate Governance and the Strategic Integration of Meso Ethics. *Social Responsibility Journal*, Official Journal of the Social Responsibility Research Network, 5:4 (2009): 525-539.

**Appelbaum Steven H.,** Zinati, S.M., MacDonald, A. and Amiri, Y., *Organizational Transformation to a Patient Centric Culture:*



Steven H. Appelbaum,  
Professor,  
Department of Management



Stéphane Brutus,  
Associate Professor,  
Department of Management

A Case Study. *Leadership in Health Services*, 23:1(2010):8-32.

**Appelbaum, Steven H.**, Jesse Roberts and **Shapiro, Barbara T.**, Cultural Strategies in M & A's: Investigating Ten Case Studies. *Journal of Executive Education* (accepted for publication in 2010).

**Beaudry, Anne** and Pinsonneault, A., The Other Side of Acceptance: Studying the Direct and Indirect Effects of Emotions on Information Technology Use, *MIS Quarterly*, 34:4 (forthcoming 2010).

Bélisle, J-F. and **H. Onur Bodur**, Avatars as Information: Perception of Consumers Based on Their Avatars in the Virtual World. *Psychology & Marketing* (forthcoming 2010).

**Boulianne, Emilio** and **Cho, Charles H.** The Rise and Fall of WebTrust. (2009). *International Journal of Accounting Information Systems*, 10:4 (2009): 229-244.

**Brutus, Stéphane**, Words and Numbers: A Theoretical Exploration of Giving and Receiving Narrative Comments in Performance Appraisal. *Human Resource Management Review*, 20:2 (2010): 144-157.

**Carney, Michael**, Shapiro, D. and Tang, Y., Business Group Performance in China: Ownership and Temporal Considerations. *Management & Organization Review*, 5:2 (2009): 167-193.

**Carney, Michael**, Gedajlovic, E. and Yang, X., Varieties of Asian capitalism: Toward an institutional theory of Asian enterprise. *Asia-Pacific Journal of Management*, 26:3 (2009): 361-380.

**Carney, Michael**, Gedajlovic, E. and Sujit, S., Corporate Governance and Stakeholder Conflict. *Journal of Management & Governance* (2010) Printed online DOI 10.1007/s10997-010-91354.

Gedajlovic, E. and **Carney, Michael**, Markets, Hierarchies, and Families: Toward a Transaction Costs Theory of the Family Firm. *Entrepreneurship Theory & Practice* (Accepted February 2010).

**Cho, Charles H.** and Patten, D.M., Social and Environmental Accounting in North America: A Research Note. *Advances in Environmental Accounting and Management*, 4 (2010): 161-177.

**Cho, Charles H.** and Roberts, R.W., Environmental Reporting on the Internet by America's Toxic 100: Legitimacy and Self-Presentation. *International Journal of Accounting Information Systems*, 11:1 (2010): 1-16.

**Croteau, Anne-Marie, Dyer, Linda**, and Miguel, M. Employee reactions to paper and electronic surveys: An experimental comparison. *IEEE Transactions on Professional Communication* (accepted for publication in 2010).

Teng, J. Chen and **Goyal, Suresh K.**, A comprehensive note on: An inventory model under two levels of trade credit and limited storage space derived without derivatives. *Applied Mathematical Modelling*, 33(2009): 4388-4396.

Hoque, M.A. and **Goyal, Suresh K.**, An alternative solution algorithm of an inventory model with fixed and variable lead time crash costs under unknown demand distribution. *International Journal of Systems Science*, 40:8 (Aug 2009): 821-827.

Darwish, M.A. and **Goyal, Suresh K.**, A Single-Vendor Single-Buyer Supply chain under conditions of permissible delay in payment. *International Journal of Services and Operations Management*. 6:1(2010): 57-72.

Chang, C.T., Teng, J.T. and **Goyal, Suresh K.**, Optimal replenishment policies for non-instantaneous deteriorating items with stock-dependent demand. *International Journal of Production Economics*, 123(2010):62-68.

Tiwari, M. K., Raghavendra, N., Agrawal, S., **Goyal, Suresh K.**, A hybrid Taguchi-Immune Approach to optimize an integrated supply chain design problem with multiples shipping. *European Journal of Operational Research*, 203(2010): 95-106.

Kim, T. and **Goyal, Suresh K.**, Design of flexible capacity plan for multiple items in a single production facility, *International Journal of Procurement Management*, 3:2 (2010):167-180.

Barron, L.E.C., Smith, N.R. and **Goyal, Suresh K.**, Optimal order size to take advantage of a one-time-discount offer with allowed Backorders, *Applied Mathematical Modelling*, 34 (2010):1642-1652.

