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Listing of Abbreviations, Inside Back Cover

The Academy of Management 2001 Meeting Program Credits
Program designed by Rob Sexton, Design, rob@s2design.com

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Governing Employee Behavior and Attitudes through Office Design
by Gary Henderson and Chris Zatzick, U. of California, Irvine ......................... A9
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Blue Chips and White Papers by Laura Baker, U. of Queensland .................. A33
No Box to Check by Dina Mansour-Cole, Indiana U./Purdue U., Fort Wayne ........ A36
How Governments Mattered, 1942 by Kimberly Elsbach, U. of California, Davis .... A35
Public Sector Governance by Nancy Higginson, U. of Calgary ...................... C10
Welcome to the 2001 Meeting of the Academy of Management

On behalf of the many who have been working to put this meeting together, we are pleased to be able to welcome you to Washington D.C. for the 61st Annual Meeting of the Academy of Management. As a professional association dedicated to creating, applying and disseminating knowledge about management and organizations, our annual meeting is the Academy made real. There will be much here for anyone – preliminary and final reports of the latest scholarship in the myriad disciplines that make up the Academy, as well as workshops to aid our professional development. Those who look carefully will also find opportunities for service learning, ideas and discussions that will surprise and entertain, comedy (intentional and otherwise) and free eats. All in one of the world’s most exciting cities.

All of the information in this printed program, the downloadable Interactive Scholarly Papers, abstracts of all papers and symposia and more detailed information about the city are available in the 2001 Meeting Web Site http://aom.pace.edu/meetings/2001. On that site you can search the program by keywords, division, participant, day, and more.

New in 2001

This year the Convocation replaces the business meeting at 5 pm on Sunday. Here will be presented the Carolyn Dexter Award for the program paper that best incorporates the international dimension, the William H. Newman Award, for an outstanding paper based on a recent dissertation, and the Award for Outstanding Mentoring Practice. Our President, Andy Van de Ven, will also present a brief report on the State of the Academy.

Immediately following the Convocation will be an address by our 2001 Distinguished Executive, William George of Medtronic.

This year an extended reception with the Capitol Steps comedy troupe replaces the Academy dance on Sunday at 7 pm. The Capitol Steps began as a group of legislative staffers who performed for their growing informal following on the steps of the United States Capitol Building (the legislative chamber). Come enjoy the Steps’ performance in the Marriott’s Cotillion Ballroom in between meeting your colleagues down the hall at the All-Academy Reception.

This year the Caucuses have been scheduled at 2:30 pm on Monday and Tuesday, rather than the evening times of past years. This way you can participate in the conversations and nascent groups that interest you and still attend your favorite Division or Interest Groups’ Receptions later in the evenings.

Finally, in response to a suggestion arising out the Academy’s strategic planning process, in 2001 we are experimenting with providing downloadable scholarly papers in advance of the meeting. This year authors of Interactive Papers have the opportunity to post their papers for downloading on the 2001 Meeting Web Page. In this way, participants can read the papers in advance of the meeting and we can use our time together for discussion rather than rushing to try to explain a complex argument and data in a few minutes. You can find the papers on the Meeting Web Page.

Theme in 2001:
How Governments Matter

The theme is reflected in each Division and Interest Group’s individual program as well as in the theme-specific All-Academy Symposia. In addition, you can find, several specialized theme-related tours that take advantage of our location: The United States Library of Congress and The Foreign Service Institute of the U.S. State Department both on Friday; and the Holocaust Memorial on Saturday. Please check the program for times and meeting places.

Our Distinguished Program Speaker will be Jacques Klein, Under Secretary of the United Nations and Coordinator of the United Nations Operations in Bosnia and Herzegovina. He will be speaking on Managing the Reconstruction of a War-torn Society at 3 pm on Sunday in the Marriott Hotel’s Cotillion Ballroom.

We also have many other truly Distinguished Speakers, too many to list in this space; please check the listing on page A4-5.

Finally, opportunities for publishing theme-related scholarship are available in Special Issues on the 2001 Theme, How Governments Matter, in Academy of Management Review and Academy of Management Executive. The deadline for these issues is October 1, 2001 and detailed instructions are available on the 2001 Meeting Web Page as well as the journals’ own web pages (accessible from the Academy’s main page).

In conclusion, listed on the following pages you will see the names of those who have worked so hard to bring this program to fruition. It is a long list because it is a rich program. There really is a lot to this meeting, and we hope that its large size and scope do not prevent you from constructing your own meeting experience in a way that stimulates without overwhelming, and is enjoyable rather than exhausting.
2001 Distinguished and Featured Speakers

All Academy

- William W. George, chairman and CEO of Medtronic, Inc., is the 2001 Distinguished Academy of Management Executive. He will discuss how a mission-driven company creates long-term shareholder value. *Session 319, Academy of Management Convocation, Sunday, August 5, 5:00 pm, Cotillion Ballroom, Marriott Wardman Park.*

- Henry Mintzberg, (2000 AoM Scholarship Award), Joanne Martin (2000 AoM Educator Award), Art Bedeian (2000 AoM Service Award) and Howard Aldrich (2000 Terry Book Award) will discuss the practice of management knowledge. President Andrew H. Van de Ven hosts the distinguished panel discussion. *Session 288, AoM Award Winners’ Symposium, Sunday, August 5, 1:00-2:30 pm, Cotillion Ballroom, Marriott Wardman Park.*

- Ambassador Jacques Klein, the Under Secretary General of the United Nations, Special Representative of the Secretary General and Coordinator of the United Nations Operations in Bosnia and Herzegovina, is the Academy of Management Distinguished Program Speaker. He will discuss the reconstruction of Bosnia-Herzegovina. *Session 310, Distinguished Program Speaker, Sunday, August 5, 3:00 pm, Cotillion Ballroom, Marriott Wardman Park.*

- Several Distinguished Fellows of the National Academy of Public Administration (NAPA) will discuss how governments matter from their perspectives in a session led by James Perry, Indiana U. The 480 fellows include current and former Cabinet officers, members of Congress, governors, legislators, business executives, and scholars. Camille Cates Barnett was the City Manager of Dallas and Austin, Texas, and the Chief Management Officer for the District of Columbia before joining the Public Strategies group in 1999. Walter Broadnax is Dean of the School of Public Affairs, American University. During the Clinton Administration he served as deputy Secretary and Chief Operating Officer of the U.S. Department of Health and Human Services. Robert O’Neill became President of NAPA in January 2000, following a distinguished career as a local government manager. In 1998 President Clinton appointed David Walker, former partner and global managing director of Arthur Anderson LLP’s human capital practice, to a fifteen-year term as Comptroller General of the United States. *Session 587, Perspectives from the National Academy of Public Administration, Monday, August 6, 4:10-5:20 pm, Salon 2, Marriott Wardman Park.*

Careers

- Edgar H. Schein received the first Everett Cherrington Hughes Award for Careers Scholarship in 2000 in recognition of his contribution as a teacher, dissertation supervisor and colleague. He has stimulated a generation of scholars to follow his lead, which has made research on careers a central part of organization scholarship. Ed Schein will provide his reflections on careers research and his views of the future. *Session 825, Careers Division Free Session, Tuesday, August 7, 4:10-5:20 pm, Jefferson Ballroom West, Hilton Washington and Towers.*

Health Care Management

- Dr. Paul B. Ginsburg is the President of the Center for Studying Health Systems Change (HSC) at www.hschange.org, which is funded by The Robert Wood Johnson Foundation and affiliated with Mathematica Policy Research, Inc. Under Dr. Ginsburg’s leadership, HSC provides analyses about the effects of health system change to policy makers in government and industry. *Session 595, HCM Distinguished Speaker, Monday, August 6, 4:10-5:20 pm, Georgetown Ballroom West, Hilton Washington and Towers.*

International Management

- Christopher A. Bartlett, Daewoo Professor of Business Administration at the Harvard Business School, and Sumantra Ghoshal, Robert P. Bauman Chair in Strategic Leadership at the London Business School, co-authored *Managing Across Borders: The Transnational Solution,* the result of pioneering research into management on a global stage, now in its second edition (1998). The Distinguished Scholar Forum is co-sponsored by the IM Division and Advances in International Management (AIM), a JAI press research series. *Session 597, AIM-IMD Distinguished Scholar Forum, Monday, August 6, 4:10-6:10 pm, Diplomat Ballroom, Omni Shoreham.*
2001 Distinguished and Featured Speakers

**Organization Management and Theory**

- **Jane Dutton** is the William Russell Kelly Professor of Business Administration at the University of Michigan Business School. Jane's research on organizational images and member identification is well known to OMT members, and has won much acclaim, including the *Academy of Management Journal*’s 1991 Best Paper Award for “Keeping an Eye on the Mirror: Image and Identity in Organizational Adaptation” (with J. M. Dukerich), and the *Administrative Science Quarterly*’s 2000 Scholarly Contribution Award for her 1994 article “Organizational Images and Member Identification” (with J. Dukerich and C.V. Harquail).

  *Session 373, OMT Breakfast and Distinguished Scholar Session, Monday, August 6, 8:30-10:20 am, Harding Room, Marriott Wardman Park Hotel.*

**Public Nonprofit**


  *Session 579, Creating a Community of Consent: Service and Accountability, Monday, August 6, 2:30-4:00, Ambassador Ballroom, Omni-Shoreham.*

**Organizations and the Natural Environment**

- **Christine Todd Whitman**, Administrator of the U.S. Environmental Protection Agency, was the governor of New Jersey before her current Cabinet appointment by President George W. Bush. She will participate in a panel with Paul Tebo, Vice-President for Environmental Affairs at Dupont, and Matthew Arnold, Executive Director of the World Resources Institute.


---

*Nancy Adler*
Meet the Meeting Planners

The Washington, D.C. 2001 Organizing Committee

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Program Coordinator .................. Carol Sexton, U. of California, Irvine
Program Chair-Elect .................. Rosalie Tung, Simon Fraser University
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Public Relations ............................ Julie Boyle, George Washington U.
Decorators and Exhibits ................... Rich Klimoski and Janet Yuen, George Mason U.
Website Writer ............................ Chris Kayes, George Washington U.
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Signage ...................................... Peggy Sweitzer, George Washington U.
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Placement .................................... Julie Wallace, James Madison U. / George Washington U.

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Jamie Callahan, Virginia Tech Larry Chasteen, U. of Texas, Dallas
MaryAnn Jacob, Pentagon Geri Manning, Pentagon
Rod Meek, George Washington U./Central Health Kathryn Trader, KTA/Global Partners
MaryEllen Dorsett Patrice Scanlon

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Financial Manager and Registration Assistance . Heather Crowe
Registration Assistance and Adjustments .... Linda Panzer
Registrar ................................. Susan Zaid
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Divisions
- Art and Poetry
- Business Policy and Strategy
- Careers
- Conflict Management
- Entrepreneurship
- Gender & Diversity in Organizations
- Health Care Management
- Human Resources
- International Management
- Management Consulting
- Management Education & Development
- Management History
- Management, Spirituality & Religion
- Managerial & Organizational Cognition
- Operations Management
- Organization & Management Theory
- Organization Development & Change
- Organizational Behavior
- Organizational Communication and Information Systems
- Organizations & the Natural Environment
- Public & Nonprofit
- Research Methods
- Social Issues in Management
- Technology & Innovation Management

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- Melissa Baucus, Xavier U.
- James Wade, U. of Wisconsin

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Critical Management Studies .......... Paul Adler, U. of Southern California
Iberoamerican Academy of Management .... Isabel Gutierrez, Carlos III U.
International Theme Committee Programs .... Ann Gregory, Memorial U. of Newfoundland
Mentoring Committee .................. Liz Borredon, EDHEC,
                                      Troy R. Nelson, California State U., San Marcos
New Doctoral Student Consortium .......... Davina Vora, U. of South Carolina
Practitioner Series ................... Joel Harmon, Fairleigh Dickinson U.

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Internet and Web Development ........ Elena Bunin, AoM Headquarters
Internet Applications Developer ........ Cherri-Anne Tull, Pace U.

A7
Special Thanks to ... 

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  Elena Bunin, Manager, Web Development
Alina Matay, Database Developer
Heather Crowe, Financial Manager
Linda Panzer, Membership Administrator
Susan Zaid, Communications Administrator

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  Michelotte Bienvenue

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Caucus Coordinator
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  Tim Stearns, Fresno State U.

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  Chelsea Whitaker, U. of Texas, Permian Basin
  Amy Garcia, U. of Texas, Permian Basin
  Ruby Row, U. of Texas, Permian Basin

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  Marybeth Anderson, George Washington U.
  Margaret Bailey, George Washington U.
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  Jamie Callahan, Virginia Tech
  Chris Kayes, George Washington U.
  Richard Klimoski, George Mason U.
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  Rod Meek, George Washington U./Central Health
  Tamara Taylor, George Washington U.
  Janet Yun, George Mason U.
  Julie Wallace, James Madison U./George Washington U.

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  Susan LaCoppola, Northwestern U.
  Mathew Semadeni, Texas A&M U.

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  Tracy A. Lambert, U. of Georgia
  Angie Lockwood, U. of Georgia
  Carrie Noble, U. of Georgia

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  Golchehreh Abtahian, U. of Pennsylvania

Health Care Management
  Don Dye, U. of California, Riverside

Human Resources
  Remus Ilies, U. of Florida

International Management
  Danielle Cooper, U. of Illinois, Urbana-Champaign
  Gwangsoo Lee, U. of Illinois, Urbana-Champaign

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  Tudor Rickards, U. of Manchester
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  Theodora Assimakou, U. of Manchester
  Alan Belasen, State U. of New York, Empire State College
  Aleta Best, U. of Massachusetts, Dartmouth
  Deborah Blackman, Southampton Business School, U.K.
  Joseph E. Champoux, U. of New Mexico
  Nobuyuki Chikudate, Asia U., Tokyo
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  Par Martensson, Stockholm School of Economics
  David Morgan, Behavior U. of New South Wales, Australia
  Bryan Mundell, SDA Bocconi School of Management, Italy
  H. Alvin Ng, Massey U., Wellington, New Zealand
  Tricia Wilkins, U. of South Australia
  C. Ken Weidner II, St. Joseph’s U.
  Qi Xu, U. of Manchester., U.K.
  Shahid Yamin, Swinburne U., Australia
Special Thanks to ...

Managerial and Organizational Cognition
Neal Ashkanasy, U. of Queensland
Margaret Bailey, George Washington U.
Jennifer Ochs, George Washington U.
Peggy Sweitzer, George Washington U.
Margaret Gorman, George Washington U.

Organization & Management Theory
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Andrew Shipilov, U. of Toronto

Organizational Behavior
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Public & Nonprofit
Mary Hamilton, American Society for Public Administration
Michael Brintnell, National Association of Schools of Public Affairs and Administration
Helen Anderson, U. of Utah

Research Methods
Betti A. Hamilton, U. of Miami

Technology & Innovation Management
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Arun Kumaraswamy, U. of Rutgers, Camden
Julia Lampe, U. of Regensburg
Corey Phelps, New York U.
Sumita Raghuram, Fordham U.

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Tracy A. Lambert, U. of Georgia
Angie Lockwood, U. of Georgia
Carrie Noble, U. of Georgia

Health Care Management
Kathleen Montgomery, U. of California, Riverside
Kathryn Danksy, Pennsylvania State U.

Human Resource
Mary Watson, New School U.

Management Education & Development
John Hatfield, U. of Baltimore
Robert Marx, U. of Massachusetts, Amherst
(ORITS/MED liaison)

Mentoring Committee
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Davina Vora, New Doctoral Student Consortium
Aimee Kane, Carnegie Mellon U.
Gary Ballinger, Purdue U.
Debra Dookeran, Georgia State U.
Grant Fenner, U. of Memphis

Support of the Program Chair & Coordinator
David Blake, Dean,
Gregg Goldman, Assistant Dean for Finance and Administration,
Catherine Hammond,
Becky Lim,
Mary Alice Pike,
Wendy Gillett,
John Clarke,
all of the Graduate School of Management,
University of California, Irvine
Maria-Mercedes Lara
Harry Briggs
Margaret Gorman
The Division Program Chairs
Matt Suppa
Rob Sexton, Design

Governing Employee Behavior and Attitudes Through Office Design
Gary R. Henderson & Chris D. Zatzick
Important Dates to Remember

- June 27, 2001: Deadline to reserve your hotel room.
- July 20, 2001: Deadline to register in advance of the meeting.
- July 27, 2001: Deadline to cancel your registration and receive a full refund or your registration fees. (See hotel information for hotel cancellations).

Please register and reserve your room well in advance of these dates!

Registration Instructions

To register for the meeting, reserve your hotel room and make your travel arrangements, please do the following:

1. Fill out the EARLY REGISTRATION FORM. You can register via the web at www.aom.pace.edu or via hardcopy by mail or fax to the address listed on the form and below. Please read the registration information and instructions first. Beware of duplicates! Choose only one method by which to register (online, fax or mail). Duplicate registrations will result in duplicate charges to your credit card.

   Academy of Management Registration
   P.O. Box 3020
   Briarcliff Manor, NY 10510-8020
   Fax: (914) 923-2607

2. Fill out the AOM HOUSING RESERVATION FORM. You can reserve your room via phone, via the web at www.aom.pace.edu or via hardcopy to mail or fax to the address listed below and on the form. Please read the hotel reservation information and instructions first. Beware of duplicate reservations! Choose only one method by which to register (online, phone, fax or mail). Duplicate registrations will result in duplicate charges to your credit card.

   AOM/WCVA HOUSING OFFICE
   108 Wilmot Road, Suite 400 / PO Box 825
   Deerfield, IL 60015
   Phone: (800) 492-7886 (Domestic)
   (847) 940-4211 (International)
   Fax: (800) 521-6017 (Domestic)
   (847) 940-2386 (International)

3. Plan your travel itinerary. Contact ATC via phone at (800) 458-9383, via the web at www.asntravel.com, via email to reservations@asntravel.com or via fax at (858) 581-3988 to obtain special travel discounts. Please read the travel information provided for information about group discounts and the selected airlines.

Registration Information

If you register before JULY 20, 2001 you pay a reduced registration fee. Payment must accompany your form. To register early, return the Early Registration Form by the deadline date to the address shown on the form. The early registration fees apply only when your registration is received in the Academy office by JULY 20, 2001. Registrations received after that date will not be accepted and you must register on-site and pay the higher fee.

<table>
<thead>
<tr>
<th>Member</th>
<th>Early Fee</th>
<th>On-Site Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic and Executive</td>
<td>$150.00 USD</td>
<td>$210.00 USD</td>
</tr>
<tr>
<td>Student and Emeritus</td>
<td>$55.00 USD</td>
<td>$77.00 USD</td>
</tr>
</tbody>
</table>

The Student registration fee does not include a ticket to the Tuesday Presidential Luncheon. Tickets to the Tuesday Presidential Luncheon can be purchased on the enclosed form or on-site.

<table>
<thead>
<tr>
<th>Non-Member</th>
<th>Early Fee</th>
<th>On-Site Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic and Executive</td>
<td>$265.00 USD</td>
<td>$325.00 USD</td>
</tr>
<tr>
<td>Student</td>
<td>$113.00 USD</td>
<td>$135.00 USD</td>
</tr>
</tbody>
</table>

The Non-Member Registration fee includes a one year membership and two complimentary divisions/interest groups. PLEASE select your two groups on the next page and include them in the appropriate section of the Early Registration Form. The Student registration fee does not include a ticket to the Tuesday Presidential Luncheon. Tickets to the Tuesday Presidential Luncheon can be purchased on the enclosed form or on-site.
Registration, Housing and Travel Guidelines

Divisions

Business Policy & Strategy (BPS)
Careers (CAR)
Conflict Management (CM)
Entrepreneurship (ENT)
Gender & Diversity in Organizations (GDO)
Health Care Management (HCM)
Human Resources (HR)
International Management (IM)
Management Education & Development (MED)
Management History (MH)
Management Consulting (MC)
Managerial & Organizational Cognition (MOC)
Operations Management (OM)
Organization Development & Change (ODC)
Organization & Management Theory (OMT)
Organizational Behavior (OB)
Organizational Communication & Information Systems (OCIS)
Public & Nonprofit (PN)
Research Methods (RM)
Social Issues in Management (SIM)
Technology & Innovation Management (TIM)

Interest Groups

Management, Spirituality and Religion (MSR)
Organizations & The Natural Environment (ONE)

Payment Methods and Information

The Academy of Management accepts payments in the forms of checks in U.S. funds drawn on U.S. banks and the following credit cards: VISA, MasterCard and American Express. We DO NOT accept purchase orders of any kind nor do we accept forms that do not include payment.

Cancellations

In order to receive a refund of your registration fees, you must request it in writing and postmark or fax it to the Academy by JULY 27, 2001. No refunds will be issued after JULY 27, 2001. Contact the Housing Bureau and the Tour Operator directly for information on canceling your hotel reservations and tours.

Spouse Attendance

Spouses who are not Academy Members are allowed access to Exhibits floor and provided a complimentary name badge. Please provide the name of your spouse in the space provided on the Early Registration Form.

Attendance and Restricted Access

Registratons at the Annual Meeting is required for attendance at any event listed in the Official Program (Friday noon through Wednesday Afternoon). Those attending Friday events may pick up their badges on Saturday when on-site registration opens. Please refer to the Program for the specific operating hours of the Registration Area. Registrants must wear their name badge at all times since access to the meeting is restricted to paid meeting registrants.

The Meeting Program

Please bring your Program with you to the meeting - it is the only copy you will receive. Non-members who register early are mailed a copy of the Program within 2-3 weeks. However we must suspend the mailing of Programs to Non-members after July 10, 2000 due to possible non-receipt. A limited amount of Programs are available on-site at the Registration Desks for late registering Non-members and people who register on-site.

The Presidential Luncheon:

Tuesday, August 7, 2001

Seating for the Presidential Luncheon will be limited this year. You MUST exchange the luncheon coupon for a ticket as soon as you register. We will seat those with a ticket on a first-come basis. If you arrive late for the luncheon, you may not be able to be seated, even if you have a ticket. Members who fail to exchange for a ticket will probably not be accommodated this year.
# EARLY REGISTRATION FORM

61<sup>st</sup> Annual Meeting of the Academy of Management  
WASHINGTON, D.C.  AUGUST 3-8, 2001  
FOR USE BY JULY 20, 2001

**MAIL OR FAX TO:**  
MAIL:  
ACADEMY OF MANAGEMENT  
REGISTRATION  
P.O. BOX 3020  
BRIARCLIFF MANOR, NY 10510-8020  
FAX:  
914-923-2615

**INSTRUCTIONS:** Please read Section A instructions!  
1. Fill out the NAME INFORMATION.  
2. Fill out the NAME BADGE as you wish it to appear on your badge. Enter spouse name if applicable.  
3. REGISTER: If you are NOT A MEMBER of the Academy (or your membership expired) you must register as a Non-Member. Your fee includes a 1-year membership and two complimentary divisions. (Refer to prior page for division listings.)  
4. Calculate TOTAL AMOUNT DUE.  
5. Send the form and your payment via mail to: Academy of Management, PO Box 3020, Briarcliff Manor, NY 10510 or fax to: (914) 923-2615.  
6. Payment must accompany form. We do not accept purchase orders or forms without payment.  
7. Do not fax/send duplicate forms. Sending duplicate forms can result in duplicate charges.

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**NAME BADGE INFORMATION**  
Name Badge:  
Affiliation:  
Spouse Name for Courtesy Badge:  

**MEMBER REGISTRATION FEES**  
Academic/Executive Member (includes one ticket for Tuesday August 7 Presidential Lunch) $150.00 US  
Student Member (does not include ticket for Tuesday August 7 Presidential Lunch) $55.00 US  
Emeritus Member (includes one ticket for Tuesday August 7 Presidential Lunch) $55.00 US  

**NON-MEMBER REGISTRATION FEES**  
Non-Member: Academic/Executive (includes 1 ticket for Tuesday Aug. 7 Presidential Lunch) $265.00 US  
Non-Member: Student (does not include ticket for Tuesday August 7 Presidential Lunch) $113.00 US  

**NOTE TO NON-MEMBERS:** Please select two complimentary divisions/interest groups as part of your membership. (Refer to prior page for listings)  

**ADDITIONAL SPECIAL EVENTS TICKETS AND ITEMS**  
Luncheon Ticket for Student/Guest for Tuesday Aug. 7 Presidential Lunch [ ]  
White Logo T-Shirt [ ] Quantity( ) x $30.00 US ea.  
[ ] If You Are Registering for Summer Placement Check Here (submit your separate placement registration to Placement)  

**PAYMENTS BY CHECK**  
Enclosed is my CHECK made payable (in U.S. funds and drawn on a U.S. bank only) to:  
ACADEMY OF MANAGEMENT  
Make sure your check is written for the correct amount and signed.

**PAYMENTS BY CREDIT CARD**  
We accept VISA, MASTERCARD and AMERICAN EXPRESS only! Please write information clearly!  
Circle One:  
MASTERCARD  
VISA  
AMERICAN EXPRESS  
Expiration Date:  
Card Number:  
Cardholder Name:  
I hereby authorize the Academy of Management to charge my credit card for the above amount:  
Cardholder Signature:  

**TOTAL AMOUNT DUE (Payment must accompany form)** $  

**FOR OFFICE USE ONLY:**  
ORDER NO.:  
DATE:  
AMOUNT PAID:  
CHECK NO./CC: 

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A12
Hotel Reservations

Reservation Dates

Reservations must be made by June 27, 2001 to receive the special conference room rates. After June 27, 2001 you will no longer be given the special conference rates or may find accommodations sold out.

- To make hotel reservations, complete the AoM Housing Reservation Form and call, mail or fax it to AoM/WCVA Housing Office (contact information is on the housing form on the following page.) You can also reserve your room online.
- Do not submit duplicate forms! Doing so may result in duplicate charges.
- Do not send the housing form to the Academy of Management Office.
- The Marriott Wardman Park is the official Headquarters Hotel of the 2001 Annual Meeting.
- Meetings take place at the Marriott Wardman Park, Hilton Washington and Towers and Omni Shoreham hotels. Shuttle Services will operate between the Marriott, Hilton and Omni.

Hotel Reservation Instructions

Please read these instructions carefully! Hotel reservations must be made by June 27, 2001.

DEPOSIT AND PAYMENT

A deposit in the amount of $150.00 per room is required to make reservations. The amount is payable by major credit card (AE, VISA, MasterCard, Diners Club or Discover) or check (in U.S. funds and drawn on U.S. banks) made payable to AoM/WCVA Housing Office. If you pay by credit card, your credit card will be charged immediately. Wire transfers and purchase orders are not accepted. Reservations will not be processed without payment.

CHANGES

Reservations canceled or changed prior to June 27, 2001 are to be made with the AoM/WCVA Housing Office to avoid any cancellation penalty.

CANCELLATION

Reservations may be cancelled by telephone, fax or in writing until 5:00 pm (CST) on June 27, 2001. To make a cancellation after June 27, 2001 contact the hotel directly. A processing fee of $16.00 will be subtracted from the deposit if made prior to 72 hours of arrival. If a cancellation is made within 72 hours of the scheduled arrival, the entire deposit will be forfeited.

SPECIAL REQUESTS

If you require any special needs such as ADA room please use the attached form and list your special needs in the space provided. The AoM/WCVA will secure housing accommodations to match your needs.

CONFIRMATIONS

Confirmations will be sent via e-mail, fax or mail. If you do not receive your confirmation within 14 days, please call the AoM/WCVA Housing Office from 8:00 a.m. – 5:00 pm (CST) Monday – Friday at (800) 492-7886 or (847) 940-4211 (International). You will NOT receive a confirmation from the hotel.

RATES AND AVAILABILITY

Please see the AoM Housing Reservation Form for rates. We have negotiated special conference rates for AOM attendees. In order to access the rates you must use the attached Reservation Form. Hotel choices will be honored based on the requested hotels availability. Rooms are assigned on a first-come, first-served basis. Should all choices be sold out, an alternate hotel will be assigned.

STUDENT HOUSING

We are in the process of securing dormitory style rooms at a local university. Details will be available on AOM Online at www.aom.pace.edu. Do not use the AoM Housing Reservation Form if you plan to secure reservations at the dormitory residence. Please contact AOM at (914) 923-2607 or aom@pace.edu for more details.
AOM HOUSING RESERVATION FORM
61st Annual Meeting of the Academy of Management
August 3-8, 2001 Washington D.C. USA

Reservations must be made by JUNE 27, 2001
See prior page for housing information including refunds, changes and cancellations.
Reservations will be confirmed based on availability.
Please print. Please copy this form if you wish to reserve more than one room.

Name (First/Last):
Company Name:
Mailing Address
City:
State:
Zip/Postal:
Country:
Phone:
Fax:
Email:
ARRIVAL DATE:
DEPARTURE DATE:
SHARING ROOM WITH: (List all occupants; include age if under 21)
1.
2.
3.
4.

HOTEL CHOICE: If the hotel selected is not available, next available hotel will be confirmed.

1. 2. 3.

ROOM REQUESTED:
☐ Single(1 person/1 bed)    ☐ Double(2 people/1 bed)    ☐ Double/Double(2 people/2 beds)
☐ Triple(3 people/2 beds)  ☐ Quad(4 people/2 beds)    ☐ Suite(contact AOM/WCVA for rate info)

ADDITIONAL REQUESTS:
☐ Non-Smoking    ☐ ADA room (list special needs):

ADVANCE DEPOSIT: Reservations at all hotels require a $150 per room deposit ($300 deposit for 1 bdrm suite; $450 for 2 bdrm suite). Reservations will not be processed without the required deposit.
☐ CHECK ENCLOSED
(In US funds drawn on US Banks payable to AOM/WCVA Housing) in the amount of $________

☐ CREDIT CARD: I authorize my reservation to be charged in the amount of $________
☐ American Express    ☐ VISA    ☐ MasterCard    ☐ Diners    ☐ Discover

Credit Card Number:
Print Name as it appears on card:
Ex. Date:
Signature:
Date:

FOUR WAYS TO MAKE HOTEL RESERVATIONS (Register through one source to avoid duplicates!)

PHONE
Domestic: (800) 492-7886
International: (847) 940-4211

FAX
Domestic: (800) 521-6017
International: (847) 940-2386

ONLINE
www.aom.pace.edu

MAIL
AOM/WCVA HOUSING OFFICE
108 Wilmot Road, Suite 400
PO Box 825
Deerfield, IL 60015

The AOM/WCVA HOUSING OFFICE will send a confirmation by fax, email or mail.
Travel Information

Airport Transportation

Washington, D.C. offers two major airports as your destination. Ronald Reagan National Airport is closest to the meeting site but offers only domestic flights.

Ronald Reagan National Airport
Located south of the city along the Potomac River and offering a full range of domestic flights on major, regional and commuter carriers. Shuttle bus service to downtown (1517 K St. NW) available. Also accessible on Metrorail’s yellow and blue lines. Taxi fare to downtown is approximately $12-$15, and both Washington Flyer and Super Shuttle now offer service from the airport to downtown hotels.

Washington Dulles International Airport
Located 26 miles west of Washington and offering a full range of domestic and international flights. Taxi fare to downtown is approximately $40. Washington Flyer provides bus service to downtown hotels, with departures every 45 minutes, and Super Shuttle offers door to door service.

By Car

AVIS Rent A Car has been named as the official car rental agency for ground transportation to the 2001 Annual Meeting and is offering special meeting rates to Academy members.

Contact ATC for the rate information. The rates are available one week before and one week after the dates of the meeting. Rates do not include tax, optional coverages or gas refueling charges. Renter must meet Avis requirements. All rates include unlimited free mileage. Weekend daily rates are available from noon Thursday-Monday at 11:59 pm.

To take advantage of the special rates:
1. Call ATC 1-800-458-9383
2. Should you choose to call Avis directly, please refer to the GROUP number listed:
   Avis: 1-800-331-1600       Group #: J949039

Association Travel Concepts (ATC) has been selected as the official travel agency for The Academy of Management Annual Meeting in Washington D.C., August 3-8, 2001. As the official agency, ATC has negotiated discounts with United Airlines, US Airways and Avis Rent A Car to bring you special airfares and car rental rates that are lower than those available to the public.

When calling ATC, you will save 10% to 15% off on United and US Airways Airline tickets purchased more than 60 days prior to the meeting. For tickets purchased less than 60 days prior, the discounts will be 5% to 10% off of the lowest available fares. Some restrictions may apply and a service fee may apply. ATC will also search for the lowest available fare on ANY airline serving Washington, D.C.

ATC provides personalized service, advance seat assignments, special meal requests on airline flights, frequent flier programs, electronic ticketing, E-mail access for convenient booking of your tickets and MORE…

Take advantage of these new services offered by ATC:
- Trip Manager – an online reservation system – www.tripmanager.com Type in AOM for Company and new user for Member Log-in.
- Power Pricing – a computer software search for the best fare on all airlines.
- RESFAX – fax-back service with 36 options and prices for your requested travel times.

All discounts apply for travel July 31 through August 11, 2001. ATC is available for reservations from 9:00 am until 8:30 pm Eastern Time, Monday through Friday.

You may also call your own agency or the vendors directly and refer to the following I.D. numbers listed:

United: ID# 598QX (800) 521-4041
US Airways: ID# 73671840 (877) 874-7687
Avis: ID# J949039 (800) 331-1600
Welcome to Washington!

On behalf of the George Washington University, thank you for the honor of selecting us to be your local hosts for the Washington 2001 meeting. Your colleagues here at GW have enjoyed the opportunity to help bring to fruition our vision of this annual meeting. We are appreciative of GW's Deans and administration for their continued support and “loaning” of key personnel and to those people who have made this support happen: Andrea Casey, Jeff Lenn, and David Schwandt.

Andrea, Jeff, Dave and I would like to send a special thank you to our workgroup leaders (listed in “Meet the Meeting Planners” who have committed hours of their valuable time and are relentless in ensuring that the meeting is a worthwhile and enriching experience for all those attending.

If there’s anything that we at GW can do to help make your Academy of Management experience more fulfilling – please let us know. Check out the Welcome to Washington Page of the meeting website: http://aom.pace.edu/meetings/2001/washington.htm prior to the meeting for more information about planning your trip to Washington, D.C.

Margaret D. Gorman
George Washington University

Washington 2001 Charity
As the local charity for the Washington 2001 meeting, the Academy of Management has chosen the DC Habitat for Humanity. DC Habitat is a local chapter of Habitat for Humanity International, which is a nonprofit, nondenominational Christian housing organization. Habitat International welcomes all people to join them as they build simple, decent, affordable houses in partnership with those in need of adequate shelter. Since 1976, Habitat International has built more than 100,000 houses in more than 60 countries, including some 30,000 houses across the United States. For more information, visit http://www.habitat.org.

DC Habitat’s Mission
DC Habitat builds affordable homes with people in need in partnership with the greater DC community. DC Habitat for Humanity sells homes to families who are ineligible for conventional financing. As of January 2000, DC Habitat has completed 49 homes and renovated 75 low-income cooperative units with the help of over 10,000 volunteers. In June 1992 the 2,000 volunteers, including the former President Carter and his wife Rosalyn, completed ten homes during the Jimmy Carter Work Project in just five days.

Currently, DC Habitat is completing a 34-home development in the Skyland neighborhood in Southeast Washington. In addition, work is underway on a number of other properties around the city.

Service Learning Project
This year’s Service Learning Project is sponsored by the Management, Spirituality and Religion division and will be providing “Sweat Equity”, working with the DC Habitat for Humanity during the August Meeting. For additional information and to pre-register, please contact: Gerald Ramey at gramey@lcsc.edu or (208) 799-2370.

T-shirts
While trying to assure a nice contribution to DC Habitat for Humanity, the Local Arrangements Committee also sought to be environmentally friendly with our choice and design of t-shirts. The shirts we have chosen to represent the Washington 2001 meeting are made of natural, unbleached cotton. The Washington 2001 “Castle” logo will only be printed on the front chest to limit the amount of dye used in processing. The cost of the t-shirts will be $10.00 and if we sell enough of them, forty percent of what you pay will go to DC Habitat for Humanity! Avoid the rush and pre-order your T-shirt on the Early Registration Form!

Shuttle Service
To enhance your experience and facilitate movement among the three hotels, the Shuttle Service schedule has been designed with peak usage and the Washington 2001 meeting schedule in mind.

Because most of the events scheduled Friday through Sunday (Professional Development Sessions, Meetings and Sunday convocation and entertainment) will be at the Marriott, there will be very light shuttle service between the hotels on those days.

As the activity of the meeting itself picks up, so will the frequency of shuttles. Buses will run between the hotels every 10 minutes from 7:30 am through 7:00 pm Monday and Tuesday and will be slightly modified on Wednesday. Extra buses will be available to transport participants to and from the Presidential Luncheon on Tuesday.

Check at the Academy Information Booth in one of the hotels to confirm the Shuttle Schedule for each day.

The Washington Metropolitan Area Transit Authority “Metro”
Washington DC boasts one of the cleanest, safest, most efficient mass transit systems in the world. The system operates using a simple color-coded design. Prior to arriving in Washington, you should check out the web page http://www.wmata.com and familiarize yourself with the system.

Each of the conference hotels is within a short walk of a Metro stop on the “Red Line.” The Marriott and Omni are at the Woodley Park Metro Stop and the Hilton is three blocks north of the Dupont Circle stop.
Washington Metro Map

Legend:
- Red Line: Glenmont to Shady Grove
- Orange Line: New Carrollton to Vienna/Fairfax-GMU
- Blue Line: Franconia-Springfield to Largo Town Center
- Green Line: Branch Avenue to Greenbelt
- Yellow Line: Huntington to Mt Vernon Sq/7th St-Convention Center

**Note:** 7th St. Convention Center scheduled to open March 2021, existing Convention Center at 7th & H St, served by Metro Center and Gallery Pl-Chinatown stations.
Local Arrangements Committee Special Tours

Saturday, August 4th 1:00 pm – 6:00 pm
ON THE WATERFRONT IN ANNAPOLIS
Escorted by a guide in full colonial regalia, see the historical homes and exquisite formal gardens lining the charming side streets of the town. Experience the enduring grace of this colonial capital as you stroll the quaint cobblestone streets that embrace a picturesque harbor.

Tour the imposing Maryland State House, which has the dual distinction of being both the oldest state house still in use in America and the only state house to have ever served as the U.S. Capitol. Seeing the architecture and splendid gardens offers a unique opportunity to experience what life was like for the city’s Colonial inhabitants. Also explore the bustling docks and then make our way to the more earthly delights offered in town. Note: This is a walking tour. Comfortable shoes are recommended.

Sunday, August 5th 8:30am – 12:30 pm
WELCOME TO WASHINGTON
This narrated motor coach tour starts at the White House and follows the inaugural parade route to Capitol Hill passing the magnificent U.S. Capitol Building, the Library of Congress and the Supreme Court Building. After a ride down the Mall, pass by the temple-like Jefferson and FDR Memorials. At the far end of the Mall, marvel at the towering Washington Monument before stopping at the Lincoln Memorial. After a short walk, pause at the powerful and moving Vietnam Veterans and Korean Veterans Memorials. The final stop is the JFK Center for the Performing Arts which includes a visit to the rooftop terrace for a spectacular view of the city. Return with a valuable overview of Washington, the stage well set for your own in-depth exploration of our nation’s capital.

Includes a Washington, D.C. sightseeing guide with both City and Metrorail maps.

Sunday, August 5th 2:00 pm – 5:00 pm
BIKE THE SIGHTS!
Bike your way through Washington, D.C.’s most exciting sights! Knowledgeable guides will lead you on a historical and architectural experience while visiting over 55 landmarks in three hours. Touring the Nation’s Capital by bicycle gives you an opportunity to visit many memorable places that are not accessible by any other means. The tour is designed to be completed in a relaxing pace for the occasional exerciser. It begins at the National Mall, and will take you to all of the city’s major highlights including the Smithsonian Institution museums, Capitol Hill, the Washington Monument, and the White House. The tour will cap off with a ride through Washington’s beautiful Rock Creek Park and West Potomac Park, where you will see the new FDR Memorial. The terrain is mostly flat with two short hills, and is on paved paths and gravel trails.

Roundtrip Metro Pass, Bicycle Rental, Helmet, Snacks and water provided.

Monday, August 6th 9:00 am – 12:30 pm
GEORGETOWN WALKING TOUR
Socially, politically and culturally, Georgetown sits at the center of Washington high life. This once-bustling shipping port was established 50 years before Congress, and it was in Georgetown that the founding fathers met to discuss the plans for the new capital city. The neighborhood has been home to poor laborers and fabulously wealthy merchants, as well as to social and political climbers, the notable and the notorious. Jeanne Fogle, a local historian and fourth-generation Washingtonian, guides the group to discover remnants of farmhouses and country estates interspersed with tiny clapboard servants’ quarters, alley slum dwellings, laborers’ homes, taverns, and such landmarks as the 19th-century Russian Embassy. Come take a walking tour through 200 years of Georgetown history.

Monday, August 6th 10:00 am – 3:00 pm
HISTORIC ALEXANDRIA
Become a privileged visitor to the eighteenth century in Alexandria, Virginia. Enjoy Old Town Alexandria’s quaint shops, colorful street performers, historic homes. The trip starts with a tour of the 1785 Lee-Fendall House. Next, enjoy a private tour of Gadsby’s Tavern Museum, a 1770 Georgian tavern where George Washington was once known to frequent. Also included on the tour is The Torpedo Factory Art Center houses a collection of studios for nearly 200 juried artists who create and sell their works on the premises. Take time to visit the many unique shops within the Torpedo Factory before taking a stroll down old King Street, browsing in its many quaint boutiques.

Monday, August 6th 8:00 pm – 10:30 pm
ILLUMINATING WASHINGTON
Perhaps the most enchanting way to see Washington is by night. This comprehensive riding tour includes views of the landmarks for which our nation’s capital is famous – the White House, the U.S. Capitol Building, the U.S. Supreme Court Building, the Library of Congress, and the towering Washington Monument – in all their illuminated glory. Stop and see the Jefferson Memorial, a temple-like shrine to the genius of our third president. Wander the vast, domed space of this proud monument and descend the grand marble stairs to the edge of the Tidal Basin. From this striking vantage point, take in Mr. Jefferson’s splendid view of the White House, located just across the way. Just a short ride away, walk through the FDR Memorial, Washington’s newest memorial. This powerful monument of granite walls and waterfalls honors our nation’s longest serving president.

After a short coach ride, pause at the Lincoln Memorial to gaze in awe at the solemn statue keeping watch over our capital. Pass between the towering columns that frame this inspiring edifice to enjoy the breathtaking view across the Reflecting Pool to the Washington Monument and the U.S. Capitol beyond.
Local Arrangements Committee Special Tours, Instructions, Release

Tuesday, August 7th 9:00am – 3:00 pm  
GEORGE WASHINGTON’S HOME & HOME TOWN  
Begin the day at George Washington’s Mount Vernon, going behind-the-scenes to learn a little bit about our country’s first president. Walk the gardens and grounds; learn about Washington’s views on slavery; and observe the results of his interest in architecture. After a 45-minute guided walking tour of the grounds, explore Washington’s mansion and explore the estate’s many outbuildings. Next you’ll visit George Washington’s hometown, Alexandria passing Market Square, where General Washington reviewed his troops, and Christ Church, which was established in 1765.

Tuesday, August 7th 10:00am – 3:00 pm  
SHOPPING AT POTOMAC MILLS  
What better way to spend the day than shopping for bargains? Board your deluxe coach for the short trip for Virginia’s Potomac Mills, the world’s largest factory outlet mall. Take advantage of incredible savings of up to 80% off brand-name merchandise, and discover why Potomac Mills is the state’s biggest tourist attraction.

Upon arrival, find yourself presented with a special gift bag featuring coupons for further savings on the already low prices. Shop ’til you drop at such renowned emporiums as Eddie Bauer, Calvin Klein, and Ikea, Nordstrom, Saks Fifth Avenue and Macy’s.

Notes:
All tours will depart from the Marriott Hotel with the exception of Bike the Sights! The TCI company offers Academy members superb service such as access for persons with disabilities and multi-lingual guides.

Registration Instructions
1. Please return this registration form with full payment to:
   To register by mail & pay by check
   The TCI Companies
   Attention: Academy of Management Tour Registrar
   818 Connecticut Avenue, NW Suite 500
   Washington, DC 20006
   OR
   To register by fax & pay by credit card
   Fax registration form including card expiration date and signature authorizing full payment to (202) 457-0347
2. Full payment must accompany your registration.
3. Payment must be made in U. S. Dollars, by check or money order – payable to the TCI Companies – and must be drawn on a United States Bank. Visa, MasterCard, American Express or Discover are accepted. Credit card statements will identify as “TCI tours and events” as the “merchant” for tour ticket charges.
4. Pre-registration and written refund requests must be received by July 15th, 2001.
5. Prepaid tickets may be picked up on-site at the Academy of Management conference at the TCI tour desk which will be located at the Marriott Hotel.
6. Any questions may be directed to TCI at (202) 457-0315. Ask for the Academy of Management tour registrar.
   Office hours are 9:00 am – 5:00 pm (eastern time) Monday through Friday. Calls made outside these hours may use the automated system to leave a message.
7. You must be registered for the conference in order to be eligible to participate in the tours.

General Release and Waiver Form
This form must be completed prior to participating in any of the planned activities offered by the TCI Companies.

In consideration of The Academy of Management and the TCI Companies planning and coordinating these activities during the 2001 meeting, I do hereby release and discharge forever, and by these presents, do for ourselves, our heirs, executors, administrators and assigns release and discharge forever, The Academy of Management and the TCI Companies, their subsidiaries and affiliates, and their officers, directors, agents and employees, from any liability, direct and indirect, and all claims, demands, damages, actions, causes of actions, or suits at law or in equity because of matters, incidents or things done, omitted or suffered to be done by anyone, which may hereafter arise, directly or indirectly, from or out of my participation in program activities.

