



## Wednesday, 14 June

8:15am **Registration**  
*Entrance hall*

9am **Doctoral and early career colloquium**  
*Rissanen*

» Senior Lecturer Alison Legood, University of Exeter, and Professor Nicole Gillespie, University of Queensland.

12:20pm **Lunch**  
*Paasi restaurant*

12:20pm **Registration**  
*Entrance hall*

1:15pm **Keynote**  
*Rissanen*

**On becoming an impactful scholar**  
» Professor Sim Sitkin, Duke University

2:15pm **Doctoral and early career colloquium**  
*Rissanen*

» Senior Lecturer Alison Legood, University of Exeter, and Professor Nicole Gillespie, University of Queensland

4:30pm **Coffee break**  
*1,5 floor lobby*

4:30pm **Registration**  
*Entrance hall*

4:45pm **Opening words**  
*Congress Hall*

» FINT chair and Professor Lisa van Der Werff, DCU Business School

5pm **Keynote**  
*Congress Hall*

**Trust society and democratic vulnerability**  
» Director Mika Aaltola, Finnish Institute of International Affairs (FIIA)

5:45pm **Welcoming cocktails**  
*Congress Hall*

5:45pm **Press meeting**  
*Paasivuori*

## Thursday, 15 June

8:30am **Opening words**  
*Congress Hall*

» Dean and Professor Sami Saarenketo, LUT University, Business School

8:45am **Welcome from conference organizing team**  
*Congress Hall*



Continued from **Thursday, 15 June**

» Conference co-chair and Professor Kirsimarja Blomqvist, LUT University, Business School

9am **Panel discussion**  
*Congress Hall*

9am **Trust and the Tumultuously Evolving Workplace: Past, Present, and Future**  
» [Dr. Roger Mayer](#), Dr. Liuba Belkin, [Dr. Michele Williams](#), Dr. William Becker, Dr. Sarah Tuskey, [Mr. Ian Siderits](#), [Dr. Patrick Flynn](#), Dr. Paul Mulvey, [Dr. Pri Shah](#), Dr. Rachna Shah, Ms. Alison Murphy, Dr. Susan Meyers Goldstein, Dr. Shannon Colville, [Dr. Steven Lockey](#), Prof. Nicole Gillespie, Dr. Sarah Jane Kelly, Dr. Martin Edwards, [Dr. M. Audrey Korsgaard](#), Mr. Sam Strizver, Dr. Robert Ployhart

10am **Coffee break**  
*Congress Hall Lobby*

10:15am **Managerial trust, Parallel first cut paper session**  
*Congress Hall*  
Chaired by: Dr. M. Audrey Korsgaard

10:15am **Trust that binds or trust that blinds: Towards Conceptualization of Optimal Trust in the foreign B-to-B partnerships of family firm managers over time**  
» [Prof. Tanja Leppäaho](#), Prof. Kirsimarja Blomqvist, Prof. Sarah Jack, Mr. Florian Ney

10:40am **Tenant Firms' Trust Towards the Technology Park Management: The Case of a Turkish Technology Park**  
» [Prof. Nazli Wasti](#)

11:05am **Historical study of the evolution of trust-building and trusting: duality of family CEOs and institutional actors**  
» [Prof. Tanja Leppäaho](#), Prof. Kirsimarja Blomqvist, Dr. Maria Pecoraro

11:30am **Maintaining identity-based trust in a context of a change in superordinate group identification: the case of family firms**  
» [Mrs. Isabelle Mari](#)

10:15am **Trust, uncertainty and change, Parallel first cut paper session**  
*Halonen*  
Chaired by: Ashley Fulmer

10:15am **A cross-cultural and trust exploration of expatriates' perceived inequalities while on assignment**  
» [Dr. Nadia Kougiannou](#), Dr. Maranda Ridgway

10:40am **Measuring Trust in All the Wrong Ways: A Method for Measuring Inter-Organizational Trust in Uncertain Contexts**  
» [Dr. Anthony Caito](#)

11:05am **Managing water in times of changing trust relations The impact of changing public trust on trust within governmental organizations**  
» [Dr. Jasper De Vries](#), Dr. Remko Voogd, Ms. Rolien Willmes

11:30am **Constructing techno-scientific promises via constructive mistrust: framework for analysis and illustrative examples from the nuclear sector**  
» [Dr. Markku Lehtonen](#)

10:15am **Trust and cognition, Parallel first cut paper session**  
*Rissanen*  
Chaired by: Dr. Lisa van der Werff