Teng, J.T. and **Goyal, Suresh K.**, Comment on 'Optimal inventory replenishment policy for The EPQ model under trade credit



Suresh K. Goyal,  
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Gregory Kersten,  
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derived without derivatives', *International Journal of Systems Science*, 40:10 (Oct 2009):1095-1098.

**He, Luo**, Labelle, R., Piot, C., and Thornton, D. B. Board Monitoring, Audit Committee Effectiveness, and Financial Reporting Quality: Review and Synthesis of Empirical Evidence. *Journal of Forensic and Investigative Accounting*. 1:2 (July-December, 2009).

**Hecht, Tracy D.** and McCarthy, J.M., Coping with employee, family and student roles: Evidence of dispositional conflict and facilitation tendencies. *Journal of Applied Psychology* (in press).

Meyer, J.P., **Hecht, Tracy D.**, Gill, H., and Topolnytsky, L., Person-organization (culture) fit and employee commitment under conditions of organizational change: A longitudinal study. *Journal of Vocational Behavior*, (2010) doi: 10.1016/j.jvb.2010.01.001.

**Hecht, Tracy D.** and **Boies, Kathleen**, Spillover from non-work to work: An exploration of its structure and correlates. *Journal of Occupational Health Psychology*, 14(2009): 414-426.

**Hecht, Tracy D.** and Allen, N.J., A longitudinal examination of the work-nonwork boundary strength construct. *Journal of Organizational Behaviour*, 30 (2009): 839-862.

**Johns, Gary**, Some unintended consequences of job design. *Journal of Organizational Behavior*, 31 (2010): 361-369.

Laric, Michael V., Pitta, Dennis A. and **Katsanis, Lea P.**, Consumer Concerns for Healthcare Information Privacy: A Cross-national Perspective. *Research in Healthcare Financial Management*. 12:1 (2009): 93-112.

Carbonneau, R., **Kersten, Gregory** and **Vahidov, Rustam**, Pairwise issue modeling for negotiation counteroffer prediction using neural networks. *Decision Support Systems* (under review).

Hine, M.J., Murphy, S.A., Weber, M. and **Kersten, Gregory**, The Role of Emotion and Language in Dyadic E-negotiations. *Group Decision and Negotiation*, 18:3 (2009): 193-211.

Lai, H., Lin, W-J. and **Kersten, Gregory**, The Importance of Language Familiarity in Global Business E-Negotiation. *Electronic Commerce*

*Research and Applications*, 2010 (in print).

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Dbouk, W. and **Kryzanowski, Lawrence**, Diversification benefits for bond portfolios. *European Journal of Finance*, 15:5-6 (2009): 533-553.

**Lamertz, Kai** and Pursey P.M.A.R. Heugens, Institutional translation through spectatorship: Collective consumption and editing of symbolic organizational texts by firms and their audiences. *Organization Studies*, 30:11(2009): 1249-1279.

**Laroche, Michel**, Impact of Culture on Marketing Strategy: Introduction to the Special Issue. *Journal of Business Research*, 62:10 (2009): 921-923.

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Ueltschy, L.C., **Laroche, Michel**, Zhang, M., Cho, H. and Yingwei, R., Is There Really an Asian Connection? Service Quality Perceptions and Customer Satisfaction. *Journal of Business Research*, 62:10 (2009): 972-979.

Cleveland, M., **Laroche, Michel**, Frank Pons, and Rony Kastoun, Acculturation and Consumption: Textures of Cultural Adaptation. *International Journal of Intercultural Relations*, 33: 3 (2009):196-212.

Ueltschy, L.C., **Laroche, Michel**, Rita, P. and Bocaranda, C., A Pan European Approach to Customer Satisfaction: An Optimal Strategy? *Multinational Business Review* (Forthcoming).

**Laroche, Michel**, Nepomuceno, M. and Richard, M-O., How Do Involvement and Product Knowledge Affect the Relationship between Intangibility and Perceived Risk for Brands and Product Categories? *Journal of Consumer Marketing*, 27 (forthcoming, 2010).

**Laroche, Michel**, New Developments in Modeling Internet Consumer Behavior:



Michel Laroche,  
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Michèle Paulin,  
Associate Professor,  
Department of Marketing

Introduction to the Special Issue. *Journal of Business Research* (Forthcoming, 2010).

**Laroche, Michel**, Advances in Internet Consumer Behavior and Marketing Strategy: Introduction to the Special Issue. *Journal of Business Research* (Forthcoming, 2010).

