Affective Forecasting Errors in Judgments about Aging and Health

Heather Lacey
Applied Psychology

Affective forecasting refers to people's attempts to predict how life circumstances impacts well-being. Research in this area is currently receiving a lot of attention, both from psychologists and economists seeking to understand why people make the choices they do, and from public health and public policy researchers seeking to find ways to actually improve well-being. Unfortunately, this research shows that people are generally bad at making such predictions, often falling prey to an impact bias in which they overestimate the impact of some life event on well-being. In an ongoing program of research, I am exploring this impact bias in judgments about health and aging. One series of studies has demonstrated that both young and old adults misjudge the effect of aging on happiness, estimating that happiness declines across the adult life-span when most research shows that happiness actually increases (Lacey, et. al., 2006b). In current studies I aim to disentangle the underlying beliefs and judgment biases that drive these misconceptions. A second line of study explores the impact bias in the health domain, the tendency for healthy people to underestimate the quality of life of patients with chronic health conditions. In particular, two recent studies explore whether this discrepancy between patients' and non-patients' judgments are simply the result of measurement artifacts or reflect genuine differences in the perception of the disease (Lacey, et al., 2006a; Lacey et al., in submission). In this presentation, I intend to briefly review several studies from both lines of research.

Lacey, H.P. Fagerlin, A., Smith, D., Loewenstein, G., Riis, J., Ubel, P.A. (2006a). It must be awful for them: Healthy people overlook disease variability in quality of life judgments. *Judgment and Decision Making 1(2).*

Lacey, H.P., Smith, D.M., & Ubel, P.A. (2006b). Hope I die before I get old: Mispredicting happiness across the lifespan. *Journal of Happiness Studies, 7(2).*

Lacey, H.P., Fagerlin, A., Loewenstein, G., Smith, D., Riis, J. & Ubel, P.A. (Submitted for publication). Are they really that happy? Exploring scale recalibration in estimates of well-being.

Measuring the Economic Stock of Money

Logan J. Kelly
Economics

Aggregation theoretic measures of the economic stock of money (ESM) have been criticized for their dependence on future expectations. I answer some of those objections by using several forecasting methods to generate the expectations needed for calculating the ESM. I find that targeted factor model forecasting improves the accuracy of the measurement of the ESM but also that measurement of the ESM is robust to assumptions about future expectation. These findings suggest that concerns about the dependency of theoretical monetary stock aggregates on forecasted future expectations may have been overstated.

Globalization and the Theater of Work: Towards an emic understanding of everyday life identity transitions in Indian international call centers[1]

Diya Das
Management

The issue of role transitions has long been a preoccupation within the field of organizations studies. The aim of this study is to contribute to that literature by conducting a detailed, exploratory investigation into the problem of everyday life identity transitions, an area which has received scant theoretical and almost no empirical attention. Our overall research question is: how do individuals move between different set of identities from work to non-work places? We specifically raise two questions: 1) How do individuals negotiate their work identities with their other social identities? 2) What are the specificities of the actual process of this identity transition? To explore these questions, we conducted an in-depth, qualitative study in the Indian international call center industry. We chose this industry to frame our investigation because it mandates some unique identity imperatives for the employees (different names, accents, and often pretending to be located in a different country). We found a number of trends that provide a rich and emic understanding of everyday life identity transition. Our key findings indicate specific cognitive and affective categories that individuals develop towards strong 'identity work', and the multiple levels of the identity transition process. We also find how identity negotiations worked both ways – while the employees negotiated non-work social identities at work, they also had to deal with their work related identities outside. Moreover, we find that in case of such strong identity work the process of transition remains incomplete since it is strewn with experiences of confusions and identity spillovers.

[1] This paper, with this working title, develops upon a key research question in my dissertation. My co-authors in this project are Ravi Dharwadkar of Syracuse University and Prithviraj Chattopadhyay of Hong Kong University of Science and Technology. We intend to submit this paper to the Annual Academy of Management Conference, 2008, and eventually to a leading journal in the field.