10:15am **Comparing General Trust to Organizational Trust: New Insights From a Prototype Analysis**  
» [Dr. Sandra Kiffin-Petersen](#), Prof. Sharon Purchase, Prof. Doina Olaru, Dr. Brett Smith

10:40am **Network perceptions and trust: How cognitive social structures influence perceived trustworthiness**  
» [Dr. Stephen Jones](#), [Dr. Pri Shah](#), [Mr. Dongil \(Marco\) Jang](#)



Continued from **Thursday, 15 June**

11:05am **How being motivated to be trusted affects cultural metacognition**  
» [Mr. Roberto Vale](#)

11:30am **Analysing trust relationships with cognitive-affective maps**  
» [Prof. Inka Bormann](#)

12pm **Lunch**  
*Paasi restaurant*

1pm **Trust and vulnerability, Parallel first cut paper session**  
*Congress Hall*  
Chaired by: Prof. Nicole Gillespie

1pm **Vulnerability: A Key Relational Mechanism**  
» [Mr. Sam Strizver](#), Dr. M. Audrey Korsgaard

1:25pm **The Quest for Trust in Technology-Immersed Workplaces - Determinants of Employees' Trustworthiness Expectations and Willingness to be Vulnerable Towards Their Employer**  
» [Dr. Simon Daniel Schafheitle](#), [Prof. Antoinette Weibel](#), Dr. Lisa van der Werff

1:50pm **Researching the Interrelations Between Relational 'Vulnerabilities' and Trust: A Study with Professional Dancers**  
» [Dr. Suvi Satama](#)

1pm **Employee trust, Parallel first cut paper session**  
*Halonen*  
Chaired by: Dr. Mika Vanhala

1pm **Follower experienced Trust Breach Severity and Willingness to Forgive: The influence of injured party Attachment Style**  
» [Prof. Finian Buckley](#), Ms. Cara Driscoll

1:25pm **Trust in coworkers: An asset or a liability?**  
» [Dr. Selin Erdil](#), Prof. S. Arzu Wasti

1:50pm **Gender differences in Sensitivity to Trustworthiness Cues**  
» [Dr. Kinshuk Sharma](#), Dr. Hwee Hoon Tan, Dr. David Schoorman

1pm **Trust and work life, Parallel first cut paper session**  
*Rissanen*  
Chaired by: Dr. Pri Shah

1pm **From dyads to triads - How online labor platforms detail trust and control dynamics as a salient context for paving the future of work**  
» Dr. Simon Daniel Schafheitle, [Dr. Jeroen Meijerink](#)

1:25pm **Trust in hybrid work of knowledge-intensive case organization**  
» [Dr. Sari-Johanna Karhapaa](#), Dr. Kati Kasanen

1:50pm **Configurations of Trust: How does Trust in Multiple Trustees Combine to Influence Trust-Relevant Outcomes?**  
» [Dr. Lisa PytlikZillig](#), Dr. Michelle Fleig-Palmer, Dr. Mariska Kappmeier, Dr. Jooho Lee, Dr. Ashley Votruba

2:15pm **Coffee break**  
*Congress Hall Lobby*

2:30pm **Conceptualizing trust and distrust, Parallel conference paper session**  
*Congress Hall*  
Chaired by: Prof. Antoinette Weibel

2:30pm **Looking at Trust: From the Inside-out or Outside-in?**  
» [Prof. Svein Tvedt Johansen](#), Prof. Taina Savolainen, Prof. Bjarne Espedal

2:55pm **Antecedents and Consequences of Franchisee (Dis)Trust towards Franchisors: A Dynamic Approach**  
» [Dr. Katinka Bijlsma-Frankema](#), Dr. Evelien Croonen



Continued from **Thursday, 15 June**

- 3:20pm **Distrust: emerging consensus and outstanding issues**  
» [Prof. Dominika Latusek](#), [Prof. Frédérique Six](#)
- 3:45pm **Conceptualizing Trust and Distrust as Alternative Stable States: Lessons from the Flint Water Crisis**  
» [Dr. Joseph Hamm](#), Dr. Jennifer Carrera, Dr. Kent Key, Mx. Jenna Van Fossen, Mx. Karen Calhoun, Dr. Susan Woolford, Dr. Sarah Bailey, Dr. Luther Evans, Mx. Athena McKay

2:30pm **Trust and leadership, Parallel conference paper session**  
*Halongen*  
Chaired by: Prof. Finian Buckley