**Okoli, Chitu** and Carillo, K., The best of adaptive and predictive methodologies: Open Source software development, a balance between agility and discipline. *International Journal of Agile and Extreme Software Development* (forthcoming 2010).

**Okoli, Chitu**, Mbarika, V. and McCoy, S., The effects of infrastructure and policy on e-business in Latin America and Sub-Saharan Africa. *European Journal of Information Systems* (forthcoming 2010).

Mbarika, V., Pratin D. and **Okoli, Chitu**, Extending the Social Identity of Information Systems: Telemedicine Transfer to Sub-Saharan Africa. *Journal of Information Technology Research* (forthcoming 2010).

Ferguson, R.J., **Paulin, Michèle** and J. Bergeron, Customer Sociability and the Total Service Experience: Antecedents of Positive Word-of-mouth Intentions. *Journal of Service Management*, 21:1 (2010): 25-44.

**Paulin, Michèle**, La relation client: Hors service? *Revue Gestion, Dossier Relation Client*, 33 :4 (2009): 41-47.

Khoury, N., **Perrakis, Stylianos**, Savor, M., PIP transactions, price improvement, informed trades and order execution quality. *European Financial Management*, 16:2 (2010): 211-228.

**Qi, Yaxuan** and Kim, D., Accruals quality, stock returns, and macroeconomic conditions. *The Accounting Review* (Forthcoming 2010).

Stenstrom E., **Saad, Gad**, Nepomuceno, M., and Mendenhall, Z., Testosterone and domain-specific risk: Digit ratio (rel2) predicts recreational, financial, and social risk-taking propensity in men. *Personality and Individual Differences* (conditionally accepted).

Garcia, J. R., Geher, G., Crosier, B., **Saad, Gad**, Gambacorta, D., Johnsen, L., and Prancitka, E., The Interdisciplinarity of Evolutionary Approaches to Human Behavior: A Key to Survival in the Ivory Archipelago. *Futures* (Forthcoming in 2011).

**Saad, Gad**, The futures of evolutionary psychology is bright [introduction to the special issue]. *Futures*, (Forthcoming in 2011).

**Saad, Gad**, Munchausen by Proxy: The Dark Side of Parental Investment Theory? *Medical Hypotheses* (in press).

**Saad, Gad**, Convergent Validity Between Metrics of Journal Prestige: The Eigenfactor, Article Influence, and H-index Scores. *Journal of the American Society for Information Science and Technology* (conditionally accepted).

**Saad, Gad**, Applying the H-Index in Exploring Bibliometric Properties of Elite Marketing Scholars. *Scientometrics*, 83:2 (2010): 423-433.

**Saad, Gad** and Vongas, John, The Effect of Conspicuous Consumption on Men's Testosterone Levels. *Organizational Behavior and Human Decision Processes*, 110 (2009) 80-92.

**Saad, Gad** and Gill, T., Self-Ratings of Physical Attractiveness in a Competitive Context: When Males are More Sensitive to Self-Perceptions than Females. *Journal of Social Psychology*, 149:5 (2009): 585-599.

**Sharma, Pramodita**, 2009 - A year in Review. *Family Business Review*, 23:1 (2010): 1-4.

**Sharma, Pramodita** and Kellermanns, F.W. The craft of reviewing. *Family Business Review*, 22:4 (2009): 305-308.

**Shrivastava, Paul**, Pedagogy of passion for sustainability. *Academy of Management Learning & Education* (Accepted for publication).

**Shrivastava, Paul** and Statler, M. Aesthetics of Resilient Systems. *Telescope* (February 2010).

**Spence, Crawford**, Husillos, J and Correa-Ruiz, C. , Cargo Cult Science and the Death of Politics: A critical review of social and environmental accounting research. *Critical Perspectives on Accounting*, 21:1 (2010): 76-89.

**Spence, Crawford** and Thomson, I. (2009). Resonance tropes in corporate philanthropy discourse. *Business Ethics: A European Review*, 18:4 (2009): 372-388.

Gray, R.H., Dillard, J and **Spence, Crawford**, Social Accounting as if the World Matters:



Gad Saad,  
Associate Professor,  
Department of Marketing



H. Onur Bodur,  
Associate Professor,  
Department of Marketing

Towards Absurdia and a new Postalgia. *Public Management Review*, 11:5 (2009): 545-573.

**Switzer, Lorne**, Does Size Matter During Economic Recessions and Recoveries? Evidence from the US and Canadian Equity Markets. *Corporate Securities and Finance Law Report*, 14 (2009): 64-71.

