

# 8th RESEARCH DAY

organized by Georg Wernicke

keynote speakers

SINZIANA DOROBANTU

Stern School of Business  
New York University

LAMAR PIERCE

Olin Business School  
Washington University in St. Louis

discussant

ABHINAV GUPTA

Foster School of Business  
University of Washington



# DAY 1 THURSDAY JUNE 1, 2023

WELCOME COFFEE 12:45

INTRODUCTION  
13:15-13:30

GEORG WERNICKE & RODOLPHE DURAND

ANDREA MASINI

(Dean of Faculty)

## PITCH YOUR RESEARCH IDEA

HOW PIRATES BECAME PRIVATEERS:  
THE LEGITIMATION OF MISBEHAVING  
ACTORS BY SOCIAL CONTROL AGENTS

Joao Albino-Pimentel  
(University of South Carolina)

Pier Vittorio Mannucci  
(Bocconi University)

Thomas Roulet  
(Cambridge University)

WHEN PRODUCERS LEAVE  
COOPERATIVES:  
THE INTERPLAY BETWEEN SHARED  
AND COMMON-POOL RESOURCES

Camille Doche  
(HEC Paris)  
Olivier Chatain  
(HEC Paris)

PROFESSIONAL SERVICE FIRMS AND  
SUSTAINABILITY CONSULTANTS:  
ON THE CONSTRUCTION OF  
SUSTAINABLE CORPORATE CITIZENS

Xiaoyu (Aurora) Xu  
(HEC Paris)

BIG CORPORATES PURSUE  
GREENWASH AND SMALL COMPANIES  
POSSESS GREEN VIRTUE

Dan Xie  
(HEC Paris)

## ESG DYNAMICS IN PRIVATE EQUITY

Teodor Duevski  
(HEC Paris)  
Tianhao Yao  
(HEC Paris & Singapore Management  
University)  
Chhavi Rastogi  
(University of Bonn)

COFFEE BREAK 14:45-15:00

KEYNOTE ADDRESS

SINZIANA DOROBANTU

(New York University)

COFFEE BREAK 16:00-16:15

PANEL DISCUSSION  
DISCUSSANTS

LAMAR PIERCE

(Washington University in St. Louis)

RULE TAKERS OR RULE MAKERS?  
PLATFORM RULE CHOICES AS STRA-  
TEGIC ADAPTATION TO REGULATION

Madhulika Kaul  
(HEC Paris)  
Olivier Chatain  
(HEC Paris)

INTERNAL CONTROL AND  
EMPLOYEE JOB SATISFACTION

Crystal (Yanting) Shi  
(HEC Paris)  
Chan Li  
(Kansas School of Business)  
Yuan Xie  
(Fordham University)  
Ping Gong  
(Yale School of Management)

IS PAYING FOR WORKFORCE  
DIVERSITY ENOUGH TO INCREASE  
INCLUSION? EXAMINING FORMAL AND  
INFORMAL INCENTIVES FOR DISABILI-  
TY INCLUSION IN BRAZIL

Leandro Nardi  
(HEC Paris)  
Marieke Huysentruyt  
(HEC Paris)  
Tomasz Obloj  
(Indiana University)  
Thomaz Teodorovicz  
(Copenhagen Business School)

WHEN IS ORGANIZATIONAL CULTURE  
MORE REPLICABLE THROUGH  
ENTREPRENEURIAL SPAWNING?

Yeonsin Ahn  
(HEC Paris)  
Henrich Greve  
(INSEAD)

FINANCIAL ANALYSTS PENALIZE  
FEMALE CEOS FOR FEMALE-TYPE  
SPEECH

Aharon Cohen Mohliver  
(London Business School)  
Anantha Divakaruni  
(University of Bergen)  
Laura Fritsch  
(University of Oxford)

COFFEE BREAK 17:45-18:00

PANEL DISCUSSION  
DISCUSSANTS

SINZIANA DOROBANTU

(New York University)

GRASSROOTS-ORIENTED CORPORA-  
TE PHILANTHROPY AS EXTENSION OF  
FIRMS' CORE BUSINESS ACTIVITIES

Yuhao Zhuang  
(HEC Paris & University of Chicago)