Signature
Printed name
# THE ACADEMY OF MANAGEMENT

## ANNUAL MEETING

**WASHINGTON, D.C.  AUGUST 3rd - 8th, 2001**

### OFFICIAL TOUR REGISTRATION FORM

(please print)

**Name**

**Address**

**City**  
**State**  
**Zip**

**Phone (day)**  
**(evening)**  
**Fax**

### Email

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<th>TOUR NAME</th>
<th># of TKTS</th>
<th>PRICE/TKT</th>
<th>TOTAL</th>
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<tr>
<td>Tour 01</td>
<td>Saturday, August 4th 1:00pm - 6:00pm</td>
<td><em>On the Waterfront in Annapolis</em></td>
<td></td>
<td>$46.00</td>
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<tr>
<td>Tour 02</td>
<td>Sunday, August 5th 8:30am - 12:30pm</td>
<td><em>Welcome to Washington</em></td>
<td></td>
<td>$29.00</td>
<td></td>
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<tr>
<td>Tour 03</td>
<td>Sunday, August 5th 2:00pm - 5:00pm</td>
<td><em>Bike the Sights!</em></td>
<td></td>
<td>$70.00</td>
<td></td>
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<tr>
<td>Tour 04</td>
<td>Monday, August 6th 9:00am - 12:30pm</td>
<td><em>Georgetown Walking Tour</em></td>
<td></td>
<td>$40.00</td>
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<tr>
<td>Tour 05</td>
<td>Monday, August 6th 10:00am - 3:00pm</td>
<td><em>Historic Alexandria</em></td>
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<td>$49.00</td>
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<tr>
<td>Tour 06</td>
<td>Monday, August 6th 8:00pm - 10:30pm</td>
<td><em>Illuminating Washington</em></td>
<td></td>
<td>$25.00</td>
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<tr>
<td>Tour 07</td>
<td>Tuesday, August 7th 9:00am - 3:00pm</td>
<td><em>George Washington’s Home and Hometown</em></td>
<td></td>
<td>$65.00 adult</td>
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*George Washington’s Home and Hometown*  

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<th>TOUR</th>
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<th>TOUR NAME</th>
<th># of TKTS</th>
<th>PRICE/TKT</th>
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<tbody>
<tr>
<td>Tour 08</td>
<td>Tuesday, August 7th 10:00am - 3:00pm</td>
<td><em>Shopping at Potomac Mills</em></td>
<td></td>
<td>$30.00</td>
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### TOTAL

☐ I am physically challenged and require the following accommodations to participate in the tour activities.

*You will be contacted by The TCI Companies to discuss the accommodations required to meet your particular needs.*

☐ My check payable to THE TCI COMPANIES for $_______ is enclosed.

☐ Please bill my credit card  
  - American Express  
  - Visa  
  - MasterCard  
  - Discover

  Account Number  
  Expiration Date  

My signature confirms my request for the above listed tours and authorizes TCI to bill my credit card.
Academy of Management 2001 University Meeting Sponsors

On behalf of our university sponsors, welcome to Washington, D.C. and the 2001 Academy of Management Meeting. Each year several universities act as sponsors for our annual meeting by providing financial support at one of three levels: Gold – $5,000, Silver – $3,000, and Host – $1,500. Historically sponsors were only in the immediate geographic area of the meeting site; over the last few years we have had sponsors from all over the world.

This year we have thirteen sponsors whose institutions have combined to contribute $33,500. A number of schools have sponsored several consecutive Academy Annual Meetings. The Academy is very grateful to the sponsors for the 2001 meeting. Please thank faculty and other representatives of these Schools during our meeting. I am grateful for our sponsors, and for their support of the Academy of Management and our Annual Meeting.

Karen S. Whelan-Berry, Director of University Sponsorship

Gold Sponsors

University of California, Irvine
The UC Irvine Graduate School of Management is an international leader in preparing students to innovate, lead, and build value in a technology-driven society. The school – ranked among the top 50 of the nation’s 700 MBA programs – combines the fundamentals of management with a focus on how the interplay of information and technology is changing the way business is done. This focus gives students the knowledge they need to build business value, whether they are creating a new company or reinventing an established firm. Students develop the ability, confidence and courage to embrace and lead rapid change in a business world that is being transformed by continual technological innovation. The school offers four paths to earning an MBA: a Full-time MBA Program and three degree programs for working professionals – as well as mid-career executive development programs. The school also encourages innovation by sponsoring an annual business plan competition and providing a 24/7 facility on campus where students can develop their ideas for new businesses.

George Mason University
George Mason University’s School of Management is located in the heart of Fairfax, Virginia, one of the most unique and growing regions of the world. Our proximity to Washington, D.C., and Northern Virginia makes this a diverse and dynamic business community, whose base consists of technology, business and financial services, corporate and regional headquarters operations, trade associations, government agencies, retail firms and wholesale distributors.

Emphasis on an Integrated Approach to Management
Because most key business problems are solved by combining ideas from various disciplines, we encourage and emphasized interdisciplinary learning. Although faculty members have specialties at which they are expert, they deliver our graduate and undergraduate programs through integrated curricula.

A Well-rounded Business Education
The School of Management’s approach to education provides thorough introductory instruction in all functional areas of the business management. Our graduate and undergraduate programs also offer a rich selection of electives in areas such as financial management, business formation processes, marketing management, and information systems management. Our faculty takes teaching very seriously. In addition to a quest for excellence in teaching, they conduct basic and applied research, and publish in the major management journals. They present their research at national and international conferences and consult with local and global corporations.

Focus on Technology
Rapid technological change is the defining hallmark of our times. In particular, information technology is not only redefining the competitive landscape within industries; it is also fundamentally reshaping business functions, as well as enabling entirely new ways of conducting business. Visit the Website: www.som.gmu.edu

University of Minnesota
Celebrating its 150th year, the University of Minnesota with its four campuses, is a leading land grant research university. The university serves 59,185 students with more than 30,304 faculty and staff. It’s largest campus in the heart of the Minneapolis-St. Paul metropolitan area is made up of over 20 colleges that offer 161 bachelor’s degrees, 218 master’s degrees, 114 doctoral degrees and 5 professional degrees.

The University of Minnesota’s business school was founded in 1919, was renamed the Carlson School of Management in 1986, and moved into its new technologically advanced building in 1999. The school’s mission is to advance the practice of management in the context of a global economy with increasing technological and social change. The Carlson School’s vision of excellence is to be a professional learning community where faculty, students and practitioners interact through a variety of ongoing forums to co-produce knowledge that advances management research, teaching and practice. The school is a dynamic part of a thriving business community that enthusiastically participates in this professional learning community. The Twin Cities area is headquarters for many Fortune 500 companies, as well as healthy industrial clusters in high tech, medicine and medical devices, food and agriculture, and financial services, among others.

The Carlson School’s distinguished faculty consistently rank among the top business school faculties for research and scholarship. They have a wide variety of interests and disciplinary backgrounds, and they are engaged in many ongoing research studies. The faculty embrace a variety of research approaches, with a strong commitment to quality scholarship. They translate this...
research into practice by teaching courses at the cutting edge of knowledge for the school’s more than 2,300 students in its undergraduate, masters, and doctoral programs.

University of Richmond

The Robins School of Business is proud to be a sponsor of the Academy of Management. The Robins School is at an historic threshold, adding new programs and enhancing existing ones. Our 50-year history as a business school has been marked with a strong commitment to student-centered learning. Our 45 faculty members are outstanding teacher-scholars serving approximately 750 undergraduate students and 250 MBA students. Small class sizes, world class instructional technology, and curricular innovation characterize our learning environment. Faculty research is facilitated with junior faculty sabbaticals, summer research and direct cost support, significant travel budgets, and the latest technology.

The Robins School offers undergraduate, graduate, and executive education programs:
- Undergraduate majors in accounting, economics, and business
- Undergraduate concentrations in finance, marketing, economics, management, and international business
- An evening MBA program that includes an opening residency, international experience, and capstone project
- A dedicated corporate MBA program
- Non-degree executive education through the Management Institute that includes certificate courses, residential courses, customized company-based programs, and public enrollment programs.

The University of Richmond is a highly selective, private institution strongly committed to the development of intellect and the integration of liberal arts and professional education. Founded in 1830, the University currently serves approximately 3,000 full time undergraduates in the schools of business, arts and sciences, and leadership studies and over 1,000 graduate students in schools of business, arts and sciences, and law. Ranked as one of America’s premiere universities, Richmond offers students the intimacy of a small college with the range and diversity of a major university. With an endowment in excess of one billion dollars and a bold vision for its future, the University is in the midst of one of the most exciting periods in its development.

University of Virginia

Darden, the University of Virginia’s Graduate School of Business Administration, is a world leader in the development of case pedagogy and the production of multimedia business cases.

Consistent with the school’s mission to “develop professionals who create, lead and transform organizations,” research is focused on seven such transformational business issues identified by the faculty. These issues include sustainability, diverse leadership teams, innovation, e-business, strategic alliances, risk capital and post-merger integration. Nearly 250 business cases were developed in 2000, including 15 multimedia cases, with a concentration in finance, marketing and operations.

Also during 2000, the school launched its Batten Institute, with an endowment of $84 million, to support future case studies. Under the auspices of the Institute and its new office in Northern Virginia, Darden is conducting academic and practitioner conferences on its seven key issues to add to its knowledge base of best practices.

Darden’s faculty consists of more than 85 scholars distinguished by a range of business and academic experience reflected in the school’s unified curriculum. Professors maintain a strong connection to the business community through research, consulting, service on corporate boards and by teaching in the school’s executive education program.

In Business Week’s survey of graduating MBA students, Darden was ranked first for teaching and its faculty was top-ranked in a 2000 worldwide survey of corporate executives by the Financial Times.

Next year, Darden will expand its MBA Program by 25 percent and the school will complete a 130,000 square-foot addition to its world class facilities.

Silver Sponsors

American University

American University’s Kogod School of Business, ranked by BusinessWeek in its list of top business programs, is an exciting, dynamic institution positioning itself squarely in the upper echelons of America’s finest business schools. Led by a new dean with a new vision, Kogod is recognized for special assets:
- A faculty with outstanding expertise in international business,
- Well-placed graduates around the world,
- A leadership position in business information technology, and
- The competitive advantage of direct access to the financial and policy-making power of Washington, DC.

Theory and practice exist side-by-side in our classrooms. Our programs are enhanced with a range of unique business and academic partnerships. As a result, Kogod students become well-informed, highly skilled professionals ready to compete and succeed in the global marketplace. You will find that five fundamental tenets are woven into every course, every activity, and every element of the Kogod degree programs. These are:
- The promotion of a global orientation
- The effective use of technology in business management
- The integration of real-world business perspectives
- A focus on professional skills
- An emphasis on the individual and community
Academy of Management 2001 University Meeting Sponsors

Combined with our traditional strengths, these attributes ensure that Kogod programs track with contemporary business realities to produce effective business leaders for the next century.

George Washington University
Founded in 1821, The George Washington University is located in the heart of Washington, DC. GW’s main campus occupies 43 acres in the Foggy Bottom neighborhood bordered by the White House, the State Department, the Kennedy Center for the Performing Arts, the State Department and the World Bank. The University has more than 20,000 students of whom 10,000 are graduate and professional students from all 50 states and 139 countries.

The School of Business and Public Management offers AACSB accredited degree programs that lead to the B.B.A. and B.Accy, and the M.B.A. and M.PA. as well as 6 specialized masters degrees and the Ph.D. Its 123 nationally and internationally renown full time faculty are complemented by 80 part time faculty drawn from corporations, governmental agencies and associations in the Washington, DC area. The School is also committed to enhancing the communities that surround it through management development programs, consulting projects with local businesses and volunteer leadership in organizations oriented toward aiding those who are homeless, hungry, and poor.

The Graduate School of Education and Human Development is home to the Human Resource Development Program, the oldest in existence with the largest number of full-time faculty in the US. Masters and doctoral degrees are offered in six locations across the United States and Asia. The HRD faculty represent a variety of professional and academic backgrounds including organizational development and change, leadership, and individual, group, and organizational learning. The HRD program is committed to providing quality education for professional and managers interested in changing organizations with its focus on increasing the learning capacity of individuals, teams, and organizations to optimize organizational growth and effectiveness.

In 1990, the Executive Leadership in HRD doctoral program was established to meet the complex learning challenges organizational leaders face in the 21st century. Student fellows are senior executives from a variety of businesses and governments from around the world. Their dissertation research has focused on leadership, organizational culture, adult learning, teams, organizational learning, and managerial and organizational cognition. The Center for the Study of Learning, founded in 1992, engages in various research projects ranging from leadership assessment, strategic planning, HR assessment to organizational learning.

Nova Southeastern University
Nova Southeastern University’s Wayne Huizenga Graduate School of Business and Entrepreneurship in Fort Lauderdale, Florida is the only business school in the nation with entrepreneurship in its name. That says a lot about who we are — a school committed to delivering an up-to-date curriculum that fosters the spirit of innovative thinking in the workplace.

Over twenty-five years ago, when few other institutions considered customer needs, the Huizenga School strove to accommodate working professionals by creating both weekend and field-based programs. Today, that tradition continues. The Huizenga School serves over 2,300 ground based and online master’s and doctoral students in a variety of degree programs tailored to meet the demands of today’s workforce. The Huizenga School also offers a range of enriching seminars and workshops through the Hudson Institute of Executive Education and Entrepreneurship.

No matter the program or format, each program utilizes all the tools technology and management have to offer, giving students an unprecedented opportunity to acquire skills that will enrich their knowledge base and leadership abilities, while learning to add value to their company and their lives.

One of the many business and academic publications produced by the University is The Journal of Applied Management and Entrepreneurship. The JAME is a broad-based publication dedicated to the study of general management and entrepreneurship. Readers of JAME include both academics and practitioners, and the focus of the articles is on applications and implications that can be of use in the practice of management and entrepreneurship.

Host Sponsors

Benedictine University
U.S. News & World Report named Benedictine University among the top schools in the Midwest Region and ranked the school fifth in the Midwest for Campus Diversity in their 2001 Best College issue. Benedictine University in Lisle, Illinois dedicates itself to the education of students from diverse ethnic, racial and religious backgrounds. As an academic community committed to liberal arts and professional education, distinguished and guided by its Roman Catholic tradition and Benedictine heritage, the University prepares its students for a lifetime as active, informed and responsible citizens and leaders in the world community.

The Benedictine University Ph.D. in organization development prepares management professionals with state-of-the-art education in the field. Built on a 25-year history of successful graduate-level OD education, this program is intended for those persons with extensive experience, who currently hold responsible positions either in the field of organization development, management or a closely allied field such as human resource management. It is intended as a program that makes a difference in both the scholarly and the practitioner world. In the first few years of the program, the Benedictine University Ph.D. students and faculty published and presented more than 200 articles, papers, presentations and seminars in OD academic and
Australia, India, Denmark, Mexico, Norway, Ireland, France, Thailand and Italy.

The MS in Management and Organizational Behavior at Benedictine University is recognized both locally and nationally as a leader in providing education toward managing the human side of organizations. Our full-time and adjunct faculties combine strong academic backgrounds with extensive practitioner experience to build a program that incorporates the values of human dignity and corporate social responsibility. We foster collaborative faculty/student relationships aimed at achieving a common goal: learning to create and sustain excellence in management. Consistent with the University's dictum, these programs “inform today to transform tomorrow”.

University of Delaware

Established in 1743 the University of Delaware now enrolls over 16,000 undergraduates and nearly 3,000 graduate students. As a state-assisted, privately controlled institution, the University seeks to enroll students from diverse backgrounds and a wide variety of geographic regions. Currently, 60 percent of Newark campus undergraduates are nonresidents who represent nearly every state and several foreign countries. The College of Business & Economics enrolls approximately 2000 undergraduate students and almost 700 students in its part-time, full-time and Executive MBA programs. All of the business programs in the college are accredited by the AACSB.

The Department of Business Administration is composed of Management, Marketing and Operations Research faculty. The mission of the department is to foster the discovery and dissemination of knowledge through supporting high quality research and delivering first class undergraduate and MBA education. Faculty in the Department of Business Administration have been highly productive researchers, publishing in all of the top tier research journals in their respective fields. An analysis of Business and Economics publications from 112 Carnegie Research universities for the period 1994-1998 compiled by The Institute for Scientific Information (ISI) ranks the University of Delaware at 72 out of the 112 research universities for publication impact. When compared as a ratio of Business and Economics publications to all other fields in their respective universities, the University of Delaware jumps to a ranking of 31 out of the 112 research universities. Thus, we take great pride in our accomplishments and continued efforts as a top quality research department.

Johns Hopkins University

For more than twenty-five years, The Johns Hopkins University, through its Graduate Division of Business & Management, has offered graduate degree and certificate programs designed primarily to help working professionals achieve their goals through part-time career study. These degree programs include Master’s degrees in Finance, Information & Telecommunication Systems, Marketing, Real Estate, and Organization Development & Human Resources. Certificate programs include Information Technology, Investments, Leadership Development for Minority Managers, Seniors Housing & Care, and the Business of Medicine. Courses are taught both by Hopkins’ full-time faculty and leading professionals from the Washington-Baltimore corridor and are offered in Baltimore, Columbia, Rockville, and Washington.

In 1999, the school within which the Graduate Division is housed changed its name to the School of Professional Studies in Business and Education to better reflect its new mission and restructured its successful MS in Business to the widely-recognized Master of Business Administration. The introduction of the Hopkins MBA was well received by students throughout the region, and it quickly evolved to become the 5th largest, part-time MBA in the country.

The rigorous content of the Hopkins MBA is not only well grounded in theory, but also incorporates the latest “real world” business practices as experienced by practitioners in the region. Indeed, our students regularly cite our unique blend of full- and part-time faculty as one of our core strengths. The curriculum is sufficiently flexible to allow students the opportunity to develop a concentration in finance, international business, management, information systems, electronic business, marketing, human resources management, or seniors housing & care.

University of Maryland

The Robert H. Smith School of Business at the University of Maryland is a management education and research leader of the digital economy. It prepares students and organizational partners to achieve success in a business world fueled by technology, globalization, and entrepreneurial innovation.

The Smith School offers undergraduate, MBA and M.S., and doctoral programs. The curricula integrate the foundational business disciplines (e.g., accounting, finance, marketing, strategy, organization, decision and information systems, logistics and policy) with cross-functional e-business concentrations. These include e-management, e-commerce, supply chain management, global knowledge management, and financial engineering.

Several Smith School programs are ranked among the nation’s and world’s best. For example, the Financial Times in its 2001 survey of MBA programs worldwide ranked the Smith School 4th in information technology, 6th in research productivity, and 7th in entrepreneurship.

Within the past year, the Smith School has launched two major initiatives to explore and share the best business practices of the digital economy. The Netcentricity Laboratory, a one-of-a-kind facility, integrates supply chain management, electronic commerce, and financial trading to model the netcentric economy. The Smith School also recently launched the Center for E-Service to help companies put the customer first in their e-commerce strategies. It brings together a cluster of robust e-commerce, e-management, and e-services courses, and the research and expertise of the school’s world-class faculty.
In addition, the Smith School shares its expertise and resources through other centers, including the Center for Global Business, Dingman Center for Entrepreneurship, and Center of Executive Education. For more information about the Robert H. Smith School of Business, visit: www.rhs smith.umd.edu.

Virginia Tech
Virginia Tech (full name: Virginia Polytechnic Institute and State University) was established in 1872 as a land-grant university. The university, located on a 2,300-acre campus, has an enrollment of about 28,000 (on and off campus) – about 80 percent undergraduate students, 20 percent graduate students. About 700 students are enrolled in a voluntary corps of cadets.

The university offers 60-plus bachelor's degree programs and about 110 master's and doctoral programs through eight colleges – Agriculture and Life Sciences, Architecture and Urban Studies, Arts and Sciences, Business, Engineering, Human Resources and Education, Natural Resources, and Veterinary Medicine.

The university reports research and development expenditures of about $170 million a year – the only Virginia school that regularly ranks in the nation’s top 50 in R and D expenditures. With more than 100 research centers, the university also consistently ranks among the top institutions in industry-supported research and near the top 10 in the number of patents issued each year.

Virginia Tech’s Pamplin College of Business enrolls approximately 3,600 undergraduates and 300 full-time graduate students in the MBA, master’s of accountancy, and Ph.D. programs. The college emphasizes integrating computer use into the academic curriculum, developing the leadership skills of its students, and preparing students for global business challenges. It seeks to enhance cultural diversity in its programs.

The college sponsors several research centers that study issues in information and communications technology, leadership, and finance. It supports a business assistance center that offers a range of services to technology-based companies.
Placement Services are available only to persons who register and attend the annual meeting. An orientation on using the Academy’s Placement Services will be held in the Harding Room of the Marriott Wardman Park on Saturday, August 4, from 6:00-7:00 pm and again on Sunday, August 5, from 1:00-2:00 pm.

Pre-registration for Placement Services may be done online at http://www.aom.pace.edu/placement from Wednesday, June 20th, until Saturday, July 28. Persons unable to pre-register should bring the required information to be entered on computers at Placement Services during the meeting.

Cost to register as an applicant is $50. The registration fee for positions is $100. As in previous years, interview tables are provided for conducting interviews. They are assigned on a first-come, first-served basis. Cost to reserve a table for the meeting is $50 for tables in the Marriott Wardman Park Hotel-Salon One or $125 for tables in smaller meeting rooms (considered “premium” rooms). Placement Services will be located at the Marriott Wardman Park Hotel.

For additional information on Placement Services, please contact Nancy Leonard, Director of Academy Placement Services, at (208) 792-2843 or nleonard@lcsc.edu.

Position Statement on Placement Activities

The Academy expects that job candidates will not be treated differently on the basis of race, ethnicity, national origin, sex, religion, age, or disability. Questions related to those issues are inappropriate (i.e., questions on marital status, family commitments, etc.). Interviewers should also be respectful of various theoretical perspectives, teaching philosophies, and substantive domains of interest.

We believe the interview areas offered by Placement Services are a very appropriate location for interviews. Additionally, interviews may be conducted in conversation areas available throughout the conference facilities. The conference hotels also offer a number of full and parlor suites that have sitting areas which might be used for interviews.

The Academy of Management is concerned about providing appropriate settings for conducting interviews – settings that will accommodate candidates with disabilities and that do not have the potential of creating an awkward interview environment.

Hotel guest rooms are usually inappropriate settings for conducting recruiting interviews. If interviews must be conducted in hotel guest rooms, we offer the following suggestions: have multiple recruiters meet with each candidate; leave the guest room door ajar; ensure that the room is properly prepared to conduct interviews (i.e., beds are made, personal belongings are put away, etc.); maintain and encourage a professional demeanor by having all parties sit on chairs or sofas, wear shoes, and ask only appropriate questions; and above all, be sensitive to concerns of the other party by avoiding actions or comments that may make others uncomfortable.

Excerpt from the Academy’s Code of Ethical Conduct

The Academy of Management and its members are committed to providing academic environments that are free of sexual harassment and all forms of sexual intimidation and exploitation. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other visual, verbal, or physical conduct of a sexual nature when:

1. It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic employment, admission, evaluation, or participation in an academic activity; or
2. The conduct has the purpose of interfering with an individual’s academic or work performance, by creating an intimidating, hostile, or otherwise unacceptable educational or work environment.

The determination of what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment takes many forms: subtle and indirect, or blatant and overt. It can be conduct affecting an individual of the opposite sex or same sex, between peers or between individuals in a hierarchical relationship, or between teacher and student. Regardless of the intentions of the actor, the key question is always whether the conduct would be unwelcome to the individual to whom it is directed.
2001 Placement Committee

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Government as Attempted Management of Randomness
Karen Bishop
2001 AoM Exhibitors

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Exhibitors: We welcome you to Washington, D.C., thank you for your support, hope you find this year’s conference enjoyable, and invite you to join us again next year in Denver. Your comments, suggestions, and kudos are always welcome. To reserve exhibit space for 2002, please contact:

Geralyn McClure Franklin
Phone: 915-552-2170
AOM Director of Exhibitor Relations
Fax: 915-552-2174
The University of Texas of the Permian Basin
E-Mail: franklin_g@utpb.edu
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Subject to change. Please check posting in Exhibit Hall C.
William H. Newman Award Nominees

The Academy of Management gives the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to as many as three papers a year. Nominated papers must be single authored, based on a doctoral dissertation completed within the last three years, and accepted for presentation at the 2001 Academy meeting. Division program chairs may nominate one paper for this award. The Awards Committee, under the direction of the Chair, Alfred Kieser (Mannheim U.), selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Here are this year's nominees:

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<th>Division</th>
<th>Nominee</th>
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<td>Tiziana Casciaro, Harvard U. Determinants of Governance Structure in Alliances: The Role of Strategic, Task, and Partner Uncertainties</td>
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The Carolyn Dexter Best International Paper Award is an All Academy Award to the paper that best meets the objective of the Academy of Management to internationalize. Criteria for the award include one or more of the following: 1. Submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries’ research traditions and of good quality in accordance with the criteria of these traditions. Especially important is the significance of the implications of the findings, regardless of the school of thought from which the paper emanates. 2. Submissions that contribute to international understanding. 3. Submissions that link U.S. scholars and scholars working in other countries. Each division could nominate up to two papers to the chair of this year’s Dexter Award Committee, Eleanor O’Higgins (U. College, Dublin): These are this year’s nominees:

### Carolyn Dexter Award Nominees

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<th>Nominee</th>
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<td>Charles Baden-Fuller, City U., London, and Bert Flier, Erasmus U.</td>
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<td>Idiosyncratic versus Generic Patterns of Renewal in the European Financial Services Sector: A Comparison between the Netherlands and the UK</td>
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<td></td>
<td>Achieving Acculturation in Mergers and Acquisitions: An International Case Survey Study*</td>
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<tr>
<td><strong>CAR</strong></td>
<td>Daniel Tzabbar, U. of Toronto.</td>
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<td>Investigating the Effects of Change in Organizational Size and Structure on Career Management: A Study of Israeli Firms</td>
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<td>Dan Jacobson, Tel Aviv U. and Naama Toker, Tel Aviv U.</td>
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<td>Response Patterns to Job Insecurity in a High-Tech Organization Undergoing Downsizing</td>
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<td>Disentangling the Complexity of Productive and Destructive Conflict in Culturally Heterogeneous Workgroups: A Communication Accommodation Theory Approach</td>
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<td><strong>ENT</strong></td>
<td>Gary D. Bruton, Texas Christian U. and Yuan Lu, Chinese U., Hong Kong.</td>
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<td>Corporate Entrepreneurship in the People’s Republic of China: Entrepreneurship in Government Owned Firms</td>
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<td>Harry J. Sapienza, U. of Minnesota and Dirk De Clercq, U. of South Carolina.</td>
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<td>Internationalization, Entrepreneurial Orientation, and Learning in Independent Belgian Firms</td>
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<td><strong>GDO</strong></td>
<td>Margaret Linehan, Cork Institute of Technology and Hugh Scullion, U. of Nottingham.</td>
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<td>An Empirical Study of the Repatriation of Female Managers: An Emerging Issue for European Multinationals</td>
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<td>Daniel Alan Sauers, Lincoln U., New Zealand, Jeffrey Kennedy, Lincoln U., New Zealand, and Deirdre O’Sullivan, Lincoln U., New Zealand.</td>
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<td>Managerial Sex Role Stereotyping Among New Zealand University Students</td>
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* Finalist

<table>
<thead>
<tr>
<th>Division</th>
<th>Nominee</th>
</tr>
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<tbody>
<tr>
<td><strong>HCM</strong></td>
<td>Ewan Ferlie, Imperial College of Science, Technology and Medicine, Louise Fitzgerald, De Montfort U., Leicester, and Chris Hawkins, Warwick U.</td>
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<tr>
<td></td>
<td>The Diffusion of Innovations in Health Care: The Impact of Professionals</td>
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<tr>
<td><strong>HR</strong></td>
<td>David A. Lamond, Macquarie U., Paul E. Spector, U. of South Florida, Gail McDonald, UNITEC, Rong Xian Wu, Suzhou U., and Bernadette Hosking, RMIT U.</td>
</tr>
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<td></td>
<td>Of Emics and Etics: The Development of a Cross-cultural Facet Measure of Job Satisfaction</td>
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<td>Phyllis Tharenou, Monash U. The Relationship of Training Motivation to Participate in Training and Development</td>
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<td>Winfried Ruigrok, U. of Saint Gallen and Hardy Wagner, U. of Saint Gallen. Matching Managers to Strategies: Do Multinational Companies Need Multicultural Top Management Teams</td>
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<tr>
<td><strong>MED</strong></td>
<td>Jyoostna Mukherji, Texas AEM International U. and Ananda Mukherji, Texas AEM International U. The Relationship among Knowledge, Opportunity, and Ethical Perceptions: a Cross-national Investigation</td>
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<td><strong>MH</strong></td>
<td>Trevor Buck, de Montfort U. Russian History and the “Americanization” of Corporate Governance*</td>
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<td>Bill Cooke, U. of Manchester. From Colonial Administration to Development Management</td>
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<td><strong>MOC</strong></td>
<td>R. Scott Marshall, Portland State U. Hierarchy of Beliefs, Trust, and Dynamic Managerial Decision-making: A Cross-national Comparison*</td>
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<td>Craig E. Carroll, U. of Texas, Austin, and Cees BM Van Riel, Erasmus U. We Who Are Many Form One Body: Organizational Identification and the Impact of Multiple Perceptions of Identity and Image in an International Policy-setting Organization</td>
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Carolyn Dexter Award Nominees

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<tr>
<td>OCIS</td>
<td>Mark Mortensen, <em>Stanford U.</em> and Pamela Hinds, <em>Stanford U.</em> Conflict and Shared Identity in Geographically Distributed Teams</td>
</tr>
</tbody>
</table>

* Finalist

My Father's Career

The earnest young man holding his pipe,
Sitting in front of a wall of books smiling slightly at the camera.

Becomes

An old man peering from unseeing eyes over a bushy white beard,
Standing in academic robes in front of the camera,
On the day this son inherits his father's mantle.

In Memoriam
Donald F. Poulson Ph. D.
Professor Emeritus of Biology, Yale
October 5, 1910 - December 7, 1989

Christian F. Poulson
Ph. D. Yale 1959
Academy of Management 2001 Meeting

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7 Regional Affiliates (Eastern, Midwest, Western, Southern, Southwest, Iberoamerican, Asia)

Member Type Percentages
- Professors . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 67%
- Students . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 25%
- Business Executives . . . . . . . . . . . . . . . . . . . . . . . 7%
- Emeriti (i.e., retired professors) . . . . . . . . . . . . . . . . 1%

Professor Profile Percentages
- Assistant Professor . . . . . . . . . . . . . . . . . . . . . . . 35%
- Full Professor . . . . . . . . . . . . . . . . . . . . . . . . . . . 29%
- Associate Professor . . . . . . . . . . . . . . . . . . . . . . . 25%
- University Administrator . . . . . . . . . . . . . . . . . . . . 11%

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Blue Chips and White Papers
Laura Baker
Chairpersons of the Professional Divisions and Interest Groups

BPS  Ming Jer-Chen, U. of Pennsylvania
CAR  Jay Mahoney, Montclair State U.
CM   Laurie R. Weingart, Carnegie Mellon U.
ENT  Robert Hisrich, Case Western Reserve U.
GDO  Audrey Murrell, U. of Pittsburgh
HCM  Jacqueline Zinn, Temple U.
HR   Lynn Short, Georgia State U.
IM   Farok Contractor, Rutgers U.
MC   Anthony E Buono, Bentley College
MED  James A. F. Stoner, Fordham U.
MH   Eileen P. Kelly, Ithaca College
MSR  Gerald Biberman, U. of Scranton
MOC  Kathleen Sutcliffe, U. of Michigan
OM   Robert D. Klaasen, U. of Western Ontario
OMT  Joseph Porac, Emory U.
ODC  Ronald Purser, San Francisco State U.
OB   Robert C. Liden, U. of Illinois, Chicago
OCIS JoAnne Yates, Massachusetts Institute of Technology
ONE  John W. Jermier, U. of South Florida
PNP  Mary Tschirhart, Indiana U.
RM   Robert J. Vandenberg, U. of Georgia
SIM  Dawn R. Elm, U. of St. Thomas
TIM  Deborah J. Dougherty, Rutgers U.

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2002 Denver
August 11-14
Colorado Convention Center and Surrounding Hotels

2003 Seattle
August 3-6
Washington State Convention & Trade Center
and Surrounding Hotels

2004 New Orleans

2005 Honolulu
Academy of Management Past Presidents

1999-2000 Whetten, David A.  Brigham Young U.
1998-1999 Huff, Anne S.  U. of Colorado
1994-1995 Von Glinow, Mary Ann  Florida International U.
1992-1993 Hambrick, Donald C  Columbia U.
1990-1991 Beyer, Janice M  U. of Texas A, Austin
1985-1986 Luthans, Fred  U. of Nebraska
1984-1985 Bartol, Kathryn M  U. of Maryland
1982-1983 Duncan, Robert B  Northwestern U.
1981-1982 Wortman, Max  Iowa State U.
1978-1979 Pledger, Rosemary*  U. of Houston
1976-1977 Kast, Fremont F  U. of Washington
1975-1976 Vance, Stanley C
1974-1975 Hicks, Herbert G
1973-1974 Porter, Lyman W
1972-1973 Summer, Charles E.*  U. of California, Irvine
1971-1972 Steiner, George A.  U. of California, Los Angeles

1966-1967 Richards, Max  U. of Oregon
1960-1961 Terry, George R.*  U. of Illinois
1959-1960 Towl, Joseph W.*
1958-1959 Mandeville, Merten J.*  U. of Michigan
1957-1958 Goetz, Billy E.*  U. of California, Los Angeles
1956-1957 Brown, Alvin*  Johns-Manville Corp.
1955-1956 Moore, Franklin G.*  U. of Michigan
1954-1955 Shuman, Robert B.*  U. of Oklahoma
1953-1954 Spiegel, William R.*  U. of Texas
1952-1953 Folts, Franklin E.*  Harvard U.
1951-1952 Mee, John F.*  Indiana U.
1949-1950 Jucius, Michael J.*  Massachusetts Institute of Technology
1948-1949 Schell, Erwin H.*  Ohio State U.
1947-1948 Davis, Ralph C.*  U. of Pennsylvania
1944-1947 Brecht, Robert P.*  U. of Michigan
1943-1940 Jamison, Charles L.*  Deceased

How Government Mattered, 1942
Kimberly (Kimiko Elsbach)
## Table 1: 2001 Submissions by Division

<table>
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<tr>
<th>DIVISION</th>
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## Table 2: 2001 Papers, Symposia and Sessions

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## Table 3: Universities with 30+ Program Participants

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## Table 4: Non-U.S. Program Participants*

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<th>Country</th>
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* Self-identified. Data may be incomplete. The Academy takes no position on national borders.
### Friday Morning, August 3, 2001

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<td>2 CM/OCIS/TIM: CM Junior</td>
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<td>8:30</td>
<td>MAR: Coolidge</td>
<td>3 ENT: ENT Doctoral</td>
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<td>9:00</td>
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<td>4 IMMED/PNP: Foreign</td>
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<td>OFF: GW Lenn</td>
<td>1 SIM: Meaning &amp; Mindfulness Work</td>
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<tr>
<td>10:00</td>
<td>HIL: Congressional B</td>
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### Friday Afternoon, August 3, 2001

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<td>HIL: Chevy Chase</td>
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<td>2:00</td>
<td>HIL: Dupont</td>
<td>18 MED: Teaching Abroad</td>
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<tr>
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<td>HIL: Jefferson Ballroom</td>
<td>20 MSR/MED: Sustainable Inner Development: The</td>
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<td>3:00</td>
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<td>7 A:AC: Board of Governors’ Meeting</td>
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<td>6 SIM: Meaning &amp; Mindfulness Work</td>
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<td>17 ENT: NSF Support for Innovation</td>
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<td>5:30</td>
<td>MAR: Delaware B</td>
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<td>6:00</td>
<td>MAR: Harding</td>
<td>26 ONE: Defining a</td>
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<tr>
<td>6:30</td>
<td>MAR: Johnson</td>
<td>10 ODC: Perspectives on International Consulting</td>
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<td>7:00</td>
<td>MAR: McKinley</td>
<td>8 CMS and cosponsors: CMS Tutorial: Critical Theories of Power and Politics</td>
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<td>MAR: Wilson B</td>
<td>11 ODC/ONE: Applying Environmental and Change Models to a Case of Sustainability in a Resort</td>
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<td>8:00</td>
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<td>15 ODC/OCIS/PNP: Planned Change of Information Technology in the NYS Probation</td>
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<td>OFF: GW Lenn</td>
<td>6 SIM: Library of Congress</td>
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<tr>
<td>10:00</td>
<td>OMM: Congressional B</td>
<td>9 ODC: PDW I - Essential Concepts and Skills</td>
</tr>
<tr>
<td>10:30</td>
<td>OMM: Forum</td>
<td>24 ODC: ODC/OCIS Doctoral Consortium</td>
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<tr>
<td>11:00</td>
<td>OMM: Hampton</td>
<td>12 OMC/ODC: SIM Doctoral Consortium</td>
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### Friday Evening, August 3, 2001

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<thead>
<tr>
<th>Time</th>
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<tr>
<td>5:00</td>
<td>HIL: Chevy Chase</td>
<td>2 CMS and cosponsors: CMS: Reception</td>
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<td>5:30</td>
<td>HIL: Kalorama</td>
<td>2 CM/OCIS/TIM: CM Junior Faculty Research Incubator</td>
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<tr>
<td>6:00</td>
<td>HIL: Military</td>
<td>30 HCM: Reception and Welcome</td>
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<tr>
<td>6:30</td>
<td>HIL: Thoroughbred</td>
<td>38 HCM: Creating and Building Your Professional Network</td>
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<tr>
<td>7:00</td>
<td>MAR: Coolidge</td>
<td>35 SIM: SIM Doctoral Consortium</td>
</tr>
<tr>
<td>7:30</td>
<td>MAR: Cotillion North</td>
<td>28 CMS and cosponsors: CMS: Reception</td>
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<tr>
<td>8:00</td>
<td>MAR: Cotillion South</td>
<td>32 OBI/OMT/ODC: Doctoral Student Consortium</td>
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<tr>
<td>8:30</td>
<td>MAR: Delaware A</td>
<td>31 OBI/OMT: Junior Faculty Consortium</td>
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<tr>
<td>9:00</td>
<td>MAR: Delaware B</td>
<td>28 ODC/OCIS: ODC Doctoral Consortium</td>
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<tr>
<td>10:00</td>
<td>MAR: Wilson B</td>
<td>34 ODC: Hospitality Suite:</td>
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<tr>
<td>10:30</td>
<td>OFF: Meeting</td>
<td>37 ENT: Entrepreneurship Division Doctoral</td>
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<tr>
<td>11:00</td>
<td>OMM: Congressional A</td>
<td>27 ENT: ENT New Faculty Consortium</td>
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<tr>
<td>11:30</td>
<td>OMM: Congressional B</td>
<td>29 ODC: ODC/OCIS Doctoral Consortium</td>
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<tr>
<td>12:00</td>
<td>OMM: Executive</td>
<td>29 ODC: ODC/OCIS Doctoral Consortium</td>
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## Conference Program Guide—Saturday

### Saturday Morning, August 4, 2001

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<th>Time</th>
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### Conference Program Guide—Saturday

**Saturday Afternoon, August 4, 2001**

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<th>12:00</th>
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<td><strong>HIL: Chevy Chase</strong></td>
<td><strong>114</strong> HCM: Network with HCMD Friends</td>
<td><strong>139</strong> HCM: The Joy of Research: Initiating and</td>
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<td><strong>HIL: Conservatory</strong></td>
<td><strong>125</strong> MBR/ODC: Creating Sacred Moments: Leaders' Tools to</td>
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<td><strong>126</strong> MBR/MM/ED/ODC: Research Methods for Spirituality and</td>
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<td><strong>134</strong> RM/MMOC: The Critical Turn in Organizational</td>
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<td><strong>144</strong> CMS and cosponsors: CMS: New Directions in</td>
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<td><strong>109</strong> AAC: Registration</td>
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<td><strong>111</strong> AAC: Membership</td>
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<td><strong>OB/MMOC</strong>: The Impact of Technology on Teaching OB</td>
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<td><strong>164</strong> CMS and cosponsors: Learning Histories</td>
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<td><strong>128</strong> OM: The Emerging Role of</td>
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<td><strong>MAR: Roosevelt</strong></td>
<td><strong>120</strong> IM/TIC: Global Leadership: A Debate of the Issues</td>
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<td><strong>MAR: Salon 3</strong></td>
<td><strong>112</strong> BPS/MMOC/MMOC: Analysis of Text Data</td>
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<tr>
<td><strong>MAR: Taft</strong></td>
<td><strong>115</strong> PNP: PNP Junior Faculty Consortium</td>
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<td><strong>MAR: Truman</strong></td>
<td><strong>128</strong> MBR/MMOC: Conversations on Knowledge Management</td>
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<td><strong>MAR: Virginia A</strong></td>
<td><strong>147</strong> ONE/PNP/SIM/MMOC: Who Really Matters?: The roles of government.</td>
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<td><strong>MAR: Virginia B</strong></td>
<td><strong>130</strong> OMT/MMOC/MMOC: States of the Art</td>
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<td><strong>MAR: Virginia C</strong></td>
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<tr>
<td><strong>MAR: Wilson A</strong></td>
<td><strong>136</strong> TIM: Teaching Technology and Innovation</td>
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<td><strong>MAR: Wilson B</strong></td>
<td><strong>152</strong> TIM/BB: Inter-Firm Knowledge Transfer</td>
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<td><strong>OFF: Habitat for Humanity</strong></td>
<td><strong>148</strong> MBR/MMOC/MMOC: Greater DC Habitat for Humanity</td>
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<td><strong>OFF: Holocaust Museum</strong></td>
<td>**PN/PNP/SIM/MMOC: United States Holocaust Memorial and Museum: Tour and Seminar</td>
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<tr>
<td><strong>OFF: Torpedo Factory</strong></td>
<td><strong>138</strong> ENT: Field Trip: Torpedo Factory, Alexandria VA</td>
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## Saturday Afternoon, August 4, 2001 (cont.)