**Switzer, Lorne**, Arshanapalli, B. And Nelson, W., The Effects of Macroeconomic Announcements on Equity Returns and their Connections to Fama-French Factors. *Applied Financial Economics* (forthcoming 2010).

**Switzer, Lorne** and Fan, H., Limit Orders, Trading Activity, and Transactions Costs in Equity Futures in an Electronic Trading Environment. *International Econometric Review* (forthcoming 2010).

**Walls, Judith L.**, Phan, P.H. and Berrone, P. An Assessment of the Construct Validity of Environmental Strategy Measures. *Business & Society* ( in press 2010).

**Wassmer, Ulrich**, Dussauge, P., and Planellas, M., How to manage alliances better than one at a time. *MIT Sloan Management Review*, 51:3 (spring 2010): 77-84

**Yu, Jisun** and Zaheer, S., Building a process mode of local adaptation of practices : A study of Six Sigma implementation in Korean and US firms. *Journal of International Business Studies*, 41:3 (April 2010): 475-499.

### International Conference Keynotes, Presentations and Proceedings

**Arsel, Zeynep**, *Exploring the Social Dynamics of Online Bartering*. Association for Consumer Research Conference, Pittsburgh, PA (Oct 2009).

**Bélisle, Deny and Bodur, H. Onur**, *Assessing the Inter-Relatedness among Bundled Products: The Development of Products' Contingency Scale*, Administrative Sciences Association of Canada Conference Proceedings, Niagara Falls, ON (Jun 2009).

**Bélisle, Deny and Bodur, H. Onur**, *Contextual effects of bundle presentation and pricing strategy on bundle value*. Proceedings presented at the SCP Winter 2010 Conference, ed. Meg Meloy and Adam Duhachek, Society for Consumer Psychology (APA), St. Pete, FL (Feb 2010).

**Bodur, H. Onur**, Bélisle, J-F. and Nantel, J., *Who Is the User Behind This Avatar? Understanding Personality Impressions' Formation in Virtual Environments Based on Users' Avatars*. Minds and Societies Conference, Montreal, QC (Jun 2008).

**Bhave, Devasheesh P.**, Nelson, M., and Jay, C. *Electronic performance monitoring and performance: A longitudinal study*. Annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA (Apr, 2010).

**Boulianne, Emilio**, *Impact of Accounting Software Utilization on Students Performance: Literature Review and Research Hypotheses*. International Technology, Education and Development Conference (INTED), Valencia, Spain (Mar 2010).

**Brivot, Marion** and Gendron, Y., *Seeing, 'showing off' and being seen: on the ramifications of panoptical surveillance in a contemporary professional setting*. Presented at the 12th Annual Alternative Accounts Conference and Workshop, Toronto, ON (Apr 2010).

**Carney, Michael** and Dieleman, M., *International Institutional Entrepreneurship*. Presented at Academy of Management Conference, International Management Division, Chicago, IL (Aug 2009).

**Carney, Michael**, *Innovation in Asia's Family Businesses: A varieties of capitalism perspective*. Invited speaker to Academy of Management's Professional Development Workshop (PDW) Innovation Practices: Barriers & Successes in Asian firms. Chicago, IL (Aug 2009).

**Carney, Michael**, *Markets, Hierarchies and Families: Toward a Transaction Costs Theory of the Family Firm*. 7<sup>th</sup> Theories of Family Enterprise Conference, Northeastern University, Boston, MA (Jun 2009).

**Cho, Charles H., Martens, Martin, Kim, Hakkyun**, and Rodrigue, M., *Astroturfing Global Warming: It Isn't Always Green on the Other Side of the Fence*. 12<sup>th</sup> Annual Alternative Accounts Conference and Workshop, Toronto, ON (Apr 2010).

**Cho, Charles H.**, Michelon, G., and Patten, D.M., *Impression Management in Sustainability Reports: An Empirical Investigation of the Use of Graphs*. American Accounting Association 3<sup>rd</sup> Annual Public Interest Section Mid-Year Meeting, Arlington, VA (Apr 2010).



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**Cho, Charles H.**, Michelon, G., and Patten, D.M., *Impression Management in Sustainability Reports: An Empirical Investigation of the Use of Graphs*. 2010 North American Congress on Social and Environmental Accounting Research (2nd CSEAR Summer School in North America), Orlando, FL (Jan 2010).

**Cho, Charles H.**, Michelon, G., and Patten, D.M., *The Use (and Misuse) of Graphs in Sustainability Reports: An International Comparison*. 21<sup>st</sup> International Congress on Social and Environmental Accounting Research, Saint Andrews, Scotland, UK (Sep 2009).