The Role of Culture in Discrepant Effects of Health Communication on Self and Others

Sukki Yoon
Marketing

Consumers these days seem increasingly health conscious. Ironically, although today's consumers are perhaps more health conscious than they used to be, they may not be notably healthier than their previous generation, as some indicators point to the opposite. For example, NCHS data suggest that nearly a third of U.S. adults (31%) were obese in 2002, more than double the 15% in 1980. Quite interestingly, however, Americans consider this a serious national problem, but less an individual problem, as a recent survey reports that 90% of American adults think that most Americans are overweight, but 70% think that "the people they know" are overweight, and only 39% think that they themselves are overweight (Pew Research Center, 2006).

This distorted view of self (vs. others) is not surprising, as numerous studies have demonstrated that people tend to maintain an enhanced evaluation of the self. What is noteworthy is that this self-other gap may be culturally universal, yet the direction of the discrepancy appears to be culture-specific, sometimes very different between collectivists and individualists. That is, unlike Western Caucasians, Eastern collectivists' self-views are sometimes negatively biased.

Present research examines 1) the differences on perceived health consciousness of self versus others and 2) the perceived effectiveness of various health related ads on self versus others. Findings suggest that collectivists believe themselves to be less health conscious than others, whereas the opposite is true of individualists. Further, collectivists report themselves to be less influenced than others by health related messages, whereas individualists report the opposite.

Characterization of Cytokine/Chemokine Networks Promoting Localized Recruitment of Immune Effector Cells for Antiviral Defense

Kirsten Antonelli

Establishing an effective immune response to a virus requires a highly coordinated effort of signals that mediate effector cell trafficking to sites of localized infection. Our laboratory has defined a complex network of cytokines and chemokines that are required for promoting host protection against murine cytomegalovirus (MCMV) infection. These responses are primarily initiated by the appropriate sensing of virus in target tissues. Using the liver as a target organ, we have identified these inflammatory responses to be independent of the Toll-like receptor 9 (TLR9), but dependent on the downstream mediator myeloid differentiation factor-88 (MyD88). Additionally we have identified that cellular trafficking to the infection site is dependent-upon the key cytokine interferon-α/β (IFN-α/β), as mice lacking these critical functions succumb to the virus. The type1 interferons are crucial for locally upregulating a particular chemokine monocyte-chemoattractant protein-1 (MCP-1) that is required for promoting the recruitment of cytokine-secreting macrophages that initiate the downstream efflux of key innate inflammatory cells to the site of infection. Finally, we have also identified the requirement of the receptor CXCR3 in the recruitment of the adaptive T lymphocytes, which ultimately aid in clearance of the virus from the liver. Taken together we have begun to dissect the complex interactions between cytokines, chemokines and immune cells, which will provide us with a more complete understanding of how the immune system is regulated, aiding in the development of therapeutic strategies for defense against viral infection.

Is there an association between outside director option compensation and the likelihood of misstatement?

Charles Cullinan
Accounting

Oversight bodies in the United States (US) have addressed the issue of outside director independence in recent years. The Sarbanes-Oxley Act indicates that outside director independence is compromised if directors provide services to the firm beyond their director role (e.g., as a consultant to the firm). Bebchuk et al. (2006) recently found that the oversight provided by outside directors may be impaired if the directors receive stock options grants under favorable terms because these grants may create a mutuality of interest between the directors and the managers they are supposed to be overseeing. This study assesses whether Bebchuk et al.'s (2006) results may be broadened to assess whether any type of option grants to outside directors may reduce these directors' independent oversight of the financial reporting process.

Using a sample of 105 US firms that misstated their revenue and a matching sample of non-misstatement firms, we examine whether the likelihood of misstatement is lower when firms have a higher percentage of independent directors. We find that companies whose independent directors do not receive stock options are less likely to misstate revenues than companies whose independent directors meet the definition of independence in the Sarbanes-Oxley Act, which permits stock option compensation of independent directors. Overall, our results support the notion that compensating outside directors with stock options may weaken their independent oversight of the financial reporting process.

