



## Publications

**Qin Lian** (with Xudong Fu and Tian Tang, U. Louisville, KY, Qiming Wang, Willamette U., and Hua Christine Xin, U. South Alabama) published “Relationship institutions: Evidence from IPOs” in *Journal of Accounting, Auditing, and Finance*.

 Using a sample of newly public firms, we study the firm-institution relationship and its effect on firm value and the real decision channels through which this effect takes place. In contrast to the conventional measure of investor horizon that primarily focuses on investor portfolio share turnover, we suggest an alternative measure based on the investment horizon between institutions and firms to capture the firm-institution relationship. Our study shows that relationship institutions, defined as institutions that maintain their positions in a firm after its initial public offering, contribute positively to firm value. Relationship institutions enhance firm value through increased investments by the firm, better acquisition decisions, higher overall payout, and lower firm risk. The positive effects of relationship institutions are reflected in higher future stock returns and are not sensitive to the alternative explanation of institutional relationships, institution types, institution share turnover, blockholding status, and alternative cut-off time in relationship definition.



**Yazhen (Sophie) Xiao** (with Alessandra Gessl and Jelena Spanjolb, Ludwig-Maximilians-Universität (LMU) Munich, Germany, Cheryl Nakata, U. North Carolina at Greensboro, and Stephanie Crawford, Lisa Sharp, and Anna Cu, U. Illinois Chicago) published “Improving anti-hypertensive medication taking: The direct and interacting effects of perceived adherence difficulty, adherence knowledge, and commitment to adherence” in *International Journal of Healthcare Management*.

 Non-adherence to anti-hypertensive medications is prevalent, leading to increased hospital costs and preventable deaths and disabilities. Managing patient perceptions of adherence difficulties may be key to improving adherence. This study examined the potential negative effect of patients’ perceived difficulties with anti-hypertensive medication taking on adherence, along with whether and how that effect could be reduced through patient knowledge of and commitment to adherence. 10,867 adult U.S. residents diagnosed with essential hypertension and prescribed anti-hypertensive medications participated in a cross-sectional online survey using self-reported behaviors and perceptions. Perceived adherence difficulty was negatively associated with adherence behaviors. This association was reduced by the moderating effects of adherence knowledge and commitment to adherence, and their direct effects on adherence behaviors. Some differences by patient race-ethnicity and income were observed. Perceived adherence difficulty inhibits medication adherence but is countered by adherence knowledge and commitment to adherence. To improve adherence, healthcare strategies should strengthen patient knowledge and commitment by developing medication routines, engaging in self-care and awareness, and receiving tailored counseling on disease management, among others.



**Carlos Mena** (With Marko Bastl, Marquette U., Corrado Cerruti, Università di Roma Tor Vergata, Italy, and Heather Dawn Skipworth, Cranfield U., UK) published “The interplay of agile capabilities in crisis response” in *International Journal of Operations & Production Management*.

🔗 Large-scale disruptions that lead to extreme environmental uncertainty, combined with perceived threats and time pressure, have prompted some organizations to rapidly form new networks. This research aims to focus on how actors in these newly formed networks leverage their agile capabilities in response to extreme disruptions. Grounded in the agility literature, this study employs an abductive research approach and a multi-case design. Data were collected from 18 actors embedded in four newly formed networks located in the United Kingdom, Italy, Colombia and the USA. Through six propositions and an empirically derived model of supply chain agility under extreme uncertainty, the findings reveal a dynamic interplay among agile capabilities. They also illustrate how the utilization of these capabilities shifts in environments characterized by severe unpredictability. The research underscores the importance of allocating equal attention to both cognitive and physical dimensions of agility. Under conditions of extreme uncertainty, firms may need to adopt more entrepreneurial behaviors to enhance agility; however, this can increase risk exposure, which must be managed proactively. This study contributes to the body of knowledge on supply chain agility by identifying the interrelationships between agility dimensions and demonstrating how extreme uncertainty influences their practical application.




**Piman Limpaphayom** (With Niyata Kawewong and Pitima Diskulnetivitya, Chiang Mai U., Thailand, and Yoshiyuka Matsuura, Yamaguchi U., Japan) published “The effect of financial crisis on the relation between patent applications and firm performance: The case of Japan” in *Review of Pacific Basin Financial Markets and Policies*.