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>12:00</td>
<td>OM: Cabinet</td>
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<tr>
<td>12:30</td>
<td>OER/RM: Public Information and</td>
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<tr>
<td>13:00</td>
<td>OM: Calvert</td>
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<tr>
<td>13:30</td>
<td>ODC: Extending the OD&amp;C Guidelines</td>
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<tr>
<td>14:00</td>
<td>OM: Capitol</td>
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<tr>
<td>14:30</td>
<td>183 MED: Keynote Leadership: A Musical and Poetic</td>
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<tr>
<td>15:00</td>
<td>OM: Congressional A</td>
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<tr>
<td>15:30</td>
<td>116 ENT: Multi-Level Modeling</td>
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<tr>
<td>16:00</td>
<td>OM: Council</td>
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<tr>
<td>16:30</td>
<td>ENT: Recent Developments in the</td>
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<td>17:00</td>
<td>OM: Executive</td>
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<td>17:30</td>
<td>IM: IMD Doctoral Consortium</td>
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<tr>
<td>18:00</td>
<td>OM: Forum</td>
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<tr>
<td>18:30</td>
<td>117 ENT: Endowed Chairs Annual</td>
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<tr>
<td>19:00</td>
<td>OM: Governor's</td>
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<tr>
<td>19:30</td>
<td>127 ODC: Teaching Organization Development and Change</td>
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<tr>
<td>20:00</td>
<td>OM: Hampton</td>
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<tr>
<td>20:30</td>
<td>113 GDO: Building</td>
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<tr>
<td>21:00</td>
<td>119 GDO/HR/IM: European Perspectives on Gender</td>
</tr>
<tr>
<td>21:30</td>
<td>GDO/CAR: Faculty &amp; Families:</td>
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<tr>
<td>22:00</td>
<td>165 GDO: How</td>
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</table>

## Saturday Evening, August 4, 2001

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>20:00</td>
<td>HIL: Caucus</td>
</tr>
<tr>
<td>21:00</td>
<td>CAR/ODC:</td>
</tr>
<tr>
<td>22:00</td>
<td>HIL: Farragut</td>
</tr>
<tr>
<td>23:00</td>
<td>183 MED: Keynote Leadership: A Musical and Poetic</td>
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<tr>
<td>00:00</td>
<td>HIL: Georgetown East</td>
</tr>
<tr>
<td>01:00</td>
<td>169 NSDC: All Doctoral Student Reception</td>
</tr>
<tr>
<td>02:00</td>
<td>HIL: Grant</td>
</tr>
<tr>
<td>03:00</td>
<td>174 MED: Lecture on Lecturing</td>
</tr>
<tr>
<td>04:00</td>
<td>HIL: Jefferson East</td>
</tr>
<tr>
<td>05:00</td>
<td>179 OCIS: OCIS Reception</td>
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<tr>
<td>06:00</td>
<td>HIL: Kalorama</td>
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<tr>
<td>07:00</td>
<td>CM/OCS/TIM: CM Junior</td>
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<tr>
<td>08:00</td>
<td>HIL: Lincoln East</td>
</tr>
<tr>
<td>09:00</td>
<td>MSR/RM/ED: Exploring the</td>
</tr>
<tr>
<td>10:00</td>
<td>HIL: Monroe East</td>
</tr>
<tr>
<td>11:00</td>
<td>175 SIM: SIM Keynote Address</td>
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<tr>
<td>12:00</td>
<td>HIL: Thoroughbred</td>
</tr>
<tr>
<td>13:00</td>
<td>MSR/MED/OB:</td>
</tr>
<tr>
<td>14:00</td>
<td>MAR: Coolidge</td>
</tr>
<tr>
<td>15:00</td>
<td>178 IAM: Iberoamerican Academy of Management New</td>
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<td>16:00</td>
<td>MAR: Cotillion North</td>
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<tr>
<td>17:00</td>
<td>CMS and cosponsors: CMS:</td>
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<tr>
<td>18:00</td>
<td>180 CMS and cosponsors: CMS:</td>
</tr>
<tr>
<td>19:00</td>
<td>MAR: Delaware A</td>
</tr>
<tr>
<td>20:00</td>
<td>OB/OMT: Junior Faculty</td>
</tr>
<tr>
<td>21:00</td>
<td>MAR: Eisenhower</td>
</tr>
<tr>
<td>22:00</td>
<td>170 OM: OM Welcome Reception</td>
</tr>
<tr>
<td>23:00</td>
<td>MAR: Ethan Allen</td>
</tr>
<tr>
<td>00:00</td>
<td>182 AAC: Asia Academy of Management</td>
</tr>
<tr>
<td>01:00</td>
<td>MAR: Harding</td>
</tr>
<tr>
<td>02:00</td>
<td>IAM: How</td>
</tr>
<tr>
<td>03:00</td>
<td>176 AAC: How to use AoM</td>
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<tr>
<td>04:00</td>
<td>MAR: Johnson</td>
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<tr>
<td>05:00</td>
<td>167 AAC: AMJ Editorial Board</td>
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<tr>
<td>06:00</td>
<td>MAR: Kennedy</td>
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<tr>
<td>07:00</td>
<td>MC: PDW II - Advanced and Emerging</td>
</tr>
<tr>
<td>08:00</td>
<td>MAR: Lanai 152</td>
</tr>
<tr>
<td>09:00</td>
<td>ODC: First</td>
</tr>
<tr>
<td>10:00</td>
<td>MAR: Lanai 156</td>
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<tr>
<td>11:00</td>
<td>CMS and cosponsors: CMS:</td>
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<tr>
<td>12:00</td>
<td>MAR: Maryland A</td>
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<tr>
<td>13:00</td>
<td>186 ITC: Research Initiatives from around the World</td>
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<tr>
<td>14:00</td>
<td>MAR: Maryland B</td>
</tr>
<tr>
<td>15:00</td>
<td>HR: HR Division</td>
</tr>
<tr>
<td>16:00</td>
<td>MAR: Maryland C</td>
</tr>
<tr>
<td>17:00</td>
<td>HR:</td>
</tr>
<tr>
<td>18:00</td>
<td>MAR: McKinney</td>
</tr>
<tr>
<td>19:00</td>
<td>IM: IMD Junior Faculty</td>
</tr>
<tr>
<td>20:00</td>
<td>MAR: Nathan Hale</td>
</tr>
<tr>
<td>21:00</td>
<td>166 AAC: Denver 2002</td>
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<tr>
<td>22:00</td>
<td>184 ODC: Welcome for New</td>
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<td>23:00</td>
<td>MAR: Salon 3</td>
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<tr>
<td>00:00</td>
<td>173 HR: HR Division Doctoral/Junior Faculty</td>
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<tr>
<td>01:00</td>
<td>MAR: Taft</td>
</tr>
<tr>
<td>02:00</td>
<td>PNP: PNP Junior Faculty</td>
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<tr>
<td>03:00</td>
<td>MAR: Virginia B</td>
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<tr>
<td>04:00</td>
<td>ONE: ONE Welcoming Reception</td>
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<tr>
<td>05:00</td>
<td>MAR: Wilson A</td>
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<tr>
<td>06:00</td>
<td>BPS: BPS Doctoral Consortium</td>
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<tr>
<td>07:00</td>
<td>OFF: National Zoo</td>
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<tr>
<td>08:00</td>
<td>168 MOC: How Pandas Matter</td>
</tr>
<tr>
<td>09:00</td>
<td>OFF: Spirit of Washington</td>
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<tr>
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<td>177 ENT: ENT Social Event</td>
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<tr>
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<td>OM: Cabinet</td>
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<tr>
<td>12:00</td>
<td>ODC: Extending</td>
</tr>
<tr>
<td>13:00</td>
<td>OM: Council</td>
</tr>
<tr>
<td>14:00</td>
<td>ENT: ENT New Faculty</td>
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<tr>
<td>15:00</td>
<td>OM: Embassy</td>
</tr>
<tr>
<td>16:00</td>
<td>IM: IMD Doctoral Consortium</td>
</tr>
<tr>
<td>17:00</td>
<td>OM: Hampton</td>
</tr>
<tr>
<td>18:00</td>
<td>GDO: How to</td>
</tr>
<tr>
<td>19:00</td>
<td>172 GDO: Gender and</td>
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<tr>
<td>20:00</td>
<td>181 IM: IMD PDW Reception</td>
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Sunday Morning, August 5, 2001

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<th>Time</th>
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<tr>
<td>7:30</td>
<td><strong>HIL: Bancroft</strong></td>
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<tr>
<td></td>
<td>252 MSR/PNP/SIM/MED/ONE: Hand-in-Hand: Organizational</td>
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<tr>
<td>8:00</td>
<td><strong>HIL: Caucus</strong></td>
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<tr>
<td></td>
<td>262 RM/CAR/PNP: Ask the Quantitative Experts</td>
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<td>8:30</td>
<td><strong>HIL: Chevy Chase</strong></td>
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<tr>
<td></td>
<td>203 MED: A Business Game and Role Play</td>
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<td>276 MED: International Education</td>
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<td>9:00</td>
<td><strong>HIL: Dupont</strong></td>
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<td>206 MED/RM: Online Research Methods</td>
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<td>9:30</td>
<td><strong>HIL: Farragut</strong></td>
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<td>260 MED: Team Experiential Exercises in</td>
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<tr>
<td>10:00</td>
<td><strong>HIL: Georgetown East</strong></td>
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<td>205 MED/OB: Designing &amp; Delivering OB Courses</td>
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<td><strong>HIL: Georgetown West</strong></td>
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<td>263 RM/ODC/OMT/PNP/MOC: Innovations for Postmodern</td>
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<td><strong>HIL: Hemisphere</strong></td>
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<td>246 SIM/MOC/ONE: SIM Research Workshop</td>
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<td><strong>HIL: Jefferson East</strong></td>
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<td></td>
<td>199 HCM: Scholarship Unbounded: Rating</td>
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<td>256 HCM: Scholarship Unbounded: A</td>
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<td>12:00</td>
<td><strong>HIL: Lincoln East</strong></td>
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<tr>
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<td>223 MOC: Cognition in the Rough (Fac)</td>
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<td>259 MED: Connecting Parts to Wholes</td>
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<td>281 HCM:</td>
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<td>*<em>HIL: Lincoln East</em></td>
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<td>224 MOC: Cognition in the Rough (DS)</td>
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<td>216 CM/OB: Ain't Misbehavin': Understanding</td>
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<td>267 CM/OM: Workshop on Levels of Analysis:</td>
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<td>13:00</td>
<td><strong>HIL: Map</strong></td>
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<td>241 MED: Peer Evaluation Team</td>
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<tr>
<td>13:15</td>
<td><strong>HIL: Military</strong></td>
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<td>227 RM/PNP: A Theory of Unmanagement</td>
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<td>264 RM/PS/PNP/MOC: Ethnography in Organizations</td>
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<td><strong>HIL: Monroe East</strong></td>
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<td>210 PS/RM/ODC/MED: PSRM Reflection in Action</td>
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<td>204 MED: E-media Resources Management</td>
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<td><strong>HIL: State</strong></td>
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<td>195 CAR: Metaphor in Career Theory and Practice</td>
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<td>255 CAR/SIM/MOC/GDO: Balancing Life and Career</td>
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<td>211 RM/GDO/PNP: Feminist Research Methodologies</td>
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<td><strong>MAR: Congressional</strong></td>
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<td>253 AAC: AME/EMU Writers' Workshop</td>
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<td><strong>MAR: Conv. Reg 1 &amp; 2</strong></td>
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<td>228 AAC: Placement</td>
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<td>15:00</td>
<td><strong>MAR: Coolidge</strong></td>
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<td>197 ENT: Networks and Entrepreneurs</td>
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<td>250 ENT: Award Winning Dissertations</td>
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<td>280 ENT: Thinking</td>
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<td><strong>MAR: Collation North</strong></td>
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<td>196 CMS and cosponsors: CMS and cosponsors: CMS:</td>
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<td>279 CMS and cosponsors:</td>
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<td><strong>MAR: Collation South</strong></td>
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<td>209 OB/OMT/ODC: Doctoral Student Consortium</td>
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<td><strong>MAR: Delaware A</strong></td>
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<td>208 OB/OMT: Junior Faculty Consortium</td>
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<tr>
<td>16:00</td>
<td><strong>MAR: Delaware B</strong></td>
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<td>200 HR: HR Division Junior Faculty Consortium</td>
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<td>16:15</td>
<td><strong>MAR: Eisenhower</strong></td>
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<td>271 AAC: Southern AoM Officers</td>
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<td>16:30</td>
<td><strong>MAR: Embassy</strong></td>
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<td>193 BPS: Conversations on Corporate Strategy</td>
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<td>16:45</td>
<td><strong>MAR: Ethan Allen</strong></td>
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<td>242 ODC: Developing a Vision for the CD&amp;C Division</td>
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<td><strong>MAR: Exhibit Break Area</strong></td>
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<td>266 AAC:</td>
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<td>17:15</td>
<td><strong>MAR: Exhibit Hall C</strong></td>
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<td>231 AAC: Registration</td>
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<td>17:30</td>
<td><strong>MAR: Exhibit Hall-C</strong></td>
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<td>229 AAC: Membership</td>
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<td>17:45</td>
<td><strong>MAR: Exhibits Area, Hall C</strong></td>
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<td>230 AAC: Exhibits</td>
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<tr>
<td>18:00</td>
<td><strong>MAR: Harding</strong></td>
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<td>222 MH: Getting Published</td>
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<td>277 MH: Getting Involved</td>
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<td>18:15</td>
<td><strong>MAR: Hoover</strong></td>
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<td>234 BPS/IM/OMT: Managing your Dissertation Workshop</td>
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<tr>
<td>18:30</td>
<td><strong>MAR: Johnson</strong></td>
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<td>268 AAC: Eastern Academy of Management</td>
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<td>18:45</td>
<td><strong>MAR: Kennedy</strong></td>
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<td>235 BPS/MED: Discussion Learning: Using the Case Method in Your Classroom</td>
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<td>19:00</td>
<td><strong>MAR: Lanai 152</strong></td>
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<td>249 AAC: Executive</td>
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<td>19:15</td>
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<td>214 BPS/SIM: International Strategy and Management: Conversations</td>
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<td>257 IM/TIM/TIC: Creating Value Using eBusiness: Do Different</td>
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<td>225 ODC/MC: Enhancing Self-Aware Consciousness for Personal and Organizational Transformation</td>
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<td>202 IM/TC: Higher Education as a Strategic Industry</td>
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### Sunday Afternoon, August 5, 2001

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<td>MAR: Colitlon Ballroom</td>
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### Sunday Evening, August 5, 2001

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<td>321 AA: Cabaret and Conversation</td>
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### MONDAY MORNING, AUGUST 6, 2001

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<td>344 IPC: Faces of Organizational Misconduct</td>
<td>421 IPC: Corporate Philanthropy</td>
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**Conference Program Guide--Monday**
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**Monday Afternoon, August 6, 2001 (cont.)**
### Monday Evening, August 6, 2001

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### Tuesday Afternoon, August 7, 2001

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### Conference Program Guide--Tuesday
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### Wednesday Afternoon, August 8, 2001

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- ENT: Enterprise
- MC: Management
- MOC: Management Office Committee
- RM: Research Methodology
- ODC: Operations Decision Committee
- MOC: Management Office Committee
- TIM/BPS: Technology & Business Policy Studies
- AA: Administration Administration
- GDO: Government & Diversity
- MED: Management Education Development
### Academy/Affiliate Activities and Committees

**Program Chair:** Jone L. Pearce, U. of California, Irvine  
**Program Coordinator:** Carol Sexton, U. of California, Irvine  
**Professional Development Workshop Chair:** Rosalie L. Tung, Simon Fraser U.  
**Professional Development Workshop Coordinator:** Rita Collins, Simon Fraser U.  
**International Theme Committee Program Chair:** Ann Gregory, Memorial U., Newfoundland  
**Teaching Theme Committee’s Practitioner Series Chair:** Joel I. Harmon, Fairleigh Dickinson U.  
**Mentoring Committee PDW Workshop Co-Chairs:** Liz Borredon, EDHEC and Troy R. Nielsen, California State U., San Marcos  
**Asia Academy of Management Chair:** Chung-Ming Lau, Chinese U., Hong Kong  
**Iberoamerican Academy of Management Chair:** Isabel Gutierrez, U.Carlos III de Madrid  
**New Doctoral Student Consortium Chair:** Davina E. Vora, U. of South Carolina  
**Critical Management Studies Chair:** Paul Adler, U. of Southern California

<table>
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# Academy/Affiliate Activities and Committees

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# Showcase Symposia

Program Chair: Jone L. Pearce, U. of California, Irvine  
Program Coordinator: Carol Sexton, U. of California, Irvine

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## Interactive Papers and Caucuses

**Interactive Papers Program Chair:** Tammy D. Allen, U. of South Florida  
**Caucuses Chair:** Charles B. Shrader, Iowa State U.

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## Interactive Papers and Caucuses

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Art and Poetry: How Governments Matter

Program Chair: Dennis A. Gioia, Pennsylvania State U.

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The Art & Poetry Division thanks its reviewers:

Erika Ringseis, U. of Calgary
Steve Taylor, U. of Bath
Elden Wiebe, U. of Alberta
Gail Whiteman, NorthSouth Institute

From the Art & Poetry Exhibit
Public Sector Governance and B.C.’s Coastal Forest Products Industry: A Multi-stockholder Imperative
Nancy Higginson

C10
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### Business Policy and Strategy

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<td>JS: E-business Impact</td>
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C12
Business Policy and Strategy

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<td>Business Groups Around the World</td>
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<td>Does Diversification Matter?</td>
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C14
### Careers

**Program Chair: Susan M. Adams, Bentley College**  
**Professional Development Workshop Chair: Lillian Eby, U. of Georgia**

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<th>Day</th>
<th>Start</th>
<th>Location</th>
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<tr>
<td>Sat</td>
<td>8:00am</td>
<td>MAR:Virginia A</td>
<td>SPDW: Social Networks Research</td>
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<td>HIL:Jefferson West</td>
<td>Advancing Careers Research</td>
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<td>SPDW: Innovative Methods Applicable to Careers Research</td>
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<td>SPDW: Ask the Qualitative Experts</td>
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<td>SPDW: Research Data and Funding Opportunities</td>
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<td>3:00pm</td>
<td>OMN:Hampton</td>
<td>SPDW: Faculty &amp; Families: Opportunities and Activism</td>
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<td>SPDW: Building and Rejuvenating Research</td>
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<td>Sun</td>
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<td>Metaphor in Career Theory and Practice</td>
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<td>Edgar Schein</td>
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<td>10:40am</td>
<td>MAR:Kennedy</td>
<td>SIT: Organizational Commitment</td>
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<th>#</th>
<th>Location</th>
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<tr>
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<td>HIL:Kalorama</td>
<td>SPDW: CM Junior Faculty Research Incubator</td>
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<td>8</td>
<td>MAR:McKinley</td>
<td>SPDW: CMS Tutorial: Critical Theories of Power and Politics</td>
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<td>24</td>
<td>OMN:Forum</td>
<td>SPDW: CMS Tutorial: Critical Ethics</td>
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<td>28</td>
<td>MAR:Cotillion North</td>
<td>SPDW: CMS: Reception for Arriving Critters</td>
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<td>7:30pm</td>
<td>36</td>
<td>MAR:Salon 2</td>
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### Conflict Management

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<th>Location</th>
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<td>930</td>
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<td>941</td>
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<td>Featuring CMD Student Papers</td>
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</tbody>
</table>

The Conflict Management Division thanks its 58 reviewers:

- Wendi Adair, Cornell U.
- Keith Allred, Harvard U.
- Joseph Banas, Washington U.
- Bruce Barry, Vanderbilt U.
- Bianca Beersma, U. of Amsterdam
- Ken Bettenhausen, U. of Colorado, Denver
- Kate Bezrukova, U. of Pennsylvania
- Terry Boles, U. of Iowa
- Joyce Bono, U. of Iowa
- William Bottom, Washington U.
- Anthony Chelte, Western New England College
- Donald Conlon, Michigan State U.
- Steven Currall, Rice U.
- Joseph Daly, Queensland U.
- Martin Davidson, U. of Virginia
- Helena Syna Desivilya, Emek Yezreel College
- Gina Dokko, U. of Pennsylvania
- Teri Donagalski, Florida Institute of Technology
- Charles Finn, State U. of New York, Empire State College
- Ray Friedman, Vanderbilt U.
- Deanna Geddes, Temple U.
- Michele Gelfand, U. of Maryland
- Ellen Giebels, U. of Groningen
- Michael Gross, Colorado State U.
- Fieke Harrink, U. of Amsterdam
- David Harnes, U. of Nevada, Las Vegas
- Greg Janicik, New York U.
- Sandra Kaufman, Cleveland State U.
- Deborah Kidder, U. of Connecticut
- Peter Kim, U. of Southern California
- Brian Klaas, U. of South Carolina
- Richard Klimoski, George Mason U.
- Venkat Krishnan, Xavier Labor Relations Institute
- Louise Lemieux-Charles, U. of Toronto
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- Dennis Moberg, Santa Clara U.
- Kelly Mollica, Wake Forest U.
- Aukje Nauta, U. of Groningen
- G. Kent Nelson, U. of Washington, Tacoma
- Kathleen O’Connor, Cornell U.
- Mara Olekalns, U. of Melbourne
- John Orr, Cameron U.
- Randall Peterson, Cornell U.
- Monika Renard, Florida Gulf Coast U.
- Chris Robert, U. of Missouri, Columbia
- William Ross, U. of Wisconsin, La Crosse
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- Maurice Schweitzer, U. of Pennsylvania
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- James Spec, U. of Redlands
- Gregory Stephens, Texas Christian U.
- Jasmine Tata, Loyola U., Chicago
- Dean Tjosvold, Lingnan U.
- Arup Varma, Loyola U., Chicago
- Eran Vigoda, U. of Haifa
- Elizabeth Wesman, Syracuse U.
## Entrepreneurship

**Program Chair:** Alex Stewart, Marquette U.

**Professional Development Workshop Chair:** Kelly G. Shaver, College of William and Mary

<table>
<thead>
<tr>
<th>Day</th>
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<th>Location</th>
<th>Session Information</th>
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<td>Entrepreneurship and Non-Traditional Academics</td>
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<td>Field Trip: Torpedo Factory, Alexandria VA</td>
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Entrepreneurship Day Start Location Session Information

**Tuesday**

10:30am 712 OMN:Forum Governance in SMEs and New Ventures
10:29 MAR:Salon 3 T8 IP: Social Capital

2:30pm 763 OMN:Cabinet Skills and Human Capital
782 OMN:Forum Entrepreneurship and Economic Development

4:10pm 851 MAR:Kennedy SIT: Impact of the Internet
827 OMN:Cabinet Social Capital and Social Networks

**Wednesday**

8:20am 882 OMN:Forum A Knowledge Based Perspective of Entrepreneurship

8:30am 904 MAR:Salon 3 T10 IP: Alliances, Networks, Strategies, and Wealth Creation
888 OMN:Cabinet Strategy, Performance and Growth
905 MAR:Salon 3 T11 IP: Research in Entrepreneurship II

10:40am 961 HIL:Georgetown East SIT: Role of Trust
959 HIL:Georgetown West SHS: Fighting Poverty with Microenterprise
943 OMN:Cabinet Financing New Ventures
942 OMN:Forum HR and Careers in Small Firms

Entrepreneurship scholars also may be interested in the All-Academy Session, "Interaction between Professional Service Organizations and Governments" (Session 516).

The Entrepreneurship Division thanks its 196 reviewers:

Mel Adams, U. of Alabama, Huntsville
David Ahlstrom, Chinese U., Hong Kong
James Almeida, Fitchburg State U.
Sharon Alves, Ohio State U.
Allen Ammon, U. of Georgia
Sandeep Anderson, Hofstra U.
Jagdeep Bachher, U. of Waterloo
Ted Baker, U. of Wisconsin, Madison
Lyun Bakaran, Boston U.
Jeffrey Barach, Tulane U.
Robert Basson, Reinbeck Polytechnic Institute

Bob Baum, U. of Maryland
Christine Beekman, U. of California, Irvine
Thomas Begley, Northeastern U.
Barbara Bird, American U.
Karen Bishop, U. of Louisville
Leonard Bisk, U. of Limerick
Janice Black, New Mexico State U.
Warren Bodner, U. of Washington
Jeff Brice, Mississippi State U.
Bob Brocklesby, St. Louis U.
Hans Bruining, Erasmus U., Rotterdam
Candy Brush, Boston U.
Gary Britton, Texas Christian U.
Benedictine Buchowicz U., IL
Bill Burpitt, Meredith College
Lowell Busenitz, U. of Oklahoma
Nancy Carter, U. of St. Thomas
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Int’l Business

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Christopher Zott, INSEAD
# Gender and Diversity in Organizations

**Program Chair:** Gayle M. Baugh, U. of West Florida  
**Professional Development Workshop Chair:** Ellen Ernst Kossek, Michigan State U.

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<td>29</td>
<td>OMN:Executive</td>
<td>Gender and Diversity in Organizations Doctoral Consortium</td>
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<td>97</td>
<td>HIL:Military</td>
<td>SPDW: A Musical History Women &amp; Work</td>
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<td>Building Virtual Faculty Communities on Gender and Diversity</td>
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<td>How to Teach to a Diverse, Global, and Technology Driven Audience</td>
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<td>GDO Professional Development Workshops Social Hour</td>
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<tr>
<td>Sat</td>
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<td>SPDW: Feminist Research Methodologies</td>
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<td>Breakfast Reception to Celebrate GDO Members' Families and Friends</td>
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<td>IP: Work-family Support and Conflict</td>
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<td>MAR:Cotillion South</td>
<td>SHCS: Men, Women, Money, and Markets</td>
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<td>SIT: Social Responsibility and Ethics</td>
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<td>JS: Government and Chinese Women</td>
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<td>&quot;Invisible&quot; Diversity</td>
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<td>MAR:Kennedy</td>
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<td>Confronting the Powers that Be</td>
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<td>How Government Matters to GDO</td>
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</table>
Gender and Diversity in Organizations

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<tr>
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<td>JS: Gender, IT, and Organizations</td>
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<td>SHCS: Identities in Organizations</td>
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<td>IP: Reasons for and Costs Associated with Turnover</td>
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<td>976</td>
<td>HIL:Map</td>
<td>Road Warriors</td>
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Isik Uluca Zeytinoglu, McMaster U.
### Program Chair: Kathleen Montgomery, U. of California, Riverside
Professional Development Workshop Chair: Leonard H. Friedman, Oregon State U.

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<th>Start</th>
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<td>30</td>
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<td>Reception and Welcome</td>
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<td>Sat</td>
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<td>51</td>
<td>HIL Caucus</td>
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<td>The Joy of Teaching: Stories from Master Teachers</td>
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<td>Whose Work is it Anyway? The Ethics of Scholarship</td>
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<td>Enhancing HCO Performance</td>
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</table>

Health Care Management scholars also may be interested in the All-Academy Session, "How Governments Matter: The Unanticipated Consequences of Health Reform" (Session 464).

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## Human Resources

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### Professional Development Workshop Chair: Patrick Wright, Cornell U.

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<td>High Tech - High Touch: Workshop on Using Technology in the Classroom</td>
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<td>SPDW: European Perspectives on Gender and Diversity in The New Economy</td>
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<td>Overcoming Obstacles in International HRM Research</td>
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### Human Resources

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<td>MAR:Kennedy</td>
<td>SIT: Organizational Commitment</td>
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</tbody>
</table>

#### The Human Resources Management Division Thanks Its 154 Reviewers

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- Patrick Wright, Cornell U.
- Robert Wright, Phillip School of Business
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<td>4</td>
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International Management scholars also may be interested in All-Academy Sessions, "How Governments Matter in an Era of Globalization and Regionalization" (Session 646), "How Governments Matter: The Role of Government, National Culture and Social Capital" (Session 704), and "How Governments Matter: An International Perspective" (Session 819).

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- Vladimir Pucik, IMD International
- Bethu Jane Purnett, U. of the West Indies
- Ravi Ramamurti, Northwestern U.
- Sabine Reddy, Wayne State U.
- Douglas Reid, Queens U.
- Jay Rhee, San Jose State U.
- Malika Richards, Drexel U.
- André Richelieu, U. of Quebec, Montreal
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- Dean Xu, York U.
- Ivo Zander, Stockholm School of Economics
- Srilata Zaeher, U. of Minnesota
- Yan Zhang, U. of Southern California
# Management Consulting

**Program Chair:** Kurt Motamedi, Pepperdine U.  
**Professional Development Workshop Chair:** Georges Trepo, HEC School of Management

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<tr>
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The Management Consulting Division thanks its 30 reviewers:

- Terry Armstrong
- John Bonge, Lehigh U.
- Tony Buono
- James Carroll
- Richard Dunford, Macquarie U.
- James Fairfield-Sonn
- James Hunt, Babson College
- David Jamieson
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- Donald Marple
- Michael Moore, Michigan State U.
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- Brian Peach, U. of West Florida
- Flemming Poulsen
- Irvin Summers
- Georges Trepo
- Andrew Watson, Northwestern U.
- Joe Weiss, Bentley College
- Alberto Zanzi
- Phyllis Okrepkie
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- Lilli Friedland
- Bill Werther, U. of Miami
- Erik Johnsen, Copenhagen Business School
- Allan Church
- Geraldine Kiesel
- Cynthia Loubier
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### Management Education and Development

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<td>Challenges and Issues in the Classroom</td>
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<td>Today’s Service-learning: Project Ideas</td>
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Management Education and Development scholars also may be interested in All-Academy Sessions, "Effective Teaching with Cases that Show How Governments Matter" (Session 289) and "Government and Higher Education: Friends or Foes in a Tide of Change" (Session 756).
The Management Education and Development Division thanks its 105 reviewers:

Steven John Armstrong, U. of Hull, U.K.
David Ashton, Visiting Professor, U. of Manchester, U.K.
Rajeev K Bali, Coventry U., U.K.
Alan Belasen, State U. of New York, Empire State College
Regina F. Bento, U. of Baltimore
Deborah Blackman, Southampton Business School, U.K.
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trice Houdayer, ESCEM-Tours, France
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Marja-Liisa Kakkuri-Knuuttila, Helsinki School of Economics & Business Administration, Finland
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Helen J. Muller, U. of New Mexico
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Ajit Kumar Nigam, NF Railway Headquarters Office, India
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Jim Stoner, Fordham U., Lincoln Centre
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James S. Taylor, Pittsburg State U.
Beth Archibal Tang, Caliber Associates
James S. Taylor, Pittsburg State U.
Ajit Kumar Nigam, NF Railway Headquarters Office, India
Ajit Kumar Nigam, NF Railway Headquarters Office, India
Ajit Kumar Nigam, NF Railway Headquarters Office, India
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Charles Wankel, St. John’s U.
C. Ken Weidner II, St. Joseph’s U.
Joan L. Weiner, Drexel U.
Carolyn Wiley, U. College, Dublin
Qi Xu, U. of Manchester, U.K.
Shahid Yamin, Swinburne U., Australia
Yuji Yoshida, Chiba U. of Commerce, Japan
Edward Zlotzowski, Bentley College
### Management History

**Program Chair:** Charles Booth, U. of the West of England  
**Professional Development Workshop Chair:** Shawn M. Carraher, Texas A&M U.

#### Session Information

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<th>Start</th>
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<td>73</td>
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<td>Introduction</td>
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<td>SPDW: Researching Manufacturing Practices of Nike</td>
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<td>MAR: Harding</td>
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<td>MHD Welcome</td>
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<td>IP: Management History and Principles</td>
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<td>JS: Corporate Governance and Stock Markets</td>
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<td>SIT: Industrial Relations</td>
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</table>

Management History scholars also may be interested in the All-Academy Sessions, "Government Matters as Friend, Foe, and Arbiter" (Session 464) and "How Governments Matter: An International Perspective" (Session 819).

### The Management History Division thanks its 71 reviewers:

- Mohammed Ahmed, Nova Southeastern U.
- Rolv Petter Amdam, Norwegian School of Management
- Fred Anderson, Indiana U.
- Yvonne Athanasaw, Independent Scholar
- Henry Beam, Western Michigan U.
- Antony Beckett, U. of the West of England
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- Shawn Carraher, Texas A&M U.
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- Paula Phillips Carson, U. Louisiana
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- Tom Chandy, Binghamton U.
- Glenn Cobb, USAF
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- Bill Cooke, Manchester U.
- Robert Dickey, Kyongju U.
- Randall DuPont, Singing River Electric Power
- Sujay Dutta, Louisiana State U.
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- Paul Govekar, Bluffton College
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- David Hays, Nova Southeastern U.
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- Blair Staley, Mary Washington College
- Howard Stanger, St. U. of New York, Buffalo
- Curt Silies, U. of New Jersey
- Daniel Syvanyt, U. of Akron
- Ely Weitz, Tel Aviv U.
- Dan Wren, U. of Oklahoma
- Gill Wright, Liverpool John Moores U.
## Management Spirituality and Religion

**Program Chair:** Lee Perry Robbins, Golden Gate U.  
**Professional Development Workshop Chair:** James J. McGee, Santa Clara U.

<table>
<thead>
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<td>SPDW: Cultivating Creativity</td>
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<td>SPDW: Mission Statements and Entrepreneurship Centers</td>
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<td>JS: Spirituality and Mgt. Education: Part I</td>
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<td>Spiritual Discernment &amp; Strategy</td>
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<td>HIL: Jefferson East</td>
<td>JS: Religious Org., Missions, Cultures</td>
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</table>

The Management, Spirituality and Religion Division thanks its 40 Reviewers:

- Ben Arbaugh, U. of Wisconsin, Oshkosh  
- Tom Bausch, Marquette U.  
- Joy Beatty, Boston College  
- Emma Bell, U. of Warwick, U.K.  
- Margaret Benefiel, Andover Newton Theological School  
- Anne Benning, Independent Consultant  
- Dharm Bhawuk, U. of Hawaii  
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- Amy Hietapelto, Michigan Technical U.  
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- Marjo Lips-Wiersma, U. of Canterbury  
- Kathy Lund Dean, St. Louis U.  
- Michael McCuddy, Valparaiso U.  
- Jim McGee, Santa Clara U.  
- Fiona McQuarrie, U. of Fraser Valley  
- John Milliman, U. of Colorado  
- Kurt Motamedi, Pepperdine U.  
- Hasan Murad, Institute of Leadership and Management  
- Jane Nakken, Hazelden Press  
- Alex Pattakos, Consultant: The Innovation Group, Innovation Guru  
- Gerry Ramey, Lewis & Clark State U.  
- Lee Robbins, Golden Gate U.  
- Michael Skelley, DePaul U.  
- Harry Van Buren III, Roberts Wesleyan College  
- Rita Weathersby, U. of New Hampshire  
- J. Lee Whittington, U. of Dallas  
- Sandy King
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<td>SPDW: Organizational Image and Identity</td>
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### Managerial and Organizational Cognition

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<td>MAR: Roosevelt</td>
<td>SIT: Dysfunctional Behavior in Organizations</td>
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</table>

The Managerial and Organizational Cognition Division thanks its 88 Reviewers:

William Acar, Kent State U.
Ray Aldag, U. of Wisconsin, Madison
Tony Ammeter, U. of Missouri, Rolla
William Anthony, Florida State U.
Andac Arikian, New York U.
Neal Ashkanasy, U. of Queensland
Debbie Augustin, George Washington U.
Margaret Bailey, George Washington U.
Pam Barr, Georgia State U.
Christopher Barlow, The Cocreativity Institute
Michael Barnett, New York U.
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Dick Blackburn, U. of North Carolina, Chapel Hill
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Arthur Brief, Tulane U.
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Andrea Casey, George Washington U.
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Janet Dukerich, U. of Texas at Austin
Cindy Emrich, Purdue U.
Frances Fabian, Tulane U.
Fabio Fonti, U. of Illinois, Urbana-Champaign
Daniel Forbes, U. of Minnesota
Joseph Gerard, U. of Georgia
Mary Ann Glynn, Emory U.
Bernard Goitein, Bradley U.
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Abdul Raul Parker, Oman
Telecommunications Company
Chris Parker, Illinois U.
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Zur Shaprio, New York U.
Jeremy Short, Portland State U.
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Kathleen Sutcliffe, U. of Michigan
Cynthia Sutton, Metropolitan State College of Denver
Karen Thompson, Sonoma State U.
Christine Trank, U. of Iowa
Francis Tuggle, American U.
Eero Vaara, Helsinki School of Economics and Business Administration
Mike Valerio, George Washington U.
# Operations Management

Program Chair: Janet L. Hartley, Bowling Green State U.
Professional Development Workshop Chair: Kenneth Boyer, Michigan State U.

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
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<th>Location</th>
<th>Session Information</th>
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<td>OM Doctoral Consortium - Managing Chess Game</td>
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<td>Product Development</td>
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</table>

The Operations Management Division thanks its 58 Reviewers:

Jerry Allison, U. of Central Oklahoma
Anne Banks-Pidduck, U. of Waterloo
Kim Bates, U. of Toronto
Michael Bedell, California State U., Bakersfield
Elliot Bendoly, Indiana U.
Ken Boyer, Michigan State U.
Daniel Bragg, Bowling Green State U.
Karen Brown, U. of Washington
Amelia Carr, Ohio State U.
Karen Chinander, U. of Miami
Thomas Choi, Arizona State U.
Robert Klassen, U. of Western Ontario
Lori Cook, DePaul U.
James Dittmer, Nova Southeastern U.
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Hale Kaynak, U. of Texas, Pan American
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Rocky Newman, Miami U.
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Rohit Verma, DePaul U.
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Peter Ward, Ohio State U.
Richard White, U. of North Texas
Keith Willoughby, Bucknell U.
Darryl Wilson, U. of Arkansas
Mohamed Youssef, Norfolk State U.
Amy Zeng, Worcester Polytechnic Institute
George Zsidisin, Arizona State U.
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Charlene Zittas, U. of British Columbia
Asaf Zohar, York U.
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### Organization Development and Change

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The Organization Change and Development Division thanks its 88 reviewers:

Akinjinka Akinleye, Benedictine U.  
Sherry Camden-Anders, Benedictine U.  
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Chris Worley, Pepperdine U.  
Therese Yaeger, Benedictine U.  
Samir Youssef, American U., Cairo
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</table>
Organizational Behavior scholars also may be interested in the All-Academy Session, "How Governments Matter: The Role of Government, National Culture and Social Capital" (Session 704).

The Organizational Behavior Division thanks its 197 reviewers:

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Markus Groll, U. of Arizona  
Nina Gupta, U. of Arkansas  
Betti Hamilton, U. of Miami  
Jon Hartwig, McGill U.
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Organizational Communication and Information Systems scholars also may be interested in All-Academy Sessions, "Governments and the Creation of Technology Infrastructure" (Session 586) and "Politics, Regulation, Strategy and Performance in the U.S. Telecommunications Industry" (Session 964).
The Organizational Communication and Information Systems Division thanks its 104 reviewers:

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## Organizations and the Natural Environment

Program Chair: Sanjay Sharma, St. Mary's U.
Professional Development Workshop Chair: Carolyn Egri, Simon Fraser U.

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Organization and Natural Environment scholars also may be interested in All-Academy Sessions, "Governments, Firms, and Non-governmental Organizations" (Session 818) and "NAFTA and Beyond: The Pros and Cons of Free Trade and Conditioning 'Free Trade' with Labor and Environmental Side Agreements" (Session 882).
Organizations and the Natural Environment

Organizations and Natural Environment Division thanks its 59 reviewers:

Greg Berry, U. of Alabama, Birmingham
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Gregory Unruh, Instituto De Empresa
Frank Wijen, Tilburg U.
Monika Winn, U. of Victoria
Charlene Zietsma, Simon Fraser U
## Day 1:

### Friday, June 23rd

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<td>15</td>
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<td>43</td>
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<td>61</td>
<td>HIL: Lincoln East</td>
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<td>79</td>
<td>HIL: Conservatory</td>
<td>SPDW: Governing the Past in Qualitative Research</td>
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<td>81</td>
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<td>SPDW: Civil Public Policy Discourse</td>
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<td>HIL: State</td>
<td>SPDW: Researching Manufacturing Practices of Nike</td>
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<td>85</td>
<td>HIL: Georgetown West</td>
<td>SPDW: Core Values in Spirituality &amp; Management</td>
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<td>96</td>
<td>MAR: Maryland A</td>
<td>SPDW: Teaching &amp; CMS</td>
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<td>95</td>
<td>MAR: Salon 3</td>
<td>SPDW: CMS &amp; Knowledge Workers</td>
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<td>99</td>
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<td>MAR: Taft</td>
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<td>147</td>
<td>MAR: Virginia B</td>
<td>SPDW: Who Really Matters?</td>
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<td>144</td>
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<td>162</td>
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<td>164</td>
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<td>SPDW: CMS: Social Hour? What's New in CMS?</td>
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### Sunday, June 25th

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<td>8:30am</td>
<td>227</td>
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<td>9:00am</td>
<td>237</td>
<td>MAR: Cotillion North</td>
<td>SPDW: CMS: Voice@Work</td>
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<td>9:00am</td>
<td>238</td>
<td>OMN: Governor's</td>
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<td>252</td>
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<td>264</td>
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<td>375</td>
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<td>Government Processes Matter</td>
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<td>380</td>
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<td>432</td>
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<td>452</td>
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<td>503</td>
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<td>JS: Markets, Governments &amp; Society</td>
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<td>582</td>
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Public and Nonprofit scholars also may be interested in All-Academy Sessions, "Managing the Reconstruction of a War-torn Society: The Case of Bosnia-Herzegovina" (Session 310), "Governments, Non-profits, and Corporations: Creating Value through Cross-boundary Partnerships" (Session 405), "Government Matters as Friend, Foe, and Arbitrator" (Session 464), "How Government Matters: Perspectives from the National Academy of Public Administration" (Session 587), and "Governments, Firms, and Non-governmental Organizations" (Session 818).

The Public and Nonprofit Division thanks its reviewers:

- James P. Gelatt, U. of Maryland, U. College
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- Eric Welch, U. of Illinois, Chicago
- Celeste Wilderom, U. of Twente, Netherlands
<table>
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# Research Methods

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<td>HIL:Lincoln West</td>
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The Research Methods Division thanks its 83 Reviewers:

- Talya Bauer, Portland State U.
- Richard Blackburn, U. of North Carolina
- David Boje, New Mexico State U.
- Steve Borgatti, Boston College
- Stephanie Castro, U. of Miami
- David Chan, National U., Singapore
- Gordon Cheung, Chinese U., Hong Kong
- Claudia Cogliser, Oregon State U.
- Steven Currall, Rice U.
- Michelle Dean, U. of North Texas
- Kenneth Doerr, U. of Miami
- Robert Eder, Portland State U.
- Jeffrey Edwards, U. of North Carolina
- Martin Evans, U. of Toronto
- Mary Farmbrough, Case Western Reserve U.
- Mark Fichman, Carnegie-Mellon U.
- Steven Floyd, U. of Connecticut
- Lucy Ford, Virginia Commonwealth U.
- Bernard Forgues, Paris-Dauphine U.
- Jeannie Forray, Western New England U.
- Donald Gardner, James Cook U.
- Mark Gavin, Oklahoma State U.
- Karen Golden-Biddle, U. of Alberta
- Mark Griffin, Queensland U. of Technology
- Rosalie Hall, U. of Akron
- Betti Hamilton, U. of Miami
- LaVerne Higgins, Le Moyne College
- Janice Joplin, Southern Illinois U.
- Kevin Kelloway, Saint Mary's U.
- Linda Krefting, Texas Tech U.
- Chuck Lance, U. of Georgia
- Sharon Livesey, Fordham U.
- Karen Locke, College of William and Mary
- Chris Mahoney, U. of Minnesota
- Michelle Marks, Florida International U.
- John Mezias, U. of Miami
- Nicholas Miceli, Ohio Northern U.
- John Michela, U. of Waterloo
- Laurie Milton, U. of Calgary
- Ellen O'Connor, Stanford U.
- Charles Pierce, Montana State U.
- Anshuman Prasad, U. of New Haven
- Karen Proudford, Morgan State U.
- Christine Rioran, U. of Georgia
- Philip Roth Clemson, U.
- Chester Schriesheim, U. of Miami
- Steve Scullen North, Carolina State U.
- Anson Seers, Virginia, Commonwealth
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- Andy Simon, Seton Hall U.
- Anne Smith, U. of New Mexico
- Manuel Tejeda, Barry U.
- Dan Twomey, Fairleigh Dickinson U.
- Robert Vandenberg, U. of Georgia
- Carolyn Weithoff, Ohio State U.
- Ethlyn Williams, U. of Colorado, Colorado Springs
- Katherine Xin, Hong Kong U. of Science and Technology
- Francis Yammarino, State U. of New York, Binghamton
- Tracy Zhou, U. of Miami
- Abraham, Nova Southeastern U.
- Andrea Casey, George Washington U.
- Diane Dixon, D. Dixon & Associates
- Jetta Frost, U. of Zurich
- Joel Harmon, Fairleigh Dickinson U.
- Drew Harris, Longwood College
- Dan Kowalski, U.S. Department of Veterans Affairs
- Rita Kowalski, U.S. Department of Veterans Affairs
- Christine Lotze
- Robert MacIntosh, U. of Glasgow
- Donald Maclean, U. of Glasgow
- Lena Neal, MCS Consulting
- Terry Orr, Columbia U.
- David Partington, Cranfield U.
- Jane Seiling, Business Performance Group
- Leslie Sekerka, Case Western Reserve
- Andy Simon, Seton Hall U.
- Kenneth Starkey, U. of Nottingham
- Charlotte Svensson, Stockholm School of Economics
- Leland Taylor, Compaq Computers
- Dana Tesone, U. of Hawaii
- David Tranfield, Cranfield U.
- Jeana Wirtenberg, Public Service Enterprise Group
- Lyle Yorks, Columbia U.
<table>
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</table>

Social Issues in Management scholars also may be interested in the All-Academy Session, "Managing the Reconstruction of a War-torn Society: The Case of Bosnia-Herzegovina" (Session 310).
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<td>144</td>
<td>MAR:Cotillion North</td>
<td>SPDW: CMS: New Directions in Critical Research</td>
</tr>
<tr>
<td></td>
<td>3:00pm</td>
<td>152</td>
<td>MAR:Virginia C</td>
<td>SPDW: Inter-Firm Knowledge Transfer</td>
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<tr>
<td></td>
<td>4:00pm</td>
<td>162</td>
<td>MAR: Cotillion North</td>
<td>SPDW: CMS: Gender, Race, and Class</td>
</tr>
<tr>
<td></td>
<td>4:30pm</td>
<td>164</td>
<td>MAR:Lanai 156</td>
<td>SPDW: CMS: Globalization, Imperialism, and Organizations</td>
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<tr>
<td></td>
<td>6:30pm</td>
<td>180</td>
<td>MAR:Cotillion North</td>
<td>SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO</td>
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<td>7:30pm</td>
<td>185</td>
<td>MAR:Cotillion North</td>
<td>SPDW: CMS: Social Hour! What's New in CMS?</td>
</tr>
<tr>
<td>Sun</td>
<td>8:00am</td>
<td>196</td>
<td>MAR:Cotillion North</td>
<td>SPDW: CMS: Continental Breakfast &amp; Organizational meeting</td>
</tr>
<tr>
<td></td>
<td>9:00am</td>
<td>233</td>
<td>OMN: Ambassador</td>
<td>Technology Standards Research: Present Perspectives and Future Agenda</td>
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<tr>
<td></td>
<td>238</td>
<td>OMN:Governor's</td>
<td>SPDW: CMS: Doctoral Workshop: Research</td>
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<td>237</td>
<td>MAR: Cotillion North</td>
<td>SPDW: CMS: Voice@Work</td>
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<td>10:00am</td>
<td>257</td>
<td>MAR:Virginia C</td>
<td>SPDW: Creating Value Using eBusiness</td>
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<td>265</td>
<td>OMN:Ambassador</td>
<td>E-commerce Research Themes</td>
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<td>11:00am</td>
<td>279</td>
<td>MAR:Cotillion North</td>
<td>SPDW: CMS Plenary</td>
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<tr>
<td>Mon</td>
<td>8:20am</td>
<td>327</td>
<td>OMN:Capitol</td>
<td>TIM Welcome (Continental Breakfast)</td>
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<tr>
<td></td>
<td>8:30am</td>
<td>378</td>
<td>HIL:Georgetown East</td>
<td>SIT: Cyberspace Virtual Teams</td>
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<tr>
<td></td>
<td>352</td>
<td>MAR:Salon 3 T5</td>
<td>IP: Corporate Governance</td>
<td></td>
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<td>353</td>
<td>MAR:Salon 3 T6</td>
<td>IP: Interfirm Cooperation and Networks</td>
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<td>333</td>
<td>MAR:Cotillion North</td>
<td>SHCS: Knowledge, Innovation &amp; Learning</td>
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<td>9:00am</td>
<td>400</td>
<td>OMN:Capitol</td>
<td>Construction of Technologies</td>
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<td></td>
<td>430</td>
<td>MAR:Salon 3 T7</td>
<td>IP: Technology Competences, Collaboration, and Risks</td>
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<tr>
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<td>409</td>
<td>OMN:Palладium</td>
<td>SHCS: Studies of the Internet Economy</td>
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<td></td>
<td>12:20pm</td>
<td>481</td>
<td>MAR:Salon 3 T3</td>
<td>IP: Research and Development Strategies, Trends, and Patterns</td>
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<td></td>
<td>508</td>
<td>MAR:Roosevelt</td>
<td>SIT: Knowledge Transfer</td>
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<td>482</td>
<td>MAR:Salon 3 T4</td>
<td>IP: Organizational Innovation</td>
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<td>Knowledge Management</td>
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<td>2:30pm</td>
<td>584</td>
<td>OMN:Capitol</td>
<td>Internet and E-Commerce</td>
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<td>583</td>
<td>OMN:Embassy</td>
<td>Micro-fabric of TIM Research</td>
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<td>4:10pm</td>
<td>616</td>
<td>MAR:Kennedy</td>
<td>SIT: Managing Innovations</td>
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<tr>
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<td>618</td>
<td>OMN:Capitol</td>
<td>Helping Hand? Govt. &amp; Public Sector Issues</td>
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<td>619</td>
<td>OMN:Embassy</td>
<td>Insights from Naturalistic Inquiry</td>
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<td></td>
<td>617</td>
<td>MAR:Roosevelt</td>
<td>SIT: Venture Capitalism</td>
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<tr>
<td>Tue</td>
<td>8:30am</td>
<td>661</td>
<td>MAR:Salon 3 T1</td>
<td>IP: Customer Service</td>
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<tr>
<td></td>
<td>694</td>
<td>OMN:Capitol</td>
<td>Governance of Network Fields</td>
<td></td>
</tr>
</tbody>
</table>
Technology and Innovation Management scholars also may be interested in the All-Academy Session, “Governments and the Creation of Technology Infrastructure” (Session 586).