And Now…the News? Mimesis and the Real in *The Daily Show*

Amber Day
Literacy and Cultural Studies

What is striking about *The Daily Show* in comparison to its comedic predecessors is the extent to which it blends the mimetic and the real. Rather than rely on impersonations, sketches about politicians' personal foibles, or entirely made-up news items, the show works to blur the line between news and entertainment, re-contextualizing and deconstructing current news footage and interviewing and engaging with flesh-and-blood public figures. It is a specifically performative form of satire in which actors physically interact with and interrogate the real, combining television's historic allure of "liveness" and immediacy with the tradition of comedic improvisation. Though the program is almost universally referred to as "fake news," that label obscures the show's more complicated relationship to "real" news programming, as well as the attraction it holds for fans frustrated with the compromised authenticity of straight news.

The importation of the "real" or non-fictional into the mimetic frame of the program serves to call attention to the way in which the "real" is itself constructed. It is by pointing up the artificiality of real newscasts, press conferences, and other forms of public discussion that, for many of its fans, this "fake" news program actually comes closer to embodying the characteristics – like authenticity and truth – that we would normally associate with the "real." The show becomes a focal point for existing dissatisfaction with the political sphere and its media coverage, while Stewart, as high-profile host, becomes a viewer surrogate, able to articulate that dissatisfaction through his comedic transformation of the "real."

XBRL Is Going To Get You!

Saeed Roohani
Accounting

Extensible Business Reporting language is becoming a standard for global business reporting supply chain. This means most information managers, accountants, analysts, and marketers will be using information in XBRL format worldwide. This also presents various new opportunities for conducting interdisciplinary data manipulations (e.g., mixing marketing data and accounting data; or management supply chain info with finance data, etc.)- XBRL also opens up new research opportunities for faculty. In addition, we have annual Bryant XBRL Conference, longest lasting business conference at Bryant, now is its 8th year, and I am concerned that only a few people at Bryant know about XBRL and new opportunities for students and faculty.

Does International Trade Impact the Returns to Education?

Edinaldo Tebaldi
Economics

Theoretical and empirical studies show that international trade impacts the labor market and affects intra and interindustry employment and relative wages of heterogeneous labor. International trade has been also blamed for contributing to increased interindustry wage inequality. For the U.S. in particular, empirical analyses show that international trade explains a significant fraction of the interindustry wage differential and that the relative wage of unskilled workers have fallen over the last decades as a consequence of the reduction in prices of unskilled labor-intensive goods and a shift in relative demand away from unskilled labor due to increasing penetration of unskilled labor-intensive goods in the U.S. domestic market.

However, the empirical literature on trade is still scratching the surface when it comes to explain if the wage differential observed across net-exporting and net-importing industries is actually a case in which *similarly skilled* workers are better paid when working for net-exporting firms compared to net-importing firms, or a case in which the wage differential is due to *workplace productivity-differentials* and *workforce-skill differentials*. This is still an open question because the majority of the empirical studies examining the impacts of international trade on wages fall short of accounting for important individual-specific characteristics (e.g. gender, race, marital status, market experience, etc.) or workplace characteristics, which may over or underestimate the affects of trade on wages and put out of sight important features regarding the relationship among international trade, wages and the returns to skills. This research contributes to the literature by examining the impacts of international trade on wages and on the returns to education using individual data, which allows investigating these relationships in much more depth. More specifically, this study uses microdata from the Current Population Survey combined with data from the U.S. Department of Commerce and from the Bureau of Economic Analysis to evaluate the degree in which trade affects wages. This study tests if workers employed in tradable sectors earn differentiated wage rates compared to similarly skilled workers employed in nontradable sectors and examine if the returns to human capital accumulation differ across tradable (importing and exporting sectors) and nontradable industries.