- 2:30pm **My follower doesn't trust me! Leader felt trust and abusive supervision**  
» Dr. Ashley Fulmer, [Ms. Jeewon Gwak](#)
- 2:55pm **Leader Conspicuous Luxury Consumption Can Dampen Follower Trust**  
» [Dr. Dejun Tony Kong](#), Dr. Vanessa Patrick, Dr. Jian Peng, Dr. Cecily Cooper
- 3:20pm **Exploring the linkages between trust, green leadership and emergence of eco-innovation**  
» Prof. Dagmara Lewicka, [Ms. Helena Starowicz-Rajca](#)
- 3:45pm **When the Birds Fly: Trust-based Management and the Vertical Trust Model**  
» Mrs. Hanne Marie Haugen Jansen, [Prof. Åge Johnsen](#)

2:30pm **Trust and work life, Parallel Conference paper session**  
*Rissanen*  
Chaired by: Dr. Michele Williams

2:30pm **Understanding How Organizational Practices Influence Employee Trust: The Role of Psychological Need Satisfaction**  
» [Dr. Bichen Guan](#), [Prof. Nicole Gillespie](#), [Dr. Steven Lockey](#)

2:55pm **Trust and Reciprocity within Workplace Relationships: A Dyadic and Longitudinal Study of Top Management Teams**  
» [Ms. Colette Real](#), Dr. Lisa van der Werff, Prof. Finian Buckley

3:20pm **Cross-Level Paths to Trust: Team Workload-Sharing as an Antidote for Low Conscientiousness**  
» [Dr. Pri Shah](#), [Dr. Stephen Jones](#), Dr. Jin Park

3:45pm **Widening the View: Organizational Trust Violations and Repair Efforts put in Context**  
» [Prof. Robert Hurley](#), Prof. Reinhard Bachmann

4:10pm **Coffee break**  
*Congress Hall Lobby*

4:30pm **Panel discussion**  
*Congress Hall*

4:30pm **Ask Me Anything: Publishing in Trust Research**  
» [Prof. Reinhard Bachmann](#), [Prof. Nicole Gillespie](#), [Dr. Joseph Hamm](#), [Dr. M. Audrey Korsgaard](#), [Prof. Guido Möllering](#)

5:30pm **Panel discussion**  
*Congress Hall*

5:30pm **Vulnerability reloaded! Did we take the wrong turn?**  
» [Prof. Antoinette Weibel](#), [Dr. Simon Daniel Schafheitle](#)

7pm **Social event: Löyly, sauna and swimming**  
*Löyly*



## Friday, 16 June

8:30am **Opening words**  
*Congress Hall*

» Dean Sari Rissanen, University of Eastern Finland (UEF)

8:45am **Opening words**  
*Congress Hall*

» Conference sponsor and Executive director Chris Thomsen, IRiSS Stanford University

9am **Trust violations and corporate crises, Parallel conference paper session**  
*Congress Hall*  
Chaired by: Dr. Katinka Bijlsma-Frankema

9am **Do not trust organizations: on reasons, expectations, and corporate wrong-doings**  
» [Dr. Michaël Suurendonk](#)

9:25am **After The Fall: Explaining Differential Trust Trajectories After An Organisational Scandal**  
» [Prof. Nicole Gillespie](#), Dr. Shannon Colville, Mrs. Alexandria Macdade, Ms. Niamh Daly, Dr. Mattia Anesa

9:50am **“You have the logical cap, and then the emotional hat”: how and why dependent stakeholders respond to organisational trust violations**  
» [Ms. Niamh Daly](#), Prof. Nicole Gillespie, Prof. Matthew Hornsey, Dr. Lisa van der Werff

10:15am **Bringing novel methodologies into trust research: An ethnographical approach to studying distrust in work relationships**  
» [Dr. Kristina Leppälä](#), Dr. Mirjami Ikonen, Dr. Paivi Kosonen

9am **Trust and uncertainty, Parallel conference paper session**  
*Halonen*  
Chaired by: Prof. Svein Tvedt Johansen

9am **Is trust self-reinforcing? Insight into the dynamics of perceived trustworthiness and organizational trust**  
» [Mx. Jenna Van Fossen](#), Dr. Joseph Hamm, Mx. Olatayo Bakare, Dr. Adam Zwickle

9:25am **How Employees Generalize Trust to Other Departments and Transfer Group Trust**  
» [Dr. James Coutinho](#), Prof. Giuseppe Labianca, Mr. Seong Won Yang, Prof. Dean Lusher, Prof. Peng Wang

