



Thursday, May 23rd 13:00 – 18:30.

Universidad Carlos III de Madrid – Campus Puerta de Toledo

Room -1.A.01

REGISTRATION AND WELCOME COCKTAIL: 13:00 – 14:00

KEYNOTE SPEECH: 14:00 – 15:00

Christiane Bode (Imperial College, London): *Employees' Authenticity Perceptions of Firms' CSR: The Effect of Exposure to CSR Colleagues on Authenticity Judgments and Employee Retention*

PAPER SESSION: EMPLOYEE REDEPLOYMENT AND MOBILITY 15:00 – 16:40

Paper 1. **Tracy Anderson** (Bocconi). "Learning in the wake of collaborator exits: the moderating role of employees' networks"

Paper 2. **Li Liu** (UC3M), Eduardo Melero (UC3M) & Neus Palomeras (UC3M). "The effect of collaboration on inventor mobility: quasi-experimental evidence from inventor's death"

Paper 3. **Julia Bodner** (CBS), Andrew Shipilov (INSEAD) & Kaisa Snellman (INSEAD). "Employee Redeployment and Mobility Following Acquisitions: Evidence from Finnish Employer-Employee Micro-data"

Paper 4. **Magdalena Dobrajska** (UC3M), Arnaud Banoun (ESC Clermont Business School), Lucas Dufour (Toronto Metropolitan U.) & Massimo Maoret (IESE). "Who benefits from a non-territorial collaborative office? The effect of headquarters relocation on employee level outcomes"

Paper 5. **Martin Hetu** (UC3M), Denisa Mindruta (HEC Paris) & Will Mitchell (U. of Toronto). "Intellectual Property Rights Institutions and Cross-Border Scientist Mobility: Evidence from Pharmaco-Genetics"

COFFEE BREAK: 16:40 – 17:10

PARALLEL ROUNDTABLE SESSIONS: 17:10 – 18:30 (See companion document)

ROUNDTABLE 1: ORGANIZATION OF WORK (Room -1.A.01)

ROUNDTABLE 2: SOCIAL ISSUES AT WORK (Room -1.A.04)

Friday, May 24th 9:30 – 16:30

Universidad Carlos III de Madrid – Campus Puerta de Toledo

Room -1.A.01

KEYNOTE SPEECH: 9:30 – 10:30

Alan Benson (U. of Minnesota): *“Potential” and the Gender Promotion Gap (with Danielle Li and Kelly Shue)*

COFFEE BREAK: 10:30 – 11:00

PARALLEL ROUNDTABLE SESSIONS: 11:00-12:20 (See companion document)

ROUNDTABLE 3: ENTREPRENEURSHIP & FAMILY FIRMS (Room -1.A.01)

ROUNDTABLE 4: GENDER ISSUES (Room -1.A.04)

KEYNOTE SPEECH: 12:20 – 13:20

John Dencker (Northeastern U.): *Necessity Entrepreneurship: Race, Discrimination, and New Business Creation*

LUNCH BREAK: 13:20 – 14:40

PAPER SESSION: RACE, GENDER, AND OTHER SOCIAL ISSUES AT WORK: 14:40-16:20

Paper 1: **Yoonha Kim** (UC3M). “From Necessity to Opportunity: Education and Entrepreneurship across Immigrant Generations”

Paper 2: Alexia Delfino (Bocconi) & **Miguel Espinosa** (Bocconi). "Exploring the Differences in Gender-based Evaluations by Intermediaries versus Hiring Firms"

Paper 3: **Monika Hamori** (IE) and Katja Dlouhy (Mannheim). “Aids for a rugged climb: The individual- and organizational factors influencing women’s appointment to line executive roles”

Paper 4: Elianne Barker (Hamilton College) and **Ricard Gil** (IESE). “How does purpose shape the gender paygap? Evidence from U.S. charities”

Paper 5: **Rocio Bonet** (IE) & Srividya Jandhyala (ESSEC). “Maternity Benefits and Female Employment in Firms: Evidence from India”

WORKSHOP HIGHLIGHTS AND WRAP-UP: 16:20-16:30