"What are you looking at?
Tourism, Artists and Visual Culture on the margins of France"

Maura Coughlin
Literary and Cultural Studies

Although my PhD is in the history of modern art, many of my research methodologies are inspired by the anthropology of tourism, feminist geography and material culture studies. I have three ongoing projects that pertain to the bodily experience and visual consumption of place in the visual culture of late nineteenth-century France. The geographic focal points of my research are on the edges of the modern French nation: Brittany on the north-west coast, Haute-Savoie in the Alpine east, Provence in the Mediterranean south. I am interested the ways that modern artists such as Paul Cézanne, Charles Cottet and Vincent Van Gogh work on the geographic peripheries of France and choose, as the subject matter for modern art, such places as abandoned quarries, remote islands or bourgeois tourist destinations to remake as unique encounters with place. In the late 19th and early 20th century many artists, folklorists and writers who, according to sociologist Max Weber, suffered a progressive "disenchantment of the world," sought out residues of the magical and sacred on France's uncolonized margins. Although they may have presented these places and cultures as timeless and primitive, I argue that practices such as Breton women's festive religious culture and mourning rituals dealt in particular and local ways with changing aspects of modern life. My work seeks to articulate ways in which gendered distinctions of high and low, artistic and mass culture have been marshaled (in many forms of representation) to bolster myths of authentic experience of natural place and rural community.

Affective Structured Input On Line: How Authentic Are Learner Responses?

Tony Houston
Modern Languages

Input, language that learners use to build their systematic knowledge, is considered to be the driving force behind second language acquisition (SLA). There is a vast and robust body of research that supports the effectiveness of Processing Instruction (PI) and Structured Input (SI) for SLA. Left to their own devices, learners do not use optimal processing strategies. In PI, learners receive explicit instruction aimed at making them more effective processors of input. SI pushes learners to apply optimal processing strategies to an interpretation task. From correct interpretations of input sentences researchers infer that learners are applying optimal processing strategies. Feedback informs learners as to whether their processing strategies yield correct interpretations.

Research supports the use of referential SI activities-- those with correct and incorrect answers-- for second language instruction. If there are no correct or incorrect answers, however, it is not possible to determine whether learners are employing optimal processing strategies. Scholars argue that affective SI activities, those with answers that depend on the learner, are a useful adjunct to referential activities. According to these scholars, affective activities reinforce the form-meaning connections that are made during referential activities and afford learners the opportunity to apply those connections in a personally meaningful way.

The present study explores the contribution of affective SI activities to second language acquisition. Mining data from an electronic workbook, the researcher analyzed responses to affective activities to determine whether learners seemed to be providing authentic responses. The discussion includes implications for second language acquisition theory and instruction.

Radio Frequency Identification Research Program

John K. Visich
Management

Suhong Li
Computer Information Systems

Radio Frequency Identification (RFID) technology is a data acquisition tool that is currently having a major impact in industries such as manufacturing, retail, distribution, logistics, defense, health care and many others. RFID is revolutionizing business processes and decision making within and across organizations due to its ability to provide highly accurate, automated information in real-time. RFID technology promises numerous benefits over traditional bar-code methods in the supply chain and in numerous business processes, such as increased visibility, security, and efficiency. RFID has received considerable attention from practitioners, driven by mandates from major retailers such as Wal-Mart and the United States Department of Defense. Practitioner interest in turn has spurred a growing body of academic work in various aspects of RFID deployment.

The purpose of our presentation is to discuss the technology behind RFID systems, identify the applications of RFID in various industries and supply chains, and discuss the technical challenges of RFID implementation and the corresponding strategies to overcome those challenges. We conclude by discussing our past and current research on RFID, and offering some suggestions for future research. Due to the confusion and numerous contentious issues surrounding RFID, we plan to allocate 15 minutes of time to questions and answers.