Technology and Innovation Management Division thanks its 277 Reviewers:

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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</thead>
<tbody>
<tr>
<td>Tue</td>
<td>10:30am</td>
<td>722</td>
<td>MAR:Salon 3 T1</td>
<td>IP: Supply Chain Perspectives</td>
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<td>708</td>
<td>MAR:Delaware B</td>
<td>JS: E-Business Impact</td>
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<td>2:30pm</td>
<td>816</td>
<td>OMN:Empire</td>
<td>JS: E-Organizations: Emerging Forms and Strategies in the Internet Era</td>
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<td>815</td>
<td>OMN:Capitol</td>
<td>Alliances and Networks</td>
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<td>4:10pm</td>
<td>853</td>
<td>OMN:Capitol</td>
<td>TIM Distinguished Speaker</td>
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<td>851</td>
<td>MAR:Kennedy</td>
<td>SIT: Impact of the Internet</td>
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<td>865</td>
<td>OMN:Capitol</td>
<td>TIM Business Meeting</td>
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<td>6:30pm</td>
<td>874</td>
<td>OMN:Embassy</td>
<td>The Best Social Event in Town</td>
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<tr>
<td>Wed</td>
<td>8:30am</td>
<td>902</td>
<td>MAR:Salon 3 T8</td>
<td>IP: Technology Management</td>
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<td>925</td>
<td>OMN:Capitol</td>
<td>Strategic Sourcing</td>
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<td>10:40am</td>
<td>957</td>
<td>MAR:Cotillion North</td>
<td>JS: Federal R&amp;D Labs and Accountability</td>
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<td>950</td>
<td>OMN:Diplomat</td>
<td>JS: Technology &amp; Subsidiary Evolution</td>
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<tr>
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<td>964</td>
<td>OMN:Palladium</td>
<td>JS: University Technology Transfer and Entrepreneurship</td>
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<tr>
<td></td>
<td></td>
<td>963</td>
<td>OMN:Capitol</td>
<td>The Structure and Processes of Inter-firm Coordination</td>
</tr>
</tbody>
</table>

Technology and Innovation Management Division thanks its 277 Reviewers:

William Acsar, Kent State U.
Paul Adler, U. of Southern California
Terry Adler New Mexico State U.
Ritu Agarwal, U. of Maryland
David Ashlihom, Chinese U., Hong Kong
Gautam Abhuja, U. of Texas, Austin
Paul Almeida, Georgetown U.
Brad Atemeyer, STCC
Siah Hwee Ang, National U., Singapore
Melissa M. Appleyard, U. of Virginia
Andac T. Arikan, New York U.
Thomas Astembro, U. of Waterloo
Kwaku Atuahene-Gima, City U., Hong Kong
Patrice Auger, City U., Hong Kong
Michael Badawy, Virginia Polytechnic Institute and State U.
Diane Bailey, Stanford U.
Prasad Balkundi, Penn State U.
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Jeffrey Barden, Duke U.
Mike Barnett, New York U.
Susan Bartholomew, U. of Alberta
Kimberly Bates, U. of Toronto
Jon Beard, Southern Illinois U., Edwardsville
Mary Benner, Columbia U.
Eli Berniker, Pacific Lutheran U.
Daniel Beunza, U. of Texas, Clear Lake
Wyand Bodeewes, Erasmus U.
Sanford Borins, U. of Toronto
Barry Bozeman, Georgia Institute of Technology
Oana Bruzei
Regis Cabral, Umea U.
Donna Canestraro, New York U. at Albany
David Capuano, Merrill Lynch
Elias G. Carayannis
Laura Cardinal, U. of North Carolina, Chapel Hill
Dilek Cetindamar, Sabanci U.
K. Thomas Chandy, Binghamton U.
Artemis Chang, Queensland U. of Technology
Florence Charue-Duboc
Yi-Yu Chen, Rutgers U.
Henry Chesbrough, Harvard U.
Michael Christic, Queensland U. of Technology
John Clarr, Montclair State U.
Joseph Coombs, James Madison U.
Maria Manuela Da Costa Correia, Ispa
Thomas Cottrell, U. of Calgary
Craig Cumberland, Microsoft
Miguel Fina Coelho, U. Nova De Lisboa
Farlahz Damempour, Rutgers U.
Ben Dankbaar, U. Of Nijmegen
Koenraad Debackere, Katholieke U. Leuven
Moira Deependra, Lucent Technologies
Harsha Desai, Loyola College
Kristen Bell DeTienne, Brigham Young U.
Marcel Dissel, Cetim
Harry Domicone, California Lutheran U.
Kevin Dooley, Arizona State U.
Deborah Dougherty, Rutgers U.
Michael Dowling, U. at Regenburg
Roger Dunbar, New York U.
Linda Dunn Jensen
Florence Durieux, Universite Paris Dauphine
Gary Dushnitsky, New York U.
Thomas Ester, Portland State U.
Todd Ely, Andersen Consulting
Prescott Ensign, U. of Western Ontario
John Ettlie, RIT
George Farris, Rutgers U.
Michael Fern, Kean-Flagler Business School
Serghie Floricel, U. Of Quebec, Montreal
Floyd Steven, U. Of Connecticut
Paul Fouts, Golden Gate U.
Jeffrey Furman, Massachusetts Institute of Technology
Stephanie Gagnon, McGill U.
Urs Gattiker, U. of Aalborg
Gerard Gaynor, G.H. Gaynor & Assoc.
Varghese George, Rutgers U.
Joseph Gerard, U. of Georgia
Ignacio Gil, Polytechnic U. of Valencia
Joseph Gilbert
Michelle Gittelman, New York U.
Sanjay Gopal, U. of Minnesota, Duluth
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Albert Goldberg, Israel Institute of Technology
Shanthi Gopalakrishnan, New Jersey Institute of Technology
Stewart Graham, U. of California, Berkeley
Jovan Grahovac, Tulane U.
Peter Groenewegen, VU/Faculty of Science
Joseph Grubbs, Grand Valley State U.
William Hailey, U. of North Alabama
Ruth Harris, Wilfrid Laurier U.
Donald Hatfield, Virginia Polytechnic Institute and State U.
Oscar Hauptman, Melbourne Business School
Patricia Hilewicz, New York U.
Martin Hoegl, Washington State U.
David Hoopes, Cox School of Business
John Howells, Aarhus Business School
David Hsu, Massachusetts Institute of Technology
Liang-Chih Huang, I-Shou U.
Jane Humble, Arizona State U., East Lake
Liang-Chih Huang, I-Shou U.
Hill
SIT: Impact of the Internet
Alliances and Networks
TIM Distinguished Speaker
JS: E-Business Impact
IP: Supply Chain Perspectives
Session Information
Technology and Innovation Management

Sylvia Hysong, U. of Houston
Richard Ingsinga, State U. of New York, Oenonta
Sanjay Jain, U. of Wisconsin, Madison
Jassawalla, State U. of New York, Geneseo
Eduardo Jassawalla, York U.
Mariam Jelne, College of William and Mary
Mark Jenkins, Cranfield School of Management
Carol Jessup, U. of Illinois, Springfield
William Johnson, York U.
Bill Kagan, U. of Washington
George Kaldonis, DePaul U.
Peter Kamoe, Copenhagen Business School
Yumus Kathawala, East Illinois U.
Riitta Katila, U. of Maryland
Ralph Katz, Northeastern U.
Bernhard Katey, CtrIM U.
Robert Keller, U. of Houston
Martin Kenney, U. of California, Davis
Eric Kessler, Pace U.
Susanna Khaval, London Business School
Andrew King, New York U.
David King, Indiana U.
Barbara Klein, U. of Michigan, Dearborn
Erica Klein
Dodo Knyphausen, U. of Bamburg
Dong-gil Ko, U. of Pittsburgh
Kevin Kobelsky, U. of Southern California
Philip Koenig, U.S. Office of Naval Research
Constantine Kontogiorgoles, Oakland U.
Steve Koruna, Swiss Federal Institute of Technology
Rado Kotorov, M.F. Smith & Associates
Kristian Kremer, Copenhagen Business School
Barbara Kuhns, DePaul U.
Arun Kumaraswamy, Rutgers U.
Susumu Kurokawa, Vanderbilt U.
Terri Kurtzberg, New York U.
Peter Lanz, Arizona State U.
Koty Lapid
Eytan Lasry, U. of Toronto
Juha Laurila, Helsinki School Of Economics
Chung-Shing Lee, Pacific Lutheran U.
Richard Leifer, Rensselaer Polytechnic Institute
Michael Lenox, New York U.
Sheen Levine, U. of Pennsylvania
Edward Levitas, U. of Wisconsin, Milwaukee
Kwanghui Lim, National U., Singapore
Karen Lindquist, U. of Utah
Jonathan Linton, New Jersey Institute of Technology
Raymond Loveridge, U. of Oxford
David Low, U. of Western Sydney
Vincent Magnenat, INRA-UPMF
Donald Maple
Laurence Marsh, U. of Utah
Xavier Martin, New York U.
John Mathews, MGSM
Purnima Mathur, Indian Institute+ of Technology, Delhi
Judy Matthews, U. of Queensland, St.Lucia
Kyle Mayer, U. of Southern California
David McArthur, Nevada, Las Vegas
Atefeh McCampbell
Elizabeth McCrea, Rutgers U.
Susan McEvily, U. of Pittsburgh
Ann McFadyen, Assistant Professor
Steve McMillan, Pennsylvania State U.
Mark Meckler, U. of Portland
Sanjay Mehta, CGI (BellSygma)
Sarrafz Mian, State U. of New York, Oswego
Thomas Mierzwa, The Fountainhead Group
Shaila Miranda, Florida Atlantic U.
Nora Misiolek, Syracuse U.
Michael Moh, Michigan State U.
Depedra Moitra, Lucent Technologies
Richard Monroe, Kennebec State U.
Pier Morlachii, U. of Bath
Kamal Munir, U. of Cambridge
L.W. (Bill) Murray, U. of San Francisco
John Naman, U. of Maryland, College Park
Samuel Natale
Jay Nathan, St. John's U.
Mark Nelson
Jill Nemirow, California State Polytechnic U.
Arti Nerkar, Columbia U.
Richard Osborne, Wayne State U.
Margit Osterloh, U. of Zurich
Alan O'Sullivan, U. of Ottawa
Theresa Pardo, U. at Albany
Monica Parzinger, Clemson U.
Johannes Pennings, U. Of Pennsylvania
Stefano Perluissz, Aalborg U.
Lois Pets, Rensselaer Polytechnic Institute
Joseph Petrick, Wright State U.
Corey Phelps, New York U.
Frank Piller, Technische U. Muenchen
John Pliinissen, Queen's U.
Andrea Premnpe, SPRU, U. of Sussex
Mark Pruett, George Mason U.
Stanley Przybylinski, CIM Data
Bertrand Quelin
Sumita Raghuram, Fordham U.
Ebrahim Randeree, U. at Buffalo
Ruth Raubitschek, U.S. Department Of Justice
Daniel Reaume, General Motors
Guido Reger, U. of Brandenburg
Susan Reid, Concordia U.
Mark Rice, Rensselaer Polytechnic Institute
Tedor Rickards, U. of Manchester
Arie Rip, U. of Twente
David Robinson, Texas Tech U.
Kenneth Rossi, Hawaii Pacific U.
Frank Rohaemel, Michigan State U.
Cathy Rusinko, Philadelphia U.
Meir Russ
Robert Salomon, New York U.
Michael Santoro, Lehigh U.
Joseph Sarkis, Clark U.
Joseph Scudder
Falguni Sen, Fordham U.
Ann Seror, Laval U.
Steve Seteoff
Nasrullah Sethia, California State Polytechnic U.
Delavar Shenas, U. of Technology, Jamaica
Arthur Shulman, U. Of Queens
Brian Silverman, Harvard U.
Rebecca Smith, Texas A&M U.
Robert Sobek, SSI Services Inc
Gabriel Szulanski, U. Of Pennsylvania
Fredrik Tell, Linkoping U.
Francois Therin, Groupe Esc Grenoble
Janice Thomas, U. of Calgary
Michael Thorn, Nova Southeastern U.
Amrit Tiwana, GSU
Michael Tomczyk, U. of Pennsylvania
ThuHang Tran, U. of Massachusetts, Amherst
Christopher Tucci, New York U.
Scott Turner, U. of North Carolina, Chapel Hill
Beverly Tyler, North Carolina State U.
John Ulholl, Aarhus School of Business
Jan Ulijn, Eindhoven U. of Technology
Gregory Unruh, Instituto DeEmpresa
Michael Ursery, U. of Colorado
Jan VanDenEnde, Rotterdam School of Management
J.D. VanDerBij
Sandra Vasa-Sideris, Southern Polytechnic State U.
Patricia Vidal, Boston U.
Tricia Vilkins, U. Of South Australia
Maximilian vonZedwitz, IMD
James Wade, U. Of Wisconsin
Rodney Walker, J., Western Illinois U.
Thierry Weil, Ecole Des Mines De Paris
Joseph Weiss, Bentley College
Jorry Wellman, Fielding Institute
Joel West, U. of California, Irvine
George Westerman, Harvard U.
Gary Whitney, U. of San Diego
Batia Wiesenfeld, New York U.
Celeste Wilderom, U. of Twente
Scott Williams, Wright State U.
Alla Wilson, U. of Wisconsin, Green Bay
Donald Wilson, Rochester Institute of Technology
Jojette Wissniess, Indiana U.
Jaana Woiceshyn, U. of Calgary
Susan Yager, Southern Illinois U.
Elaine Yakura, Michigan State U.
TienHua Yim-Teo, Nanyang Technological U.
Emil Zahner, Morphological Institute
Arvids Ziedonis, U. Of Pennsylvania
Giancarlo Gavidia Zuliga
Robert Zmud, U. of Oklahoma
Friday Details—Friday, August 3, 2001

Friday 9:00AM

1: (SIM) Meaning & Mindfulness Work
9:00– 5:00 Off Site: GW Lenn
By invitation only. Offsite.
Facilitator: Dawn R. Elm, U. of St. Thomas

Friday 12:00PM

2 (CM, OCIS, TIM) Conflict Management Division's Junior Faculty Research Incubator on Conflict and New Media
12:00– 9:00 Hilton Washington & Towers: Kalorama
Pre-registration required. Contact the Incubator Chair by email at bruce.barry@owen.vanderbilt.edu.
Chair: Bruce Barry, Vanderbilt U.
Facilitators: Peter Carnevale, U. of Illinois, Urbana-Champaign; Michael Morris, Columbia U.; Marshall Scott Poole, Texas A&M U.; Harris Sondak, U. of Utah

3: (ENT) Entrepreneurship Division Doctoral Consortium
12:00– 5:30 Marriott Wardman Park Hotel: Coolidge
Organizers: Candida G. Brush, Boston U.; Ben Oviati, Georgia State U.

Friday 12:30PM

5: (MC) Developing Consulting Potential: PDW I - Essential Concepts and Skills
12:30– 9:00 Omni Shoreham Hotel: Congressional B
Please pre-register before July 15, 2001, $50 USD registration fee, with Marion HOEREN (hoeren@hec.fr).
Facilitator: Rickie Moore, E.M. Lyon
Organizer: Georges Trepo, HEC School of Management
Presenters: Terry R. Armstrong, Emmerson College; Kurt April, U. of Cape Town; Aaron De Smet, PwC; Richard Dunford, Macquarie U.; Suzanne L. Geigle, PwC; Carol Gorelick, SOLUTIONS Inc./ Pace U.; David Jamieson, Pepperdine U.; Robert F. Jenefsky, Ecole Hoteliere de Lausanne, Switzerland

Friday 1:00PM

6: SPDW: (AA, MED) Library of Congress (LOC) Tour and Presentation
1:00– 5:00 Off Site: Library of Congress
We will meet in the Lobby of the Marriott at the Hotel Registration Desk at 12:45, and take the Metro to the LOC. Or, if you know D.C., meet us at the LOC visitor entrance (Jefferson Building) at 1:45pm.
This workshop is free but preregistration is required (limited to the first 80 people). Register at chasteen@utdallas.edu and state whether you will meet at the Marriott Hotel Registration Desk at 12:45 or the LOC at 1:45.
Organizer: Larry Chasteen, U. of Texas, Dallas
Presenter: Judy Schneider, Library of Congress

7: (AAC) Board of Governors' Meeting
1:00– 5:00 Marriott Wardman Park Hotel: Congressional
Organizer: Andrew H. Van de Ven, U. of Minnesota

8 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS Tutorial: Critical Theories of Power and Politics
1:00– 3:30 Marriott Wardman Park Hotel: McKinley
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu. This session is designed as a tutorial for people at any level of prior knowledge interested in the topic.
Presenter: Stewart Clegg, U. of Technology, Sydney

9 oo: (MED) Experiential Adventures: The Global Business Game
1:00– 3:45 Hilton Washington & Towers: Chevy Chase
Organizer: Joseph Wolfe, Experiential Adventures LLC
Presenter: Joseph Wolfe, Experiential Adventures LLC

10 oo: (ODC) Perspectives on International Consulting
1:00– 4:30 Marriott Wardman Park Hotel: Johnson
Organizers: Thomas C. Head, Roosevelt U.; Therese F. Yaeger, Benedictine U.
Panel: Mickey Veich, ProChange; Ralph Haug, Roosevelt U.; Flemming Pouflet, Copenhagen Business School; Henrik Holt Larsen, Copenhagen Business School; Miguel Caldas, Escola de Administração de Empresas de São Paulo, Brazil; Jorge M. Herrera, Nova Southeastern U.; José Guadalupe Vargas-Hernández, CUSUR-UDG

11 oo SPDW: (ODC, ONE) Applying Environmental and Change Models to a Case of Sustainability in a Resort Community
1:00– 4:30 Marriott Wardman Park Hotel: Wilson B
Organizer: Ann E. Feyerherm, Pepperdine U.
Presenters: Gordon P. Rands, Western Illinois U.; Ian Thomson, Hunter Thomson Consulting

12 oo SPDW: (ONE, MED, SIM) Advances in Environmental Management Education: Exploring New Resources, New Courses, and New Programs to Integrate Business and the Natural Environment
1:00– 4:00 Omni Shoreham Hotel: Hampton
<table>
<thead>
<tr>
<th>Session Details – Friday</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Friday 2:00PM</strong></td>
</tr>
</tbody>
</table>
| 17 ☯ (ENT) National Science Foundation Support for Innovation  
2:00-3:30 Marriott Wardman Park Hotel: Colition North  
*Keynote Speaker: Nathaniel Pitts, National Science Foundation*  
*Moderator: Kelly G. Shaver, College of William and Mary* |
| 18 ☯ (MED) Teaching Abroad During National Crisis: An American Professor’s Experience with Exercises, Cases and Improv Theater Techniques in an Eastern European Environment  
2:00-4:00 Hilton Washington & Towers: Dupont  
*This PDW is part of an OBTS/MED collaborative effort. The presentation deals with the impact of government crisis on teaching in the classroom.*  
*Presenter: Ellen Greenberg, American U., Bulgaria* |

| **Friday 3:00PM** |
| 19 ☯ (MED) Teaching the Dynamics of Strategy  
3:00-5:00 Hilton Washington & Towers: Bancroft  
*Organizer: Kim Warren, London Business School*  
*Presenter: Kim Warren, London Business School* |
| 20 ☯ (MSR, MED) Sustainable Inner Development: Using the Labyrinth Walk as a Cross-cultural Exercise in Consulting and Teaching  
3:00-5:00 Hilton Washington & Towers: Jefferson Ballroom  
*Presenters: Judith A. Neal, Association for Spirit at Work; Joe Miguez, Labyrinth Experience* |
| 21 ☯ (TIM, OCIS) TIM/OCIS Doctoral Consortium  
3:00-9:00 Marriott Wardman Park Hotel: Hoover  
*Organizers: Cynthia M. Beath, U. of Texas, Austin; James Wade, U. of Wisconsin, Madison*  
*Participants: Gautam Ahuja, U. of Texas, Austin; William P. Barnett, Stanford U.; Wanda J. Orlikowski, Massachusetts Institute of Technology; Claudia Bird Schoonhoven, U. of California, Irvine; Toby E. Stuart, U. of Chicago* |

| **Friday 3:30PM** |
| 22 ☯ (ENT) Research Issues in Entrepreneurship and Public Policy: Past Lessons and Future Opportunities  
3:30-5:00 Marriott Wardman Park Hotel: Colition North  
*Organizer: Norris F. Krueger Jr., Boise State U.*  
*Presenters: S. Michael Camp, Ewing Marion Kauffman Foundation; Zoltan Acs, U. of Baltimore; William J. Dennis, National Federation of Independent Business; Jack Rennie, RISEBusiness; Bruce D. Phillips, National Federation of Independent Business* |
| 23 ☯ (OM) OM Doctoral Consortium - Mastering the Middle Game - Identifying the Issues - Focus Group Discussions  
3:30-5:00 Marriott Wardman Park Hotel: Harding |

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### Friday 1:30PM

| **14 ☯ (ENT) Welcome**  
1:30-2:00 Marriott Wardman Park Hotel: Colition North  
*Moderator: Kelly G. Shaver, College of William and Mary* |
| **15 ☯ (ODC, OCIS, PNP) Planned Change of Information Technology in the New York State Probation Department**  
1:30-4:30 Marriott Wardman Park Hotel: Wilson C  
*Organizer: Michael J. Kavanagh, State U. of New York, Albany*  
*Presenters: Moira Tolain, State U. of New York, Albany; Edward J. DeFranco, NYS Criminal Justice Services; Susan Givens, State U. of New York, Albany; Kenneth Murrell, U. of West Florida; Kate Louise McArdle, U. of Bath; Judith McMorland, U. of Auckland; Susan Byrne, U. of Auckland; Nick Bibu, U. of West Florida; Patrice Braun, U. of Ballarat; Sandra Billard, U. of Ballarat; Teresa Rose, U. of Alberta; Jeff Allot, General Composites; Ion Danaia, U. of the West, Timisoara* |
| **16 ☯ (OM) OM Doctoral Consortium - Managing the Chess Game of Academic Life**  
1:30-3:30 Marriott Wardman Park Hotel: Harding  
*Chairs: Steven A. Melnyk, Michigan State U.; Robert Sroufe, Boston College*  
*Presenters: Frank Montabon, Iowa State U.; Sime Curkovic, Western Michigan U.* |
**Session Details—Friday**

**Chairs:** Steven A. Melnyk, Michigan State U.; Robert Sroufe, Boston College
Presenters: Frank Montabon, Iowa State U.; Sime Curkovic, Western Michigan U.

**Friday 4:00PM**

24 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS Tutorial: Critical Theories of Ethics
4:00-6:30 Omni Shoreham Hotel: Forum
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu
This session is designed as a tutorial for people at any level of prior knowledge interested in the topic.
Chair: George Watson, U. of South Florida
Panel: Robert Edward Freeman, U. of Virginia; Denis Collins, Bridgeport; Jesse Taylor, Appalachian State U.

25 ☯☯: (MED) The Challenge of Going Public with Spirituality in the Management Classroom
4:00-6:00 Hilton Washington & Towers: Chevy Chase
This PDW is part of an OBTS/MED collaborative effort.
Organizer: Robert Marx, U. of Massachusetts, Amherst
Presenters: Robert Marx, U. of Massachusetts, Amherst; Charles C. Manz, U. of Massachusetts, Amherst; Karen P. Manz, U. of Massachusetts, Amherst; Christopher P. Neck, Virginia Polytechnic Institute and State U.

26 ☯☯: (ONE) Defining a Research Agenda for Voluntary Environmental Initiatives
4:00-6:00 Omni Shoreham Hotel: Congressional A
Facilitators: Bruce Paton, U. of California, Santa Cruz; Pratima Bansal, U. of Western Ontario

27 ☯☯: (ENT) Entrepreneurship Division New Faculty Consortium
5:00-7:00 Omni Shoreham Hotel: Congressional A
Organizers: Anne McCarthy, Colorado State U.; Phillip Phan, Rensselaer Polytechnic Institute; Barbara Jean Bird, American U.

**Friday 5:00PM**

28 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Reception for Arriving Critters
6:00-7:30 Marriott Wardman Park Hotel: Cotillion North
Come along and meet others interested in critical management studies. The CMS workshop requires pre-registration and fee.
Contact Paul Adler at padler@usc.edu
Hosts: Paul Adler, U. of Southern California; Ralph Stablein, Massey U.

29 ☯☯: (GDO) Gender and Diversity in Organizations
Doctoral Consortium - From Student to Peer: The Successful Completion of Graduate School and Transition to College Professor
6:00-9:30 Omni Shoreham Hotel: Executive
Preregistration strongly recommended. Contact ecooper@uri.edu
Chair: Elizabeth Cooper, U. of Rhode Island
Presenters: Anita D. Bhappu, Southern Methodist U.; Suzanne C. De Janasz, James Madison U.; Caren Goldberg, George Washington U.; Jorge A. Gonzalez, U. of Wisconsin, Milwaukee; Deborah R. Litvin, Simmons College; Quintessa M. Roberson, Cornell U.; Robert Sardy, California School of Professional Psychology; Kate Walsh, Cornell U.; Carolyn Wiethoff, Indiana U., Bloomington; Diana J. Wong-Ming Ji, Bowling Green State U.

30 ☯: (HCM) Reception and Welcome to the HCM Division
6:00-7:30 Hilton Washington & Towers: Military
Pre-register for the HCMD PDW with Leonard Friedman at leonard.friedman@orst.edu
Program Chair: Kathleen Montgomery, U. of California, Riverside
Division Chair: Jacqueline Zinn, Temple U.
Professional Development Workshop Chair: Leonard H. Friedman, Oregon State U.

31 ☯☯: SPDW: (OB, OMT) Junior Faculty Consortium
6:00-9:00 Marriott Wardman Park Hotel: Delaware A
Consortium runs from Friday evening until Sunday afternoon.
Preregistration is required.
Organizers: Sigal G. Barsade, Yale U.; Anne Cummings, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Brian Uzzi, Northwestern U.

32 ☯☯: SPDW: (OB, OMT, ODC) Doctoral Student Consortium
6:00-8:00 Marriott Wardman Park Hotel: Cotillion South
Organizers: Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Ranjay Gulati, Northwestern U.; Abraham B. Rami Shani, California State U., Fullerton; Angelo J. Kinicki, Arizona State U.
Panel: Michael Beer, Harvard U.; David Chan, National U., Singapore; Allan R. Cohen, Babson College; Tina Dacin, Queens U.; Peter H. Docherty, National Institute of Working Life; Jerald Greenberg, Ohio State U.; Daniel R. Ilgen, Michigan State U.; Paul Ingram, Columbia U.; David Krackhardt, Carnegie Mellon U.; Carol T. Kulik, Arizona State U.; Mark S. Mizruchi, U. of Michigan; Susan A. Mohrman, U. of Southern California; Donald Palmer, U. of California, Davis; Ronald E. Purser, California State U., San Francisco; Frans M. van Eijnatten, Eindhoven U. of Technology
Friday 6:30PM

33: *(BPS) BPS Doctoral Consortium*
6:30-9:00 Marriott Wardman Park Hotel: Wilson A
Pre-registration required. Contact zenger@olin.wustl.edu
Coordinators: Todd Zenger, Washington U.; Jeff Dyer, Brigham Young U.

Friday 7:00PM

34: *(ODC) ODC Hospitality Suite: Welcome and Orientation for International Members and Newcomers*
7:00-8:00 Marriott Wardman Park Hotel: Wilson B

35: *(SIM) SIM Doctoral Consortium*
7:00-8:30 Hilton Washington & Towers: Thoroughbred
By invitation only. Contact Jennifer Griffin (jgriffin@gwu.edu) or Dan Gilbert (dgilbert@gettysburg.edu) for information.
Organizers: Jennifer Griffin, George Washington U.; Daniel R. Gilbert, Gettysburg College

Friday 7:30PM

36: *(SPD, CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Doctoral Workshop: Careers*
7:30-9:30 Marriott Wardman Park Hotel: Salon 2
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu
Coordinators: Alessia Contu, Lancaster U.; David Jacobs, American U.; Naomi R. Olson, Boston College
Panel: Elena P. Antonacopoulou, U. of Manchester; Grace Ann Rosile, New Mexico State U.; Tony Tinker, City U., New York; Bart Irwin Victor, Vanderbilt U.; George Watson, U. of South Florida

37: *(ENT) Entrepreneurship Division Doctoral Consortium Dinner Meeting*
7:30-9:00 Off Site: Meeting
Organizers: Candida G. Brush, Boston U.; Ben Oviatt, Georgia State U.

38: *(HCM) Creating and Building Your Professional Network*
7:30-9:30 Hilton Washington & Towers: Military
Preregistration required. Contact leonard.friedman@orst.edu
Coordinator: Leonard H. Friedman, Oregon State U.
Program Chair: Kathleen Montgomery, U. of California, Riverside
Division Chair: Jacqueline Zinn, Temple U.
Introduction: Kathryn Dansky, Pennsylvania State U.
Session Details—Saturday

**Saturday, August 4, 2001**

**Saturday 7:30AM**

**39**: (BPS) BPS Doctoral Consortium  
7:30- 9:00 Marriott Wardman Park Hotel: Wilson A  
Pre-registration required. Contact zenger@olin.wustl.edu  
Coordinators: Todd Zenger, Washington U.; Jeff Dyer, Brigham Young U.  

**40**: (SPDW): (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Continental Breakfast  
7:30- 8:00 Marriott Wardman Park Hotel: Cotillion North  
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

**41**: (ENT) Entrepreneurship Division Doctoral Consortium  
7:30- 8:30 Omni Shoreham Hotel: Senate  
Organizers: Candida G. Brush, Boston U.; Ben Oviatt, Georgia State U.

**42**: (MC) Developing Consulting Potential : PDW II - Advanced and Emerging Competencies  
7:30- 6:30 Marriott Wardman Park Hotel: Kennedy  
Please pre-register before July 15, 2001, $50 USD registration fee, with Marion HOEREN (hoeren@hec.fr).  
Organizer: Georges Trepo, HEC School of Management  
Presenters: Marc Bonnet, U. of Lyon, Lumiere/ISEOR; Leon de Caluwe, Vrije U., Amsterdam; Paul N. Friga, U. of North Carolina, Chapel Hill; Graham K. Kenny, CEO KMS; Ralph H. Kilmann, U. of Pittsburgh; Rickie Moore, E.M. Lyon

**43**: (SPDW): (MSR, PNP, SIM, MED, ONE) Greater DC Habitat for Humanity  
7:30- 4:30 Off Site: Habitat for Humanity  
Volunteers will preferably work all day (7:30 a.m.-5:00 p.m.). This will include a brief site orientation. Advance registration is required. Contact Gerald Ramey no later than July 15, 2001 (gramey@lcsc.edu). Participants may want to attend Sunday 7:30-4:30 Off Site: Habitat for Humanity  
Organizer: Gerald W. Ramey, Lewis and Clark State College

**44**: (OM) OM Doctoral Consortium - Mastering the Middle and End Games  
7:30- 30 Marriott Wardman Park Hotel: Lanai 156  
Chairs: Steven A. Melnyk, Michigan State U.; Robert Sroufe, Boston College  
Participants: Sime Curkovic, Western Michigan U.; Dave Denzler, California State U.; San Jose

**Saturday 8:00AM**

**45**: (AAC) Membership Committee Meeting  
8:00- 9:30 Marriott Wardman Park Hotel: Lanai 160

**46**: (BPS) BPS New Faculty Consortium  
8:00- 5:00 Marriott Wardman Park Hotel: Wilson B  
Application and pre-registration required. New faculty are expected to have had at least one year of full time employment as a PhD. A call for applications will be sent out on BPS-Net. You can also e-mail Thomas Brush at brush@mgmt.purdue.edu for an application.  
Presidings: Thomas Brush, Purdue U.; Suresh B. Kotha, U. Washington  
Presenters: Thomas R. Eisenmann, Harvard U.; Dawn Harris, Loyola U., Chicago; Rita Gunther McGrath, Columbia U.; Anju Seth, U. of Illinois, Urbana-Champaign; Harbir Singh, U. of Pennsylvania; Mary Tripsas, Harvard U.; Carolyn Y. Woo, U. of Notre Dame; Dodo zu Knyphausen-Aufsess, U. of Bamberg

**47**: (CAR) Join the Scholars for Roundtable Discussions on Advancing and Developing Careers Research  
8:00- 10:00 Hilton Washington & Towers: Jefferson West  
Advance registration required. Participants should email a 250-500 word abstract on a research topic they are pursuing to vmg3@psu.edu.  
Chair: Veronica M. Godshalk, Pennsylvania State U., Great Valley  

8:00- 9:30 Marriott Wardman Park Hotel: Cotillion North  
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu  
Chair: Paul Adler, U. of Southern California  
Keynote Speaker: Mayer Zald, U. of Michigan

**49**: (ENT) Entrepreneurship and Non-traditional Academics: Experiences and Views from Two Continents  
8:00- 9:30 Omni Shoreham Hotel: Executive  
Organizer: McRae C. Banks, Worcester Polytechnic Institute  
Presenters: Antoine Hermens, U. of Technology, Sydney; William Cunningham, The Cunningham Group

**50**: (GDO) Gender and Diversity in Organizations Doctoral Consortium - Learning to Play Well with Others: The Secrets of Collaborative Research  
8:00- 12:00 Omni Shoreham Hotel: Hampton  
Preregistration strongly encouraged as space is limited. Contact Elizabeth Cooper at ecooper@uri.edu.  
Chair: Elizabeth Cooper, U. of Rhode Island  
Presenters: Mary Fambrough, Case Western Reserve U.; Oluwemi B. Ayoko, U. of Queensland; Lynn Bowes-Sperry, Western New England College; Alison M. Konrad, Temple U.; Nancy H. Leonard, Lewis and Clark State College; Lena Rodriguez, San Diego State U.; Robert Sardy, California School of Professional Psychology; Diana J. Wong-Ming Ji, Bowling Green State U.

**51**: (HCM) Continental Breakfast Networking Forum
52: (HR) HR Division Doctoral Student Consortium
8:00- 5:30 Marriott Wardman Park Hotel: Maryland B
Pre-registration required. Contact jdelery@walton.uark.edu
Organizers: John E. Delery, U. of Arkansas; Robert L. Cardy, Arizona State U.; Elissa Perry, Columbia U.
Division Chair: Lynn M. Shore, Georgia State U.
Keynote Speaker: Jeffrey Pfeffer, Stanford U.
Presenters: Barry Gerhart, U. of Wisconsin, Madison; Joseph J. Martocchio, U. of Illinois, Urbana-Champaign; Mark Huselid, Rutgers U.; Carol T. Kulik, Arizona State U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Amy L. Kristof-Brown, U. of Iowa; Neal Schmitt, Michigan State U.; Raymond A. Noe, Ohio State U.; Lorian Roberson, Arizona State U.; Theresa M. Welbourne, U. of Michigan; Angelo De Nisi, Texas A&M U.; Miriam Erez, Technion-Israel Institute of Technology; Caren Goldberg, George Washington U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Charity Shalvey, Georgia Institute of Technology; Rosemary Batt, Cornell U.; Mary A. Gowen, U. of Central Florida; Howard Klein, Ohio State U.; Blaine McCormick, Baylor U.; Rebecca A. Thacker, Ohio U.; Nancy H. Leonard, Lewis and Clark State College; Philip L. Roth, Clemson U.; Marta M. Elvira, U. of California, Irvine; Alison M. Konrad, Temple U.

53: (HR) HR Division Junior Faculty Consortium
8:00- 5:00 Marriott Wardman Park Hotel: Delaware B
Organizers: Jose M. Cortina, George Mason U.; Adrienne Colella, Texas A&M U.; Cynthia Kay Stevens, U. of Maryland
Presenters: Donald P. Schwab, U. of Wisconsin-Madison; Cynthia Fukami, U. of Denver; Bruce M. Meglino, U. of South Carolina; Teresa J. Rothausen, U. of Arizona; Robert L. Cardy, Arizona State U.; Elissa Perry, Columbia U.
Division Chair: Lynn M. Shore, Georgia State U.
Keynote Speaker: Jeffrey Pfeffer, Stanford U.
Presenters: Barry Gerhart, U. of Wisconsin, Madison; Joseph J. Martocchio, U. of Illinois, Urbana-Champaign; Mark Huselid, Rutgers U.; Carol T. Kulik, Arizona State U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Amy L. Kristof-Brown, U. of Iowa; Neal Schmitt, Michigan State U.; Raymond A. Noe, Ohio State U.; Lorian Roberson, Arizona State U.; Theresa M. Welbourne, U. of Michigan; Angelo De Nisi, Texas A&M U.; Miriam Erez, Technion-Israel Institute of Technology; Caren Goldberg, George Washington U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Charity Shalvey, Georgia Institute of Technology; Rosemary Batt, Cornell U.; Mary A. Gowen, U. of Central Florida; Howard Klein, Ohio State U.; Blaine McCormick, Baylor U.; Rebecca A. Thacker, Ohio U.; Nancy H. Leonard, Lewis and Clark State College; Philip L. Roth, Clemson U.; Marta M. Elvira, U. of California, Irvine; Alison M. Konrad, Temple U.

54: (HR) Social Networks Research
8:00- 5:00 Marriott Wardman Park Hotel: Virginia A
-Preregistration is required (contact Nicholas Athanassiou at n.athanassiou@neu.edu). A $45 fee per registrant. Participants will receive a CD ROM version of UCINET 5 network analysis software (3 month trial version) and KRACKPLOT social network plot software.

55: (NDSC) New Doctoral Student Consortium (NDSC)
8:00- 5:00 Hilton Washington & Towers: International West
Sponsored by George Mason University. This consortium is designed for first and second year doctoral students. As space is limited, pre-registration is required. Contact voradap2@spanky.badm.sc.edu

56 :SPDW: (OB, OMT) Junior Faculty Consortium
8:00- 6:00 Marriott Wardman Park Hotel: Delaware A
Consortium runs from Friday evening until Sunday afternoon.
Preregistration is required. Contact sigal.barsade@yale.edu
Organizers: Sigal G. Barsade, Yale U.; Anne Cummings, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Brian Uzi, Northwestern U.

57 :SPDW: (OB, OMT, ODC) Doctoral Student Consortium
8:00- 5:00 Marriott Wardman Park Hotel: Cotillion South
Consortium to run from Friday evening through Sunday afternoon.
Preregistration required. Contact jredwards@unc.edu
Organizers: Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Ranjay Gulati, Northwestern U.; Abraham B. Rami Shani, California State U., Fullerton
Panel: Michael Beer, Harvard U.; David Chan, National U., Singapore; Allan R. Cohen, Babson College; Tina Dacin, Queens U.; Peter H. Docherty, National Institute of Working Life; Gerald Greenberg, Ohio State U.; Daniel R. Igen, Michigan State U.; Paul Ingram, Columbia U.; Angelo J. Kinicki, Arizona State U.; David Krackhardt, Carnegie Mellon U.; Carol T. Kulik, Arizona State U.; Mark S. Mizruchi, U. of Michigan; Susan A. Mohrman, U. of Southern California; Donald Palmer, U. of California, Davis; Ronald E. Purser, California State U., San Francisco; Frans M. van Eijck, Eindhoven U. of Technology

58 : (ODC) A Total Theory of Managerial, Organizational, and Leadership, and its Application in Practice and Research
8:00- 5:00 Omni Shoreham Hotel: Calvert
Organizer: Elliott Jaques, George Washington U.
Presenters: Thomas Helton, United Stations; Kathryn Cason, Requisite Organization Int'l; Ron Mazzeo, Mazzeo & Assoc.; Nancy Lee, Requisite Organization Assoc.

59 : (ODC) Doctoral Consortium for Executive Alternative Programs in OD and Management
8:00- 12:00 Omni Shoreham Hotel: Capitol
Organizers: Therese F. Yaeger, Benedictine U.; Sven Kylen, Chalmers U. of Technology
Participants: Henrik Holt Larsen, Copenhagen Business School; Thomas C. Head, Roosevelt U.; Mitchell Kusy, U. of St. Thomas; Victoria Marsick, Columbia U.; David R. Schwandt, George Washington U.; Kurt Motamedi, Pepperdine U.; David Coghlan, U. of Dublin; Jean M. Bartunek, Boston College; John D. Aram, Case Western Reserve U.; Mark Jenkins, Cranfield U.; Cristina Boari, U. of Bologna
### Session Details—Saturday

**60 ☯ SPDW: (PS, ODC, MED, RM) PS Action-research Project Development II**
8:00- 12:00 Hilton Washington & Towers: Monroe East
Chair: Rupert F. Chiuholm Jr., Pennsylvania State U.; Daniel F. Twomey, Fairleigh Dickinson U.
Participants: Judith McMorland, U. of Auckland; Susan Byrne, U. of Auckland; Gedeon Mudacumura, Pennsylvania Treasury Department; Geoff Meade, U. of Bath; Peter Reason, U. of Bath; Judi Marshall, U. of Bath; Don Austin, General Composites; Jeff Allot, General Composites; Michael J. Kavanagh, State U. of New York, Albany; Edward J. DeFranco, NYS Criminal Justice Services; Moira Tolan, State U. of New York, Albany; Susan Givens, State U. of New York, Albany; Nick Bibu, U. of West Florida; Kenneth Murrell, U. of West Florida; Patrice Braun, U. of Ballarat; Sandra Billard, U. of Ballarat; Terese Rose, U. of Alberta; Kate Louise Mc Ardle, U. of Bath; Jon Danaiata, U. of the West, Timisoara

**61 SPDW: (RM, ODC, OMT, PNP, PS, MOC) Learning Histories: Integrating Action, Research, and Teaching**
8:00- 3:00 Hilton Washington & Towers: Lincoln East
Presenters: George Roth, Massachusetts Institute of Technology; Art Kleiner, New York U.

**62 : (SIM) SIM Doctoral Consortium**
8:00- 5:00 Hilton Washington & Towers: Monroe West
By invitation only. Contact Jennifer Griffin (jgriffin@gwu.edu) or Dan Gilbert (dgilbert@gettysburg.edu) with questions.
Organizers: Jennifer Griffin, George Washington U.; Daniel R. Gilbert, Gettysburg College
Presenters: Ann K. Buchholtz, U. of Georgia; Dawn R. Elm, U. of St. Thomas; Edwin M. Epstein, St. Mary's College; Steve Feldman, Case Western Reserve U.; Robert Edward Freeman, U. of Virginia; Virginia Woods Gerde, U. of New Mexico; Jeffrey S. Harrison, U. of Central Florida; Pursey P.M.A.R. Heugens, Erasmus U.; Patrice Luoma, Quinnipiac College; Douglas R. May, U. of Nebraska, Lincoln; Tim Rowley, U. of Toronto; Craig VanSandt, Augustana College; Steve Warlick, U. of Northern Iowa; Stephanie Welcomer, U. of Maine; Andrew C. Wicks, U. of Washington; Duane Windsor, Rice U.; Donna J. Wood, U. of Pittsburgh; Craig S. Fleisher, U. of New Brunswick; Shawn Berman, Santa Clara U.; Joshua D. Margolis, Harvard U.

**63 SPDW: (TIM, OCIS) TIM/OCIS Doctoral Consortium**
8:00- 5:00 Marriott Wardman Park Hotel: Hoover
Organizers: Cynthia M. Beath, U. of Texas, Austin; James Wade, U. of Wisconsin, Madison
Participants: Gautam Ahuja, U. of Texas, Austin; William P. Barnett, Stanford U.; Wanda J. Orlikowski, Massachusetts Institute of Technology; Claudia Bird Schoonhoven, U. of California, Irvine; Toby E. Stuart, U. of Chicago

**Saturday 8:30AM**

**64 SPDW: (CM, OCIS, TIM) Conflict Management Division's Junior Faculty Research Incubator on Conflict and New Media**
8:30- 6:00 Hilton Washington & Towers: Kalorama
Pre-registration required. Contact the Incubator Chair by email at bruce.barry@vanderbilt.edu.
Chair: Bruce Barry, Vanderbilt U.
Facilitators: Peter Carnevale, U. of Illinois, Urbana-Champaign; Michael Morris, Columbia U.; Marshall Scott Poole, Texas A&M U.; Harris Sondak, U. of Utah

**65 : (ENT) Entrepreneurship Division New Faculty Consortium**
8:30- 10:00 Hilton Washington & Towers: Caucus
Pre-register with Leonard Friedman at leonard.friedman@orst.edu
Chair: Kathryn Dansky, Pennsylvania State U.
Panel: Margarete Arndt, Clark U.; Jon Chilingerian, Brandeis U.; Jon Thompson, James Madison U.