9:50am **Indirect trust building: How third parties facilitate trust and collaboration in innovation networks despite uncertainties**  
» Dr. Tina Azad-Gehrken, [Prof. Guido Möllering](#)

10:15am **Disentangling trust and risk as drivers of compliance with a governance agency**  
» [Mx. Jenna Van Fossen](#), Dr. Joseph Hamm, Mx. Olatayo Bakare, Dr. Adam Zwickle

9am **Trust within the public sector, Parallel conference paper session**  
*Rissanen*  
Chaired by: Prof. Frédérique Six

9am **Trust-based management in public sector organizations: The role of information flows for work autonomy and trust**  
» [Mrs. Svetlana Norkin](#), Mrs. Katriina Byström, Mr. Åge Johnsen

9:25am **Time for trust. Critical moments in principals' everyday work.**  
» [Dr. Thomas Blom](#)



Continued from **Friday, 16 June**

9:50am **Impact of the antecedent factors – employees' experiences on the effectiveness of trust-repair practices**

» Mrs. Tiina Kähkönen, [Dr. Mika Vanhala](#)

10:15am **Trust in mentoring in the pre-career context of the business students**

» [Dr. Sari-Iohanna Karhapaa](#), Dr. Mirjami Ikonen

10:45am **Coffee break**

*Congress Hall Lobby*

11am **Panel discussion**

*Congress Hall*

11am **Understanding Trust in the Digital Age**

» [Prof. Nicole Gillespie](#), Prof. Sirkka Järvenpää, Dr. Arvind Karunakaran, Dr. Simon Daniel Schafheitle, Dr. Christoph Schank, Prof. Antoinette Weibel, Dr. Steven Lockey, Dr. Javad Pool, Dr. Caitlin Curtis, Prof. Kirsimarja Blomqvist, Dr. Katri Laatikainen, Prof. Pia Hurmelinna-Laukkanen

11am **Trust betrayal and repair, Parallel first cut paper session**

*Halonen*

Chaired by: Kurt Dirks

11am **Disrupted trust**

» [Prof. Frédérique Six](#)

11:25am **Trustworthiness loss A case study of a mid-term external evaluation of a DevAid program**

» [Dr. Palmira López-Fresno](#), [Prof. Taina Savolainen](#)

11:50am **An interpersonal application of fresh starts in the context of trust repair**

» [Dr. Jonathan Lee](#)

11am **Trust in education, Parallel first cut paper session**

*Rissanen*

Chaired by: Prof. Shay Tzafrir

11am **Understanding Vulnerability in the Student-University Trust Relationship.**

» [Ms. Amanda Isabel Osuna](#)

11:25am **The role of damaged trust in responses to multiple organizational changes**

» [Mrs. Maria Skov](#), Prof. Jesper Rosenberg Hansen

11:50am **Trust is the key word- Finnish inclusive education and trust**

» [Dr. Teija Koskela](#)

12:15pm **Lunch**

*Paasi restaurant*

1:15pm **Trust and AI, Parallel first cut paper session**

*Congress Hall*

Chaired by: Dr. Simon Daniel Schafheitle

1:15pm **Trust in a smart chatbot assistant – Insights from a practitioner-oriented research project**

» [Prof. Iorn Basel](#), Dr. Anna Para, Dr. Wolfgang Schäfer

1:40pm **Trust in Algorithmic Decision-Making: Towards a Comprehensive Framework of Trust-Building Factors**

» [Ms. Tam Nguyen](#), Prof. Regina Connolly

2:05pm **Trust of self-directed learners and managers in AI-supported Learning systems in organizations. A mixed method study.**

» [Mrs. Steffi Bärmann](#)

1:15pm **Trust, ethics and values, Parallel first cut paper session**

*Halonen*

Chaired by: Dr. Steven Lockey



Continued from **Friday, 16 June**

1:15pm **Unpacking Shared Values: An Exploration of Value Content as an Antecedent of Trust**

» [Prof. S. Arzu Wasti](#), Dr. afsar yegin

1:40pm **Whose voice matters? Trust as a strategic compass in sustainability choices**

» [Dr. Kirsi Snellman](#)

2:05pm **Risk management and trust - Strategies and mechanisms to increase trust between big and small players as well as in the ecosystem**

» [Dr. Henrik Sievers](#)