🔗 Previous research has shown that a financial crisis can adversely affect corporate innovation, as measured by the number of patent applications. This study examines the relation between the number of patents filed and the operating performance and market valuation after the Global Financial Crisis in 2008. The results show that, consistent with previous studies, the number of patent applications in Japan drops drastically at the onset of the Global Financial Crisis. More importantly, the results also show that, even after the Global Financial Crisis, there is a positive relation between the number of patents filed and firm performance up to two years after the filing dates. In addition, the positive relation after the Global Financial Crisis is also much stronger than the one before the crisis. The findings are robust with respect to both operating and market performance. It is concluded that a financial crisis could potentially be beneficial if firms can adapt and shift the focus to the quality of innovation.



**Jing Zhao** published “(In)Attention: Distracted shareholders and corporate innovation” in *Journal of Empirical Finance*.

 Following Kempf et al. (2017), this study employs an identification strategy that exploits exogenous shocks to unrelated parts of institutional shareholders' portfolios to measure “distraction.” I find institutional shareholder “distraction” significantly and positively affects future innovation output and input. This positive effect exhibits considerable cross-sectional and intertemporal heterogeneity. Further, the positive effect is stronger in firms where institutional shareholder monitoring is less important or efficient, or firms subject to greater managerial myopia. These include innovative firms, firms with lower product market competition, weaker managerial power and stronger monitoring, and lower institutional ownership such that any given distraction is more impactful. Consequently, distraction enhances shareholder value through its positive impact on innovation. Taken together, the evidence suggests that managers respond to reduced myopic pressures, induced by exogenous shocks to institutional investors' portfolios that shift their attention away, by pursuing long-term, risky and value-increasing investments such as innovation. Potential limitations of this study and their implications for future research are also thoroughly discussed.



## Presentations



**David Gerbing** presented a paper at the 2025 CascadiaR Conference, “Simplified Data Analysis with lessR”. June 21. Portland, OR.



The annual meeting of Academy of Management brought together professors, doctoral students, and practitioners from around the world in Copenhagen, Denmark (July 25-29). The following SB faculty were part of the program:

- **Talya Bauer** and **Berrin Erdogan** were facilitators in the Organizational Behavior division research incubator.
- **Talya Bauer** was a participant in the HR division research roundtable networking forum.
- **Talya Bauer** was a panelist in the HR division late-stage doctoral student consortium.
- **Berrin Erdogan** was a panelist in the Conflict Management division doctoral and post-doctoral consortium.
- **Talya Bauer** and **Berrin Erdogan** coauthored the poster presentation “The paradox of externally competitive pay: Influence on newcomer proactivity and veteran undermining.”
- **Berrin Erdogan** was a moderator in the Careers Division research roundtable and networking forum.

- **Talya Bauer** coauthored the poster presentation “Does the “why” matter? Differences in replacement vs. expansion hiring.
- **Berrin Erdogan** was the discussant in the symposium “Overqualification in focus: Overcoming challenges and harnessing potential.”
- **Talya Bauer** and **Berrin Erdogan** were participants in the symposium “Loneliness at work: How it happens and how it affects stress, resilience, behavior, and well-being.”
- **Talya Bauer** was the discussant in the symposium “New frontiers of organizational socialization: Micro foundational responses to recent macro shocks.”
- **June Ryu** coauthored a paper titled “Silent struggles: Asian employees experience more exploitation at work” presented as part of the symposium “Hidden barriers and opportunities: Unpacking Asian employees’ workplace experience.”
- **Carlos Mena** coauthored the paper titled “Extreme agility in newly formed supply networks: Leveraging cognitive and physical capabilities” presented as part of a paper session.

## People

**Berrin Erdogan** and **Talya Bauer’s** 2020 *Journal of Management* paper “Perceived overqualification at work: Implications for extra-role behaviors and advice network centrality” was selected as a finalist for the 2025 Best Paper Award of the journal and recognized at the annual meeting of Academy of Management (July 25-29, Copenhagen, Denmark).



**Elizabeth Almer’s** paper “Private equity investments in accounting firms: Evidence from structured interviews and surveys on career implications” was listed on SSRN’s top downloads list for Auditing eJournal.



## Just Got In

**Talya Bauer** and **Berrin Erdogan** had their paper “The evolving future of work: Implications for newcomer adaptability and connectivity during organizational socialization” accepted for publication in *Human Resource Management*.

**Erica Wagner** had her chapter “Making personal data personal: The emergence of enactive data in organizations” accepted for publication in the edited volume *Technology and Social Justice*.

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