**Cho, Charles H.**, Choi, J.S., Kwak, Y.M. and Patten, D.M., *Governmental Guidance and Voluntary Environmental Disclosure in Standalone Reports: An Analysis of Differences across South Korean and U.S. Companies*. 21<sup>st</sup> International Congress on Social and Environmental Accounting Research, Saint Andrews, Scotland, UK (Sep 2009).

**Dawson, Alexandra**, *Tell me, my daughters, which of you shall we say doth love us most? A narrative approach to family business research*. Presented at the Family Enterprise Research Conference, Cancun, Mexico (Apr 2010).

**Gagné, Marylène**, *The Motivation Leadership Training Program*. Presented at University of Birmingham, U.K. (Mar 2010).

**Gagné, Marylène**, *The Motivation Leadership Training Program*. Presented at Saint-Mary's University, Halifax, NS (Nov 2009).

**Islam, Majidul** and Yang, Y.F., *The Influence of Transformational Leadership on Job Satisfaction: The Business Perspective of the Balanced Scorecard Combined with the Perspective of the Resource Based Theory*. Presented at the 2010 International Academy of Business Disciplines (IABD) Conference, Las Vegas, NV (Apr 2010).

**Jain, Arvind K.**, *Markets, Regulators and Human Follies*. Paper accepted at VII AIB International conference on "Global Economic Crisis: Challenges and Opportunities", New Delhi, India (Dec 2009).

**Johns, Gary**, *The Importance of Context: Work Attendance Dynamics as a Case in Point*. Invited Keynote Speaker, 7<sup>th</sup> Annual Sprott School of Business Doctoral Symposium, Carleton University, Ottawa (Apr 2010).

**Johns, Gary**, *Why People Don't Go to Work and Why They Go to Work III: A Contextual view*

*of Absenteeism and Presenteeism*. Presented at Lee Kong Chian School of Business, Singapore Management University, Singapore (Mar 2010).

**Johns, Gary**, *Why People Don't Go to Work and Why They Go to Work III: A Contextual view of Absenteeism and Presenteeism*. Presented at the Faculty of Business, University of the Sunshine Coast, Australia (Mar 2010).

**Johns, Gary**, *Why People Don't Go to Work and Why They Go to Work III: A Contextual view of Absenteeism and Presenteeism*. Presented at Australian School of Business, University of New South Wales (Feb 2010).

**Kersten, Gregory**, *InterNeg Research Centre: Research, Training, and Systems*. Presented at the Institute of High Performance Computing, A\*STAR, Singapore (Jun 2009).

**Kersten, Gregory, Chen, Eva, Rios, J., Strecker, S.**, *A Study on Preference Impartation and Decision Support in E-negotiation*, Hawaii International Conference on System Sciences, Hawaii, USA (Jan 2010).

Wachowicz, T. and **Kersten, Gregory**, *Zachowania i Decyzje Negocjacyjne Uczestników Negocjacji Elektronicznych*, A Man and His Decisions, KUL, Lublin, Poland (Nov 2009).

Lai, H., Lin, W.J. and **Kersten, Gregory**, *Effects of Language Familiarity on e-Negotiation: Use of Native vs. Non-native Language*. Proceedings of the 42<sup>nd</sup> Hawaii International Conference on Systems Sciences, R.H. Sprague, Jr. (Ed.), IEEE Computer Society Press, Los Alamitos, CA (Jan 2009).

Yang, Z., **Laroche, Michel** and Mukherjee, A. *The Effect of Parenting on Adolescent Susceptibility to Peer Influence: Mediating Role of Self-Esteem*. In *Advances in Consumer Research*, Vol. 36, eds. Ann L. McGill and Sharon Shavitt, Provo, UT: Association for Consumer Research (Forthcoming 2010).

**Nepomuceno, Marcelo, Saad, Gad, Stenstrom, Eric and Mendenhall, Zachary**, *Finger Length Ratio and Attitudes Towards Several Product Categories*. Presented by Marcelo Nepomuceno at the Association for Consumer Research Conference, Pittsburgh, PA (Oct 2009).

**Okoli, Chitu** and Schabram, K., *Protocol for a systematic literature review of research on the*



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Marylène Gagné,  
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Department of Management

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**Ferguson, Ronald and Paulin, Michèle**, *Relational Governance in Business-to-Business*

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**Paulin, Michèle**, *The limit of the Goods Dominant Logic in the Tunisian Tourism Services: How to develop a service oriented strategy?* Presented at ENIT, Tunisia, Tunis (2009).

**Ross, Christopher**, *Princessa Beauty Products*. Presented at Administrative Sciences Association of Canada Conference, Niagara Falls, ON (Jun 2009).