A Fulbright Experience – A Semester Abroad and How a Fulbright Award Can Benefit You

Christopher Roethlein
Management

Learn about the Fulbright Scholar Program and the application process, host expectations and returning expectations once back in the U.S. Realize the opportunities and rich exchange of culture it can provide. Presentation will also discuss personal experiences as a Fulbrighter assigned to two universities in the Czech Republic during the Spring 2007 semester. Overall it was a very positive life changing event for both me and my family. All of us have an appreciation for other cultures and more global awareness that living in the U.S. does not provide.

Rites not Rights:
The Institutional Challenges to Liberal Democracy in Ralph Ellison's *Juneteenth*

Tad Davies
Literary and Cultural Studies

Ralph Ellison's posthumously published second novel, Juneteenth (1999) addresses the effects of cultural and political institutions on liberal democracy. Although the novel was not published until the turn of the century, its composition history and subject matter ground it in the 1960s; and it illuminates Ellison's complicated involvement during that period with government-sponsored institutions and with other more overtly anti-institutional African-American writers. I argue that in Juneteenth the Senate—a stand-in for government as a whole—inherits the cumulative rituals of American cultural institutions such as the black church and the film industry—institutions whose mythological underpinnings shape individual identity. So conceived, the Senate represents less a constituency of individual citizens exercising individual rights than a collective identity born of institutional rites. Through the structurally-parallel and mutually reinforcing rites of these institutions, individual identity becomes predicated upon the sacrifice of self for the preservation and advancement of these collective bodies. The novel suggests Ellison's profound struggle to square his often-noted commitment to liberalism with persistent racial inequality (institutionally reinforced) in the U.S. It offers an implicit explanation for his ambivalence toward Civil Rights organizations and black cultural nationalism throughout the fifties and sixties. And its analysis of institutions challenges the individualistic foundations of liberal democracy in ways that he seemed unable to resolve or wholly accept—which may account, in part, for the novel's much-belated publication.

Perceptions of Age Discrimination among Younger Workers and their Effects in Organizations

Eileen Kwesiga
Management

Considerable research has investigated the antecedents and career consequences of age discrimination, suggesting that age-associated stereotypes and the age context of jobs may explain age discrimination against older workers (e. g., Cleveland & Landy, 1983). However, age discrimination against younger workers is a phenomenon which is less well-understood. Notably, legislation prohibiting age discrimination in most countries (including the U.S.) does not provide the same protection against age discrimination for younger employees. In the U.S., for example, the Age Discrimination in Employment Act prohibits age-based employment discrimination against those who are at least 40. However, the majority of managers, executives, and higher status workers are older (over 40) rather than younger (under 40). Accordingly, younger workers, like other members of non-dominant groups (e.g., people of color, people with disabilities, and women) may face or perceive discrimination based on their age. If so, younger workers who perceive such discrimination may have more negative attitudes toward their organizations.

This study advances the argument that perceptions of discrimination can have adverse effects on employees. Social dominance theory framework is utilized as the underlying framework. I posit that younger workers perceive age discrimination in organizations, and additionally, perceptions of age discrimination among younger workers can be associated with lower career outcomes, job satisfaction, esteem, and lower stress, procedural justice, and intentions to quit. Study 1 established the form and magnitude of the hypothesized relationships. Study 2 was a constructive replication (Eden 2002) of Study 1. Overall, findings suggest the importance of considering perceptions of age discrimination among younger workers and the effect on job satisfaction, intentions to quit, and perceptions of fairness.

Mortgage Brokers and Mortgage Rate Spreads: Their Pricing Influence Depends on Neighborhood Type