**67 ☯ (HR) High Tech - High Touch: A Hands-on Workshop on Using Technology in the Classroom**
8:30- 12:00 Off Site: George Washington University
Location: Offsite at George Washington University Group will leave from the Marriott Wardman Park Hotel registration desk promptly at 8:30 am. Pre-registration recommended: contact Mary Watson at watsonm@newschool.edu.
Organizers: Mary R. Watson, New School U.; Caren Goldberg, George Washington U.
Facilitators: Susan Kuner, Vanderbilt U.; Amy L. Kenworthy-U'Ren, Bond U.; Mabel Miguel, U. of North Carolina, Chapel Hill; Leo Vazquez, New School U.; Todd Weber, U. of North Carolina, Chapel Hill; Randall Dunham, U. of Wisconsin, Madison
Organizer: Rebecca A. Thacker, Ohio U.

**69 : (IAM) Electronic Commerce in Iberoamerica: The Coming Markets and their Coming Battles**
8:30- 10:00 Marriott Wardman Park Hotel: Harding
Chair: Ramiro Montaalegre, U. of Colorado, Boulder
Participants: Alejandro Carrera, IAIE, U. Austral; Carlos Schoel, ITESM; David Montesinos, INCAE; Josep Valor, U. of Navarra

**69 : (IM) Experiential Teaching and Learning in International Management: What We've Learned and What We're Learning**
8:30- 12:30 Marriott Wardman Park Hotel: Maryland C
Pre-registration appreciated. Contact Jeanne McNett (jmcnnett@assumption.edu)
Operator: Jeanne M. McNell, Assumption College
Panel: Ann Gregory, Memorial U., Newfoundland; Allan W. Bird, U. of Missouri, St. Louis; Joyce Osland, U. of Portland; Winfried Ruigrok, U. of St. Gallen; Mikael Sondergaard, U. of Southern Denmark; Martha L. Mazonnevskii, International Institute for Management Development; Mark Mendenhall, U. of Tennessee, Chattanooga; Christian Scholz, U. of Saarland; Harry Lane, Northeastern U.

70 (IM) IMD Doctoral Consortium
8:30-6:30 Omni Shoreham Hotel: Embassy
By invitation only; Breakfast sponsored by Knight Ridder Center for Excellence in Management, Florida International University.
Organizer: Mary Ann Von Glinow, Florida International U.
Panel: Christopher P. Earley, Indiana U.; Anne S. Tsui, Hong Kong U. of Science and Technology; Peter R. Monge, U. of Southern California; Vladimir Pucik, International Institute for Management Development; Schon Beechler, Columbia U.; Kannan Ramaswamy, Thunderbird, The American Graduate School of International Management; Stefanie Lenway, U. of Minnesota; Peter J. Duling, U. of Tasmania

71 (IM) IMD Junior Faculty Consortium
8:30-6:30 Marriott Wardman Park Hotel: McKinley
Registration fee $30. By invitation only. Breakfast and refreshments provided.
Organizer: Harry G. Barkema, Tilburg U.
Panel: Michael A. Hitt, Arizona State U.; Rosalie L. Tung, Simon Fraser U.; Susan C. Schneider, U. of Geneva; Katherine Xin, Hong Kong U. of Science and Technology; Christopher A. Bartlett, Harvard U.

72 (MED) Experiential Exercises in the Strategy Classroom: Trickle-down O.B. Methodology
8:30-10:00 Hilton Washington & Towers: Military
This PDW is part of an OBTS/MED collaborative effort.
Organizer: Kathy Lund Dean, Saint Louis U.
Presenters: Kathy Lund Dean, Saint Louis U.; Charles Fornaciari, Florida Gulf Coast U.

73 (MH) New Member Workshop: Introduction to the Academy of Management, the Management History Division, and the Annual Meeting
8:30-10:00 Marriott Wardman Park Hotel: Coolidge
Chair: Shawn M. Carraher, Texas A&M U.
Presenters: Geralyn McClure Franklin, U. of Texas, Permian Basin; Daniel A. Wren, U. of Oklahoma, Norman; Charles Booth, U. of the West of England

74 (MOC) Mood and Emotion in Cognition
8:30-12:30 Hilton Washington & Towers: Thoroughbred
Pre-registration preferred but not required. Please e-mail Bob Jones (RobertJones@smsu.edu) by July 23 to register.
Organizer: Robert G. Jones, Southeast Missouri State U.
Presenters: Neal M. Ashkanasy, U. of Queensland; Robert G. Jones, Southeast Missouri State U.; Howard M. Weiss, Purdue U.

75 (OB, MED) SPDW: Employing Institutional Resources and Transcending Boundaries in Teaching
8:30-4:30 Marriott Wardman Park Hotel: Johnson
Organizer: Randall G. Sleeth, Virginia Commonwealth U.

76 SPDW: (OCIS, TIM) OCIS/TIM Junior Faculty Consortium 8:30-5:00 Hilton Washington & Towers: Cabinet
Pre-register for this activity by emailing Mark Keil (mkeil@gsu.edu).
Organizer: Mark Keil, Georgia State U.
Participants: Daniel Robey, Georgia State U.; Jeff Smith, Wake Forest U.; Philip C. Anderson, Dartmouth College; Shane Greenstein, Northwestern U.; JoAnne Yates, Massachusetts Institute of Technology

77 (RM) SPDW: (ONE, CM) Negotiating Environmental Rules
8:30-11:00 Marriott Wardman Park Hotel: Roosevelt
Organizer: Catherine A. Ramus, U. of California, Santa Barbara
Presenters: Jim O’Leary, U.S. Environmental Protection Agency; Robert B. Schaffer, Coyne Textile Services; Peter G. Mayberry, INDA, Association of the Nonwoven Fabrics Industry; Douglas Greenhaus, National Automobile Dealers Association

78: (RM) Estimating Interaction Effects Using Multiple Regression
8:30-12:00 Hilton Washington & Towers: Jefferson East
Introductory graduate-level statistics and research methods background required. Pre-registration and fee of $30.00 are required by July 13, 2001. Seats are limited. Contact Tojo Thatchenkery (joseph@gmu.edu)
Presenter: Herman Aguinis, U. of Colorado, Denver

79 SPDW: (RM, CAR, PNP, MOC) On Retrospect: Governing the Past in Qualitative Research
8:30-10:30 Hilton Washington & Towers: Conservatory
Chair: Julie R. Wolfram Cox, Monash U.
Presenters: Melanie Bryant, Monash U.; Helen De Cieri, Monash U.; Marilyn Fenwick, Monash U.; Julie R. Wolfram Cox, Monash U.
Discussant: Anne Bardoeil, Monash U.

80 SPDW: (RM, MH, ODC, PNP) Creating a Research Agenda to Examine the Global Manufacturing Practices of Nike Corporation and its Subcontractors
8:30-4:00 Hilton Washington & Towers: State
Coordinators: Dave M. Boje, New Mexico State U.; Nancy E. Landrum, Morehead State U.

81 SPDW: (SIM, CM, PNP, ONE) Civil Public Policy Discourse
8:30-12:30 Hilton Washington & Towers: Lincoln West
Organizers: Kathleen A. Getz, American U.; Brian Shaffer, U. of Maryland, College Park
Presenters: Joseph A. Petrick, Wright State U.; Kathleen A. Getz, American U.; Brian Shaffer, U. of Maryland, College Park

Saturday 9:00AM

82 (AAC) Board of Governors’ Meeting
9:00-5:00 Marriott Wardman Park Hotel: Congressional
Organizer: Andrew H. Van de Ven, U. of Minnesota
Session Details—Saturday

83 ☯: (ITC) Microfinance, Transnational and Institutional Transformation
9:00-11:00 Marriott Wardman Park Hotel: Eisenhower
This panel will examine cross cultural, transnational issues in the institutional transformation of the microfinance industry. Empirical research involving studies that contrast and compare multiple cultural/national environments affecting this industry will be presented.
Chairs: Gary M. Woller, Brigham Young U.; Benson Honig, U. of Haifa
Presenters: Michael Christie, Queensland U. of Technology; David S. Watkins, Southampton Business School, U.K.; Thomas A. Bryant, Rutgers U.; Raymond Saner, Center For Socio-Economic Development; Joseph Lampel, U. of Nottingham; David W. Hart, Brigham Young U.; Gary M. Woller, Brigham Young U.

84 ☯: (MED) Connecting Teaching and Scholarship: Prospects, Processes and Promises
9:00-11:00 Hilton Washington & Towers: Chevy Chase
This PDW is part of an OBTS / MED collaborative effort.
Organizer: Dale E. Fitzgibbons, Illinois State U.

85 SPDW: (MSR, RM, MED, PNP) Foundational Values in Spirituality and Management: Calling-vocation, Community, and Service in Career and Organizational Life
9:00-11:00 Hilton Washington & Towers: Georgetown West
Part I of 3 sessions (Part II - Research Methods for Spirituality and Management and Part III - Exploring the Spirit at Work: A Ritual of Engaging, Reflecting, and Creating) May attend any or all of the three sessions.
Facilitator: Paul Gibbons, Future Considerations
Organizer: James J. McGee, Santa Clara U.
Presenters: Moses L. Pava, Yeshiva U.; Rita Weathersby, U. of New Hampshire; Judith B. White, Santa Clara U.; Iqbal Unus, International Institute of Islamic Thought

86 ☯: (ODC) First Person Practice: Using Action Science/Action Inquiry to Improve Ourselves, Our Interactions, and Our Research
9:00-5:30 Marriott Wardman Park Hotel: Lanai 152
Organizer: Erica Foldy, Boston College
Presenters: Steven S. Taylor, U. of Bath; Jenny W. Rudolph, Boston College

87 (OMT) Scholars’ Journeys: Research, Renewal, and Values
9:00-12:00 Marriott Wardman Park Hotel: Wilson C
Organizer: Ralph Stabin, Massey U.

88 SPDW: (OMT, BPS, MOC) Conversations on Knowledge Management
9:00-5:00 Marriott Wardman Park Hotel: Truman

Preregistration required. Contact Mark Meckler at meckler@up.edu, Mark Jenkins at m.jenkins@cranfield.ac.uk, Vikas Anand at vikas@walton.uark.edu or Candace Jones jonescq@bc.edu
Organizers: Candace Jones, Boston College; Mark R. Meckler, U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of Arkansas


89 : (ONE) ONE Doctoral and Junior Faculty Research-oriented Consortium
9:00-5:00 Marriott Wardman Park Hotel: Ethan Allen
Preregistration required. Contact milstein@bschool.unc.edu
Organizers: Mark B. Milstein, U. of North Carolina, Chapel Hill; Anne S. York, U. of North Carolina, Chapel Hill
Facilitators: Gautam Ahuja, U. of Texas, Austin; Pratima Bansal, U. of Western Ontario; Petra Christmann, U. of Virginia; Andrew King, New York U.; Sanjay Sharma, St. Mary’s U.

90 : (RM) Measuring Personality via Conditional Reasoning
9:00-12:00 Hilton Washington & Towers: Hemisphere
Chair: Lawrence R. James, U. of Tennessee, Knoxville
Presenters: Lawrence R. James, U. of Tennessee, Knoxville; James LeBreton, U. of Tennessee, Knoxville; Michael D. McIntyre, U. of Tennessee, Knoxville; Michael Ingerick, George Mason U.

Saturday 9:30AM

91 ☯: (ENT) Pathways of Innovation in Entrepreneurship Education: Present and Future Pedagogical Approaches for the Classroom
9:30-11:00 Omni Shoreham Hotel: Executive
Presenters: Jill R. Kickul, DePaul U.; Lisa K. Gundry, DePaul U.;
Kelly G. Shaver, College of William and Mary

92 (ENT) Doing Longitudinal Research In Entrepreneurship: Rewards and Challenges
9:30-11:00 Omni Shoreham Hotel: Congressional A
Organizer: Shaker A. Zahra, Georgia State U.
Presenters: Howard Aldrich, U. of North Carolina, Chapel Hill; Arnold C. Cooper, Purdue U.; Per Davidsson, Jönköping International Business School; Charles Baden-Fuller, City U., London

93 : (OMT) Organizational Discourse Theory and Analysis
9:30-4:30 Marriott Wardman Park Hotel: Salon 2
Participation is by invitation based on review of 800-word abstract to be submitted to Nelson Phillips (Phillips@management.mcgill.ca) or David Grant (d.grant@econ.usyd.edu.au) ASAP.
Organizers: Cynthia Hardy, U. of Melbourne; Nelson Phillips, McGill U.
Panel: Cynthia Hardy, U. of Melbourne; Nelson Phillips, McGill U.; David Grant, U. of Sydney; Clifford Oswick, King’s College, London; Tom Koonen, King’s College, London

Saturday 10:00AM

94 SPDW: (CAR, RM, GDO) Expert Panel on Innovative Qualitative and Quantitative Methods Applicable to Careers Research
10:00-12:30 Hilton Washington & Towers: Jefferson West
No advance registration required.
Chair: Lillian Eby, U. of Georgia
Facilitators: Virginia E. Schein, Gettysburg College; Terri A. Scandura, U. of Miami

95 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Critical Perspectives on Knowledge Work/ers
10:00-12:00 Marriott Wardman Park Hotel: Salon 3
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu
Chair: Stephen J. Frenkel, U. of New South Wales
Panel: Martin Kenney, U. of California, Davis; Stephen Barley, Stanford U.; Larry Prusak, I. for Knowledge Management

96 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) Teaching & CMS
10:00-12:00 Marriott Wardman Park Hotel: Maryland A
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu
Chair: Ann L. Cunliffe, U. of New Hampshire
Panel: Ann Welsh, U. Cincinnati; Grace Ann Rosile, New Mexico State U.

97 SPDW: (MED, GDO, RM) A Musical History of Women and Work
10:00-12:00 Hilton Washington & Towers: Military
Bring ideas about how particular songs influenced you and your attitudes towards yourself and others!
Organizer: Dorothy Marcic, Vanderbilt U.
Presenter: Dorothy Marcic, Vanderbilt U.

98 : (MH) Role of AACSB in Education
10:00-11:00 Marriott Wardman Park Hotel: Coolidge
Chair: Shawn M. Carracher, Texas A&M U.
Presenters: Geralyn McClure Franklin, U. of Texas, Permian Basin; Frank Hoy, U. of Texas, El Paso

99 SPDW: (PNP, SIM) United States Holocaust Memorial and Museum: Tour and Seminar
10:00-3:00 Off Site: Holocaust Museum
Contact balfour@gvsu.edu
Presenter: Danny L. Balfour, Grand Valley State U.

100 SPDW: (RM, MOC) Contextual Interpretation of Conversation Through Qualitative Research: A

Hermeneutical Approach in Face Space, Cyberspace, and Text Space
10:00-12:00 Hilton Washington & Towers: Georgetown East
Presenters: Ann C. Baker, George Mason U.; Don Lavoie, George Mason U.

101 : (TIM) Lessons from the Trenches: The Good, the Bad, and the Ugly from Qualitative and Quantitative Research
10:00-12:00 Marriott Wardman Park Hotel: Virginia C
Organizer: Laura B. Cardinal, U. of North Carolina, Chapel Hill

Saturday 10:30AM

102 : (HCM) The Joy of Teaching: Teaching Using the Case Method
10:30-12:00 Hilton Washington & Towers: Caucus
Pre-register with Leonard Friedman at leonard.friedman@orst.edu
Chair: Donna Malvey, U. of South Florida
Panel: Myron D. Fottler, U. of Central Florida; Robert C. Myrtle, U. of Southern California; Jonathon S. Rakich, Indiana U., Southeast

103 : (HR) Editors’ Roundtable: Joint Session of HR Division Doctoral Student and Junior Faculty Consortia
10:30-12:00 Marriott Wardman Park Hotel: Corollion North
Organizers: John E. Delery, U. of Arkansas; Jose M. Cortina, George Mason U.

104 : (IAM) Globalization of the Telecom and the Internet industries
10:30-12:00 Marriott Wardman Park Hotel: Harding
Chair: Manuel Becerra, Instituto De Empresa
Presenters: Oystein Fjeldstad, Norwegian School of Management; Kjell Stahl, Telenor; Martin Varsavsky, Jazztel

105 : (OM) OM Doctoral Consortium - Mastering the End Game - Research and Publishing
10:30-1:00 Marriott Wardman Park Hotel: Lanai 156
Chair: Steven A. Melnyk, Michigan State U.
Presenters: Morgan Swink, Michigan State U.; Roger Schroeder, U. of Minnesota; Jack R. Meredith, Wake Forest U.; Sue Neff, American Production & Inventory Control Society

Saturday 11:00AM

106 : (ENT) The Irwin - McGraw-Hill Innovation In Entrepreneurship Pedagogy Award Winner
11:00-12:30 Omni Shoreham Hotel: Executive
Moderator: JILL R. Kickul, DePaul U.
Session Details—Saturday

107 : (MH) Strategic Time Management for the Graduate Student
11:00- 12:00 Marriott Wardman Park Hotel: Coolidge
Chair: Shawn M. Carracher, Texas A&M U.
Presenter: Jane Whitney Gibson, Nova Southeastern U.

108 : SPDW: (ONE, RM) Public Information and Management Research: Mining the Environmental Protection Agency's Data to Learn More about Organizations and the Natural Environment
11:30- 1:30 Omni Shoreham Hotel: Cabinet
Organizer: Frederick Wolf, U. of Puget Sound
Presenters: Eli Berniker, Pacific Lutheran U.; Alfred Marcus, U. of Minnesota; David Tetta, U.S. Environmental Protection Agency; Frederick Wolf, U. of Puget Sound

109 : (AAC) Registration
12:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall C
Organizer: Nancy Urbanowicz, Academy of Management

110 : (AAC) Placement
12:00- 5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2
Hand in forms and receive listings of pre-registered applicants and positions
Organizer: Nancy H. Leonard, Lewis and Clark State College

111 : (AAC) Membership
12:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall--C
Discover the benefits of membership, update member information, find out how to get involved.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

112 : SPDW: (BPS, OMT, RM) Turning Words into Numbers: A Tutorial on the Analysis of Text Data in Strategy and Organizations Research
12:00- 5:00 Marriott Wardman Park Hotel: Salon 3
Presenters: Eric Abrahamson, Columbia U.; Joseph Porac, Emory U.; Gabriel Szulanski, U. of Pennsylvania
Discussants: Mark Miller, U. of Tennessee; Lyn Richards, QSR International Pty Ltd; Tom Richards, QSR International Pty Ltd; Klaus Krippendorf, U. of Pennsylvania

113 : (GDO) Building Virtual Communities for Researchers and Teaching Faculty on Gender and Diversity
12:00- 1:00 Omni Shoreham Hotel: Hampton
Preregistration with Ellen Ernst Kossek strongly encouraged.
Contact kossek@msu.edu.
Organizer: Ellen Ernst Kossek, Michigan State U.
Presenters: Marcie Pitt-Catsouphes, Boston College; dt ogilvie, Rutgers U.

114 : (HCM) Network with HCMD Friends and Colleagues over Lunch
12:00- 1:30 Hilton Washington & Towers: Caucus
Facilitators: All presenters, chairs, and organizers. Pre-registration required. Contact leonard.friedman@orst.edu
Coordinator: Leonard H. Friedman, Oregon State U.

115 : (PNP) Public and Nonprofit Division Junior Faculty Consortium
12:00- 6:00 Marriott Wardman Park Hotel: Taft
Pre-registration and fee required. Contact Matthew Liao-Troth (Liao-Troth@olin.wustl.edu) or Judith Weisinger (J.Weisinger@neu.edu).

Saturday 12:00PM

116 : (ENT) Multi-level Modeling in Entrepreneurship Research
12:30- 2:00 Omni Shoreham Hotel: Congressional A
Presenter: John B. Nezlek, College of William and Mary

117 : (ENT) Council of Endowed Chairs Annual Luncheon
12:30- 2:00 Omni Shoreham Hotel: Forum
Host: McRae C. Banks, Worcester Polytechnic Institute

Saturday 1:00PM

118 : (BPS) AMJ/AMR Strategic Management Reviewer Professional Development Workshop
1:00- 5:00 Omni Shoreham Hotel: Capitol
Participants must preregister for this session, and participation will be limited to 40. Pre-register by e-mail to either of the two session coordinators.
Organizers: Albert A. Cannella Jr., Texas A&M U.; Catherine M. Daily, Indiana U.
Facilitators: Sven-olof Collin, Lund U.; Joyce S. Falkenberg, Norwegian School of Economics and Business Administration; Amy Hillman, Arizona State U.; R. Duane Ireland, U. of Richmond; Rebecca Ann Luce, Texas Christian U.; Nandini Rajagopalan, U. of Southern California; Marshall J. Schminke, U. of Central Florida

119 : SPDW: (GDO, HR, IM) European Perspectives on Gender and Diversity in the New Economy
1:00- 3:00 Omni Shoreham Hotel: Hampton
Preregistration with Ellen Kossek strongly encouraged.
Contact kossek@msu.edu.
Chair: Ellen Ernst Kossek, Michigan State U.
Participants: Jean Hartley, U. of Warwick; Lyndsay Rashman, U. of Warwick; Rene Schaal, Tilburg U.; Marilyn Davidson, U. of Manchester Institute of Science & Technology; Sandra Fielden, U. of Manchester Institute of Science & Technology; Andrew Gale, U. of Manchester Institute of Science & Technology; Sandi Rhys Jones, Halley House
120 SPDW: (IM, ITC) Global Leadership: A Debate of the Issues and Discussion of the Research
1:00- 5:00 Marriott Wardman Park Hotel: Roosevelt
Refreshments are sponsored by the University of Portland.
Organizer: Joyce Osland, U. of Portland
Panel: Allan W. Bird, U. of Missouri, St. Louis; Martha L. Maznevski, International Institute for Management Development; Mark Mendenhall, U. of Tennessee, Chattanooga; Nancy J. Adler, McGill U.; Paula M. Caligiuri, Rutgers U.; Gary Oddou, Utah State U.; Schon Beechler, Columbia U.; Sully Taylor, Portland State U.

121 ☯: (MED) A Case Critique Colloquium
1:00- 5:00 Hilton Washington & Towers: Chevy Chase
This interactive workshop demonstrates the art of editing and improving already good teaching cases and their teaching notes. A panel of journal editors, book authors, and other experienced case researchers give their often conflicting opinions on how good cases can be made better. Preregister and a set of the cases will be sent to you. Contact: John F. Mahon: mahon@maine.edu
Organizers: Timothy W. Edlund, Morgan State U.; John F. Mahon, U. of Maine
Presenters: Timothy W. Edlund, Morgan State U.; John F. Mahon, U. of Maine; John A. Seeger, Bentley College; Margaret J. Naumes, U. of New Hampshire; Steven Maranville, U. of Houston, Downtown

122 : (MH) Changes in the AACSB Standards: Are They Consistent with the AACSB History?
1:00- 3:00 Marriott Wardman Park Hotel: Coolidge
Chair: Shawn M. Carrarher, Texas A&M U.
Presenter: Larry E. Penley, Arizona State U.

123 SPDW: (MOC, OMT) Organizational Image and Identity: Putting Theory to Work
1:00- 5:00 Hilton Washington & Towers: Hemisphere
Pre-registration preferred, but not required. Please e-mail Tim Tobin (ttobin@gwu.edu) no later than July 23 to register.
Organizer: Timothy J. Tobin, George Washington U.
Presenters: Janet M. Dukerich, U. of Texas, Austin; C. Marlena Fiol, U. of Colorado, Denver; Mary Jo Hatch, U. of Virginia; Majken Schultz, Copenhagen Business School; June Edwards, National Aeronautics and Space Administration

124 SPDW: (MSR, MED) Sharing Success Experiences in Teaching Spirituality in a Business Classroom
1:00- 3:00 Hilton Washington & Towers: Dupont
Presenters: Gerald Biberman, U. of Scranton; Sandra West King, California State U., Fullerton; Regina Bento, U. of Baltimore

125 SPDW: (MSR, ODC) Creating Sacred Moments: Leaders’ Tools to Enhance the Emergence of Spirit and Capability
1:00- 3:30 Hilton Washington & Towers: Conservatory

126 SPDW: (MSR, RM, MED, OB) Research Methods for Spirituality and Management
1:00- 3:30 Hilton Washington & Towers: Conservatory

Part II of three sessions (See Part I - Foundational Values in Spirituality and Management: Calling-Vocation, Community, and Service in Career and Organizational Life and Part III - Exploring the Spirit at Work: A Ritual of Engaging, Reflecting, and Creating) May attend all or any of the sessions.

127 ☯: (ODC) Teaching Organization Development and Change: Exploring Graduate and Undergraduate Approaches
1:00- 5:00 Omni Shoreham Hotel: Governor's
Pre-registered participants should email syllabi (egoodman@coloradotech.edu) at least one week prior to the session.
Organizer: Eric Goodman, Colorado Technical U.

128 ☯: (OM) The Emerging Role of Technology in Supply Chain Management
1:00- 2:30 Marriott Wardman Park Hotel: Lanai 156
Chair: Gregory N. Stock, Northern Illinois U.
Presenter: Tonya Boone, College of William and Mary
Saturday 1:00PM (cont.)

129 SPDW: (OM, TIM) Teaching Project Management in the 21st Century
1:00- 4:30 Marriott Wardman Park Hotel: Lanai 160
Chair: Mohan V. Tatikonda, U. of North Carolina, Chapel Hill

130 SPDW: (OMT, RM, ODC, MOC) States of the Art: The Theory, Practice and Research of Artful Inquiry and Intervention
1:00- 5:00 Marriott Wardman Park Hotel: Maryland A
Organizers: David Barry, U. of Auckland; Nick Nissley, U. of St. Thomas
Panel: Dvora Yanow, California State U., Hayward; Dennis A. Gioia, Pennsylvania State U.; John Cinimo, Creative Leaps International; Charles Palus, Center for Creative Leadership; Gail Whiteman, North South Institute

131 : (PNP) PNP Doctoral Student Consortium
1:00- 5:00 Marriott Wardman Park Hotel: Wilson C
Organizers: Debra Mesch, Indiana U./Purdue U., Indianapolis; Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis
Participants: Lisa Berlinger, Yale U.; Jon P. Gant, Indiana U.; Hal G. Rainey, U. of Georgia

132 SPDW: (PS, RM, ODC, MED) RM & PS Joint Session: Action-research Issues in Action: Doing Research in Your Own Organization
1:00- 5:00 Hilton Washington & Towers: Monroe East
Session Details—Saturday

Chair: Joel I. Harmon, Fairleigh Dickinson U.
Organizer: David Coghlan, U. of Dublin
Moderator: Craig P. Dunn, San Diego State U.
Panel: Michel Berry, CRG & Ecole de Management; Jeana Wirtenberg, Public Service Enterprise Group; Bruce James Hanson, Pepperdine U.; Robert Roberts, Benedictine U.; Peter Reason, U. of Bath; Judi Marshall, U. of Bath; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Ramkrishnan V. Tenkasi, Benedictine U.; Rita Kowalski, U.S. Dept. of Veterans Affairs; Jeanine K. Mount, Benedictine U.; Don Austin, General Composites; Gedeon Mudacumura, Pennsylvania Treasury Department; Jim Scaringi, U.S. Dept. of Veterans Affairs; Geoff Meade, U. of Bath; Edward J. DeFranco, NYS Criminal Justice Services

133 SPDW: (RM, CAR, ODC, PNP, GDO) Cooking up Qualitative Research: Ask the Experts
1:00-4:30 Hilton Washington & Towers: Jefferson West
Chair: All H. Mir, Purdue U.
Presenters: Marta B. Calas, U. of Massachusetts, Amherst; Raza A. Mir, Monmouth U.; Linda Smirich, U. of Massachusetts, Amherst; Kamala Visveswaran, U. of Texas, Austin

134 SPDW: (RM, MOC) Following the Critical Turn in Organizational Research: Materialism, Deconstruction, Interpretivism and Institutional Ethnography
1:00-3:00 Hilton Washington & Towers: Georgetown West
Organizer: Anshuman Prasad, U. of New Haven
Chair: Pushkala Prasad, Skidmore College
Presenters: Maureen Scully, Simmons College; Dvora Yanow, California State U., Hayward; Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College

135 (SIM) SIM Open Forum
1:00-5:00 Hilton Washington & Towers: Military
Organizer: Dawn R. Elm, U. of St. Thomas
Moderator: Dawn R. Elm, U. of St. Thomas
Participants: Jeanne M. Logsdon, U. of New Mexico; Lawrence J. Lad, Butler U.; Melissa S. Bcaus, Xavier U.; D. Jeffrey Lenn, George Washington U.; Daniel Greening, U. of Missouri, Columbia; Archie B. Carroll, U. of Georgia; Bryan W. Husted, ITESM/Instituto de Empresa, Kathleen Rehbein, Marquette U.; Gary R. Weaver, U. of Delaware; Diane L. Swanson, Kansas State U.; Craig P. Dunn, San Diego State U.
Presenter: Bradley R. Agle, U. of Pittsburgh

136: (TIM) Current Trends in Teaching Technology and Innovation Management
1:00-3:00 Marriott Wardman Park Hotel: Virginia C
Chair: V. K. Narayanan, Drexel U.

No advance registration required.
Chair: Tammy D. Allen, U. of South Florida
Panel: Michael Drillsng, U. S. Army Research Institute; Mariann Jelinek, National Science Foundation; Cynthia McCauley, Center for Creative Leadership; Mary Mattis, Catalyst; Zack Allen, Inter-U. Consortium for Political and Social Research

138: (ENT) Field Trip: The Torpedo Factory, Alexandria Virginia. A Case Study of Arts-based Community Entrepreneurship Development
1:30-5:00 Off Site: Torpedo Factory
Organizer: Thomas A. Bryant, Rutgers U.
Participant: Patricia F. Kettenring, Rutgers U.
Host: Taylor C. Wells, The Torpedo Factory Art Center
Participant: Sibel Yamak, Galatasaray U.

139: (HCM) The Joy of Research: Initiating and Maintaining a Research Program
1:30-3:30 Hilton Washington & Towers: Caucus
Pre-register with Leonard Friedman at leonard.friedman@orst.edu
Chair: Bryan J. Weiner, U. of North Carolina, Chapel Hill
Panel: Bruce Fried, U. of North Carolina, Chapel Hill; Anne Osborne Kilpatrick, Medical U., South Carolina; Keith G. Provan, U. of Arizona

140: (IAM) Interactive Research Forum: Human Resources and Micro-organizational Issues in an Iberoamerican Context
1:30-3:00 Marriott Wardman Park Hotel: Maryland C
Facilitator: Rita Campos e Cunha, Nova U., Lisbon

141: (MED) Human Resource Management Concepts in Cinema
1:30-3:00 Hilton Washington & Towers: Edison
Organizer: Joseph E. Champoux, U. of New Mexico
Presenter: Joseph E. Champoux, U. of New Mexico

142 SPDW: (MSR, MED, OB) Cultivating Spirituality Within a Professional Community
1:30-5:30 Hilton Washington & Towers: Thoroughbred
Presenters: David C. Trott, St. Edwards U.; Molly H. Guzzino, ISTSS

143: (ODC) Application for Entry-level Competencies to Organization Development and Change
1:30-5:30 Omni Shoreham Hotel: Cabinet
Organizer: Glenn H. Varney, Bowling Green State U.
Presenters: Steven H. Cady, Bowling Green State U.; Raymond Saner, Center For Socio-Economic Development; Larry E. Pate, U. of Wisconsin, Madison; Mitchell J. Neubert, Bowling Green State U.; Kurt Motamedi, Pepperdine U.; Peter Sorensen,

Saturday 1:30PM

137 SPDW: (CAR, HR) Research Data and Funding Opportunities for Careers Research
1:30-3:30 Hilton Washington & Towers: Jefferson East

C70
Saturday 2:00PM

144 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: New Directions in Critical Research: Roundtables
2:00- 4:00 Marriott Wardman Park Hotel: Cotillion North
The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu. Seated at round tables, groups of 3 authors will present papers for discussion. Abstracts will be posted at http://aomPACE.edu/cms/
Organizer: John Emmett, U. of Michigan
Presenters: Farok Contractor, Rutgers U.; Andrew Inkpen, Thunderbird, The American Graduate School of International Management; Anne S. Miner, U. of Wisconsin, Madison; Scott Rubenstein, University of St. Thomas; William B. Gartner, U. of Southern California

147 ☯ SPDW: (ONE, PNP, SIM, IM, MED) Who Really Matters? The Roles of Government, Business and NGOs in Environmental Sustainability and Climate Change
2:00- 5:00 Marriott Wardman Park Hotel: Virginia B
Organizer: Sharon Livesey, Fordham U.
Presenters: Philip Mirvis, Private Practice; Karen Ayas, Erasmus U.

148 SPDW: (RM, ODC, PS, PNP, MOC) Learning Via Performance: Learning Histories as an Intervention
2:00- 4:00 Hilton Washington & Towers: Georgetown East
Organizer: Leigh Stelzer, Seton Hall U.
Presenters: Leigh Stelzer, Seton Hall U.; Raquel Benbunan-Fich, Seton Hall U.; Jason Z. Yin, Seton Hall U.; Catherine Kelley, Seton Hall U.

Saturday 3:00PM

149 ☯ SPDW: (GDO, CAR) Faculty & Families: Opportunities and Activism
3:00- 4:30 Omni Shoreham Hotel: Hampton
Preregistration with Ellen Ernst Kossek strongly encouraged. Contact kossek@msu.edu.
Presenters: Robert Drago, Pennsylvania State U.; Joan Williams, American U.

150 ☯ SPDW: (MED, OB) Survey of Computer-integrated Teaching/Learning (CITL) in Management Education
3:00- 5:00 Hilton Washington & Towers: Dupont
Organizer: Leigh Stelzer, Seton Hall U.
Presenters: Leigh Stelzer, Seton Hall U.; Raquel Benbunan-Fich, Seton Hall U.; Jason Z. Yin, Seton Hall U.; Catherine Kelley, Seton Hall U.

151 ☯ (MEN) Broadening Conceptions of Mentoring: Paradoxes in Research and Practice
3:00- 5:00 Hilton Washington & Towers: Georgetown West
Professional Development Workshop Chairs: Troy R. Nielson, California State U., San Marcos; Liz Borredon, EDHEC
Panel: David Clutterbuck, U. of Sheffield; Ann Darwin, Management Research Centre; Monica C. Higgins, Harvard U.; Melenie J. Lankau, U. of Georgia; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Terri A. Scandura, U. of Miami; Stephen Gibb, Strathclyde U.

152 SPDW: (TIM, BPS) The Mechanisms of Inter-Firm Knowledge Transfer
3:00- 5:00 Marriott Wardman Park Hotel: Virginia C
Organizer: Paul Almeida, Georgetown U.
Panel: Farok Contractor, Rutgers U.; Andrew Inkpen, Thunderbird, The American Graduate School of International Management; Anne S. Miner, U. of Wisconsin, Madison; Scott Rubenstein, University of St. Thomas; William B. Gartner, U. of Southern California

145 ☯ (ENT) Innovative Financing of University Entrepreneurship Centers
2:00- 3:30 Omni Shoreham Hotel: Executive
Organizers: Deborah S. Butler, Georgia State U.; Ben Oviatt, Georgia State U.
Presenters: Alex F. De Noble, San Diego State U.; Elizabeth Gatewood, Indiana U.

146 : (ENT) Recent Developments in the Panel Study of Entrepreneurial Dynamics (PSED)
### Session Details—Saturday

**Saturday 3:30PM**

<table>
<thead>
<tr>
<th>Session</th>
<th>Title</th>
<th>Time</th>
<th>Location</th>
<th>Chair</th>
<th>Presenters</th>
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<tr>
<td>153 SPDW: (CAR, ODC)</td>
<td>Building and Rejuvenating Research: Developing Cross-generational, Cross-national, and Cross-disciplinary Research Ties</td>
<td>3:30-  5:30</td>
<td>Marriott Wardman Park Hotel: Caucus</td>
<td>Tammy D. Allen, U. of South Florida</td>
<td>D. Anthony Butterfield, U. of Massachusetts, Amherst; Gary N. Powell, U. of Connecticut; Irene Hau-Siu Chow, Chinese U., Hong Kong; Cheryl S. Granrose, Berry College; Louis C. Buffardi, George Mason U.; Carol J. Erwins, Chow, Chinese U., Hong Kong; Cherlyn S. Granrose, Berry College; Gary N. Powell, U. of Connecticut; Irene Hau-Siu George Mason U.</td>
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<tr>
<td>154 SPDW: (ENT)</td>
<td>Writing For Rejection</td>
<td>3:30-5:00</td>
<td>Omni Shoreham Hotel: Congressional A</td>
<td>Kelly G. Shaver, College of William and Mary</td>
<td>Per Davidson, Jönköping International Business School; Shaker A. Zahra, Georgia State U.; Anne McCarthy, Colorado State U.; Candida G. Brush, Boston U.; Dean Shepherd, U. of Colorado, Boulder</td>
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<tr>
<td>156 SPDW: (HCM)</td>
<td>Whose Work is it Anyway? The Ethics of Scholarship</td>
<td>3:30-5:00</td>
<td>Hilton Washington &amp; Towers: Conservatory</td>
<td>John A. Valentine, Florida Atlantic U.</td>
<td>Pre-register with Leonard Friedman at <a href="mailto:leonard.friedman@orst.edu">leonard.friedman@orst.edu</a></td>
</tr>
<tr>
<td>160 SPDW: (MED, OB)</td>
<td>Cross-Cultural Learning from Foreign Films</td>
<td>3:30-  5:00</td>
<td>Hilton Washington &amp; Towers: Grant</td>
<td>Joseph E. Champoux, U. of New Mexico</td>
<td>Organizer: Joseph E. Champoux, U. of New Mexico Presenters: Joseph E. Champoux, U. of New Mexico</td>
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**Saturday 4:00PM**

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<tr>
<th>Session</th>
<th>Title</th>
<th>Time</th>
<th>Location</th>
<th>Chair</th>
<th>Presenters</th>
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<tbody>
<tr>
<td>162 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Gender, Race, and Class</td>
<td>4:00-  6:00</td>
<td>Marriott Wardman Park Hotel: Cosiolion North</td>
<td>Stella M. Nkomo, U. of South Africa</td>
<td>Panel: Marleen O’Connor, Stetson U.; Wanda J. Smith, Virginia Polytechnic Institute and State U.</td>
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<tr>
<td>163 SPDW: (MSR, RM, MED)</td>
<td>Exploring the Spirit at Work: A Ritual of Engaging, Reflecting, and Creating</td>
<td>4:00-  6:00</td>
<td>Hilton Washington &amp; Towers: Lincoln East</td>
<td>Paul L. Govekar, Bluffton College</td>
<td>Marjolein Lips-Wiersma, U. of Canterbury; Laura Brearley, RMIT U.</td>
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**Saturday 4:30PM**

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<tr>
<th>Session</th>
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<th>Time</th>
<th>Location</th>
<th>Chair</th>
<th>Presenters</th>
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</table>
165 (GDO) How to Teach to a Diverse, Global, and Technology Driven Audience  
4:30- 5:30 Omni Shoreham Hotel: Hampton  
Preregistration with Ellen Ernst Kossek strongly encouraged.  
Contact kossek@msu.edu.  
Organizer: Ellen Ernst Kossek, Michigan State U.  
Presenter: Paula J. Caproni, U. of Michigan

Saturday 5:00PM

166 (AAC) Denver 2002 Organizing Committee  
5:00- 6:00 Marriott Wardman Park Hotel: Nathan Hale  
Organizer: Rosalie L. Tung, Simon Fraser U.

167 (AAC) AMJ Editorial Board  
5:00- 7:00 Marriott Wardman Park Hotel: Johnston  
Organizer: Thomas W. Lee, U. Washington

168 (MOC) How Pandas Matter: MOC at the National Zoo  
5:00- 9:00 Off Site: National Zoo  
Meet at the Main Gate, opposite Panda enclosure. Pre-registration is required for those who plan to go onto the restaurants. E-mail Chris Kayes(dckayes@gwu.edu) by July 27 to register.  
Organizers: Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.  
Facilitator: Elizabeth George, U. of Queensland  
Host: D. Christopher Kayes, George Washington U.

169 (NDSC) All Doctoral Student Reception  
5:00- 6:30 Hilton Washington & Towers: Georgetown East  
Both new and more seasoned doctoral students attending the AoM annual meeting are invited to attend. This reception is sponsored by the New Doctoral Student Consortium (NDSC) and the Membership Committee to enable doctoral students to meet each other, catch up with old friends, and have fun! A cash bar and light appetizers will be available.

170 (OM) Operations Management Welcome Reception  
5:00- 7:00 Marriott Wardman Park Hotel: Eisenhower  
Organizers: Janet L. Hartley, Bowling Green State U.; Kenneth Boyer, Michigan State U.

171 (ONE) ONE Welcoming Reception  
5:00- 7:00 Marriott Wardman Park Hotel: Virginia B  
Co-sponsored by ONE and the SBPM Environmental and Social Sustainability Initiative, George Washington U.  
Program Chair: Sanjay Sharma, St. Mary's U.  
Professional Development Workshop Chair: Carolyn Egri, Simon Fraser U.

Saturday 5:30PM

172 (GDO) Gender and Diversity in Organizations  
Professional Development Workshops Social Hour  
5:30- 6:30 Omni Shoreham Hotel: Hampton  
Hosts: Ellen Ernst Kossek, Michigan State U.; Elizabeth Cooper, U. of Rhode Island

173 (HR) HR Division Doctoral/Junior Faculty Consortia Reception  
5:30- 7:00 Marriott Wardman Park Hotel: Salon 3

174 (MED) Lecture on Lecturing  
5:30- 7:30 Hilton Washington & Towers: Grant  
This PDW is part of an OBTS/MED collaborative effort.  
Presenter: Rudolph Verderber, U. of Cincinnati

175 (SIM) SIM Keynote Address  
5:30- 8:00 Hilton Washington & Towers: Monroe East  
Co-sponsored with Society for Business Ethics with support from the Center for Corporate Community Relations, Boston College.  
Reception precedes presentation.  
Organizers: Craig S. Fleisher, U. of New Brunswick; Judith A. Clair, Boston College  
Presenter: Andy Semmel, Foreign Affairs Legislative Assistant to Senator Richard Lugar

Saturday 6:00PM

176 (AAC) How to use AoM Placement Services  
6:00- 7:00 Marriott Wardman Park Hotel: Harding  
Organizer: Nancy H. Leonard, Lewis and Clark State College

177 (ENT) Entrepreneurship Division Social Event  
5:00- 11:00 Off Site: Spirit of Washington  
Preregistration required. We have a deck to ourselves on the Spirit of Washington for a dinner cruise on the Potomac. Cost for the excursion is $50 per person, payable in advance to the ENT Treasurer, Steve Jones, Limit of 170 people, first come, first served. Take the Metro GREEN line to Waterfront.  
Host: Kelly G. Shaver, College of William and Mary

178 (IAM) Presentation of the Iberoamerican Academy of Management Journals and Annual Business Meeting followed by Dinner  
6:00- 8:00 Marriott Wardman Park Hotel: Coolidge  
Organizer: Luis R. Gomez-Mejia, Arizona State U.

179 (OCIS) OCIS Reception  
6:00- 8:00 Hilton Washington & Towers: Jefferson East  
Professional Development Workshop Chair: Cynthia M. Beath, U. of Texas, Austin

Saturday 6:30PM

180 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO  
6:30- 7:30 Marriott Wardman Park Hotel: Cotillion North  
All welcome!  
Chair: Charles Heckscher, Rutgers U.  
Keynote Speaker: John Sweeney, AFL-CIO

181 (IM) IMD Professional Development Workshops Reception  
6:30- 8:00 Omni Shoreham Hotel: Hampton  
New international members are invited; for IMD Junior Faculty/Doctoral Consortium, and PDW participants
Saturday 7:00PM

182: (AAC) Asia Academy of Management
7:00-9:00 Marriott Wardman Park Hotel: Ethan Allen
Organizer: Chung-Ming Lau, Chinese U., Hong Kong

183: (MED) Keynote Leadership: A Musical and Poetic Rendition for Teaching Effective Leadership
7:00-9:00 Hilton Washington & Towers: Farragut
Organizer: Dorothy Marcic, Vanderbilt U.
Presenters: Dorothy Marcic, Vanderbilt U.; Judy Brown, U. of Maryland; Frank J. Barrett, Naval Postgraduate School

184: (ODC) ODC Hospitality Suite: Welcome for New Doctoral Students
7:00-8:00 Marriott Wardman Park Hotel: Nathan Hale

Saturday 7:30PM

185: (SPDW: CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Social Hour and Posters: What’s New in CMS?
7:30-9:00 Marriott Wardman Park Hotel: Cotillion North
An opportunity for representatives of new journals, conferences, etc. to publicize their offerings. Bring along a poster or promo materials. All Welcome!
Hosts: Paul Adler, U. of Southern California; Ralph Stablein, Massey U.

186: (ITC) Research Initiatives: A Current View from Asia, Africa, the Caribbean, the Middle East & Latin America
7:30-10:00 Marriott Wardman Park Hotel: Maryland A
This is both a panel discussion and the annual reception of the International Theme Committee. This year our focus is on geographical areas in which the Academy of Management is not well represented. The panel discussion, in which scholars from universities in these areas will participate, will focus on current research initiatives. The annual reception will follow the panel and audience discussion.
Chair: Ann Gregory, Memorial U., Newfoundland
Presenters: Salem AlGhamdi, King Fahad U. of Petroleum & Minerals; Viola Makin, U. of South Africa; Sjamsiah Achmad, U. of Indonesia; Frans Mardi Hartanto, Indonesian Academy of Management; Surachart Na Nongkhai, California School of Professional Psychology; Jatuporn Sungkhawan, HSBC Finance & Securities Ltd.; Miguel R. Olivas-Lujan, ITESM & U. of Pittsburgh; Betty Jane Punnett, U. of the West Indies; Sudhir K. Saha, Memorial U., Newfoundland
Sunday, August 5, 2001

Sunday 7:00AM

**187 : (SIM) Running with SIM**
7:00- 8:00 Off Site: Offsite
Meet at 7 a.m. by the registration desk of the Hilton Hotel. Contact mbaucus@b202.usu.edu with questions.
Organizer: Melissa S. Baucus, Xavier U.