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**Sharma, Sanjay**, *Energy and the Future of Sustainable Business*. Advancing Canada's Competitive Advantage Conference: A National Forum on Management, Montreal, QC (Sep 2009).

**Shrivastava, Paul**, *Learning Management through the Arts*. Panel Presentation



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IberoAmerican Academy of Management, Buenos Aires, Argentina (Nov 2009).

**Shrivastava, Paul**, *Entreprise Sustainability*. Keynote speech at PES Institutes of Technology Conference on Paradigm Conflict in a Globalizing World, Bangalore, India (Jan 2010).

**Shrivastava, Paul**, *Management Challenges for India in the 21<sup>st</sup> Century: Role of Sustainable Enterprise*. Presentation to Delhi University South Campus and Canadian Centre for Indian Studies, Delhi, India (Jan 2010).

**Shrivastava, Paul**, *Transitioning to Where*. Plenary Presentation at the International Association of Business and Society (IABS), Banff, AB (Mar 2010).

**Spence, Crawford**, *Accounting for the General Intellect*. Presented at the North American Sustainability Accounting Conference, University of Central Florida, Orlando, FL (Jan 2010).

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**Switzer, Lorne**, *The Behaviour of Small Cap vs. Large Cap Stocks in Recessions: Empirical Evidence for the United States and Canada*. 2010 Annual Meetings of the Midwest Finance Association (Feb 2010).

**Switzer, Lorne**, *Management Quality and Operating Performance: Evidence for Canadian IPOs*. The EFM Symposium on Entrepreneurial Finance and Venture Capital Markets Symposium, Montreal, QC (Apr 2010).

**Vidyarthi, Navneet K.**, *A Framework for Evaluation of Information Technology Alternatives for Supply Chain*. ICBIRD 2010: International Conference on Business and Information Technology: Contemporary Research and Development, Ghaziabad, India (Feb 2010).

**Walls, Judith**, *An Assessment of the Construct Validity of Environmental Strategy Measures*. Presented at the Special Issue Conference for Business & Society on Corporate Social Responsibility and Environmental Sustainability, State University of New York at Albany, New York, NY (Sep 2009).

## Book Chapters

**Boies, Kathleen, Robinson, Melanie Ann**, and Saffie Robertson, M. C., Leaders' personal experience and response to failure: A theoretical framework and initial test. In *When leadership goes wrong: Destructive leadership, mistakes and ethical failures*, Schyns and T. Hansbrough (Eds.), Information Age Publishing: Charlotte, NC (2010).

**Carney, Michael** and Gedajlovic, E. The Co-Evolution of Institutional Environments and Organizational Strategies: The Rise of Family Business Groups in the ASEAN Region, in *New Directions in Organization Studies*, S.R. Clegg (Ed.), Sage Publications, London, UK (2009).

**Kersten, Gregory** and Lai, H., Electronic Negotiations: Foundations, Systems, and Processes. In C. Eden and M. Kilgour (Eds.), *Group Decision and Negotiation Handbook*, Springer, New York, NY (2008).

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**Ratiu, Catalin and Molz, Rick**, Multinational strategies and sustainability: Fostering subsidiary initiative. In *Local versus Global Logic: The Multinational Enterprise in Developing Countries*, R. Molz,



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**Saad, Gad**, Song lyrics as windows to our evolved human nature. In *The Evolutionary Review: Art, Science, Culture*, A. Andrews and J. Carroll (Eds.), SUNY Press: Albany, NY (Forthcoming, 2011).

Mendenhall, Z., **Saad, Gad** and Nepomuceno, M., Homo Virtualensis: Evolutionary psychology as a tool for studying videogames. In *Evolutionary Psychology and Information Systems Research: A New Approach to Studying the Effects of Modern Technologies on Human Behavior*, N. Kock (ed.), Springer: Heidelberg (forthcoming).

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**Saad, Gad**, Using the Internet to study human universals. In *Encyclopedia of E-Business Development and Management in the Global Economy*, I. Lee (Ed.), IGI Global: Hershey, PA (2010).

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Durante, K. M., and **Saad, Gad**, Strategic shifts in women's social motives and behaviors across the menstrual cycle: Implications in corporate settings. In *Neuroeconomics and the Firm*, A. Stanton, M. Day and I. Welpe (Eds.), Edward Elgar: Northampton, MA (2010).

**Sharma, Pramodita**, Advancing the 3Rs of family business scholarship – Rigor; Relevance, Reach. Volume 12 of *Advances in Entrepreneurship, Firm Emergence and Growth*. Editors: A. Stewart, G.T. Lumpkin, and J. Katz (Eds.) (in press).

