



**Talya Bauer** was one of 13 inducted as Academy of Management Fellows for 2024. AOM is the largest professional organization for management scholars, and the fellows group recognizes and honors AOM members who have made outstanding contributions to the science and practice of management. Congratulations!

## Publications

**Matt Kaufman** (with Amanda Convery, U. Delaware, and Terry Warfield, U. Wisconsin-Madison) published “Stakeholder conflict and standard-setting foundation oversight” in *Journal of Accounting and Public Policy*.

**Abstract:** This study examines foundation oversight authority as a distinct tool used to maintain the accounting profession’s delegated authority to set standards. Prior literature traditionally focuses on the standard-setting boards and technical arguments surrounding proposed accounting standards. We examine whether the Financial Accounting Foundation (FAF) can manage stakeholder conflict and legitimize contentious activity through exercise of its oversight role. The presented case is a qualitative analysis of the FAF’s GASB Scope of Authority project, a rare public exercise of FAF oversight authority, in which the FAF applied its authority despite stakeholder disagreement on the line between oversight and standard setting. We observe the FAF’s oversight of standard setting due process as opposed to the content of proposed standard setting projects. The policy formalizes private consultation at this blurred boundary to safeguard board autonomy and delegated authority. Implications and precedence for the FASB and other contentious accounting issues (e.g., deliberations around ESG reporting) are discussed.

**Shung Jae Shin** (with Inseong Jeong, U. Melbourne, Australia, Prithviraj Chattopadhyay, U. Cambridge, U.K., and Owwon Park, The Catholic U. of Korea) published “When less is more: The proportion of creative members and R&D team innovative performance” in *Human Performance*.

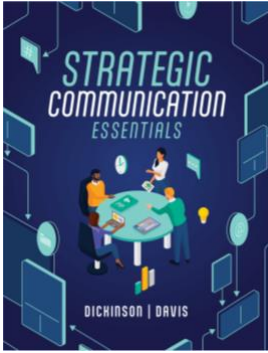
**Abstract:** Researchers have long assumed that a high proportion of creative members in a team is associated with high team innovative performance. This study proposed that the relationship between the proportion of creative members in a research and development (R&D) team and the team’s innovative performance is an inverted U-shape. Using a sample of 120 R&D teams with time-lagged and multiple-source data, we found support for this argument. Furthermore, we theorized that the human resource management practices of participative management and pay dispersion moderate that U-shaped curvilinear relationship. Our data show that the curvilinear relationship holds when high participative management was implemented and when pay dispersion is high. We derive implications for management theory and practice.

**Matt Kaufman** (with Zahirul Hoque, Prince Sultan U., Saudi Arabia) published “Incarnation and decay: Reconciling the organizational decision-making and organizational institutional theory perspectives on budgetary research” in *Accounting, Auditing, and Accountability Journal*.

**Abstract:** The organizational decision-making perspective (ODM) has a legacy regarding its concern for budgeting as an essential organizational routine in decision-making. Budgeting has also become a direct concern to organizational institutional theory (OIT) because of its prominent role in institution building, where budgeting can build trust in inter-organizational relationships. This paper builds on these two perspectives to explore organizational budget processes’ formation, disruption, and re-creation over time. We conducted a comprehensive review and critical analysis of the ODM and OIT perspectives, focusing on a fundamental paradox between ODM’s emphasis on stability through organizational routines and OIT’s focus on organizational legitimacy through the decoupled expression of organizational values. We then expanded on these paradoxical concerns in the context of budgeting, formalizing them into specific research propositions for future studies. Tensions around the stability, decay, and re-creation of budgets as organizational routines emerge as a pressing issue requiring further empirical investigation from the ODM perspective. A critical issue in the OIT perspective is the potential for organizational budgets to provide an opportunity to decouple from practice through routinized expressions of rationality and to facilitate loose coupling in practice. These findings offer a fresh perspective and open up new avenues for future research in this area.