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Sunday 7:30AM

**188 : (AAC) Breakfast Meeting with Current Division/Interest Group Chairs (2000-2001)**
7:30- 9:00 Marriott Wardman Park Hotel: Nathan Hale
Organizer: Jean M. Bartunek, Boston College

**189 : (BPS) BPS Doctoral Consortium**
7:30- 12:00 Marriott Wardman Park Hotel: Wilson A
Pre-registration required.
Coordinators: Todd Zenger, Washington U.; Jeff Dyer, Brigham Young U.

**190 : (ENT) Entrepreneurship Division Doctoral Consortium**
7:30- 12:00 Omni Shoreham Hotel: Senate
Organizers: Candida G. Brush, Boston U.; Ben Oviatt, Georgia State U.

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Sunday 8:00AM

**191 : (AAC) Creating Sustainable Growth and Investing in Human Development: A Recorded Speech by Nobel Laureate Oscar Arias Sanchez and a Panel Discussion**
8:00- 10:00 Marriott Wardman Park Hotel: Virginia C
Presented by the Eastern Academy of Management
Chair: Dilip Mirchandani, Rowan U.
Facilitator: Theodoros Peridis, York U., Canada
Contact: Dilip Mirchandani, Rowan U.
Moderator: Crist Inman, INCAE

**192 : (BPS) Conversations on Business and Competitive Strategy**
8:00- 12:00 Marriott Wardman Park Hotel: Virginia B
Pre-registration is required because limited seating is available.
Contact Rich Makadok at rich_makadok@bus.emory.edu
Coordinators: Richard Makadok, Emory U.; Walter J. Ferrier, U. of Kentucky

**193 ☯ : (BPS) Conversations on Corporate Strategy**
8:00- 12:00 Marriott Wardman Park Hotel: Embassy
Coordinators: David J. Collis, Yale U.; Sea-Jin Chang, Korea U./Stanford U.

**194 ☯ : (BPS) BPS New Faculty Consortium**
8:00- 12:00 Marriott Wardman Park Hotel: Wilson B
Application and pre-registration required. New faculty are expected to have had at least one year of full time employment as a PhD. A call for applications will be sent out on BPS-Net. You can also e-mail Thomas Brush at brusht@mgmt.purdue.edu for an application.
Presidings: Thomas Brush, Purdue U.; Suresh K. Kotha, U. of Washington

**195 : (CAR) The Use of Metaphor in Career Theory and Practice**
8:00- 10:00 Hilton Washington & Towers: State
No advance registration required.
Chair: Veronica M. Godshalk, Pennsylvania State U., Great Valley
Presenters: Kerr Inkson, Massey U., New Zealand; Polly Parker, U. of Auckland; Norman Amundson, U. of British Columbia

**196 : (CMS) Continental Breakfast & Organizational Meeting**
8:30- 9:00 Marriott Wardman Park Hotel: Colilidge
An opportunity for all critters to discuss the future of CMSW. The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu
Chair: Ralph Stablein, Massey U.

**197 ☯ : (ENT) Networks and Entrepreneurs: Theory, Practice and the Role of Government in Slovenia**
8:00- 9:30 Marriott Wardman Park Hotel: Coolidge
Organizer: Bostjan Antoncic, U. of Ljubljana
Presenters: Robert D. Hisrich, Case Western Reserve U.; Tea Petrin, U. of Ljubljana; Ales Vahic, U. of Ljubljana; Mateja Drnovsek, U. of Ljubljana

**198 : (GDO) Breakfast Reception to Celebrate Gender and Diversity in Organizations Members’ Families, Children, Special Friends/Significant Others**
8:00- 9:00 Omni Shoreham Hotel: Empire
Organizer: Ellen Ernst Kossek, Michigan State U.

**199 : (HCM) Continental Breakfast Networking Forum**
8:00- 8:30 Hilton Washington & Towers: Jefferson East
Facilitators: All panelists, presenters, and chairs. Pre-registration required
Coordinator: Leonard H. Friedman, Oregon State U.
200  : (HR) HR Division Junior Faculty Consortium
8:00- 12:00 Marriott Wardman Park Hotel: Delaware B
Organizers: Jose M. Cortina, George Mason U.; Adrienne Colella, Texas A&M U.; Cynthia Kay Stevens, U. of Maryland

201  : (IM) IMD Doctoral Consortium
8:00-10:15 Omni Shoreham Hotel: Calvert
By invitation only; Breakfast provided by Knight Ridder Center for Excellence in Management, Florida International University.
Organizer: Mary Ann Von Glinow, Florida International U.
Panel: Christopher P. Earley, Indiana U.; Anne S. Tsui, Hong Kong U. of Science and Technology; Peter R. Monge, U. of Southern California; Vladimir Pucik, International Institute for Management Development; Schon Beechler, Columbia U.; Peter J. Dowling, U. of Tasmania; Kannan Ramaswamy, Thunderbird, The American Graduate School of International Management; Stefanie Lenway, U. of Minnesota

202  : (MED) Higher Education as a Strategic Industry: A Multi-nation Perspective
8:00-12:00 Omni Shoreham Hotel: Embassy
This workshop will involve a number of activities, including: Panel Presentation, Structured Discussion, Sharing Experiences and Personal Learning (interaction with panel), and small group discussion of the Research Agenda.
Organizer: Alan Glassman, California State U., Northridge
Panel: Katherine Xin, Hong Kong U. of Science and Technology; John F. Huljke, Hong Kong U. of Science and Technology; Gerard L. Rossy, California State U., Northridge; James Goodrich, Pepperdine U.; Joan Winn, U. of Denver; Terry Young, Pepperdine U.

203  : (MED) Where Does Government Fit? A Business Game and Role Play
8:00-9:30 Hilton Washington & Towers: Chevy Chase
Organizer: Andrea Licari, St. John’s U.
Presenter: Andrea Licari, St. John’s U.

204  : (MED) E-media Resources Management
8:00-10:00 Hilton Washington & Towers: Monroe West
Organizer: Charles B. Wankel, St. John’s U.

205  : (SPDW: (MED, OB) Designing and Delivering Courses in Organization Behavior: Ensuring Relevance, Student Engagement, and Superior Learning
8:00-12:00 Hilton Washington & Towers: Georgetown East
This PDW is open to all.
Organizer: Kenneth R. Thompson, DePaul U.
Presenters: Kenneth R. Thompson, DePaul U.; Kim S. Cameron, U. of Michigan; Richard M. Steers, U. of Oregon; Regina Bento, U. of Baltimore

206  : (SPDW: (MED, RM) Online Research Methods
8:00-12:00 Hilton Washington & Towers: Dupont
Organizer: Tracy L. Tuten, Longwood College
Presenters: Tracy L. Tuten, Longwood College; Michael Bosnjak, Center for Survey Research and Methodology

207  : (OB) An International Perspective on the Changing Nature of Work: Fostering Global Knowledge and Collaboration in Organizational Research
8:00-12:00 Omni Shoreham Hotel: Council
Organizer: Carrie R. Leana, U. of Pittsburgh

208  : (SPDW: (OB, OMT) Junior Faculty Consortium
8:00-12:00 Marriott Wardman Park Hotel: Delaware A
Consortium runs from Friday evening until Sunday afternoon.
Preregistration is required.
Organizers: Sigal G. Barsade, Yale U.; Anne Cummings, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Brian Uzzi, Northwestern U.

209  : (SPDW: (OB, OMT, ODC) Doctoral Student Consortium
8:00-12:00 Marriott Wardman Park Hotel: Cotillion South
Consortium runs from Friday evening until Sunday afternoon.
Preregistration required.
Organizers: Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Ranjay Gulati, Northwestern U.; Abraham J. Kinicki, Arizona State U.; Mohrman, U. of Southern California; Donald Palmer, U. of California, Davis; Ronald E. Purser, California State U., San Francisco; Frans M. van Eijl, Eindhoven U. of Technology
210 SPDW: (PS, RM, ODC, MED) RM & PS Joint Session: Reflection in Action/ Do We Have to Stop Time to Start Thinking?
8:00-12:00 Hilton Washington & Towers: Monroe East
Chair: Lyle Yorks, Columbia U.
Organizer: Joel I. Harmon, Fairleigh Dickinson U.
Panel: Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Daniel F. Twomey, Fairleigh Dickinson U.; Victoria Marsick, Columbia U.; Oyvind Paaschagen, Work Research Institute; Kate Louise McArule, U. of Bath; Ramkrishnan V. Tenkasi, Benedictine U.; Olav Eikeland, Work Research Institute; Terry Orr, Columbia U.

211 SPDW: (RM, GDO, PNP) Feminist Research Methodologies: A Workshop to Stretch the Boundaries of Knowledge
8:00-12:00 Hilton Washington & Towers: Thoroughbred
Organizer: Susan S. Case, Case Western Reserve U.
Facilitators: Bonnie Richley-Cody, Case Western Reserve U.; Mary H. Winter, Case Western Reserve U.
Presenters: Diana Billimoria, Case Western Reserve U.; Margaret M. Hopkins, Case Western Reserve U.; Joanne Martin, Stanford U.; Deborah O’Neill, Case Western Reserve U.; Maria Ruiz, Case Western Reserve U.

212: (TIM) Research on Technology Standards: Present Perspectives and Future Agenda
8:00-10:00 Omni Shoreham Hotel: Ambassador
Organizer: Sanjay Jain, U. of Wisconsin, Madison
Panel: Raghu Garud, New York U.; Shane Greenstein, Northwestern U.; Martin Kenney, U. of California, Davis; Arun Kumaraswamy, Rutgers U.; Richard Langlois, U. of Connecticut; Lori Rosenkopf, U. of Pennsylvania

Sunday 8:30AM

213: (BPS) Conversations on Cooperative Strategy
8:30-12:00 Marriott Wardman Park Hotel: Salon 2
Attendance will be limited. Pre-registration is required. Please e-mail Africa Arino (IESE) at afrino@iese.edu or Jeff Reuer (Ohio State University) at reuer@cob.ohio-state.edu to apply and submit your research questions.
Organizers: Africa Arino, U. of Navarra; Jeffrey J. Reuer, Ohio State U.
Panel: Yves Doz, INSEAD; Jean-Francois Hennart, Tilburg U.; William G. Mitchell, U. of Michigan; Peter S. Ring, Loyola Marymount U.

214 SPDW: (BPS, IM) Conversations on International Strategy and Management
8:30-12:00 Marriott Wardman Park Hotel: Taft
Coordinators: Xavier Martin, New U. of York; Subramanian Rangan, INSEAD

215 SPDW: (BPS, OMT, MED) Bringing Technology Into the Classroom: Teaching with Multimedia Cases and Simulations
8:30-10:30 Marriott Wardman Park Hotel: Virginia A
Organizer: Petra Christmann, U. of Virginia
Presenters: Paul W. Farris, U. of Virginia; Joseph W. Harder, U. of Virginia; Chris Lehmbrecht, U. of Virginia; Phillip E. Pfeifer, U. of Virginia

216 SPDW: (CM, OB) Ain’t Misbehavin’: Understanding Aggressive and Antisocial Behavior in Organizations
8:30-10:00 Hilton Washington & Towers: Lincoln West
No Pre-registration Required. Continental breakfast served.
Moderators: Donald E. Gibson, Yale U.; Michele Gelfand, U. of Maryland
Panel: Keith G. Allred, Harvard U.; Robert A. Baron, Rensselaer Polytechnic Institute; Robert Bies, Georgetown U.; Sandra L. Robinson, U. of British Columbia

217: (ENT) Entrepreneurship Division New Faculty Consortium
8:30-12:00 Omni Shoreham Hotel: Cabinet
Organizers: Anne McCarthy, Colorado State U.; Phillip Phan, Rensselaer Polytechnic Institute; Barbara Jean Bird, American U.

218: (HCM) Scholarship Unbounded: Rating Scholarly Journals
8:30-10:00 Hilton Washington & Towers: Jefferson East
Pre-register with Leonard Friedman at leonard.friedman@orst.edu
Chair: Eric S. Williams, U. of Alabama, Tuscaloosa
Presenters: Stephen J. O’Connor, U. of Alabama, Birmingham; Grant T. Savage, U. of Alabama, Tuscaloosa

219: (HR) HR Division Doctoral Student Consortium
8:30-12:00 Marriott Wardman Park Hotel: Maryland B
Organizers: John E. Delery, U. of Arkansas; Robert L. Cardy, Arizona State U.; Elissa Perry, Columbia U.
Presenters: Murray R. Barrick, Michigan State U.; Larry J. Williams, Organizational Research Methods Journal; Cheri L. Ostroff, Columbia U.; Anne S. Tsui, Hong Kong U. of Science and Technology; Anne M. O’Leary-Kelly, U. of Arkansas; Stuart A. Youngblood, Texas Christian U.; Janice S. Miller, U. of Wisconsin, Milwaukee; Dianna L. Stone, U. of Central Florida; Lucy L. Gilson, U. of Connecticut; Angelo J. Kinicki, Arizona State U.; Gerald R. Ferris, Florida State U.; David A. Harrison, Pennsylvania State U.; Jason D. Shaw, U. of Kentucky; Michelle K. Duffy, U. of Kentucky; Talya N. Bauer, Ph.D., Portland State University; Frederick Morgeson, Michigan State U.; Christine Marie Riorian, U. of Georgia; Sara L. Rynes, U. of Iowa; Greg L. Stewart, Brigham Young U.

220: (IM) IMD Junior Faculty Consortium
8:30-12:00 Marriott Wardman Park Hotel: McKinley
Registration fee $30. By invitation only. Breakfast provided.
Organizer: Harry G. Barkema, Tilburg U.
Panel: Michael A. Hitt, Arizona State U.; Rosalie L. Tung, Simon Fraser U.; Susan C. Schneider, U. of Geneva; Katherine Xin, Hong Kong U. of Science and Technology; Christopher A. Bartlett, Harvard U.

221: (MC) Developing Consulting Potential: PDW III - Converting Public Service Suppliers to Interactive Business Practices
8:30-12:00 Omni Shoreham Hotel: Hampton
Session Details—Sunday

**222 : (MH) Getting Published: The Experts Speak**
8:30–10:30 Marriott Wardman Park Hotel: Harding
Chair: Shawn M. Carrer, Texas A&M U.
Presenters: Daniel A. Wren, U. of Oklahoma; Norman; K. Michele Kacmar, Florida State U.; Colin Eden, U. of Strathclyde; Dov Eden, Tel Aviv U.; C. Marlena Fiol, U. of Colorado; Denver; Jack M. Feldman, Georgia State U.; Mary Jo Hatch, U. of Virginia; Gerard P. Hodgkinson, Leeds U.; Dewey E. Johnson, California State U., Fresno

**223 : (MOC) Cognition in the Rough IV (Faculty)**
8:30–12:00 Hilton Washington & Towers: Lincoln East
Pre-register by June 15 (callahan@vt.edu) by sending (1) name, affiliation, position, and contact information; (2) a 50-word abstract; and (3) a 750-word proposal that describes work-in-progress or mature ideas on which you would like to receive feedback.
Organizers: Jamie L. Callahan, Virginia Polytechnic Institute and State U.; Frank C. Schultz, Michigan State U./U. of Michigan; Cynthia G. Emrich, Purdue U.

**224 : (MOC) Cognition in the Rough IV (Doctoral Students)**
8:30–12:00 Hilton Washington & Towers: Lincoln East
Pre-register by June 15 (callahan@vt.edu) by sending (1) name, affiliation, position, and contact information; (2) a 50-word abstract; and (3) a 750-word proposal that describes work-in-progress or mature ideas on which you would like to receive feedback.
Organizers: Jamie L. Callahan, Virginia Polytechnic Institute and State U.; Frank C. Schultz, Michigan State U./U. of Michigan; Cynthia G. Emrich, Purdue U.

**225 ☯ SPDW: (ODC, MC) Enhancing Self-aware Consciousness for Personal and Organizational Transformation**
8:30–12:00 Omni Shoreham Hotel: Capitol
Pre-registration preferred
Organizer: Ralph H. Kilmann, U. of Pittsburgh

**226 ☯ (OM) Efficient Operations in Government and Nonprofit Services - Oxymoron or Opportunity?**
8:30–10:00 Marriott Wardman Park Hotel: Truman
Chair: Susan Meyer, U. of Minnesota
Participants: Rohit Verma, DePaul U.; Craig M. Froehle, U. of Cincinnati

**227 SPDW: (RM, PNP) Developing a Theory of Unmanagement for the Knowledge Age**
8:30–10:00 Hilton Washington & Towers: Military
Presenter: Charles Ehin, Westminster College

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**Sunday 9:00AM**

**228 : (AAC) Placement**
9:00- 5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2
Hand in forms and receive listings of pre-registered applicants and positions
Organizer: Nancy H. Leonard, Lewis and Clark State College

**229 : (AAC) Membership**
9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall–C
Discover the benefits of membership, update member information, find out how to get involved.
Coordinator: Jane Whitney Gibson, Nova Southeastern U.

**230 : (AAC) Exhibits**
9:00- 5:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

**231 : (AAC) Registration**
9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall C
Organizer: Nancy Urbanowicz, Academy of Management

**232 ☯ SPDW: (AAM, IM, SIM) Business and Government Issues in Asia**
9:00- 12:00 Omni Shoreham Hotel: Executive
The Asia Pacific Journal of Management will host a breakfast for all participants
Facilitators: Chung-Ming Lau, Chinese U., Hong Kong; Hun-Joon Park, Yongsei U.
Presenters: David K. Tse, Hong Kong U.; Jacinto Gavino, Asian Institute of Management; Jeehong Kim, Yongsei U.; Kyung Tae Lee, Yongsei U.; Inki Joo, Yongsei U.; Young-Ryel Park, Yongsei U.
Leadership and Governance Workshop

ONE, PNP, RM, TIM


Organizer: Cazurra at acuervo@csom.umn.edu. Walk-in participants will be admitted on a first come first served basis only if space is still available.

Organizer: Alvaro Cuervo-Cazurra, U. of Minnesota


SPDW: (BPS, MED) Discussion Learning: Using the Case Method in Your Classroom

9:00-12:00 Marriott Wardman Park Hotel: Kennedy

Presenters: Jay Dial, Case Western Reserve U.; Brian Golden, U. of Western Ontario; Amy Hillman, Arizona State U.

SPDW: (BPS, OMT) Conversations on Corporate Leadership and Governance

9:00-12:00 Marriott Wardman Park Hotel: Maryland C

Coordinators: James D. Westphal, U. of Texas, Austin; Margarethe Wiersema, U. of California, Irvine


SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Voice@Work: The AFL-CIO’s Research Agenda

9:00-10:30 Marriott Wardman Park Hotel: Cotillion North

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu for more information concerning this innovative workshop. Pre-registration is necessary, to ensure we have enough space for everyone. Contact either Rita McGrath (rdm20@columbia.edu) or Mary Tripsas (mntripsas@hsb.edu).

SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Doctoral Workshop: Research

9:00-10:30 Omni Shoreham Hotel: Governor’s

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Coordinators: David Jacobs, American U.; Naomi R. Olson, Boston College; Alessia Contu, Lancaster U.


SPDW: (BPS, ENT, TIM) Conversations on Entrepreneurial and Innovative Strategies

9:00-12:00 Omni Shoreham Hotel: Palladium

Pre-registration is necessary, to ensure we have enough space for everyone. Contact either Rita McGrath (rdm20@columbia.edu) or Mary Tripsas (mntripsas@hsb.edu).

Coordinators: Rita Gunther McGrath, Columbia U.; Mary Tripsas, Harvard U.


SPDW: (BPS, IM, OMT) Managing Your Dissertation Workshop

9:00-12:00 Marriott Wardman Park Hotel: Hoover

If you are interested in attending, please contact Alvaro Cuervo-Cazurra at acuervo@csom.umn.edu. Walk-in participants will be admitted on a first come first served basis only if space is still available.

Organizer: Alvaro Cuervo-Cazurra, U. of Minnesota


SPDW: (BPS, MED) Discussion Learning: Using the Case Method in Your Classroom

9:00-12:00 Marriott Wardman Park Hotel: Kennedy

Presenters: Jay Dial, Case Western Reserve U.; Brian Golden, U. of Western Ontario; Amy Hillman, Arizona State U.

SPDW: (BPS, OMT) Conversations on Corporate Leadership and Governance

9:00-12:00 Marriott Wardman Park Hotel: Maryland C

Coordinators: James D. Westphal, U. of Texas, Austin; Margarethe Wiersema, U. of California, Irvine


SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Voice@Work: The AFL-CIO’s Research Agenda

9:00-10:30 Marriott Wardman Park Hotel: Cotillion North

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu for more information concerning this innovative workshop. Pre-registration is necessary, to ensure we have enough space for everyone. Contact either Rita McGrath (rdm20@columbia.edu) or Mary Tripsas (mntripsas@hsb.edu).

Coordinators: Rita Gunther McGrath, Columbia U.; Mary Tripsas, Harvard U.


SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Doctoral Workshop: Research

9:00-10:30 Omni Shoreham Hotel: Governor’s

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Coordinators: David Jacobs, American U.; Naomi R. Olson, Boston College; Alessia Contu, Lancaster U.


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Coordinators: Rita Gunther McGrath, Columbia U.; Mary Tripsas, Harvard U.


SPDW: (BPS, IM, OMT) Managing Your Dissertation Workshop

9:00-12:00 Marriott Wardman Park Hotel: Hoover

If you are interested in attending, please contact Alvaro Cuervo-Cazurra at acuervo@csom.umn.edu. Walk-in participants will be admitted on a first come first served basis only if space is still available.

Organizer: Alvaro Cuervo-Cazurra, U. of Minnesota

Session Details—Sunday

243 : (OMT) Teaching Workshop: Grading and Assessment Issues in Teaching OMT
9:00-12:00 Marriott Wardman Park Hotel: Maryland A
Organizer: Jean M. Forray, Western New England College
Panel: Joy E. Beaty, Boston College; Jill M. Purdy, U. of Washington, Tacoma; Tracy A. Thompson, U. of Washington, Tacoma; Joyce K. Fletcher, Simmons College; Gavin M. Schwarz, U. of Queensland / U. of Woolongong; Scott W. Kunkel, U. of San Diego; William H. Bommer, Georgia State U.

244 SPDW: (OMT, BPS, MOC) Conversations on Knowledge Management - Conclusion
9:00-11:00 Omni Shoreham Hotel: Congressional A
Preregistration required. See entry for Saturday’s program.
Organizers: Candace Jones, Boston College; Mark R. Meckler, U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of Arkansas

245 : (PNP) PNP Doctoral Consortium
9:00-11:00 Omni Shoreham Hotel: Forum
Organizers: Debra Mesch, Indiana U./Purdue U., Indianapolis; Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis

246 SPDW: (SIM, MOC, ONE) Social Network Research
9:00-12:00 Hilton Washington & Towers: Hemisphere
Preregistration required with Judy Clair at clairju@bc.edu
Organizers: Judith A. Clair, Boston College; Craig S. Fleisher, U. of New Brunswick
Presenters: Stephen P. Borgatti, Boston College; Tim Rowley, U. of Toronto

Sunday 9:30AM

247 : (AAC) Regional AoM Affiliates’ Officers
9:30-10:30 Marriott Wardman Park Hotel: Lanai 160
Organizer: Andrew H. Van de Ven, U. of Minnesota

9:30-10:20 Marriott Wardman Park Hotel: Nathan Hale
Organizer: Jone L. Pearce, U. of California, Irvine

249 : (AAC) Executive Committee of Council
9:30-10:30 Marriott Wardman Park Hotel: Doolittle
Organizer: dt ogilvie, Rutgers U.

250 : (ENT) Award Winning Dissertations in the Field of Entrepreneurship: A Discussion of the (1) Key Findings and Primary Contributions, and (2) Publication Experiences and Recommendations of Recent Heizer and NFIB/ETP Doctoral Dissertation Award Winners
9:30-11:00 Marriott Wardman Park Hotel: Coolidge
Organizer: Kenneth C. Robinson, Kennesaw State U.

251 : (ENT) Symposium on Public Sector and NGO Strategies to Enhance Entrepreneurship for Social Benefits
9:30-11:00 Omni Shoreham Hotel: Diplomat
Organizer: Thomas A. Bryant, Rutgers U.
Presenters: Michael Christie, Queensland U. of Technology; Raymond Saner, Center For Socio-Economic Development; Mark A. Lee, Lakeland College

252 SPDW: (MSR, PNP, SIM, MED, ONE) Hand-in-hand: Organizational Service-Learning and Team-building Sequel to DC Habitat for Humanity service project. Open to all, including those who did not participate in the Habitat project.
Panel: James J. McGee, Santa Clara U.; Gerald W. Ramey, Lewis and Clark State College; Charles S. Matthews, Florida Gulf Coast U.; David C. Trott, St. Edwards U.

Sunday 10:00AM

253 : (AAC) AME/EMJ Writers’ Workshop
10:00-12:00 Marriott Wardman Park Hotel: Congressional U.
Organizer: Sheila M. Puffer, Northeastern U.

254 : (AAC) Newsletter Editors for Divisions and Interest Groups
10:00-11:00 Marriott Wardman Park Hotel: Lanai 156
Organizer: Norman B. Bryan, Georgia State U.

255 SPDW: (CAR, SIM, OCIS, GDO) Balancing Life and Career Spheres: An Interactive Workshop Focusing on Personal Development
10:00-12:00 Hilton Washington & Towers: State
No advance registration required.
Chair: Lillian Eby, U. of Georgia
Facilitator: Joyce E.A. Russell, U. of Maryland

256 : (HCM) Scholarship Unbounded: A Session on Sessions
10:00-11:30 Hilton Washington & Towers: Jefferson East
Pre-register with Leonard Friedman at leonard.friedman@orst.edu
Chair: Jeanine W. Turner, Georgetown U.
Panel: Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.; James D. Bramble, Creighton U.

257 SPDW: (IM, TIM, ITC) Creating Value Using eBusiness: Do Different Countries Require Different Models?
10:00-12:00 Marriott Wardman Park Hotel: Virginia C
Organizer: Carl Fey, Stockholm School of Economics
Panel: Marc Ventresca, Northwestern U.; Alice DeKoning, Stockholm School of Economics; Tunga Kiyak, Michigan State U.; Andrew Delios, National U., Singapore; Carl Fey, Stockholm School of Economics

258 : (MED) Partners in Learning: Integrating Faculty, Librarians and Executives in the Capstone Course
10:00-12:00 Hilton Washington & Towers: Monroe West
Techniques to Enliven Holistic Thinking

Presenters: Aleta Best, U. of Massachusetts, Dartmouth; Kathleen Suchon, U. of Massachusetts, Dartmouth; Kate Randall Haley, U. of Massachusetts, Dartmouth; Bruce Pulling, NYNEX (retired); Michael J. Haley, Pacific Scientific Energetic Materials Co.

Organizer: Barbara Perry, Barbara Perry Associates

Chair: Kenneth Gergen, Pennsylvania State U.

New England College

SPDW: (RM, PS, PNP, MOC) Ethnography or Bust: An Examination of the Adoption of Ethnography by U.S. Corporations

Chair: Ruth Sando, FannieMae

Presenters: Christine Riley, Intel Corp; Con Kenney, FannieMae; Barbara Perry, Barbara Perry Associates


Masachusetts Institute of Technology; Marc Ventresca, Northwestern U.

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Sunday 10:15AM

266: (AAC) Conference Break
10:15-10:45 Marriott Wardman Park Hotel: Exhibit Break Area
Join us for refreshments.
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

267: (CM, RM) Workshop on Levels of Analysis: Theoretical and Empirical Issues in Multilevel Research
10:15-12:00 Hilton Washington & Towers: Lincoln West
No pre-registration required.
Organizers: Michele Gelfand, U. of Maryland; Donald E. Gibson, Yale U.
Panel: Katherine Klein, U. of Maryland; Paul Hanges, U. of Maryland

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Sunday 10:30AM

268: (AAC) Eastern Academy of Management Officers
10:30-12:00 Marriott Wardman Park Hotel: Johnson
Organizer: Joel I. Harmon, Fairleigh Dickinson U.

269: (AAC) Midwest Academy of Management Officers
10:30-12:00 Marriott Wardman Park Hotel: Truman
Organizer: Nancy E. Day, U. of Missouri, Kansas City

270: (AAC) Southwest Academy of Management Officers
10:30-12:00 Marriott Wardman Park Hotel: Lani 160
Organizer: Donde P. Ashmos, U. of Texas, San Antonio

271: (AAC) Southern Academy of Management Officers
10:30-12:00 Marriott Wardman Park Hotel: Eisenhower
Organizer: Tammy G. Hunt, U. of North Carolina, Wilmington

272: (AAC) Western Academy of Management Officers
10:30-12:00 Marriott Wardman Park Hotel: Roosevelt
Organizer: Steven M. Sommer, U. of California, Riverside

273: (AAC) Incoming Chairs of Divisions and Interest Groups (2001-2002)
10:30-11:30 Marriott Wardman Park Hotel: Nathan Hale
Organizer: Jean M. Bartunek, Boston College

274: (AAC) Current and Incoming Heads and Members of Academy Committees
10:30-11:30 Marriott Wardman Park Hotel: Thomas Paine
Organizer: Jone L. Pearce, U. of California, Irvine

275: (IM) Barry M. Richman Dissertation Award Finalists Presentations
10:30-12:00 Omni Shoreham Hotel: Calvert
Organizer: Mary Ann Von Glinow, Florida International U.
Chair: Douglas Nigh, U. of South Carolina
Session Details—Sunday

**276 (MED): Supplementing the Government Dollar: International Partnerships for Management Education**
10:30-12:00 Hilton Washington & Towers: Chevy Chase
Organizer: Ian Palmer, U. of Technology, Sydney
Presenters: Ian Palmer, U. of Technology, Sydney; Cynthia Hardy, U. of Melbourne; Bill Harley, U. of Melbourne; Gill Palmer, Monash U.; Nelson Phillips, McGill U.; Geoff Soutar, U. of Western Australia; Lea Elizabeth Waters, U. of Melbourne; Frances Westley, McGill U.

**277: (MH): Getting Involved in Professional Organizations and Getting Your Work Accepted: Strategic Career**
Strategies
10:30-12:00 Marriott Wardman Park Hotel: Harding
Chair: Shawn M. Carrarah, Texas A&M U.
Presenters: Jill Hough, U. of Tulsa; Geralyn McClure Franklin, U. of Texas, Perman Basin; Scott C. Douglas, U. of Montana; JoAnn Duffy, Sam Houston State U.

10:30-12:00 Marriott Wardman Park Hotel: Virginia A
Coordinator: Marvin B. Lieberman, U. of California, Los Angeles
Participants: Suresh B. Kotha, U. Washington; Andrew McAfee, Harvard U.; Joseph P. Bailey, U. of Maryland

**Sunday 11:00AM**

**279 (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM): CMS: Plenary**
11:30-12:00 Marriott Wardman Park Hotel: Cotilion North
All welcome!
Chair: Ralph Stablein, Massey U.

**280: (ENT): Thinking Entrepreneurially? Understanding the Opportunities (and Pitfalls) of Research in Entrepreneurial Cognition**
11:00-12:00 Marriott Wardman Park Hotel: Coolidge
Organizer: Norris F. Krueger Jr., Boise State U.
Presenters: Ron K. Mitchell, U. of Victoria; Connie Marie Gaglio, California State U.; San Francisco; Dean Shepherd, U. of Colorado, Boulder; Robert A. Baron, Rensselaer Polytechnic Institute

**Sunday 11:30AM**

**281: (HCM): Next Steps: Beyond Networking**
11:30-12:00 Hilton Washington & Towers: Jefferson West
Facilitators: All HCMD PDW attendees. Pre-registration required.
Coordinator: Leonard H. Friedman, Oregon State U.

**Sunday 12:00PM**

**282: (AAC): Incoming Program Chairs (2001-2002)**
12:00-1:30 Marriott Wardman Park Hotel: Thomas Paine
Organizer: Rosalie L. Tung, Simon Fraser U.

**283: (AAC): Academy of Management Council**
12:00-2:00 Marriott Wardman Park Hotel: Johnson
Organizer: dt ogilvie, Rutgers U.

**284: (AAC): AMR Writers’ Workshop**
12:00-2:00 Marriott Wardman Park Hotel: Coolidge
Organizer: Thomas A. D’Aunno, U. of Chicago

**285: (AAC): Journal of Applied Management and Entrepreneurship**
12:00-2:00 Marriott Wardman Park Hotel: Kennedy
Organizer: Jane Whitney Gibson, Nova Southeastern U.

**286: (AAC): Incoming 2001-2002 PDW Chairs**
12:00-1:30 Marriott Wardman Park Hotel: Congressional
Organizer: TBA

**287: (AAC): International Theme Committee**
12:00-2:00 Marriott Wardman Park Hotel: Lanai 160
Chair: Morten Huse, Centre for Church Research
Organizer: Ann Gregory, Memorial U., Newfoundland

**Sunday 1:00PM**

**288: (AA): AoM Award Winners’ Symposium on the Practice of Management Knowledge**
1:00-2:30 Marriott Wardman Park Hotel: Cotillion Ballroom
Here is one very special session to kick off your conference!
Featuring last year’s Academy Award winning heavyweights Henry Mintzberg, Scholarship Award; Joanne Martin, Educator Award; Art Bedeian, Service Award; and Howard Aldrich, Terry Book Award.
President Andrew H. Van de Ven will host this distinguished panel discussion on the practice of management knowledge. Learn from their insights on how we can better develop and apply management knowledge in practice.
Chair: Andrew H. Van de Ven, U. of Minnesota

**289: (AA): Effective Teaching with Cases that Show How Governments Matter: Teaching Demonstrations with Critical Discussions**
1:00-5:00 Marriott Wardman Park Hotel: Delaware A
Organizers: Timothy W. Edlund, Morgan State U.; John F. Mahon, U. of Maine
The Iran-Contra Affair: Will No One Rid Me of This Troublesome Priest?
Steven Maranville, U. of Houston, Downtown
Fishery Products International Ltd: A New Challenge
Tami L. Hynes, Memorial U., Newfoundland; Glenn Rowe, Memorial U., Newfoundland
The U.K. National Lottery
David Wornham, U. of the West of England
CDMA Wars (A): Qualcomm’s Technology Strategy
Joel West, U. of California, Irvine

**290: (AAC): How to Use AoM Placement Services**
1:00-2:00 Marriott Wardman Park Hotel: Harding
Organizer: Nancy H. Leonard, Lewis and Clark State College

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Sunday 2:00PM

291: (AAC) Academy of Management Review
2:00- 3:30 Marriott Wardman Park Hotel: Lanai 160
Chair: Edward J. Conlon, U. of Notre Dame

292: (AAC) New Member Orientation
2:00- 3:00 Marriott Wardman Park Hotel: Delaware B
Organizer: Jane Whitney Gibson, Nova Southeastern U.

293: (AAC) Academy of Management Journal Outgoing Editorial Board
2:00- 3:30 Marriott Wardman Park Hotel: Embassy
Chair: Gregory B. Northcraft, U. of Illinois

294: (AAC) Human Relations
2:00- 3:30 Marriott Wardman Park Hotel: Kennedy
Chair: Paul Willman, U. of Oxford

295: (AAC) Academy of Management Executive
2:00- 3:30 Marriott Wardman Park Hotel: Hoover
Chair: Sheila M. Puffer, Northeastern U.

296: (AAC) Leadership Quarterly
2:00- 3:30 Marriott Wardman Park Hotel: Eisenhower
Chair: James G. Hunt, Texas Tech U.

297: (AAC) Journal of Management
2:00- 3:30 Marriott Wardman Park Hotel: Ethan Allen
Chairs: K. Michele Kacmar, Florida State U.; David Ketchen, Florida State U.

298: (AAC) M@n@gement
2:00- 3:30 Marriott Wardman Park Hotel: Johnson
Chairs: Martin G. Evans, U. of Toronto; Bernard Forgues, U. of Paris

299: (AAC) Journal of Organizational Change Management/TAMARA
2:00- 3:30 Marriott Wardman Park Hotel: Thomas Paine
Chairs: Dave M. Boje, New Mexico State U.; Nancy E. Landrum, Morehead State U.

300: (AAC) Academy of Management Learning and Education Journal
2:00- 3:30 Marriott Wardman Park Hotel: Congressional
Chair: Roy J. Lewicki, Ohio State U.

301: (AAC) Management Learning Editorial Board
2:00- 3:30 Marriott Wardman Park Hotel: Taft
Chair: Elena P. Antonacopoulou, U. of Manchester

302: (AAC) Organization Science
2:00- 3:30 Marriott Wardman Park Hotel: Harding
Chair: Claudia Bird Schoonhoven, U. of California, Irvine

303: (AAC) Journal of Occupational Health Psychology
2:00- 3:30 Marriott Wardman Park Hotel: Lanai 152
Chair: Julian Barling, Queen’s U.

304: (AAC) Group and Organization Management
2:00- 3:30 Marriott Wardman Park Hotel: Roosevelt
Chair: Christopher P. Earley, Indiana U.

305: (AAC) Journal of Management Inquiry

Sunday 2:45PM

309: (AAC) Conference Break
2:45- 3:15 Marriott Wardman Park Hotel: Exhibit Break Area
Join us in the Exhibit area for refreshments. Sponsored by Prentice Hall (Bronze Exhibitor Sponsor)
Coordinator: Geralyn McClure Franklin, U. of Texas, Permian Basin

Sunday 3:00PM

310: (AA) Distinguished Program Speaker: Managing the Reconstruction of a War-torn Society: The Case of Bosnia-Herzegovina
3:00- 4:30 Marriott Wardman Park Hotel: Cotillion Ballroom
Jacques Klein is the Under Secretary General of the United Nations, Special Representative of the Secretary General and Coordinator of the United Nations Operations in Bosnia and Herzegovina.
Organizer: Raymond Saner, Center For Socio-Economic Development
Program Chair: Jone L. Pearce, U. of California, Irvine
Keynote Speaker: Jacques Klein, United Nations

311: (AAC) Mentoring Committee Meeting
3:00- 4:30 Marriott Wardman Park Hotel: Lanai 156
Chair: Stacy Blake-Beard, Harvard U.

312: (AAC) Academy of Management Journal Incoming Editorial Board
3:30- 5:00 Marriott Wardman Park Hotel: Embassy
Chair: Thomas W. Lee, U. Washington
Sunday 3:30PM

313: (AAC) Executive Committee Meetings of Divisions and Interest Groups
3:30- 5:00 Various Hotels: See Below
BPS- MAR: Kennedy;
CAR- HIL: Edison;
CM- HIL: Farragut;
ENT- OMN: Calvert;
GDO- HIL: Grant;
HCM- HIL: DuPont;
HRM- MAR: Johnson;
IM- OMN: Embassy;
MC- OMN: Cabinet;
MED- HIL: Chevy Chase;
MH- HIL: State;
MOC- OMN: Council;
MSR- HIL: Bancroft;
OM- HIL: Kalorama;
ODC- MAR: McKinley
OMT- MAR: Roosevelt;
OB- MAR: Eisenhower;
OCIS- OMN: Forum;
ONE- HIL: Map;
PFP- MAR: Taft;
RM- OMN: Executive;
SIM- HIL: Caucus;
TIM- OMN: Capitol

314: (AAC) Journal of Leadership Studies
3:30-5:00 Marriott Wardman Park Hotel: Lanai 160
Chair: Richard M. Hodgetts, Florida International U.

315: (AAC) Journal of Management Education
3:30-5:00 Marriott Wardman Park Hotel: Thomas Paine
Chair: Dale E. Fitzgibbons, Illinois State U.

316: (AAC) Organization Science Editorial Board Review Reception
3:30-5:00 Marriott Wardman Park Hotel: Virginia A
Chair: Claudia Bird Schoonhoven, U. of California, Irvine

317: (AAC) Journal of Management Inquiry Editorial Board Reception
3:30-5:00 Marriott Wardman Park Hotel: Virginia B

318: (AAC) Management Science
3:30-5:00 Marriott Wardman Park Hotel: Coolidge
Chair: Linda Argote, Carnegie Mellon U.

Sunday 5:00PM

319: (AA) Academy of Management Convocation
5:00- 6:55 Marriott Wardman Park Hotel: Cotillion Ballroom
Presiding: Andrew H. Van de Ven, U. of Minnesota
Welcome
Jone L. Pearce, U. of California, Irvine
The State of the Academy of Management
Andrew H. Van de Ven, U. of Minnesota
All-Academy Awards and Celebration: Presentation of the Newman, Dexter, and Outstanding Mentoring Practice Awards
2001 Distinguished Academy of Management Executive: How a Mission-driven Company Creates Long-term Shareholder Value
William W. George, Medtronic, Inc.

Sunday 6:30PM

320: (ART) Art & Poetry Reception
6:30- 9:00 Marriott Wardman Park Hotel: Wilson A/B/C
Join us for the opening of the Art and Poetry Exhibition. On Monday and Tuesday, the exhibition can be viewed in Exhibit Hall B, adjacent to the Exhibits area, from 9:00 AM to 5:00 PM.
† Images of Governance: (1) The Corporate World (2) The Common Man.
Rekha Krishnan, Tilburg U.
Still, Sad
Steven S. Taylor, U. of Bath
Hoping for a New Millennium.
Sylvia Meierewert, Vienna Business School
† Government and Freedom
Grace Ann Rosile, New Mexico State U.
† Blue Chips and White Papers
Laura Ellen Baker, U. of Queensland
† The Intimacy of Nature
Mark P. Kriger, Norwegian School of Mgmt
† Public Sector Governance and B. C.’s Coastal Forest Products Industry: A Multi-stakeholder Imperative
Nancy Jean Higginson, U. of Calgary
† No Longer Interested in Our Governance?
David L. Deephouse, Louisiana State U.
† Government as Attempted Management of Randomness
Karen Bishop, U. of Louisville
† I Ain’t Mad at ‘Em! How Government Matters
C. Douglas Johnson, Winthrop U.
† No Box to Check
Dina Mansour-Cole, Indiana U./Purdue U., Fort Wayne
† What Does it Take to Be a “Good” Citizen?
Gail H. McKee, Roanoke College
† Evolution: A Water Fountain
Mark Pruett, George Mason U.
Urban Matters

Gabe Buntzman, Western Kentucky U.

We Know We Can Manage Well With a Government State of Mind

Karun K. Singh, Columbia U.

The Boss

Ana Sierra Leonard, U. of Cincinnati

The Old George

Rita Anne Durant, U. of Alabama

Avalokitesvara, the Boddisatva of Compassion

Malika Richards, Drexel U.

Behind the Bamboo Curtain

Malika Richards, Drexel U.

A Brace of Ideologies

William McKinley, SIUC

Governing Employee Behaviors and Attitudes through Office Design

Gary Henderson, U. of California, Irvine; Christopher D. Zatzick, U. of California, Irvine

How Government Mattered, 1942

Kimberly D. Elsbach, U. of California, Davis

The Globalization of Commercialization

Dennis A. Gioia, Pennsylvania State U.

Governing Images: My Father's Career

Christian F. Poulson, II, California State U., Fullerton

Discovering Direction

Mary Sully de Luque, U. of Pennsylvania

Thought

Mary Sully de Luque, U. of Pennsylvania

Moonlight Shadows: A Look Into Musical Governance

Chee Kong Ho, National U., Singapore; Chay Hoon Lee, NTU, Singapore

At the Still Point, There is Only the Dance

Nancy J. Adler, McGill U.

Sunday 7:30PM

322 : (AA) Capitol Steps
7:30- 8:20 Marriott Wardman Park Hotel: Cotillion Ballroom

The Capitol Steps are a troupe of Congressional staffers-turned-comedians who travel the country satirizing the very people and places that once employed them. They perform over 500 shows a year all over the country, and are critically acclaimed: "The troupe has become a favorite on the Washington social circuit. Its political satire brings chuckles..rave reviews..guffaws...and bipartisan grins all around" (Wall Street Journal). "Clapped like mad for the Capitol Steps!..The best musical satire on Washington I've ever seen!" (Washington Times). Coordinator: Margaret Bailey, George Washington U.

Local Arrangements Chair: Margaret D. Gorman, George Washington U.

Sunday 7:00PM

321 : (AA) All-Academy Reception: Cabaret and Conversation
7:00- 9:00 Marriott Wardman Park Hotel: Marriott Ballroom Foyer

Sponsored by the University of Virginia Darden Graduate School of Business Administration and the University of Richmond. The Washington, D.C. Organizing Committee welcomes you to the annual meeting with an opportunity to enjoy collegial conversations and strengthen and renew the friendships that keep our community strong. To engage you in the conference theme, we offer you a special performance by a political comedy entertainment group -- The Capitol Steps -- in the adjacent Cotillion Ballroom at 7:30.