BIG PICTURE THINKING IN SMALL  
PIECES: FINANCIAL NEGOTIATIONS  
BETWEEN TWO MULTI-PARTNER  
ALLIANCES

Mohammad Hosseini  
(HEC Paris)  
Bertrand Quelin  
(HEC Paris)

LEVIATHAN AS A CLIENT: PUBLIC  
VERSUS PRIVATE CONTRACTING OF  
DESALINATION TECHNOLOGIES TO  
ADDRESS WATER SCARCITY

Ilze Kivleniece  
(INSEAD)  
Leandro Pongeluppe  
(University of Pennsylvania)  
Sergio Lazzarini  
(Ivey Business School)

WOMEN IN CHARGE:  
MOMENTUM VALIDATION THEORY AS  
EXPLANATION FOR WOMEN'S ADVAN-  
CES INTO ELITE EXECUTIVE POSITIONS

Abhinav Gupta  
(Foster School of Business)  
Michelle Lee  
(Queens University)  
Donald Hambrick  
(Pennsylvania State University)

PRESENTERS DINNER

20:00-22:45

LA PETITE VENISE

(Versailles)

shuttle bus leaves the campus at 19:45

# DAY 2 FRIDAY JUNE 2, 2023

WELCOME COFFEE 08:30

COFFEE BREAK 11:30-11:45

## PITCH YOUR RESEARCH IDEA

### WORKPLACE SAFETY AND EMPLOYEE MOBILITY

Federica Di Stefano  
(HEC Paris)

Rocio Bonet  
(IE Madrid)

### RE-ENTRY, EMPLOYMENT AND PERSISTING INEQUALITY: LABOR MARKET EXPERIENCES OF THE FORMERLY INCARCERATED

Audrey Holm  
(HEC Paris)

### THE EFFECT OF COMPASSION ON STAKEHOLDER REACTIONS TO WORKFORCE DOWNSIZING

Louis Vandepoele  
(University of Mannheim)

### FEMALE LEADERSHIP AND CORPORATE INEQUALITY: EVIDENCE FROM ARCHIVAL AND EXPERIMENTAL DATA

Raffaele Conti  
(ESSEC)

Isabelle Solal  
(ESSEC)

Francesco Castellaneta  
(SKEMA Business School)

### THE ROLE OF ETHICAL PRINCIPLES IN AI STARTUPS

James Bessen  
(Boston University)

Michael Impink  
(New York University & HEC Paris)

Robert Seamans  
(New York University)

## PANEL DISCUSSION

D I S C U S S I O N T

### ABHINAV GUPTA

(University of Washington)

### A THEORY OF CROSS-INSTITUTIONAL GOVERNANCE IN UNSETTLED CONTEXTS

John Almandoz  
(IESE)

Patricia Thornton  
(Texas A&M University & HEC Paris)

### STIGMA AND POLITICAL IDEOLOGY OF FINANCIAL ANALYSTS

Mohamad Sadri  
(ESSEC)

Ali Mohammadi  
(Copenhagen Business School)

Pooyan Khashabi  
(ESSEC)

### GENDER QUOTAS ENTER EMERGING MARKET BOARDROOMS: EVIDENCE OF SUBSTANTIVE PROGRESS OR PINKWASHING?

Venkat Kuppuswamy  
(Northeastern University)

Rahul Anand  
(Aarhus University)

Ruth V. Aguilera  
(Northeastern University)

### POPULAR EXPERTISE IN FINANCIAL MARKETS: AN ANALYSIS OF DUE DILI- GENCE POSTS ON WALLSTREETBETS

Yves Gendron  
(Université Laval)

Alexandre Madelaine  
(HEC Paris)

Luc Paugam  
(HEC Paris)

Hervé Stolowy  
(HEC Paris)

COFFEE BREAK 10:15-10:30

CONCLUDING LUNCH

**13:00-15:00**

**BEST WESTERN**

## KEYNOTE ADDRESS

### LAMAR PIERCE

(Washington University in St. Louis)