Salvato, C., Chirico, F., and **Sharma, Pramodita**, Understanding exit from founder's business in family firms. Volume 12 of *Advances in Entrepreneurship, Firm Emergence and Growth*. A. Stewart, G.T. Lumpkin, and J. Katz (Eds.) (in press).

Stenstrom, Eric and **Saad, Gad**, The neurocognitive and evolutionary bases of sex differences in website design preferences: Recommendations for e-business managers. In *Encyclopedia of E-Business Development and Management in the Global Economy*, I. Lee (Ed.) IGI Global: Hershey, PA (2010).

Simons, K.L. and **Walls, Judith L.**, The U.S. National Innovation System. In V.K. Narayanan & G. O'Connor (Eds.), *Encyclopedia of Technology and Innovation Management*. Malden, MA: Wiley-Blackwell. (In press, 2010).

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**Carney, Michael**, Book review of *Business Innovation in Asia: Knowledge and Technology Networks from Japan* by Dennis McNamara (2009), Routledge: London and New York, in Pacific Affairs (Forthcoming 2010).

**Johns, Gary** and Saks, A.M., *Organizational behaviour: Understanding and managing life at work* (8<sup>th</sup> ed.). Pearson Prentice Hall, Toronto, ON (forthcoming 2011).

Saks, A.M., and **Johns, Gary**, *Instructor's resource manual, instructor's video guide, and PowerPoint slides to accompany Organizational Behaviour* (8<sup>th</sup> ed.). Pearson Prentice Hall, Toronto, ON (forthcoming 2011).

**Okoli, Chitu**, *Experts Speak on E-business in Sub-Saharan Africa: A Theoretical Model of Infrastructure and Culture for Doing Business Using the Internet on the Dark Continent*. VDM Verlag Dr. Müller, Germany (2010).

**Saad, Gad**, *The Consuming Instinct: What Juicy Burgers, Ferraris, Pornography, and Gift Giving Reveal About Human Nature*. Prometheus Books, Amherst, NY (Forthcoming, 2011).



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**Saad, Gad** (Ed.), *Evolutionary Psychology in the Business Sciences*. Springer: Heidelberg, Germany (Forthcoming, 2011).

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**Shrivastava, Paul** and Statler, M. (Eds.), *Learning from the Global Financial Crisis*. Stanford University Press, Palo Alto, CA (2010).

### **Other Distinctions**

**Bodur, H. Onur**, appointed Reviewer at the American Marketing Association Conference 2010, Boston, MA; Reviewer at the Society for Consumer Psychology (SCP) Conference 2010, St. Pete Beach, FL; and Reviewer at *Psychology & Marketing*.

**Carney, Michael**, Editor of special edition of *Asia-Pacific Journal of Management* "Varieties of Asian capitalism: Indigenization and Internationalization", 26:3 (Sept 2009); appointed Senior Editor and Editorial Board Member of *Asia Pacific Journal of Management*; appointed Editorial Board Member of *Journal of Management Studies*, *Family Business Review*, *Journal of Family Business Strategy*.

**Cho, Charles**, appointed member of the editorial board of *Issues in Social and Environmental Accounting*.

**Dawson, Alexandra**, appointed Family Owned Business Institute (FOBI) Research Scholar (2010).

**He. Luo**, appointed as Member of the Scientific Committee of the Canadian Academic Accounting Association Annual Conference 2010, Toronto, ON.

**Johns, Gary**, named a Fellow of the Academy of Management.

**Kersten, Gregory**, appointed Vice-Chairperson of the INFORMS College "Group Decision and Negotiation"; Senior editor of *Group Decision and Negotiation Journal*; Departmental editor of *Artificial Intelligence and Management Science*, Springer Publishers; Member of the Editorial Board, *Lecture Notes in Business Information Processing*, Springer; and Member of the Editorial Board, *Advances in Group Decision and Negotiation*, Springer.

**Laroche, Michel**, appointed Co-chair for the 2010 Cultural Perspectives in Marketing Conference, Academy of Marketing Science, Lille, France; appointed Track Chair, Global Consumer Behavior and Marketing Strategy, Global Marketing Congress 2010, Tokyo, Japan.

**Molz, Rick and Farashahi, Mehdi**, From Dilemma to Theory to Research Agenda: Doing Business in Developing and Transitional Countries. Special issue editors for a double issue of *International Studies of Management and Organization* (Forthcoming).

**Paulin, Michèle**, accepted on the Emerald Who's Who List for Executive and Professionals (Winter 2010); accepted on list of Distinguished Professionals 2010, Westbury, NY, USA.