Hosts: Jone L. Pearce, U. of California, Irvine; Carol Sexton, U. of California, Irvine; Rosalie L. Tung, Simon Fraser U.; Rita Collins, Simon Fraser U.; Joyce Osland, U. of Portland; Tammy D. Allen, U. of South Florida; Dennis A. Gioia, Pennsylvania State U.; Charles B Shrader, Iowa State U.; Dennis H Nagao, Georgia Institute of Technology; Karen S. Whelan-Berry, Samford U.; Geralyn McClure Franklin, U. of Texas, Permain Basin; Nancy H. Leonard, Lewis and Clark State College; Morten Huse, Centre for Church Research; Jane Whitney Gibson, Nova Southeastern U.; and Matt L. Suppa, Academy of Management; Nancy Urbanowicz, Academy of Management; Terese Loncar, Academy of Management; Heather Crowe, Academy of Management; Linda M. Panzer, Academy of Management; Susan Zaid, Academy of Management


Local Arrangements Chairs: Margaret D. Gorman, George Washington U.; Andrea Casey, George Washington U.; David R. Schwandt, George Washington U.
Monday, August 6, 2001

**Monday 7:00AM**

**323 : (GDO) Breakfast with Gender and Diversity**
7:00- 8:15 Hilton Washington & Towers: Map
Worth, you all have gender or diversity of some kind, don't you? So come have breakfast with the Gender and Diversity in Organizations Division. If you're already a member, come and chat with old friends and make new ones. If you're not already a member, come join us and see what we're about!

**Monday 7:45AM**

**324 ☯ : (MC) State of Management Consulting in 2001 and Welcome Address**

**Monday 8:00AM**

**325 : (MH) Management History Division Welcome**
8:00- 8:45 Hilton Washington & Towers: Hemisphere A warm welcome is extended to members and friends of the Management History Division. Come and hear about our program for the 2001 meeting!
Division Chair: Eileen Kelly, Ithaca College
Program Chair: Charles Booth, U. of the West of England

**326 : (ODC) ODC Division Welcome and Continental Breakfast**
8:00- 8:30 Marriott Wardman Park Hotel: McKinley Program Chair: Peter Sorensen, Benedictine U.

**Monday 8:20AM**

**327 : (TIM) TIM Welcome (Continental Breakfast)**
8:20- 8:55 Omni Shoreham Hotel: Capitol Division Chair: Deborah J. Dougherty, Rutgers U.

**Monday 8:30AM**

**328 ☯ : (AA) How Governments Matter: Politics in Competitive Strategy**
8:30- 10:20 Marriott Wardman Park Hotel: Salon 2 Chair: John M. de Figueiredo, Massachusetts Institute of Technology
Political Strategy in Internet Intellectual Property Protection
John M. de Figueiredo, Massachusetts Institute of Technology
The Cost and Benefits of Commitment: The Chilean Experience with Price Cap Regulation
Alexander Dyck, Harvard U.

The Politics of Electricity Investment
Bennet Zelner, Georgetown U.
Where in the World Do You Put a Four-Billion Dollar Factory?
The Location Decision in Semiconductor Manufacturing
Witold J. Henisz, U. of Pennsylvania; Jeffrey Macher, Georgetown U.
Discussant: Shane Greenstein, Northwestern U.

**329 ☯ : (BPS) The Role of Governments in Promoting Cooperative R&D: Policy Objectives, Empirical Evidence, and Managerial Implications**
8:30- 10:20 Marriott Wardman Park Hotel: Wilson C Chair: Rosemarie Ham Ziedonis, U. of Pennsylvania
The Structure of Contracts in Strategic Alliances: Evidence From NCRA Filings of Joint Venture Research Consortia
Suzanne E. Majewski, U.S. Department of Justice; Dean V. Williamson, U.S. Department of Justice
The Impact of SEMATECH on U.S. Semiconductor R&D
Kenneth Flamm, U. of Texas, Austin
Estimating Spillover and Diffusion Effects of Research Consortia: Lessons from SEMATECH
Brian Silverman, Harvard U.; Arvids A Ziedonis, U. of Pennsylvania; Rosemarie Ham Ziedonis, U. of Pennsylvania
Discussants: Mariko Sakakibara, U. of California, Los Angeles; David Mowery, U. of California, Berkeley

**330 : (BPS) Research Trends in Top Management Team Research**
8:30- 10:20 Marriott Wardman Park Hotel: Wilson A Chair: Daniel Tzabbar, U. of Toronto
What Do Top Management Teams Do?
Michael A. Roberto, Harvard U.
Who Needs a COO? Toward Understanding CEOs Who Delegate the Internal Leadership Role
Donald C. Hambrick, Columbia U.; Albert A. Cannella Jr., Texas A&M U.
Top Management Team Heterogeneity, Power, and Performance in a Hospital Setting
Patricia Cherie Pitcher, HEC Montreal; Anne D Smith, U. of Tennessee, Knoxville; Jacqueline N. Hood, U. of New Mexico; Susan Houghton, Georgia State U.
Discussant: Michael Jensen, Northwestern U.

**331 : (BPS) Technology Strategy**
8:30- 10:20 Marriott Wardman Park Hotel: Wilson B Chair: Ilgaz Tahir Arikan, Ohio State U.
A Real Option Perspective on the Market Valuation of a Firm's Technological Competence*
Edward Levitas, U. of Wisconsin, Milwaukee; Tailan Chi, U. of Illinois, Urbana-Champaign
Linking Strategy Processes to Performance Outcomes in Dynamic Environments: The Need to Target Multiple Bull's Eye
Linda Tegarden, Virginia Polytechnic Institute and State U.; Yolanda A Sarason, Colorado State U.; Catherine Banbury, St. Mary's College
Technology Investments As Real Options: An Evolutionary Perspective And Model
Kent Miller, Purdue U.; Andac Arikan, New York U.

Innovation In Systemic Products: Implications For Incumbent Versus New Entrant Advantages
Sendil Ethiraj, U. of Pennsylvania

Experience Spillovers Across Corporate Development Activities
Maurizio Zollo, INSEAD; Jeffrey J. Reuer, Ohio State U.
Discussant: Johann Peter Murmann, Northwestern U.

332 SHCS: (BPS, ENT) Strategy and Entrepreneurship: What Changes in the Digital Economy?
8:30-10:20 Marriott Wardman Park Hotel: Colission South
Chair: Raphael H. Amit, U. of Pennsylvania
Industry Transformation and the Digital Economy
Anita McGahan, Boston U.
Jay Barney, Ohio State U.; Valentina Della Corte, U. of Naples; Mauro Sciarrelli, Second U. of Naples
A Relational Perspective on Strategic Choice in the New Economy
Harbir Singh, U. of Pennsylvania
Interorganizational Partnerships in the Digital Economy
Ranjay Gulati, Northwestern U.
Transaction Cost Economics: What Changes in the Digital Economy?
Jeff Dyer, Brigham Young U.
What's New in Entrepreneurship: A Need to Begin Focusing on the Dynamics of Employment, Productivity and Social Wealth Creation
Ian C Macmillan, U. of Pennsylvania
Discussant: Christoph Zott, INSEAD

333 SHCS: (BPS, TIM) Managing Knowledge, Innovation and Learning: Insights from the Real Options Perspective
8:30-10:20 Marriott Wardman Park Hotel: Colission North
Chairs: Talia Chi, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign
An Option Pricing Approach to Technological Adoption in Environments Characterized by a Sequence of Innovations
Michael J. Leiblein, Ohio State U.
A Dynamic Model of Inter-partner Learning in Knowledge-intensive Joint Ventures
Talia Chi, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign
Uncertainty and the Likelihood of Entry: An Empirical Assessment of the Mediating Role of Sunk Costs
Douglas Johnson, Purdue U.; Jonathan O'Brien, Purdue U.; Tim Folta, Purdue U.
Exercising Real Options on Technological Knowledge: The Risk of Escalation or Under-investment
Russell Coff, Emory U.; Kevin J. Laverty, U. of Washington, Bothell

334: (CAR) Taking Personal Control of Career Development
8:30-10:20 Hilton Washington & Towers: Jefferson West
Chair: Monica L Forret, St. Ambrose U.
Building Career or Building Sandcastles?: Academics’ Perceptions of the Benefit of Expatriation for Career Development
Julia Richardson, U. of Otago; Mary Mallon, U. of Otago
Towards a Theory of Career Self-management
Zella King, King’s College, London
Being Proactive in Your Career: Linking Personality, Behaviors, and Career Outcomes
Scott Seibert, Cleveland State U.; Maria Kraimer, Cleveland State U.; Mike Crant, U. of Notre Dame
Gender and the Use of Supplication and Intimidation in Organizations *
Mark C. Bolino, U. of Notre Dame; William H. Turnley, Kansas State U.
Winner of Careers Division Applied Paper Award
Career Communities: A Preliminary Test of Member-defined Career Support Structures
Polly Parker, U. of Auckland
Discussants: Yehuda Baruch, UEA; Judi S Strauss, Benedictine U.

335: (ENT) Aspirations, Intentions, and Motivations in Entrepreneurship
8:30-10:20 Omni Shoreham Hotel: Cabinet
Chair: Charlene Nicholls-Nixon, U. of Western Ontario
Increasing Opportunity and Declining Motivation?: How Startup Size Affects External Learning
Paul Almeida, Georgetown U.; Gina Dokko, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania
Aspiration Level, Labor Market Evaluation, and the Decision To Become an Entrepreneur
Joo-Heon Lee, U. of Virginia; Sankaran Venkataraman, U. of Virginia
Adversity Quotient: The Role of Perseverance in New Venture Formation
Gideon D. Markman, Rensselaer Polytechnic Institute; Robert A. Baron, Rensselaer Polytechnic Institute; David B. Balkin, U. of Colorado, Boulder
Intentions and Growth: The Moderating Role of Resources and Opportunities *
Johan Wiklund, Jönköping International Business School; Dean Shepherd, U. of Colorado, Boulder

336: (GDO) Welcome and New Member Orientation
8:30-9:00 Hilton Washington & Towers: Map
Both new and more experienced members are invited to this session. Get to know one another and learn a little about the benefits of Division membership and how to become more involved in the Division.

337 JS: (GDO, OB, CM) Experiencing and Coping with Work-family Interfaces: Perspectives Across and Within Cultures
8:30-10:20 Hilton Washington & Towers: Lincoln East
Session Details—Monday

Chair: Frieda Reitman, Pace U.

The Nature and Process of Work-family Conflict: A Cross-Cultural Investigation of Employees in China, Hong Kong, Mexico, Singapore, and the United States
Margaret A. Shaffer, Hong Kong Baptist U.; Anne Marie Francesco, Hong Kong Baptist U.; Janice R. Joplin, U. of Texas, El Paso; Theresa Lau, Hong Kong Polytechnic U.

The Impact of National Culture on Work-family Conflict
Yan Ling, U. of Connecticut; Gary N. Powell, U. of Connecticut

The Influence of Work-family Culture, Benefits, and Perceived Organizational Characteristics on Turnover Intentions
Karen S Lyness, City U. of New York, Baruch College; Michael K Judiesch, Manhattan College; Cynthia A. Thompson, City U. of New York, Baruch College; Laura Lynn Beavuus, U. of Rhode Island

Culture and Workplace Flexibility
Marcia Brumit Kropf, Catalyst; Meredith J. Moore, Catalyst

Thinking Through WFC: Does Cognitive Capacity Make a Difference?
Suzanne C. De Janasz, James Madison U.; Scott J Behson, Fairleigh Dickinson U.

Discussant: Frieda Reitman, Pace U.

338: (HCM) Division Welcome
8:30-  8:45 Hilton Washington & Towers: Georgetown West
Program Chair: Kathleen Montgomery, U. of California, Riverside

339 ☯ SHCS: (HCM, OMT, SIM) To Err is Organizational: Blindspots in Research on Adverse Medical Events
8:30-10:20 Hilton Washington & Towers: Lincoln West
Chairs: Kathleen M. Sutcliffe, U. of Michigan; Michal Tamuz, U. of Texas, Houston

Challenges for Studying Adverse Events from the Inside Looking Out
Robert Wears, U. of Florida

Insight in Hindsight: Confronting Challenges of Studying Medical Mishaps in Retrospect
Marilyn Rosenthal, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan; Elizabeth Lewton, U. of Michigan

Videotaping of Patient Care: A Method to Assess Teamwork and Error in Healthcare
Eric J. Thomas, U. of Texas, Houston; Robert L. Helmreich, U. of Texas, Austin

Learning from Organizational Error: Group-level Influences as a Critical Blindspot
Amy C. Edmondson, Harvard U.

Illuminating the Blind Spots: Studying Organizational Learning About Adverse Events in Blood Banks
Michal Tamuz, U. of Texas, Houston; Harold S. Kaplan, Columbia U.

Discussant: Karl E. Weick, U. of Michigan

340 ☯ (HR) Management Education and Development Strategies in a High Performance Economy: The Case of Ireland
8:30- 10:20 Marriott Wardman Park Hotel: Virginia B
Chair: Jeanette N. Cleveland, Pennsylvania State U.

Management Development in Ireland: The New Organizational Wealth?
Noreen Heraty, U. of Limerick; Michael J. Morley, U. of Limerick

Lifelong Learning for the Celtic Tiger: The Role of Information and Communication Technologies (ICTs) and Open and Distance Learning
Kay MacKeogh, Dublin City U.

Responding to Managers' Learning Needs in an Edge-of-Chaos Environment
Finian Buckley, Dublin City U.; Kathy Monks, Dublin City U.

Mentoring Functions and Career Outcomes Among Professionals and Managers
Carolyn Wiley, U. College, Dublin

Discussants: Henrik Holt Larsen, Copenhagen Business School; Kevin Murphy, Pennsylvania State U.

341: (HR) Personnel Selection
8:30- 10:20 Marriott Wardman Park Hotel: Virginia A
Chair: Paul W. Mulvey, North Carolina State U.

An Applicant Level Meta-analytic Matrix of Predictors of Job Performance: Analysis of Validity, Adverse Impact, and Research Needs
Philip L. Roth, Clemson U.; Philip Bobko, Gettysburg College; Denise Potosky, Pennsylvania State U., Great Valley

Interviewer Job Expertise and Rating Scale Format as Contextual Factors in Situational Interviews*
Steven D. Maurer, Old Dominion U.

What Do Structured Employment Interviews Measure? Examining the Construct Validity of a Behavior Description Interview*
Chad H. Van Iddekinge, Clemson U.; Patrick H. Raymark, Clemson U.; Carl E. Eidson, Jr., Wilson Learning Corporation

The Interactive Effects of Extroversion and Conscientiousness on Job Performance
Lawrence A. Witt, U. of New Orleans

Explaining Racial Differences on Cognitive Ability Tests: An Integration of Face Validity and Stereotype Threat Research
Robert E. Ployhart, U. of Maryland; Jonathan Ziegert, U. of Maryland; Lynn A. McFarland, George Mason U.; Dalit Lev-Arey, George Mason U.

Discussant: Greg L. Stewart, Brigham Young U.

342: (HR) Training
8:30- 10:20 Marriott Wardman Park Hotel: Virginia C
Chair: Jean M. Phillips, Rutgers U.

The Outsourcing of Training and Development: Its Impact on Client Organizations
Thomas W. Gainey, State U. of West Georgia; Brian S. Klaas, U. of South Carolina

New Frontiers in Training Evaluation: Relationships Among Cognitive Learning and Skill-based Performance
Jim Paul, U. of Kansas; Christy Strbiak, U.S. Air Force Academy
The Relationship of Training Motivation to Participation in Training and Development *
Phyllis Tharenou, Monash U.

Individual Differences and Learning: A Test of a Model of Web-based Training
Marcia J. Simmering, Louisiana State U.
Discussant: Gary P. Latham, U. of Toronto

343 : (IM) How Do Governments Matter for Corporate Governance? An International Perspective
8:30-10:20 Omni Shoreham Hotel: Empire
A Closer Look at Corporate Governance Reform in Japan: Change as Politics and Fashion
Christina L. Ahmadjian, Columbia U.
From State and Family Capitalism to Potpourri Capitalism: Are Anglo-Saxon Corporate Governance Practices Exported and Institutionalized?
Ruth Aguiera, U. of Illinois, Urbana-Champaign
Globalization and Labor: French and German Corporate Governance in Comparative Perspective
Michael Goyer, Massachusetts Institute of Technology
Corporate Governance and Internationalization in the Former Soviet Union
Mike Wright, U. of Nottingham; Trevor Buck, De Montfort U.; Natalia Demina, U. of Nottingham
Discussant: Mason A. Carpenter, U. of Wisconsin, Madison
Presenters: Michael Goyer, Massachusetts Institute of Technology; Mike Wright, U. of Nottingham; Christina L. Ahmadjian, Columbia U.; Ruth Aguiera, U. of Illinois, Urbana-Champaign
Authors: Trevor Buck, De Montfort U.; Natalia Demina, U. of Nottingham

344 : (IP) Many Faces of Organizational Misconduct
8:30-10:20 Hilton Washington & Towers: Conservatory T1
Facilitator: Walter Nord, U. of South Florida

SIM: No Pain, Yet Gain: Vicarious Learning from Crises in an Inter-organizational Field
Maria L. Nathan, Lynchburg College; Sarah Kovoor-Misra, U. of Colorado, Denver
SIM: Reputation, Misconduct and Performance in College Athletics: Application of a Theoretical Model of the Moderating Effects of Multiple Reputations on the Relationship Between Misconduct and Organizational and Sub-unit Performance
Lynne A. Sessions, State U. of New York, Oneonta
SIM: The View from the Passenger’s Seat: A Multimethod Assessment of Passengers’ Perceptions of Employee Dishonesty in the Airline Industry
Elizabeth D. Scott, Pennsylvania State U.
SIM: When Firms Fail to Learn: The Perpetuation of Discrimination in the Workplace
Lynn Perry Wooten, U. of Michigan; Erika Hayes James, Emory U.
PNP: Individual Differences and Whistle-blowing *
Marcia P. Miceli, Georgetown U.; James R. Van Scotter, U. of Memphis; Janet P. Near, Indiana U., Bloomington; Michael T. Rehg, Air Force Institute of Technology
Charles H. Levine Award

345 : (IP) Expatriate Decisions, Performance Appraisal, and Skill Requirements
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T1
Facilitator: Mark C. Bolino, U. of Notre Dame

MOC: Unfolding Model of Expatriate Withdrawal and Non-withdrawal Decisions: Decision Making from a Dualistic Adjustment Perspective
Riki Takeuchi, U. of Maryland, College Park
IM: Expatriate Managers: Understanding Skill Requirements and Cultural Influences on Work
Shuang Jae Shin, Texas A&M U.; Frederick Morgeson, Michigan State U.; Michael A. Campion, Purdue U.
IM: Doing It All Over: The Relationship between Experience Factors and Receptivity to an International Assignment
Don A. Larsen, Northeastern State U.; Sandra D. Edwards, Northeastern State U.

346 : (IP) Stakeholders and Corporate Boards
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T13
Facilitator: S. Trevis Certo, Indiana U.

IM: Inhibitors and Enhancers: The Role of Internal and External Stakeholders in the National Transition Process of Privatization and Economic Liberalization
Ben L. Kedia, U. of Memphis; Paula Danskin Harveston, Berry College
SIM: Is Boards of Directors’ Stock-based Compensation Exclusionary?
Catherine M. Daily, Indiana U.; Dan R. Dalton, Indiana U.
ENT: The Liability and Asset of Newness and Stakeholders’ Assessment: An Exploratory Study
Young Rok Choi, Rensselaer Polytechnic Institute
ENT: Board of Directors and CEO Influences During High Growth Transitions
Rebecca Ann Luce, Texas Christian U.

347 : (IP) Team Effectiveness and Learning
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T3
Facilitator: James W. Bishop, New Mexico State U.

OB: A Multi-level Model of Interdependence and Individual Effectiveness in Teams
Simon Taggar, York U.; Victor Y. Haines III, U. of Sherbrooke
OB: Team Learning: A Transactive Memory Approach
ODC: High Performance Organization Design and Self-Directed Work Teams: A Longitudinal Quasi-experimental Field Study
Gerard F Farias, Loyola U., Chicago; Barry A. Macy, Texas Tech U.
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<td><strong>348:</strong> (IP) Management History and Principles of Thought</td>
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<td>8:30-10:20 Hilton Washington &amp; Towers: Conservatory T2</td>
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<td>→ MH: From Evangelical Fundamentalism to Liberal Theology: The Transformation of Quakerism and the Development of Twentieth-century Management Thought in Britain</td>
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<td>Michael Rowlinson, U. of North London</td>
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<td>→ MH: Walther Rathenau's Principles of Management: A Neglected Classic in the History of Management Thought</td>
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<td>Emil Walter-Busch, U. of Saint Gallen</td>
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<td>→ MH: A Counter-historical Approach to Business History</td>
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<td>Teresa Ann McConville, Cranfield U.; Peter Cook, U. of Plymouth</td>
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<td><strong>349:</strong> (IP) Leadership Research and Theory</td>
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<td>8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T2</td>
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<td>Facilitator: Mark P. Kriger, Norwegian School of Mgmt</td>
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<td>OCIS: The Effects of Leader-member Exchange on Supervisor-subordinate Communication</td>
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<td>OB: Leadership as an Antecedent to Followers' Goal Orientation: A Review and Research Propositions</td>
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<td>Lisa Dragoni, U. of Maryland</td>
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<td>Chandrashekhar Lakshman, Southern Illinois U., Carbondale</td>
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<td><strong>MSR:</strong> To Be or Not to Be? Examining Organizational Meaning Systems from an Existential Perspective</td>
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<td>James Grinnell, Merrimack College</td>
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<td><strong>350:</strong> (IP) Negotiation Skills, Behaviors, and Outcomes</td>
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<td>8:30-10:20 Hilton Washington &amp; Towers: Conservatory T4</td>
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<td>Facilitator: Amy L. Pablo, U. of Calgary</td>
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<tr>
<td>OB: Predicting Unethical Negotiating Behavior: An Empirical Examination of the Lewicki-Robinson Questionnaire</td>
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<td>Roger J. Volkema, American U.</td>
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<td>MOC: The Effect of Learning Teams on the Transfer of Skills in a Complex Multi-issue Negotiation Task</td>
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<tr>
<td>CM: A Social Comparison Account of Satisfaction in Interpersonal Bargaining</td>
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354: (IP) Meta-analytic Findings Concerning Job Performance
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T7
Facilitator: Paul E. Tesluk, U. of Maryland
OB: A Meta-analysis of the Relationship Between Collective Efficacy and Work-related Performance
Alexander D. Stajkovic, U. of Wisconsin, Madison; Dong-Seop Lee, U. of Wisconsin, Madison
OB: The Effect of Task Strategy Interventions as Moderators of the Goal-performance Relationship for Complex Tasks: A Meta Analysis
Robert W. Verner, Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.

355: (IP) Decision-making and Styles
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T14
Facilitator: Brian T. Loher, Mansfield U.
MOC: Toward a Behavioral Theory of Board Involvement in the Strategic Decision Making Process
Ho-uk Lee, U. of Connecticut; Deosaran Bachoo, Texas A&M U.
MOC: Organizational Decision-Losing: The 1976 Reorganization of U.S. Intelligence
James Douglas Orton, U. of Nevada
MOC: Comparing the Decision Styles of American and Asian Business Leaders
Maris G. Martinsons, City U., Hong Kong

356: (IP) Strategic Management, Competition, Firm Performance
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T8
Facilitator: William P. Wan, Thunderbird, The American Graduate School of International Management
BPS: In Search of Hypercompetition
Gerry M. McNamara, Michigan State U.; Paul M Vaaler, Tufts U.
BPS: Industry vs. Firm and Long Term Performance
Mats Lingblad, London Business School
BPS: Random Walks and Sustained Competitive Advantage
Jerker C. Denrell, Stockholm School of Economics
Pamela Jean Derfus, U. of Maryland, College Park; Curt Grimm, U. of Maryland; Ken G. Smith, U. of Maryland
OM: Competitive Orientation, Congruent Managerial Practices, and Manufacturing Performance
Ravi Kathuria, Saint Joseph’s U.; Fariborz Y. Partovi, Drexel U.; Jeffrey Greenhaus, Drexel U.

357: (IP) Communication, Trust, and Information Exchange
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T9
Facilitator: Rhetta L. Standifer, U. of Missouri, Columbia
OCIS: Is It Who You Know or Where You Go?: A Comparison of Relational and Non-Relational Information Sources
Raymond M. Henry, U. of Pittsburgh; Brian Butler, U. of Pittsburgh
OCIS: Trusting the Source: Being Willing to Receive Knowledge in Knowledge Transfer Relationships
Robert James Jensen, U. of Pennsylvania
OB: A Cognitive Model of Trust Transfer
Katherine J. Stewart, U. of Maryland, College Park
OB: Conversing across Cultural Ideologies: East-West Communication Styles in Work and Non-work Contexts
Jeffrey Sanchez-Burks, U. of Southern California; Fiona Lee, U. of Michigan

358: (IP) Worker Skills, Competence, and Human Capital
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T10
Facilitator: Stacy E. McManus, Harvard U.
CAR: New Age Technology and New "Aged" Workers: The Impact of Age on Computer Technology Skill Acquisition and the Influence of Computer Self-efficacy, Age-related Beliefs, and Change Attitudes
Kendra Reed, Syracuse U.; Douglas R. May, U. of Nebraska, Lincoln; Shirley Waskel, U. of Nebraska, Omaha; D. Harold Doty, Syracuse U.
OB: The Mediating Effect of Skill Flexibility on Multiple Roles and Work Attitudes
Zehava Rosenblatt, U. of Haifa
HR: The Interaction Between Competence and Commitment as a Predictor of Human Capital Within the Firm
Renu Burr, U. of Western Australia; Antonia Girardi, Murdoch U.
MED: Managerial Competence: Considerations for Resolving Conceptual Ambiguity
Maurice Grzedz, Laurentian U.
MED: An Examination of Self-awareness, and Improvement in Managerial Skills and Effectiveness Based on Pre-post 360 Feedback Data
Frank M. Shipper, Salisbury State U.

359: (IP) Management Consulting
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T11
Facilitator: Rickie Moore, E.M. Lyon
MC: Catalysts of Organizational Change: The Case for New Greenfield Start-ups
Wendy S. Becker, U. at Albany
Session Details—Monday

360  (IP) Cross-culture Studies and Best Practices
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T12
Facilitator: Michele Gelfand, U. of Maryland

Bryan Stuart Schaffer, U. of Georgia; Christine Marie Riordan, U. of Georgia

IM: Expectations and the Adjustment Process of Cross-culture Transitioners: A Comparison with Same-culture Transitioners.

361 (MC) Management Consulting: Frame Building And Frame Breaking
8:30-10:20 Omni Shoreham Hotel: Governor's
Chair: Marilyn E. Harris, CMU/HSCC

MC: Towards The Diversimilarity Paradigm: Lessons From McKinsey & Company
Joseph Ofori-Dankwa, Saginaw Valley State U.; Darryl Stickel, McKinsey & Company; Scott D. Julian, Saginaw Valley State U.

MC: Framing Effects And Outsourcing of Decision Making
Ginka Nikova-Toegel, London Business School

362 (MED) MED Division Welcome
8:30-9:00 Hilton Washington & Towers: Military
Program Chair: Elena P. Antonacopoulou, U. of Manchester
Division Chair: James A.F. Stone, Fordham U.

363 (MOC) MOC Division Welcome
8:30-8:55 Omni Shoreham Hotel: Hampton
Program Chair: Andrea Casey, George Washington U.

364 (SHCS) (MOC, OB, OMT) Beyond the Handbook:
Organizational Culture in the Twenty-first Century
8:30-10:20 Omni Shoreham Hotel: Palladium
Chair: Neal M. Ashkanasy, U. of Queensland; Mark F. Peterson, Florida Atlantic U.; Celeste P.M. Wilderom, Twente U.

Climate Strength: Development and Validation of the Construct
Benjamin Schneider, U. of Maryland, College Park

Emotion: The Unexplored Dimension of Organizational Culture and Climate
Neal M. Ashkanasy, U. of Queensland

On Operationalizing Organizational Culture
Celeste P.M. Wilderom, Twente U.; Peter van den Berg, Tilburg U.; Ursula Glunk, Maastricht U.; Ralf Maslowski, Twente U.

Governmental and Non-government Influences on Boundaries Around Cultures
Mark F. Peterson, Florida Atlantic U.; Carlos L. Rodriguez, U. of North Carolina, Wilmington

Discussant: Ray Zammuto, U. of Colorado, Denver

365 (OB) Creating Knowledge with Citigroup:
Academic Research in a Corporate Setting
8:30-10:20 Marriott Wardman Park Hotel: Maryland 8
Chair: Sheena S. Iyengar, Columbia U.

Participants: Jennifer Chatman, U. of California, Berkeley; Michael Morris, Stanford U.; Roberto M. Fernandez, Massachusetts Institute of Technology

Discussants: Robert S. Gibbons, Massachusetts Institute of Technology; John Reed, Citigroup Behavioral Sciences Research Council

Winner of OB Division Most Innovative Session

366 (JS) (OB, OC/S) The Social Side of Technology:
Connecting and Disconnecting on the Job
8:30-10:20 Marriott Wardman Park Hotel: Coolidge
Chair: Bradley J. Alge, Purdue U.; Jerald Greenberg, Ohio State U.

Internet Surveillance: The Effects of Notification Policies on Privacy and Procedural Justice
Bradley J. Alge, Purdue U.; Gary A. Ballinger, Purdue U.; Heather Smithson, Purdue U.

Workplace Monitoring and Surveillance: The Role of Contextual and Procedural Factors
Elizabeth A. Douthitt, Rutgers U.; John R. Aiello, Rutgers U.

The Effect of Feedback on Performance in a Computer-monitored Environment
G. Stoney Alder, Western Illinois U.; Maureen L. Ambrose, U. of Central Florida

Deception in Computer-mediated Communication
John R. Carlson, Baylor U.; Joey F. George, Florida State U.; Judee Burgoon, U. of Arizona

Triggers for Sensemaking in Virtual Teams: Collocated and Distant Subgroups
Terri L. Griffith, U. of California, Berkeley
Session Details-Monday

367 JS: (OB, RM) Images and Influences of Everyday Emotion: Experience Sampling of Emotions in Organizations
8:30-10:20 Marriott Wardman Park Hotel: Delaware B
Chairs: Sigal G. Barsade, Yale U.; Stefan Meisiek, Stockholm School of Economics
Exploring the Causes and Consequences of Everyday Emotion at Work
Selling How it Felt: Social Sharing of Emotion in Organizations
Stefan Meisiek, Stockholm School of Economics
Addressing a "Methodological Stalemate": Experience Sampling Events, Mood, Discretionary Behaviors, and Performance
Andrew G. Miner, U. of Illinois, Urbana-Champaign
To Be Angry or Not to Be Angry in Groups: Examining the Question
Sigal G. Barsade, Yale U.; Donald E. Gibson, Yale U.; Roger Putzel, Saint Michael's College
Presenters: Andrew G. Miner, U. of Illinois, Urbana-Champaign;
Stefan Meisiek, Stockholm School of Economics; Donald E.
Gibson, Yale U.; Sigal G. Barsade, Yale U.; Roger Putzel, Saint Michael's College

368: (OCIS) Division Welcome
8:30-8:50 Omni Shoreham Hotel: Calvert

369: (ODC) New Perspectives on the Values and Outcomes of OD: Trust, Positive Image, Leadership and Core Values
8:30-10:20 Marriott Wardman Park Hotel: McKinley
Chair: Frank Friedlander, Fielding Institute
ODC: A New Model of Change and Change Leadership
Alannah Rafferty, Queensland U. of Technology; Mark A.
Griffin, Queensland U. of Technology
Philipp A.W. Käser, U. of Saint Gallen; Raymond E. Miles, U.
of California, Berkeley

ODC: The Appreciative Inquiry Conversation and Its Impact on Affect, View of Self, and Creativity
Leslie E. Sekerka, Case Western Reserve U.; David L.
Cooperrider, Case Western Reserve U.
ODC: Governing Global OD: An Investigation of International Consultants' Values and Challenges
Therese F. YaeGer, Benedicteine U.
Discussants: David Coghlan, U. of Dublin; Thomas C. Head,
Roosevelt U.

370 JS: (ODC, OMT) Organizational Aesthetics: Emerging Field or Passing Fad?
8:30-10:20 Omni Shoreham Hotel: Diplomat
Chair: Steven S. Taylor, U. of Bath
Seminar Overview: Organizational Aesthetics
Beyond Mind and Body - Exploring the Psycho-physiology of Environment: From Architecture of Space and Organization to Architecture of the Human Mind/body condition
George Cairns, U. of Strathclyde
What Machines Can’t Do: Reconciling Aesthetics and Justice in Organizational Life
Mary Ellen Boyle, Clark U.
The Case of Exhibition Enterprising: Managing Vision, Will, and Realisation
Katja Lindqvist, Stockholm U.
The Aesthetic Value of Corporate Annual Reports
Monica C. Worline, U. of Michigan
Discussants: Stephen Linstead, U. of Essex; Rafael Ramirez,
HEC Management School

371 JS: (ODC, RM) Social Networks and Planned Organizational Change
8:30-10:20 Marriott Wardman Park Hotel: Delaware A
Chair: Jean M. Bartunek, Boston College
Structural Autonomy and Planned Organizational Change
William B. Stevenson, Boston U.; Jean M. Bartunek,
Boston College; Stephen P. Borgatti, Boston College
Network Conditions of Organizational Change
David Krackhardt, Carnegie Mellon U.
Fundamental Organization Change and the Importance of Networks
Susan A. Mohrmann, U. of Southern California
Power, Social Networks, and Resistance to Change
Daniel J. Brass, U. of Kentucky
Organizational Change and Social Network Analysis: Lessons from the Field
Robert L. Cross, U. of Virginia; Stephen P. Borgatti, Boston College

372: (OM) Division Welcome and Exploring the Technology and Performance Relationship
8:30-10:20 Hilton Washington & Towers: Monroe East
Welcome: Janet L. Hartley, Bowling Green State U.
Chair: Christopher McDermott, Rensselaer Polytechnic Institute
OM: Exploring Performance Following ERP Implementation
Mark Cottelee, Harvard U.
Winner of OM Division Best Student Paper Award
OM: The Relationship Between Technology and Performance: A Meta-analysis of Technology Models
Michelle D. Heine, Bowling Green State U.; Varun Grover, U.
of South Carolina; Manoj K. Malhotra, U. of South Carolina
OM: Extending TAM to AMTAM: Does the Model Still Apply?
Thomas V. Scannell, Western Michigan U.; Steven A. Melnyk,
Michigan State U.; Roger J. Calantone, Michigan State U.

C93
Session Details—Monday

373 : (OMT) OMT Welcome Breakfast and Distinguished Scholar Award
8:30-10:20 Marriott Wardman Park Hotel: Harding
Program Chair: Joel A. C. Baum, U. of Toronto
Introduction: Mary Jo Hatch, U. of Virginia
Keynote Speaker: Jane E. Dutton, U. of Michigan

8:30-10:20 Marriott Wardman Park Hotel: Roosevelt
Facilitator: Raul Antonio Necochea, Georgia Institute of Technology

374 : (ONE) ONE Interest Group Welcome
8:30-8:49 Hilton Washington & Towers: Monroe West
Program Chair: Sanjay Sharma, St. Mary's U.

375 : (PNP) Government Structures, Strategies, and Processes Matter
8:30-10:20 Marriott Wardman Park Hotel: Truman
Chair: Joy A. Clay, U. of Memphis
The Problem of Nonmission-based Values in Results-oriented Public Management
David Rosenbloom, American U.; Suzanne Piotrowski, American U.
Cross-sector Collaboration and Challenges
Mary R. Hamilton, American Society for Public Administration

Presenters: David Rosenbloom, American U.; Mary R. Hamilton, American Society for Public Administration
Discussants: Melissa M. Stone, U. of Minnesota; Michael A. Brintnall, National Association of Schools of Public Affairs and Administration

376 : (RM) Methods and Issues in Multiple Levels of Analysis
8:30-10:20 Omni Shoreham Hotel: Executive
Chair: Rudolph J. Sanchez, California State U., Fresno
RM: Four Hierarchical Linear Models of Organizational Climate
John L. Michela, U. of Waterloo; Barbara Rothenburg, U. of Waterloo; Saletta M. Boni, Leadership Consulting Associates; W. Warner Burke, Columbia U.

RM: Using Factor Scores to Correct for Measurement Error in Multilevel Modeling
Robert A. McDonald, Rensselaer Polytechnic Institute
RM: Non-independence in Random-coefficient Models: It is not only about too Much Type 1 Error
Paul Bliese, Walter Reed Army Institute of Research; Paul Hanges, U. of Maryland

RM: Use and Misuse of the r(WG) Coefficient of Within-group Agreement: Review and Suggestions for Future Research
Chester A. Schriesheim, U. of Miami; Jacqueline A. Donovan, U. of Miami; Xiaohua Zhou, U. of Miami; James LeBreton, U. of Tennessee, Knoxville; James C. Whanger, U. of Tennessee; Larry R James, U. of Tennessee
Discussant: Mark B. Gavin, Oklahoma State U.

377 : (SIM) Program Chair’s Welcome
8:30-8:59 Hilton Washington & Towers: Thoroughbred
Lawrence J. LadButler U.
PNP: Leader Political Skill and Team Performance in a State Public Welfare System

Monday 8:40AM

381: (IM) IM Division Welcome
8:40-9:00 Omni Shoreham Hotel: Congressional A

Monday 8:45AM

382: (HCM) HR Issues in Health Care: Teamwork, Creativity, and Commitment
8:45-10:20 Hilton Washington & Towers: Georgetown West
Chair: Robert C. Myrtle, U. of Southern California
HCM: Multidisciplinary Teams in Healthcare: Barriers, Facilitation and Other Musings: Examples From Burn Teams
Gail W. McGee, U. of Alabama, Birmingham; Steven L. Woodruff, Athens State U.; Eva M. McManah, James Madison U.; Beth Woodard, Belmont U.; Shane Spiller, U. of Montevallo
HCM: Work Related Correlates of Individual Creativity: Testing an Interactionist Model
HCM: Nurse Executive Transformational Leadership and the Relationship to Organizational Commitment Among Nurses.
Linda Searle Leach, U. of Southern California
Discussant: Kathryn Dansky, Pennsylvania State U.

383: (MSR) The Relationship of Spirituality to Leadership, Meaningfulness and Organizational Change and MSR Welcome
8:45-10:20 Hilton Washington & Towers: Jefferson East
Chair: Jane M. Nakken, Hazelden Foundation
Division Chair: Jerry Biberman, U. of Scranton
MSR: Existential Meaning in Organizations: Contributions from a Study on the Influence of Spiritual Belief on Career Behavior
Marjolein Lips-Wiersma, U. of Canterbury
MSR: Changing Managerial Beliefs: A Conversion Model
Mzamo P. Mangaliso, U. of Massachusetts, Amherst; Stanley Young, U. of Massachusetts, Amherst
MSR: The Enlightened CEO
John E. Young, U. of New Mexico
Discussant: Rita Weathersby, U. of New Hampshire

Monday 9:00AM

384: (ONE) The Influence of HRM Practices, Leadership and Managerial Attitudes on Environmental Practices
8:50-10:20 Hilton Washington & Towers: Monroe West
Chair: Robert P. Gephart, Jr., U. of Alberta
ONE: Environmental HRM Practices in the Canadian Manufacturing Sector
Carolyn Egri, Simon Fraser U.; Robert C. Hornal, Simon Fraser U.
ONE: Culture-free and Culture-bound Corporate Environmentalism: Comparative Field Studies of Chinese and Japanese Firm Leaders
Oana Branzel, U. of British Columbia; Masao Nakamura, UBC; Taku Takahashi, UBC; Ilan Vertinsky, UBC; Dongsheng Zhou, City U., Hong Kong
ONE: Enhancing Environmental Management Teaching through Applications of Toxic Release Information
Mark Cordano, Wright State U.; Irene H Friese, U. of Pittsburgh
Discussants: Andrew Hoffman, Boston U.; Hilary Bradbury, Case Western Reserve U.; Joseph A. Petrick, Wright State U.

Monday 8:50AM

385: (ONE) The Influence of HRM Practices, Leadership and Managerial Attitudes on Environmental Practices
8:50-10:20 Hilton Washington & Towers: Monroe West
Chair: Robert P. Gephart, Jr., U. of Alberta
ONE: Environmental HRM Practices in the Canadian Manufacturing Sector
Carolyn Egri, Simon Fraser U.; Robert C. Hornal, Simon Fraser U.
ONE: Culture-free and Culture-bound Corporate Environmentalism: Comparative Field Studies of Chinese and Japanese Firm Leaders
Oana Branzel, U. of British Columbia; Masao Nakamura, UBC; Taku Takahashi, UBC; Ilan Vertinsky, UBC; Dongsheng Zhou, City U., Hong Kong
ONE: Enhancing Environmental Management Teaching through Applications of Toxic Release Information
Mark Cordano, Wright State U.; Irene H Friese, U. of Pittsburgh
Discussants: Andrew Hoffman, Boston U.; Hilary Bradbury, Case Western Reserve U.; Joseph A. Petrick, Wright State U.

Monday 9:00AM

386: (AAC) Registration
9:00-5:00 Marriott Wardman Park Hotel: Exhibit Hall C
Organizer: Nancy Urbanowicz, Academy of Management

387: (AAC) Placement
9:00-5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2
Presenter: Nancy H. Leonard, Lewis and Clark State College

388: (AAC) Membership
9:00-5:00 Marriott Wardman Park Hotel: Exhibit Hall–C
Discover the benefits of membership, update member information, find out how to get involved.
Coordinator: Jane Whitney Gibson, Nova Southeastern U.

389: (AAC) Exhibits
9:00-5:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

390: (CM) Trust and Social Motives: Experiments and Models
9:00-10:20 Hilton Washington & Towers: Caucus
Chair: Bruce Barry, Vanderbilt U.
CM: Attributes of Trust and the Calculus of Reciprocity
Madan M. Pillutla, London Business School; Deepak Malhotra, Northwestern U.; J. Keith Murnighan, Northwestern U.
CM: An Attributional Impetus Model of Trust Development
CM: The Aftermath of Group Negotiation: The Influence of Social Motives During Group Negotiation on Post-negotiation Performance
Session Details—Monday

390 : (ENT) Entrepreneurship Division Welcome
9:00-10:20 Omni Shoreham Hotel: Forum

391 → : (IM) The Organizational Challenge: Finding the Optimal Structure for Multinational Firms
9:00-10:20 Omni Shoreham Hotel: Congressional A
Chair: Dan A Ondrack, U. of Toronto
IM: A Reexamination and Extension of International Strategy-structure Theory
Joachim Wolf, U. of Kiel; William G. Egelhoff, Fordham U.
IM: Major Determinants of the Organizational Structures of Multinational Corporations: An Empirical Test
Tatian Chi, U. of Illinois, Urbana-Champaign; Paul C. Nyström, U. of Wisconsin, Milwaukee; Philipp Kircher, U. of Karlsruhe
IM: Adoption of an Organizational Practice by the Subsidiaries of the MNC: Institutional and Relational Effects
Tatiana Kostova, U. of South Carolina; Kendall Roth, U. of South Carolina
IM: Firm Effects vs. Location Effects in the Organization of Pharmaceutical Research *
Jeffrey Furman, Massachusetts Institute of Technology
Discussant: Hemant Merchant, Simon Fraser U.

392 → : (IM) How Much Does National Culture Really Matter?
9:00-10:20 Omni Shoreham Hotel: Congressional B
Chair: Edwin L. Miller, U. of Michigan
IM: Perceived Goals of Business Leaders in 15 Countries: A Proposed Typology of Seven Managerial Profiles
Geert Hofstede, IRIC - Tilburg U.; Cheryl Van Deusen, U. of North Florida; Carolyn B Mueller, Staton U.; Thomas A. Charles, Ball State U.
IM: Socio-political Versus Personal Influences on Values Formation: A Comparison of Chinese and U.S. Managers *
Carolyn Egri, Simon Fraser U.; David A. Ralston, U. of Oklahoma
IM: Do Social Institutions Affect Unethical and Deviant Behaviors? A Cross-cultural Perspective
IM: Culture’s Quantitative Consequences: A Meta Analysis of the Effect Size of Hofstede’s Culture Dimensions in International Management.
Jan Hansen, U. of Nebraska, Lincoln
Discussant: Don Ferrin, State U. of New York, Buffalo

393 ✿ : (ART) Art & Poetry Exhibition
9:00-5:00 Marriott Wardman Park Hotel: Exhibit Hall B South
Please stop by our gallery adjacent to the Exhibit area.
Chair: Dennis A. Gioia, Pennsylvania State U.

394 ✿ : (MED) Keynote Speaker: Dave Snowden, IBM - The Governance of Knowing
9:00-10:20 Hilton Washington & Towers: Military

Introduction: Elena P. Antonacopoulou, U. of Manchester
Keynote Speaker: Dave Snowden, Director, Institute for Knowledge Management, IBM
Discussants: Max Boisot, ESADE; J.C. Spender, Fashion Institute of Technology, State U. of New York

395 : (MH) Pioneers in Management Philosophy and Practice: A Reassessment
9:00-10:20 Hilton Washington & Towers: Hemisphere
Chair: Karl Moore, McGill U.
MH: An Alternative Perspective on the Origins and Significance of the Human Relations School of Management
Kyle Donovan Bruce, U. of Queensland
Paul Hersey Award for Best Paper on Leadership
MH: The Parable of the Pig Iron: An Analysis of Taylor’s Story as Allegory
Paul L. Govekar, Bluffton College; Michele A. Govekar, Ohio Northern U.
MH: Prelude to Failure: The Ignored Warnings About Problems With Scientific Management (1910-1911)
Peter B. Petersen, Johns Hopkins U.