By

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PRELIMINARY DRAFT
NOT FOR QUOTATION OR REDISTRIBUTION

Recent changes to The Home Mortgage Disclosure Act ("HMDA") make it possible for public interest groups, academics, and industry to review pricing on higher cost mortgage loans. Public interest groups believe mortgage brokers, as indirect or third-party lenders, are largely responsible for most of these reported high interest rate loans. Mortgage brokers have an incentive to solicit applications that are both creditworthy and where there is an information imbalance in favor of the mortgage broker. Empirical evidence on the price effects of mortgage broker participation in the loan process is limited, although recent findings indicate the APR on broker-originated loans is higher than that of lender-originated loan. We examine whether the existence, geographic density, and competition among mortgage brokers is highly correlated with the fraction of reported loans and the pricing of those credits regarded as high interest rate loans. Combining several lending & demographic sources, we create four clusters of substantially-similar U.S. counties & territories, representing more than 75 percent of the U.S. population and more than 99.8 percent of all 1-to-4 family refinancings of 1st and 2nd liens during 2005. Clustering these geographies based on credit, demographic, and structural differences proves key to evaluating the connection between reportable rate spreads & the presence of mortgage brokers in a given geography. In rural geographies, the higher the number of mortgage brokers, the higher the average reported rate spread, revealing a persistent economic rent for the broker. In urban geographies, higher numbers of mortgage brokers indicate greater competition among mortgage brokers to the benefit of borrowers.

Will They Stay?
An Adaptive Pattern Recognition Approach for Predicting New Hire Retention

Richard Glass
Computer Information Systems

Retaining good employees is critical to a firm's long-term success. Employee retention in the technology sector is of particular importance because an experienced employee is able to leverage his or her technical training, familiarity with the firm’s products, experience in the field and knowledge of the firm’s customers to become a productive worker. Anecdotal evidence suggests that on average, it takes about two years and an employer investment of over $250,000 for a new technical sales or field service hire to become a productive worker. If the employee leaves during the first two years, the new hire cycle will begin again, not to mention the potential for the employee to take his or her training and experience and join a competitor’s organization. The prevailing methodology for studying employee turnover tends to be limited because it emphasizes prediction rather than understanding (Iverson and Currivan, 2003). This presentation will describe a modeling approach in which adaptive pattern recognition techniques were employed to predict which new hires will remain with the company beyond a two year period. The approach combines predictive outcomes with employee profile characteristics to enable an organization to gain a better understanding of the underlying factors that may influence retention and performance and to take reasoned action to keep new hires and achieve recruitment goals.

Chinese in the U.S.

Yun Xiao
Modern Languages

Chinese is the most spoken language in the entire world, spoken by approximately one fifth of the world's population, including the 1.3 billion people living in China. It is also the third most spoken language in the U.S. only after English and Spanish. Recent U.S. Census data shows a rapid increase in Chinese-speaking population in this country, from a total of just over a million speakers in 1998 to two million in 2000, representing a 100% increase in just two years. In the past three decades, China has emerged as a global leader and is now America's second largest source of imports, as well as its fourth largest export market. Statistics show that U.S. imports from China far exceed U.S. exports to China, and the U.S. bilateral trade deficit reached hundreds of billions of U.S. dollars each year in the past five years, with $57 billion at the end of the first quarter alone in 2007.

As China emerges, so does Chinese language. In the past few years, Chinese has become one of the critical languages to the security and prosperity of the U.S. Learning Chinese is no longer solely the interest of immigrant families; it is a key issue on the American mainstream agenda. In this session, I will report on the history of Chinese immigration in the U.S.; Chinese-population demographics in the U.S., Chinese public presence in the U.S. government, media, business, education, and Chinese language shift and maintenance.

AN ANALYTIC APPROACH TO SELECTING A NONPROFIT

Andrés Ramirez
Finance

Hakan Saraoglu
Finance

Charity giving continues to be an important aspect of the economic and social fabric of the United States. The number and total assets of nonprofits registered with the Internal Revenue Service (IRS) under the section 501(c)(3) of the tax code have grown significantly over the past decade. Given the significant share of donations in supporting the activities of nonprofits, it is important for donors to have a better understanding of their operations and governance. As the number of nonprofits with similar objectives increases, it becomes increasingly complicated for the donors to make a choice that is consistent with their own purpose for giving. This study provides an analytic framework for selecting a nonprofit from among competing alternatives. Donors differ in their criteria for evaluating the performance of nonprofits. The methodology we use allows the donors to incorporate their specific criteria to the selection of a nonprofit in a consistent manner.