**Saad, Gad**, appointed to the Editorial Boards of *The Evolutionary Review*, and *Frontiers of Evolutionary Psychology*.

**Saad, Gad and Vongas, John**, The effect of conspicuous consumption on men's testosterone levels. Rated "Top 25 Hottest Articles" in *Organizational Behavior and Human Decision Processes* for the period October to December 2009.

**Sharma, Pramodita**, appointed Fellow of the Family Firm Institute; STEP Global Director; Babson College, Babson Park, MA.

**Shrivastava, Paul**, appointed on Design and Editorial team of the Academy of Management 2010 Annual Meeting Special Issue of *L'itinéraire Magazine*.

**Spence, Crawford**, appointed to the Scientific Committee for *Columbian Journal, Innovar*.

**Walls, Judith**, appointed to the Board of Reviewers for the *Journal of Business Venturing*.



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## Research Profile



Gary Johns  
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Dr. Gary Johns was recently elected Fellow by the Academy of Management. According to the Academy's bylaws, the purpose of the Fellows Group is to "recognize and honour the significant contributions to the science and practice of management, and to provide opportunities for fellowship and a forum for discussion among persons so recognized and honoured." Dr. Johns' induction will be marked at a special ceremony during the annual Academy of Management conference this August. The following interview offers a glimpse of Dr. Johns' expansive research career over the years.

**RB: Your area of expertise focuses on absenteeism. How did you discover your passion for this field of study?**

Gj: I'm an organizational psychologist, and most organizational psychologists are interested in what's in peoples' heads—their work attitudes such as job satisfaction and organizational commitment. I'm interested in these things too, but I'm even more interested in what people do at work, or don't do in the case of absenteeism. Both managers and employees understand that there is a valid expectation that people will show up at work, but sometimes they don't. Why is that, despite the fact that the behavior has somewhat deviant connotations? Absence is interesting because it has many causes masquerading as one behavior. Figuring out who will be absent under what conditions is a complicated puzzle, and it requires a range of research methods. That's interesting. Employees lie to managers about why they are absent. That's interesting. Absence is studied by scholars in management, psychology, sociology, medicine, economics, industrial relations, and law. That's interesting. In fact, one of my ongoing goals has been to integrate the research from these various disciplines.

**RJ: The impact of economic instability has also led to the opposite phenomenon, presenteeism. How has this affected your absenteeism research? What have you discovered?**

Gj: Presenteeism is going to work when you are ill. Although working with illness symptoms during the SARS and H1N1 epidemics captured the popular imagination, most presenteeism is associated with allergies, asthma, migraine, and depression. Research suggests that much more productivity loss is due to presenteeism compared to absenteeism. Generally, I'm interested in what factors predict the tendency to go absent versus show up when ill. In other words, what tips the absence versus presence decision? Key factors include job design, personality, and certain work experiences. For example, people engaged in teamwork are less

inclined toward absenteeism and more inclined toward presenteeism. Those lacking job security are more inclined to exhibit presenteeism.

**RJ: Many of today's businesses operate on a virtual model that depends on telework. How would you describe the impact on workers' attendance/absence and productivity levels?**

Gj: Absenteeism means not showing up for scheduled work, so the concept does not apply so well to virtual or distributed work. That said, absence from the task might apply to virtual work arrangements. In a related vein, I should note that working from home might be a good option to avoid the downside aspects of presenteeism. When contagion or simple discomfort (e.g., due to allergies) are issues, working remotely might facilitate productivity.

**RJ: How would you describe the overall course of your research? What and how has it changed? What are your current research projects? What are your plans for future research?**

Gj: Although I have continued to study absence over the years, I don't do just one thing. Some of my most cited work also includes publications on research methodology, the impact of context on organizational behavior, and why managers fail to adopt proven management practices. On the absenteeism front, I have cycled between theory building and then using a variety of methods to solve what I think are important problems. These methods include conventional survey research but also extend to text analysis (of over 2800 New York Times articles on absenteeism, with Eric Patton), meta-analysis (concerning stress, health, and absence, with Wendy Darr), and a nine-nation cross-cultural study of absence legitimacy (with Helena Addae and Kathleen Boies). I try to use what works, and I dislike doing very conventional research. My current and future research involves introducing organizational and health psychology scholars to the presenteeism phenomenon. This is a hot topic in occupational health and epidemiology, and virtually all of it is funded by pharmaceutical companies hoping to make productivity claims for new drugs. I want to show that presenteeism and any related productivity loss are affected by social, psychological, and contextual factors. The medical model of presenteeism ignores these factors, to its detriment.

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