**Berrin Erdogan** and **Talya Bauer** (with Aysegul Karaeminogullari, Pontificia Universidad Javeriana, Colombia) published “Overqualification in the Workplace” in [\*Oxford Encyclopedia of Industrial, Work, and Organizational Psychology\*](#) (Editor: José M. Peiró).

**Talya Bauer** (with Deborah Ford) published “Onboarding during transformational times: Responding to business trends with technology and best practices” in [\*Becoming a talent magnet: Lessons from the field on attracting and recruiting great people\*](#) as part of the SIOP Professional Practice Series. Editor: Mark Morris).



**Don Dickinson**, Director of Advertising Management Emeritus, has published his 5<sup>th</sup> textbook, titled “[Strategic Communication Essentials](#).” The book was written for graduate and undergraduate courses in schools of communications, journalism, and business, and was published by Stukent, Inc.

## Presentations

**Yazhen (Sophie) Xiao** presented “Diversity and Sustainable Innovation in the US Higher Education” at the R&D Management Conference in Stockholm, Sweden. June 17-19.

**Yazhen (Sophie) Xiao** presented “Voice Skills and Product Control” at the AMS World Marketing Congress in Bel Ombre, Mauritius. June 25-29.

**Sejin Keem** gave a research talk titled “When breaking rules burns bridges: A status-based norm violation model of unethical behavior and network decay” at the University of Melbourne, Australia. July, 2024.

The annual meeting of Academy of Management took place in Chicago, IL between August 9-13. The following presentations represented the School of Business:

- **Talya Bauer** was facilitator in the session “Teaching cases in HR.”
- **Talya Bauer** was facilitator in the session “Organizational behavior research incubator.”
- **Berrin Erdogan** was facilitator in the session “OB division junior faculty workshop”
- **Berrin Erdogan** was panelist in the session “Research impact: What it is, Why it matters, and how you can increase your impact potential.”
- **Berrin Erdogan** was facilitator in the session “Careers division research roundtable and networking forum”
- **Talya Bauer** and **Berrin Erdogan** presented the paper “The role of early multiplex social relations in newcomers’ job-change negotiation and adjustment.”
- **Talya Bauer** was discussant in the session “Navigating new frontiers: Evolving dynamics of newcomer socialization in the new age.”
- **Berrin Erdogan** was discussant in the session “New questions in overqualification: Implications for families, CEOs, and entrepreneurs.”
- **Ji Woon (June) Ryu** was participant in the session “Beyond dichotomies: Unveiling overlooked experiences in workplace diversity and inclusion.”
- **Ji Woon (June) Ryu** presented the paper “Silent struggles: Asian employees experience more exploitation at work.”
- **Ted Khoury** presented the paper “Defining entrepreneurial masculinity in a war-torn patriarchal context.”

- **Ji Woon (June) Ryu** presented the paper “When do larks and owls go the extra mile? The impact of chronotype on OCB via time extension self-efficacy.”
- **Shung Jae Shin** and **Sejin Keem** presented the paper “Dancing with proactive members in the party of creativity.”
- **Frederik Vos** presented the paper “Strategic purchasing integration as an antecedent of public value.”

## Just Got In!

**Talya Bauer** and **Berrin Erdogan** had their paper "New horizons for newcomer organizational socialization: A review, meta-analysis, and future research directions" accepted for publication at *Journal of Management*.

**Yazhen (Sophie) Xiao** had her paper “Customer involvement in co-development: Problem-solving and decision-making in new product development” accepted for publication in *European Journal of Marketing*.

## Good to Know

The University maintains a [database of faculty expertise](#) to make it easier for media representative to identify an expert. If you do not currently appear in this database, you can use [this link](#) to request an entry. This is an excellent way in which you can help bridge the science-practice gap! If you already have an entry and would like to request edits, you can email Media Relations Manager Katy Swordfisk here: [katy.swordfisk@pdx.edu](mailto:katy.swordfisk@pdx.edu)