1:15pm **Trust evaluation, Parallel first cut paper session**

*Rissanen*

Chaired by: Karen Cook

1:15pm **Can I trust this avatar? How virtual interactions in the Metaverse may be influencing assessment of trustworthiness and consumer trust of companies.**

» [Dr. Polly Black](#), Prof. Mark N.K. Saunders

1:40pm **The Impact of Overall Fairness on Trust in the Employer in Monetary Rewards Systems – A Longitudinal Mixed-Method, Field Quasi-Experiment**

» [Mrs. Daniela Frau](#)

2:05pm **Which trust is stronger in shaping intention to travel during the Covid-19 pandemic?**

» [Prof. Sandro Castaldo](#), Dr. Andrea Ciacci, Prof. Lara Penco, Prof. Giorgia Profumo

2:30pm **Coffee break**

*Congress Hall Lobby*

2:45pm **Trust in novel contexts, Parallel conference paper session**

*Congress Hall*

Chaired by: Prof. Gerhard Schewe

2:45pm **It's not just about visuals! How multimodal cues shape trust creation in online videos**

» [Dr. Theresa Harrer](#), Prof. Shahzad Ansari

3:10pm **Trust and distrust in secret service organizations**

» [Dr. Branko Bozic](#), Dr. Sabina Siebert

3:35pm **Somebody to Trust – The Role of Trust Transfer Effects and Associated Risks in Telemedicine Adoption**

» [Ms. Fiona Schürmann](#), [Ms. Leonie Kuen](#), Dr. Daniel Westmattelmann, Prof. Shay Tzafrir, Prof. Gerhard Schewe

4pm **The role of institutional trust in trust-based leadership: How context matters**

» [Dr. Tina Bentzen](#), Dr. Marte Winsvold, [Prof. Frédérique Six](#)

4:25pm **Looking for Trust in All the Wrong Places: Modeling Determinants of Inter-Organizational Trust in Fragile States**

» [Dr. Anthony Caito](#)

2:45pm **Trust development, Parallel conference paper session**

*Halonen*

Chaired by: Prof. Guido Möllering

2:45pm **Incomplete Incentive Contracts and Emergence of Mutual Trust: Results of an Agent-based Simulation**

» [Prof. Friederike Wall](#)

3:10pm **Measuring Trust in Work Relationships: Validation of the Behavioral Trust Inventory Across Multiple Referents**

» [Prof. Nicole Gillespie](#), Dr. Bichen Guan



Continued from **Friday, 16 June**

3:35pm **Why change a winning formula? The use of active trust strategies across trust development and maintenance processes**  
» [Ms. Sian Kelly](#), Prof. Yseult Freney, Dr. Lisa van der Werff

4pm **Trust Attractors: A Dynamical Systems Approach to Trust Research**  
» Dr. Chris Long, [Prof. Sim Sitkin](#)

4:25pm **Personal and Situational Cues and Trust**  
» [Dr. Xuchang Zheng](#)

2:45pm **Trust in cross-border contexts, Parallel conference paper session**  
*Rissanen*  
Chaired by: Dr. Joseph Hamm

2:45pm **Assessing untrustworthiness in cultural contexts: A qualitative analysis of four countries**  
» [Dr. Suzanne McMurphy](#), Dr. Catherine Kwantes

3:10pm **Theorising Distrust-Reduction in Adversarial Diplomatic Relationships: NATO, Russia and the invasion of Ukraine**  
» [Prof. Mark N.K. Saunders](#), Prof. Nicholas Wheeler, Dr. Chiara Cervasio

3:35pm **Integrated Border Management as a Tool of Trust in the Framework of Future Security Issues Facing the Europe**  
» [Dr. Sari Lindblom](#), Mr. Joona Castrén

4pm **The Role of Documentation Status and Family Deportations in Latina Immigrants' Trust in Police and Judges**  
» [Dr. Caitlin Cavanagh](#)

4:30pm **Coffee break**  
*Congress Hall Lobby*

5:15pm **Keynote**  
*Congress Hall*

**To trust or distrust digital data**  
» Professor Sirkka Jarvenpaa

7:30pm **Conference dinner and FINT awards at Restaurant Saaristo, Klippan Island.**  
*Restaurant Saaristo*

**Saturday, 17 June**

10am **Panel and WS on AI**  
*Gofore, Kamppi.*

10am **Workshop: Multi-disciplinary engaged scholarship on how to develop and maintain trustworthy artificial intelligence**  
» [Ms. Kaisa Kukkonen](#)

1pm **Social event, Guided Tour in Suomenlinna**