396 : (MOC) Double Jeopardy: Framing Risk and Choice
9:00-10:20 Omni Shoreham Hotel: Hampton
Chair: Leyland M. Lucas, Rutgers, The State U. of New Jersey
MOC: The Relationship Between Overconfidence and the Introduction of Riskier Products: Evidence From a Field Study
Mark Simon, Oakland U.; Susan Houghton, Georgia State U.
MOC: “I’ll Take the Variable Risk Preferences Model for $1,000 Alex….Jeopardy! A Natural Experiment
Elizabeth Boyle, New York U.; Zur Shapira, New York U.
MOC: Risk-taking in Cultural and Organizational Contexts: Information Framing and Achievement Motives
X.T. Wang, Hong Kong U. of Science and Technology; Xiao-Fei Xie, Peking U.
Discussant: Elizabeth George, U. of Queensland

397 : (OB) Impression Management
9:00-10:20 Marriott Wardman Park Hotel: Maryland A
Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison
OB: Politeness and the Linguistic Enactment of Dominance, Deference, and Egalitarianism in Organizations
David A. Morand, Pennsylvania State U., Harrisburg
OB: Social Exchange, Impression Management, and Organizational Citizenship Behavior
Kelly L. Zellars, U. of North Carolina, Charlotte; Bennett J. Tepper, U. of North Carolina, Charlotte; Robert A. Giacalone, U. of North Carolina, Charlotte; Daniel E. Lockhart, U. of Kentucky
OB: Speaking Up in the Workplace: Antecedents and Process of Voicing One’s Views
Sonya F. Premeaux, Arkansas State U.; Arthur G. Bedeian, Louisiana State U.
OB: Putting a Good Face on Impression Management: Team Citizenship, Satisfaction, and Audience Perceptions

398 : (OCIS) Platform Technologies and Organizational Assimilation
9:00-10:20 Omni Shoreham Hotel: Calvert
Chair: Anandhi Bharadwaj, Emory U.
OCIS: The Relationship of Software Reuse to Technological Flexibility
Karin M. Darais, U. of Utah; Kay M Nelson, U. of Utah
OCIS: Innovation Assimilation in the Presence of Knowledge Barrier and Technology Uncertainty: The Case of Component-Based Software Development
T Ravichandran, Rensselaer Polytechnic Institute
OCIS: Enabling Organizational Transition with Complex Technologies: Understanding Post-implementation Learning
Marie-Claude Boudreau, U. of Georgia; Daniel Robey, Georgia State U.
Discussants: Robert G. Fichman, Boston College; Elena Karahanna, U. of Georgia; Wanda J. Orlikowski, Massachusetts Institute of Technology

399 : (SIM) Political and Social Strategy
9:00-10:20 Hilton Washington & Towers: Thoroughbred
Chair: Mary J. Mallott, U. of Hawaii
SIM: Corporate Social Exposure, Risk, and Shareholder Resolutions
Kathleen Rehbein, Marquette U.; Sandra A. Waddock, Boston College; Samuel B. Graves, Boston College
SIM: The Antecedents of Institutional Investor Activism: A Managerialist Model
Lori Verstegen Ryan, U. of Georgia; Marguerite Schneider, College of New Jersey
SIM: Toward a Model of Corporate Social Strategy Formulation
Bryan W. Husted, ITESM/Instituto de Empresa; David B. Allen, Instituto De Empresa
Discussants: Judith B. White, Santa Clara U.

400 : (TIM) Construction of Technologies
9:00-10:20 Omni Shoreham Hotel: Capitol
Chair: Joseph Lampel, U. of Nottingham
TIM: Understanding the Timing of Technological Transitions: The Role of User Preference Discontinuities
Mary Tripsas, Harvard U.
TIM: The Evolution of Biotechnology: The Role of Social Evidence in Shaping a Technological Trajectory
Fiona Murray, Massachusetts Institute of Technology; Sarah Kaplan, Massachusetts Institute of Technology
TIM: Computing Power: Benchmarks and the Construction of Microprocessor Performance
Amit Das, NTU, Singapore; Shobha S. Das, NTU, Singapore
TIM: The Social Dynamics of Technology Evolution and Dominance: What Have We Learned So Far?
Kamal Ahmed Munir, Cambridge U.

Monday 9:00AM
401 : (GDO) Perceiving and Evaluating People with Disabilities
9:00-10:20 Hilton Washington & Towers: Map
Chair: Rosemary Booth, U. of North Carolina, Charlotte
GDO: The Effects of Consequences on Ratings of Applicants with Disabilities
Bradford S. Bell, Michigan State U.; Aleksander P. Ellis, Michigan State U.
GDO: Employee Acceptance of Coworkers with Disabilities: The Roles of Stigma, Disability Type, and Employee Characteristics
Mary E. McLaughlin, U. of Texas, Arlington; Myrtle P. Bell, U. of Texas, Arlington; Donna Y. Stringer, U. of Texas, Arlington
GDO: When Government Intervention is not Enough: Enhancing Attitudes toward People with Disabilities
Courtney Hunt, Northern Illinois U.; Brandon Hunt, Pennsylvania State U.
Discussants: Kathleen Suchon, U. of Massachusetts, Dartmouth; Diana Reed, Drake U.

Monday 10:00AM
402 : (AAC) Journal of Organizational Behavior Consulting Editors 10:00-12:00 Marriott Wardman Park Hotel: Congressional
Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 10:15AM
403 : (AAC) Conference Break 10:15-10:45 Marriott Wardman Park Hotel: Exhibit Break Area
Join us in the Exhibit area for refreshments
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday 10:40AM
404 : (AA) Alliances with Governments 10:40-12:00 Hilton Washington & Towers: Lincoln East
Chair: Magali Delmas, U. of California, Santa Barbara
Social Theory, Regulatory Contracts, and the Natural Environment
Eric Orts, U. of Pennsylvania
Exploring the Seemingly Unexpected Successes of EPA Voluntary Technology Programs
John A. Laitner, U.S. Environmental Protection Agency
Collaborating with Regulators: A Transaction Cost and Resource-based View
Magali Delmas, U. of California, Santa Barbara

Session Details-Monday
A Case for Market Friendly Regulations: A Theoretical Treatment of the Porter Hypothesis
Seema Arora, Stanford U.

Cognitive and Institutional Barriers to New Forms of Cooperation on the Environment: Insights from Project XL and Habitat Conservation Plans
Andrew Hoffman, Boston U.

405 ☯ (AA) Government, Non-profits, and Corporations: Creating Value Through Cross-boundary Partnerships
10:40-12:00 Marriott Wardman Park Hotel: Salon 2
Chairs: Kent D. Fairfield, New York U.; Sonia Ospina, New York U.
Government/Nonprofit Partnerships: Changing Roles, Changing Relationships
Peter Shiras, Independent Sector
Government/Corporation Partnerships: Collaboration for the Public Good
Linda Suydam, U.S. Food and Drug Administration
Corporate-Nonprofit Collaboration: The Ben and Jerry’s PartnerShop Program
Martha Jeanne Lunbeck, Ben & Jerry’s

406 : (BPS) Antecedents and Consequences of CEO Selection and Turnover
10:40-12:00 Marriott Wardman Park Hotel: Wilson A
Chair: Margarethe Wiersema, U. of California, Irvine
BPS: New CEO Selection Under Conditions of Incomplete Information: Strategic Contingency or Isomorphism?
Nandini Rajagopalan, U. of Southern California; Yan Zhang, U. of Southern California; Deepak K. Datta, U. of Kansas
BPS: Director Turnover and Strategic Involvement Following CEO Dismissal
Andrew Ward, Emory U.; Karen Bishop, U. of Louisville
BPS: Founder-CEO Succession and the Paradox of Entrepreneurial Success
Noam Wasserman, Harvard U.
BPS: Should They Stay or Should They Go? Executive Stock Option Repricing
Catherine M. Daily, Indiana U.; S. Trevis Certo, Indiana U.; Dan R. Dalton, Indiana U.
Discussant: Martin James Conyon, U. of Pennsylvania

407 : (BPS) Antecedents and Consequences of Firm Resources
10:40-12:00 Marriott Wardman Park Hotel: Wilson C
Chair: Jay Weerawardena, U. of Queensland
BPS: Intangible Resources and Corporate Performance: The Mediating Role of Perceived Quality of Products/Services on the Relationship Between Perceived Innovativeness and Profitability
Hee-Jae Cho, International Institute for Management Development; Vladimir Pucik, International Institute for Management Development
BPS: When Does Complementarity Pay? The Role of Internal and External Resources
Xavier Castaner, U. of Minnesota; Akbar Zaheer, U. of Minnesota

408 : (BPS) The Dynamics of Innovation
10:40-12:00 Marriott Wardman Park Hotel: Wilson B
Chair: Raymond Van Wijk, Erasmus U.
Rikard Larsson, Lund U.; Kristina Enroth, Lund U.
BPS: Process Management and Technological Innovation: Evidence from the Photography Industry*
Mary J. Benner, Columbia U.
BPS: Inventive Effects on the Level Of Managerial Ownership: The Case of U.S. Pharmaceutical Companies
Edward Levitas, U. of Wisconsin, Milwaukee; Vincent L. Barker, U. of Wisconsin, Milwaukee
BPS: From Community of Innovation to Community of Inertia: The Rise and Fall of the U.S. Tire Industry*
Don Sull, Harvard U.
Discussant: Toby E. Stuart, U. of Chicago

409 : (SHCS, BPS, ENT, TIM) Empirical Studies of the Internet Economy
10:40-12:00 Omni Shoreham Hotel: Palladium
Chair: John M. de Figueiredo, Massachusetts Institute of Technology
Market Segmentation and Dot-com Performance
John M. de Figueiredo, Massachusetts Institute of Technology
Winning the Web Wars: A Blueprint for Advantage in the Online Marketspace
Jeff Dyer, Brigham Young U.; William S. Hesterly, U. of Utah
Ecommerce-focused Business Units
Starling D. Hunter, Massachusetts Institute of Technology
Discussant: Shane Greenstein, Northwestern U.

410 : (CAR) The Impact of Organizational Change on Careers
10:40-12:00 Hilton Washington & Towers: Jefferson West
Chair: Regina O’Neill, Suffolk U.
CAR: Reaching a Career Plateau: Another Source of Employee Stress
Denise M. Rotondo, Salisbury State U.
CAR: Response Patterns to Job Insecurity in a High-tech Organization Undergoing Downsizing
Dan Jacobson, Tel Aviv U.; Naama Toker, Tel Aviv U.
CAR: Identity: Its Maintenance during Downward Organisational Role Transitions
Leisa Sargent, Queensland U. of Technology
CAR: Commitment Shift During Organizational Upheaval: An Analysis of Physicians’ Transitions from Private Practitioner to Employee*
Jeffrey A. Thompson, Miami U., Ohio
Winner of Careers Division Best Paper Award
Winner of Careers Division Best Student Paper Award
Discussant: Lynda St. Clair, Bryant College

411: (CM) Use Your Voice!: Discontent, Anger, and Justice
10:40-12:00 Hilton Washington & Towers: Caucus
Chair: Terry L Boles, U. of Iowa
CM: The Culture of Voice: Exploring The Relationship between Employee Voice and Organizational Culture
N. Rao Kowtha, National U., Singapore; Jacqueline Landau, Management Consultant; Ho-Beng Chia, National U., Singapore
CM: Voicing Discontent: The Role of Employee Loyalty and Informality *
Julie B. Olson-Buchanan, California State U., Fullerton; Wendy R. Boswell, Texas A&M U.
CM: The Effects of Waiting and Voice on Anger After an Inequitable Payment
John M. Oesch, U. of Toronto
CM: Examining the Interdependence and Impact of Instrumental and Value-Expressive Voice Effects on Perceptions of Justice
Deanna Geddes, Temple U.; Kimberly K. Merriman, Temple U.; Gerald Ross, Temple U.; Denise Dunlap-Hinkler, Temple U.

412: (ENT) Entrepreneurial Reasoning
10:40-12:00 Omni Shoreham Hotel: Cabinet
Chair: Benyamin Bergmann Lichtenstein, U. of Hartford
ENT: Effectual Reasoning in Entrepreneurial Decision Making: Existence and Bounds *
Saras Sarasvathy, U. of Washington
ENT: Making Lemonade out of Lemons: The Role of Strategy in Managing Misperceived Start-ups *
Mark Simon, Oakland U.; Susan Houghton, Georgia State U.; G. T. Lumpkin, U. of Illinois, Chicago
Kevin Johnson, Indiana U.; Bloomington; Wade M. Danis, Marquette U.; Marc J. Dollinger, Indiana U., Bloomington

413: (ENT) Family Firms, Agency and Governance
10:40-12:00 Omni Shoreham Hotel: Forum
See also our theme session on Governance in SMEs and New Ventures, Tuesday morning
Chair: Nancy Upton, Baylor U.
ENT: Effects of Contractual and Relational Governance on Strategic Decision Making in Family Firms
Mikko A. Mustakallio, Helsinki U. of Technology; Erkko Auto, Helsinki U. of Technology

ENT: Altruism and Family Agents’ Opportunistic Behaviors in Family Firms
Yan Ling, U. of Connecticut
ENT: Perspectives on Family Business Management Issues from the Literature, Agency Theory, and a Survey of Practicing Managers

414: (GDO) Dealing with Sexual Harassment: Some New Perspectives on an Old Problem
10:40-12:00 Hilton Washington & Towers: Map
Chair: Janice Witt Smith, Winston-Salem State U.
GDO: The Reasonable Woman Standard and Sexual Harassment Perceptual Differences: Empirical Support for a Federal Court Decision
Justin Duane Rueb, U. of Wisconsin, Stevens Point; William H Hendrix, U.S. Air Force Academy
GDO: Bystander Intervention in Sexual Harassment
Lynn Bowes-Sperry, Western New England College; Anne M. O’Leary-Kelly, U. of Arkansas
GDO: An Investigation of Sexual Harassment Perpetrators: A Classification of Perpetrator Patterns
Margaret A. Lucero, U. of Wyoming; Karen L. Middleton, Texas A&M U.; Wendy Finch, Central Wyoming College; Sean Valentine, U. of Wyoming
Discussants: Faten M. Moussa, State U. of New York, Plattsburgh; Robyn A Berkley, Pace U.

415: (HCM, OMT) The Diffusion and Adoption of Health Care Innovations
10:40-12:00 Hilton Washington & Towers: Lincoln West
Organizer: Jean-Louis Denis, U. of Montreal
Chair: Ann Langley, U. of Montreal
The Diffusion of Innovation in the U.K.: Comparative Contexts, Comparative Professions and Credible Science
The Role of Evidence in Health System Change
Louise Lemieux-Charles, U. of Toronto; Wendy McGuire, U. of Toronto; Ilsa Blidner, Ilsa Blidner & Associates; Sue Weinstein, Ilsa Blidner & Associates
Explaining Diffusion Patterns for Complex Health Care Innovations
Jean-Louis Denis, U. of Montreal; Yann Hébert, U. of Quebec, Montreal; Ann Langley, U. of Montreal; Daniel Lozeau, Ecole Nationale d’Administration Publique; Louise-Hélène Trottier, U. of Montreal
The Linked Fates of Ideas and Innovations: Discourse and the Adoption of New Treatments for HIV/AIDS
Steve Maguire, McGill U.
Discussant: Andrew H. Van de Ven, U. of Minnesota

416: (HR) New Developments in Managing Via the Internet
10:40-12:00 Marriott Wardman Park Hotel: Virginia C
Session Details—Monday

417 : (HR) On Tenuous Ground: Downsizing and Job Security
10:40-12:00 Marriott Wardman Park Hotel: Virginia B

Chair: Herman Aguinis, U. of Colorado, Denver
HR: Employee Perceptions of Commitment-oriented Work Systems: Effects on Trust and Perceived Job Security
Paul Boselie, Erasmus U.; Martijn Hesselink, Erasmus U.; Jaap Pauwe, Erasmus U.; Ton van der Wiele, Erasmus U.

Discussant: Jeffrey Miles, U. of the Pacific; Peg Thoms, Pennsylvania State U., Erie

HR: Understanding Full-time Employees' Reactions to the Use of Temporary Workers: The Role of Job Security
Maria Kraimer, Cleveland State U.; Sandy J. Wayne, U. of Illinois, Chicago; Robert C. Liden, U. of Illinois, Chicago; Raymond T. Sparrowe, Cleveland State U.

HR: Children See, Children Do: Effects of Parental Job Insecurity and Parenting Behaviors on Children's Self-efficacy and Work Attitudes
Vivien Lim, National U., Singapore; Thompson S.H. Teo, National U., Singapore; Geok Leng Loo, National U., Singapore

Discussant: John Schaubroeck, Drexel U.

418 : (IM) Managing Headquarters-subsidiary Relations
10:40-12:00 Omni Shoreham Hotel: Congressional A

Chair: Deborah H. Francis, Jacksonville State U.
IM: Hedlund Was Right: A Confirmation and Extension of the Relationship Between Subsidiary Size and Subsidiary Autonomy
Stewart Johnston, U. of Melbourne

IM: Managing Local Knowledge Assets Globally: Regional Offices as Innovation Relays
Kazuhiro Asakawa, Keio U.; Mark Lehrer, U. of Rhode Island

IM: Balancing Standardization and Adaptation for Product Success in International Markets: Testing the Influence of Headquarter-subsidiary Interactions and Cooperation
Mohan Subramaniam, Boston College; Kelly Hewitt, Winthrop U.

IM: Developing an Agency/Risk Theory of the MNC's Parent-subsidiary Relationship and Subsidiary Initiative
William H. A. Johnson, McMaster U.; John W. Medcof, McMaster U.

Discussant: Richard C. Hoffman IV, Salisbury State U.

419 : (IM) National Culture, Interpersonal Relations, and Team Performance
10:40-12:00 Omni Shoreham Hotel: Congressional B

Chair: Jan Hack Katz, Cornell U.
Ping Ping Fu, Chinese U.; Gary A. Yukl, State U. of New York, Albany; Jeffrey Kennedy, Lincoln U., New Zealand; E. Srinivas, XLRI Jamshedpur, India; Adith Cheosakul, Chulalongkorn U.; T.K. Peng, I-Shou U.; Jasmine Tata, Loyola U., Chicago

IM: Reading the Winds in Multinational Corporations: The Impact of Cultural Beliefs on Issue Selling Behavior
Yan Ling, U. of Connecticut; Steven W. Floyd, U. of Connecticut; David Baldridge, U. of Connecticut

IM: Impact of National Origin and Entry Mode on Interpersonal Trust and Organizational Commitment of PCN and HCN Managers in Korea
Hoon Park, U. of Central Florida; Sun Dai Huang, Kon-Kuk U.; Mary A. Gowan, U. of Central Florida

IM: The Impact of Cultural Values on the Relationship Between Team Empowerment and Team Effectiveness: A Four-country Study
Bradley L. Kirkman, U. of North Carolina, Greensboro; Debra L. Shapiro, U. of North Carolina, Chapel Hill

Discussant: Aharon Tziner, Netanya Academic College

420 : (JS, OMT, MH) Corporate Governance and the Development of Stock Markets: Institutional and Organizational Perspectives
10:40-12:00 Omni Shoreham Hotel: Empire

Organizer: Michael Goyer, Massachusetts Institute of Technology

Are U.S. Stock Markets a Pathway to Global Governance Convergence?

Business Strategy Versus Transparency: French and German Corporate Governance in Comparative Perspective

Convergence and the Critics: What are the Preconditions to the Separation of Ownership and Control?

The Great Reversals: The Politics of Financial Development in the 20th Century

Presenters: John Coffee, Columbia U.; Gerald F. Davis, U. of Michigan; Raghuram Rajan, U. of Chicago

Discussant: Simon Johnson, Massachusetts Institute of Technology

421 : (IP) Corporate Philanthropy
10:40-12:00 Hilton Washington & Towers: Conservatory T1

Facilitator: Carol M. Sanchez, Grand Valley State U.

SIM: Does Philanthropy Begin at Home?: The Strategic Motivations Underlying Corporate Giving Programs
David H. Saliu, U. of Northern Iowa; Archie B. Carroll, U. of Georgia; Ann K. Buchholtz, U. of Michigan

SIM: Stronger Governance Mechanisms: Do They Influence Corporate Philanthropy?
Barbara R Bartz, Old Dominion U.; Sara A Morris, Old Dominion U.; Bruce Seifert, Old Dominion U.
SIM: Corporate Philanthropy and Organizational Slack: An Examination of CEO Delegation to the Top Management Team
Ann K. Buchholtz, U. of Georgia; Allen C. Amason, U. of Georgia; Archie B. Carroll, U. of Georgia
→ SIM: The Antecedents and Consequences of Corporate Philanthropy: Institutional and Economic Pressures
Paul Dunn, Brock U.

422 : (IP) Perceived Organizational Support
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T3
Facilitator: Lynn M. Shore, Georgia State U.
OB: Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention
Ivan Sucharski, U. of Delaware; Florence Stinglehmer, Catholic U., Louvain; Robert Eisenberger, U. of Delaware; Christian Vandenbergh, Catholic U., Louvain
OB: Perceived Organizational Support: When Employers Esteem Employees
Robert Eisenberger, U. of Delaware; Linda Rhoades, U. of Delaware
HR: Examining the Antecedents and Consequences of Perceived Organizational Support
Wei Liu, U. of Maryland; Kathryn M. Bartol, U. of Maryland; Xiangqu Zeng, Renmin U. of China; Kelu Wu, Renmin U. of China

423 : (IP) Work-family Support and Conflict
10:40-12:00 Hilton Washington & Towers: Conservatory T4
Facilitator: Karen J. Crooker, U. of Wisconsin, Parkside
GDO: It Takes Two to Tango: The Support Roles of Spouses/Partners in Families with Working Women
Judith R. Gordon, Boston College; Karen S. Whelan-Berry, Samford U.
Best Interactive Paper Award
→ IM: Work-family Conflict on International Assignments: Time- and Strain-based Determinants and Performance Effort Consequences *
Margaret A. Shaffer, Hong Kong Baptist U.; Janice R. Joplin, U. of Texas, El Paso
CAR: Taking Care of the Caretakers: Utilization of Family-supportive Policies as a Function of Employee Need and Perceived Organizational Support
Cathleen Anne Swody, U. of Connecticut

424 : (IP) Leadership and Management of Teams
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T2
Facilitator: Mary Uhl-Bien, U. of Central Florida
HR: Predicting Platoon Readiness and Performance from Leadership in Home Station
Bernard M. Bass, Binghamton U.; Bruce J. Avolio, Binghamton U.; Dong I. Jung, San Diego State U.; Yair Berson, Polytechnic U.
OB: Leader and Staff Role-efficacy as Antecedents of Collective-efficacy and Team Performance
Simon Taggar, York U.; Gerard H. Seijts, U. of Western Ontario
→ OB: Some Suggestions for the Application of Causal Mapping and Storytelling to Survey Individual Complementary Person–organization Fit
Jon Billsberry, Open U., Hong Kong; Veronique Ambrosini, Cranfield U.; John Moss-Jones, Open U., Hong Kong; Philip Marsh, Open U., Hong Kong

425 : (IP) Factors Associated with an Entrepreneurial Orientation
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T3
Facilitator: Douglas W. Lyon, Utah State U.
→ ENT: Culture, Personality, Role Models, Persuasion: What Makes One Want to Become an Entrepreneur?
Emmeline de Pillis, U. of Hawaii, Hilo; Kathleen Reardon, U. of Southern California
ENT: An Examination of Psychological Characteristics of Small Business Owners and Entrepreneurial Business Strategies
Nancy Da Silva, California State U., San Jose

426 : (IP) Exchange Relationships and Psychological Contracts
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T4
Facilitator: William H. Turnley, Kansas State U.
HR: "Good Cause" Beliefs in an "Employment-at-will World": A Focused Investigation of Psychological Versus Legal Contracts
Mark V. Roehling, Michigan State U.
OB: Antecedents of the Psychological Contract: The Impact of Work Values and Exchange Orientation on Organizational Newcomers' Psychological Contracts
Ans De Vos, Vlerick Leuven Gent Management School; Dirk Buyens, Ghent U.; Rene Schalk, Tilburg U.
Frank J. Flynn, Columbia U.

427 : (IP) Recruitment and Person-organization Fit
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T5
Facilitator: Caren Goldberg, George Washington U.
HR: Recruiters and Applicant Resumes: Inferences Regarding Applicants' Cognitive Ability and Personality Characteristics
Michael Cole, Auburn U.; Hubert S. Feild, Auburn U.
→ OB: Some Suggestions for the Application of Causal Mapping and Storytelling to Survey Individual Complementary Person–organization Fit
Jon Billsberry, Open U., Hong Kong; Veronique Ambrosini, Cranfield U.; John Moss-Jones, Open U., Hong Kong; Philip Marsh, Open U., Hong Kong
Session Details—Monday

OB: A Policy-capturing Study of the Relative Importance of Fit with Jobs, Groups, and Organizations  
Amy L. Kristof-Brown, U. of Iowa; Karen J. Jansen, Pennsylvania State U.; Amy E. Colbert, U. of Iowa

428 : (IP) Environmental Accounting  
10:40-12:00 Hilton Washington & Towers: Conservatory T5  
Facilitator: Joseph A. Petrick, Wright State U.  
Ο ONE: The Interplay Between Corporate Environmental and Accounting Paradigms  
Richard Sherman, St. Joseph's U.; Lynne Andersson, Temple U.; Stanley Davis, IPFW  
Ο ONE: Sustainable Stakeholder Accounting: Beyond Complementarity and Towards Integration in Environmental Accounting  

429 : (IP) Using the Internet to Do Business  
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T6  
Facilitator: Urs E. Gattiker, Aalborg U.  
Ο TIM: Internet Usage in an Emerging Economy: The Role of Skills, Support, and Attitudes  
Uzoamaka P. Anakwe, Pace U.; Claire A Simmers, St. Joseph's U.; Murugan Anandarajan, Drexel U.  
Ο OM: Adoption of Internet Purchasing - An Empirical Taxonomy  
John R. Olson, DePaul U.; Kenneth Boyer, Michigan State U.  
Stefano Perlusz, Aalborg U.; Urs E. Gattiker, Aalborg U.

430 : (IP) Technology Competences, Collaboration, and Risks  
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T7  
Facilitator: Arun Kumaraswamy, Rutgers U.  
Ο TIM: Capacity Utilization and Resource Availability as Determinants of Coupling: Organizational Factors Influencing Risk in Petroleum Refineries  
Frederick Wolf, U. of Puget Sound; Bruce Finnie, Pacific Lutheran U.  
Ο TIM: Information Structures in the Mobile Telephone Industry: a Case Study of Knowledge Protection and Diffusion for Innovation  
Peter Galvin, Curtin U.; John Rice, U. of South Australia  
Ο TIM: Key Factors for the Initial and Continuing Success of Collaborative Ventures Between Industry and Academe  
Stephen C. Betts, Rutgers U.; Michael D. Santoro, Lehigh U.

431 : (IP) Strategic Choice  
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T8  
Facilitator: Danchi Tan, National Cheng Kung U.  
Ο BPS: The Time of Institutional Transitions: Implications for Strategic Choices  
Mike W. Peng, Ohio State U.  
Ο BPS: Sources of Strategy – Adaptive And Creative Strategy Logic  
Patrick Regnér, Stockholm School of Economics  
Ο BPS: The Effects of Strategic Choice and Environmental Munificence on Post-bankruptcy Recovery Time  
David Dawley, West Virginia U.

432 : (IP) Human Services Delivery and Education  
10:40-12:00 Hilton Washington & Towers: Conservatory T6  
Facilitator: David P. McCaffrey, U. at Albany  
Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis  
Ο MED: Human Service Management Education and Development: How Government Has Helped Shape Current Understandings of What is Required in the UK  
Ian Davies, U. of Wales College, Newport

433 : (IP) Employee Participation  
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T10  
Facilitator: Gretchen Spreitzer, U. of Southern California  
Ο IM: Employee Participation in Europe: The Influence of Culture, the Environment and Other Organizational Factors  
Elizabeth Fraser Cabrera, U.Carlos III de Madrid; Jaime Ortega, U.Carlos III de Madrid; Angel Cabrera, Instituto De Empresa  
Ο ODC: Changes in Job Autonomy Over Time: A Field Experiment on the Influence of a Focused Diagnosis Intervention and Climate of Participation.  
Zizi Shperling, Tel Aviv U.; Arie Shriom, Tel Aviv U.  
Ο OB: Logics of Participation in Group Decision Making  
Peter Rivard, Boston College  
Ο ODC: Linking High Involvement Environments to the Organizational Life Cycle: A Descriptive and Prescriptive Approach  
*Mark Ciavarella, U. of Georgia

Best Interactive Paper Award

434 : (IP) Occupational Health: Workplace Injury and Sickness  
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T11  
Facilitator: Michael J. Burke, Tulane U.  
Ο HR: Personality Factors as Predictors of Workplace Injuries: A Meta-analysis  
Kristy Lauer, U. of Iowa; Huy Le, U. of Iowa  
Ο OB: The Joint Effects of Spatial Density, Noise, and Light on Employee Sickness Absence: An Exploratory Study Across Twenty-one Organizations.  
Yitzhak Fried, Wayne State U.; Samuel Melamed, National Institute of Occupational and Environmental Health; Linda Haynes Slowik, Wayne State U.

435 : (IP) Market Transactions, Market Liberalization, Environmental Uncertainty  
10:40-12:00 Marriott Wardman Park Hotel: Salon 3 T12  
Facilitator: Jay Nathan, St. John’s U.  
Ο IM: Organizational and Industrial Response to Market Liberalization: The Interaction of Time, Incentive and Capacity to Adapt  
Steven R. White, Chinese U., Hong Kong; Greg Linden, U. of California, Berkeley
Session Details-Monday

436 (MC) Knowledge Management, Transfer and Learning in Consulting
10:40-12:00 Omni Shoreham Hotel: Governor's
Chair: Jeffrey L Kerr, U. of Miami
MC: Impediments to Knowledge Transfer Between Management Science, Consultancies, and Business Companies
Alfred Kieser, Mannheim U.
MC: Management Consultants as Learning Agents: Clients' Perceptions on Learning in Management Consulting
Andreas Werr, Stockholm School of Economics; Håkan Linnarsson, Stockholm School of Economics
MC: Different Knowledge, Different Benefits: Toward a Productivity Perspective on Knowledge Sharing in Organizations
Morten Hansen, Harvard U.; Martine R. Haas, Harvard U.
Discussant: Joseph W Weiss, Bentley College

437 (MED) Reflexivity, Language and Action: Epistemological Issues in Management Education
10:40-12:00 Hilton Washington & Towers: Military
Chair: Aleta Best, U. of Massachusetts, Dartmouth
MOC: The Governing Values of Management and Organizational Knowledge: An Argument for Reflexivity in Production and Consumption
John Hassard, U. of Manchester Institute of Science & Technology; Mihaela Kelemen, Keele U., U.K.
MED: Gateways to the Mind: Visual Metaphors in Management Development
Warren O. Nilsson, Baltimore Caregivers, Inc; Regina Bento, U. of Colorado
MED: Management Research Between Sense and Action
Bertrand Venard, ESSCA
MED: A Framework for Reflective Self-study's Use in Teacher Development
Discussants: Ann L. Cunliffe, U. of New Hampshire; Joseph E. Champoux, U. of New Mexico; Meric Jerome, CERMAT-IAE de Tour; Kathy Monks, Dublin City U.

438 (MOC) Emerging Social Structures in Teams: Factors Influencing Shared Cognition and Performance
10:40-12:00 Omni Shoreham Hotel: Hampton
Chair: Joseph Gregory Gerard, U. of Georgia
MOC: Thinking Alike, Working Better: Antecedents and Consequences of Shared Team Cognition
MOC: Looking for Stability in Times of Uncertainty: The Protective Role of Group Processes During Organizational Change
Malgorzata Tiuchowska, U. of Queensland; Cynthia Gallois, U. of Queensland
MOC: Spontaneous Self-managing Teams: Evidences From the Field.
Fabiola Bertolotti, U. of Bologna; Diego Maria Macri', U. of Bologna; Maria Rita Tagliaventi, U. of Bologna
Discussant: D. Christopher Kayes, George Washington U.

439 (OB) Group Efficacy and Effectiveness
10:40-12:00 Marriott Wardman Park Hotel: Maryland A
Chair: Courtney Hunt, Northern Illinois U.
OB: The Effects of Group Efficacy: Group Efficacy and Overall Group Effectiveness
Anthony T. Pescosolido, College of William and Mary
OB: Unraveling the Black Box: Understanding the Multidimensionality of Group Development
Artemis Chang, Queensland U. of Technology
OB: The Role of Efficacy Perceptions in Group Decision Failure.
Glen Robert Whyte, U. of Toronto; Randall S. Peterson, Cornell U.
OB: How Leaders Shape Group Efficacy: The Role of Psychological State and Nonverbal Expression
Christine M. El Haddad, U. of Southern California
OB: Relating Member Abilities to Emotionally Competent Group Norms and Group Effectiveness
Vanessa Urch Druskat, Case Western Reserve U.; Steven B. Wolff, Marist College; Loren R. Dyck, Case Western Reserve U.
Discussant: Alvin Ng, Massey U., New Zealand

440 (OB) OB and Entrepreneurship: The Reciprocal Benefits of Closer Conceptual Links
10:40-12:00 Marriott Wardman Park Hotel: Maryland C
Knowledge gathered by the field of OB can be extremely useful in understanding fundamental questions concerning entrepreneurs. In return, the field of entrepreneurship, with its emphasis on start-up companies, can provide OB with a unique arena for testing the generality of its theories and findings, which have generally been applied primarily to large, existing organizations.
Chair: Robert A. Baron, Rensselaer Polytechnic Institute
Panel: Michael Ensign, U. of North Carolina, Charlotte; Robert Vecchio, U. of Notre Dame; Robert A. Baron, Rensselaer Polytechnic Institute; Edwin A. Locke, U. of Maryland

441 JS: (OB, BPS) How Leadership and Group Processes Matter in Strategic Innovation and Change
10:40-12:00 Marriott Wardman Park Hotel: Hoover
Session Details—Monday

442 JS: (OB, CM, HR) The Management and Mismanagement of Emotions at Work: A Multi-level Investigation
10:40-12:00 Marriott Wardman Park Hotel: Delaware B
Chair: Sally Maitlis, U. of British Columbia
Organizer: Lorna Doucet, U. of Illinois, Urbana-Champaign
Emotional Intelligence and Hiring: Getting the Job and Staying There
Sigal G. Barsade, Yale U.; Lorna Doucet, U. of Illinois, Urbana-Champaign; Linda O'Hara, Yale U.
Emotional Dishonesty: The Faking of Enthusiasm and Hiding of Anger by IT Workers and Clergy
Lorna Doucet, U. of Illinois, Urbana-Champaign; Elizabeth D. Scott, Pennsylvania State U.; Karen A. Jehn, U. of Pennsylvania
Can Perceived Fairness Mitigate the Outcomes of Workplace Envy
Yochi Cohen-Charash, U. of California, Berkeley
Toxic Decisions: The Mismanagement of Emotion in Organizational Decision Making
Hakan Ozcukel, U. of British Columbia; Sally Maitlis, U. of British Columbia
Socialization, Divestiture, and Experienced Emotions in Residency Training.
Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Jeffrey Kaufmann, Iowa State U.
Managing Emotions at Work: Some Political Reflections
Stephen Fineman, U. of Bath
Discussant: Jane E. Dutton, U. of Michigan

443 JS: (OB, HR) The Employer's Side: Advancing Our Understanding of the Psychological Contract Framework?
10:40-12:00 Marriott Wardman Park Hotel: Delaware A
Chair: Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science
Communicating the Psychological Contract: An Employer's Perspective
David E. Guest, King's College, London; Neil J. Conway, U. of London
Aren't There Two Parties in an Employment Relationship?
Antecedents and Consequences of Organization-employee Agreement on Contract Obligations & Violations
Amanuel G. Tekleab, U. of Maryland; M. Susan Taylor, U. of Maryland
Managers: Caught in the Middle of a Psychological Contract Muddle
Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science
Presenters: David E. Guest, King's College, London; Amanuel G. Tekleab, U. of Maryland; Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science
Discussant: Denise M. Rousseau, Carnegie Mellon U.

444 JS: (OB, OCIS, OMT) Team Boundary Management: New and Eclectic Models and Theories
10:40-12:00 Marriott Wardman Park Hotel: Colt North
Chair: Richard J. Klimoski, George Mason U.
An Empirical Study of the External Communication Activities of Champions of Innovation
Christine Shea, U. of New Hampshire; Jane M. Howell, U. of Western Ontario
Exploring the Impact of Collateral Relationships on Negotiation Processes Among Group Representatives
Kara A. Incalcaterra, George Mason U.; Richard J. Klimoski, George Mason U.
Project Management on Client Site: Perk or Pitfall
Sheila Simsarian Webber, Concordia U.
Arrow's Paradox Meets Trust: The Influence of Trust and Positional Security on Information Transfer
Geoffrey G. Bell, Concordia U.; Marc H. Anderson, U. of Minnesota; Andre Bastien, Parker Aerospace
Presenter: Christine Shea, U. of New Hampshire
Participants: Jane M. Howell, U. of Western Ontario
Presenters: Kara A. Incalcaterra, George Mason U.; Sheila Simsarian Webber, Concordia U.; Geoffrey G. Bell, Concordia U.
Participants: Marc H. Anderson, U. of Minnesota; Andre Bastien, Parker Aerospace
Discussant: John Mathieu, U. of Connecticut

445 JS: (OCIS) IT Management Processes
10:40-12:00 Omni Shoreham Hotel: Calvert
Chair: Carol V. Brown, Indiana U., Indianapolis
OCIS: The IT Sourcing Process: A Framework for Research
Pamsty Hui, U. of Texas, Austin; Cynthia M. Beath, U. of Texas, Austin
OCIS: Why Software Projects Escalate: The Relative Importance of Project Management Constructs versus Constructs Derived from Escalation Theories
Mark Keil, Georgia State U.; Ernan Carmel, Georgia State U.; Joan Mann, Old Dominion U.
Discussants: Mike Gallivan, Georgia State U.; Erran Carmel, American U.
446: (ODC) Organizational Change: Furthering the Understanding of Organization/Individual Interface
10:40-12:00 Marriott Wardman Park Hotel: McKinley
Chair: R T Golombiewski, U. of Georgia
ODC: Implementation of a Management Practice: Assimilation and Going Beyond
Eitan Naveh, Technion-Israel Institute of Technology; Alfred Marcus, U. of Minnesota
ODC: Analyzing Organizational Change Using the Construct of Awareness Development
ODC: Organizational Identification During Major Change: The Dynamics of Dissociation and Re-association
Samia Chreim, U. of Lethbridge
Winner of ODC Division Best Paper
ODC: Social Exchange Variables as Mediators of the Relationship Between Organizational Commitment and Employee Reaction to Change Initiatives
Dennis Sell, Auburn U.; William S. Schaninger, McKinsey & Company; Achilles A Armenakis, Auburn U.
Discussants: Alexander Styhre, Chalmers U. of Technology; Ramkrishnan V. Tenkasi, Benedictine U.

447: (OM) Managing in a Global Context
10:40-12:00 Hilton Washington & Towers: Monroe East
Chair: Aleda V. Roth, U. of North Carolina, Chapel Hill
OM: Buyer Behaviors and Supply Chain Performance: An International Exploration
Mark Pagell, Kansas State U.; Chwen Sheu, Kansas State U. Winner of Chah Hahn Best Paper Award
OM: The Relationship Between the Value Dynamics of Quality Management and National Culture
Barbara B. Flynn, Wake Forest U.; Andrew C. Wicks, U. Washington; Susan Amundson, Arizona State U.
Discussants: Karen Chinander, U. of Miami; Hale Kaynak, U. of Texas, Pan American; Thomas V. Scannell, Western Michigan U.

448: (OMT) Competing with Style: Managing Innovation in Symbol Intensive Firms
10:40-12:00 Marriott Wardman Park Hotel: Coolidge
Chairs: Davide Ravasi, U. L. Bocconi; Antti Ainamo, Helsinki School of Economics; Nelson Phillips, McGill U.
Issues of Innovation in Symbol Intensive Firms
Davide Ravasi, U. L. Bocconi; Paola Varacca Capello, Bocconi U.
Patterns of Stylistic Innovation: An Empirical Analysis of the Evolution of Style in Prêt-à-porter between 1984 and 1999
Rossella Cappetta, U. L. Bocconi; Paola Cillo, U. L. Bocconi Riding the Waves of Fashion as a Strategic Option in a Knowledge-intensive Industry: How Nokia Won the Competition in the Cell Phone Market

Antti Ainamo, Helsinki School of Economics; Mika Pantzar, Helsinki School of Economics
Discussant: Charles Fombrun, New York U.

449: (OMT) Networks and Social Capital
10:40-12:00 Marriott Wardman Park Hotel: Harding
Facilitator: Gautam Ahuja, U. of Texas, Austin
OMT: Instrumental...But Not Enough: The Influence of Organizational and Individual Networks on Communication Flows
Geoffrey G. Bell, Concordia U.; Akbar Zaheer, U. of Minnesota
OMT: Should I Stay or Should I Go? Social Capital and Promotions Within and Across Firms
Raymond T. Sparrowe, Cleveland State U.; Pamela Popielarz, U. of Illinois, Chicago
OMT: Communal Origins of Social Capital
Hongseok Oh, Hong Kong U. of Science and Technology; Martin J. Kilduff, Pennsylvania State U.; Daniel J. Brass, U. of Kentucky
OMT: Interlocking Directorates and the Dynamics of Inter Corporate Shareholdings Among Large Italian Firms
Raffaele Corrado, U. of Bologna

450: (SHCS) (OMT, OB, MOC) The Cultures of Future Organizations
10:40-12:00 Marriott Wardman Park Hotel: Cotillion South
Processes and Trends Influencing Organizational Cultures
Philippe Baumard, IAE U., Aix en Provence
How Trust Climate Affects Reactions to Awareness Systems
Jane Webster, U. of Waterloo
Moving Beyond Diversity to Competitive Advantage
Narayan Pant, Monitor Group
Culture as Process in Telework Settings
Roger L. Dunbar, New York U.; Raghu Garud, New York U.
Organizational Cultures in Imaginary Organizations
Bo Hedberg, Stockholm U.; Christian Maravelias, Stockholm U.
Moderator: William H. Starbuck, New York U.

451: (ONE) Drivers for the Adoption of Environmental Management Systems and Voluntary Practices
10:40-12:00 Marriott Wardman Park Hotel: Monroe West
Chair: Petra Christmann, U. of Virginia
ONE: Who Adopts Management Standards Early? An Examination of ISO 14001 Certifications
Andrew King, New York U.; Michael Lenox, New York U.
ONE: Task Visibility, Environmental Impact Transparency, and ISO 14001 Certification
Ruipu Hu, Stanford U.; Pratima Bansal, U. of Western Ontario
ONE: Does It Pay to Green in the Developing World?
Participation in a Costa Rican Voluntary Environmental Program & Its Impact on Hotels’ Competitive Advantage
Jorge Rivera, Duke U.
Discussants: Ted London, U. of North Carolina, Chapel Hill; Kimberly M. Ellis, Michigan State U.; Bruce Paton, U. of California, Santa Cruz
### 452: (PNP) Decision Making and Strategy
10:40–12:00 Marriott Wardman Park Hotel: Eisenhower

**Chair:** Herman L. Boschken, California State U., San Jose

**PNP:** Decision Making in the Quasi-governmental Sector: The Case of the Illinois Soybean Program Operating Board
Donna K. Fisher, U. of Illinois, Urbana-Champaign; Steve T. Sonka, U. of Illinois, Urbana-Champaign; Randall E. Westgren, U. of Illinois, Urbana-Champaign

**Discussants:**
Freie U., Berlin; Pierre Guillet de Monthoux, Stockholm U.

**Presenters:**
Stefan Meisiek, Stockholm School of Economics; Dave M. Boje, New Mexico State U.

Global Theatrics and Capitalism
Dave M. Boje, New Mexico State U.

Organizational Theatre and the Site of Performance
Heather Hopfl, U. of Northumbria

The Surplus Value of Theatrical Management of Organizations
Pierre Guillet de Monthoux, Stockholm U.

Organizational Theatre and Organizational Change
Georg Schreyogg, Freie U., Berlin

Post-event Effects of Theatrical Events in Organizations
Stefan Meisiek, Stockholm School of Economics

**Presenters:**
Heather Hopfl, U. of Northumbria; Georg Schreyogg, Freie U., Berlin; Pierre Guillet de Monthoux, Stockholm U.

**Discussant:** Steven S. Taylor, U. of Bath

**Panel:**
Sybille Sachs, U. of Zurich; Gerry P. Matthews, Shell Oil Company

### 456: (SIT) Studies in Change Management
10:40–12:00 Marriott Wardman Park Hotel: Kennedy

**Facilitator:** Bahman P. Ebrahimi, U. of Denver

**BPS:**
- Idiosyncratic Versus Generic Patterns of Renewal in the European Financial Services Sector: A Comparison between the Netherlands and the U.K.
  Charles Baden-Fuller, City U., London; Bert Flier, Erasmus U.

**ONE:**
- Environmental Change in Pennsylvania’s Manufacturing Facilities
  Linda C. Angell, Victoria U., New Zealand; Qin Gao, Sierra Health Service; Gordon P. Rands, Western Illinois U.

**PNP:**
  William H. Price, Nova Southeastern U.

### 457: (SIT) Networks and Network Analysis
10:40–12:00 Marriott Wardman Park Hotel: Roosevelt

**Facilitator:** Yadong Luo, U. of Miami

**BPS:**
  Ravindranath Madhavan, U. of Illinois, Urbana-Champaign

**ENT:**
- Perceived Uncertainty, Personal Networks, and Firm Performance: An Examination of Decision-makers in Small High Technology Manufacturing Firms
  Olukemi O. Sawyerr, California State U., Long Beach; Jeffrey E. McGee, U. of Texas, Arlington; Mark Peterson, U. of Texas, Arlington

**IM:**
- Founder Centrality Effects on the Mexican Family Firm’s Top Management: Firm Culture, Strategic Vision and Goals, and Firm Performance
  Nicholas Athanassiou, Northeastern U.; William F. Crittenden, Northeastern U.; Louise Kelly, U.S. International U.; Pedro Marquez-Perez, ITESM/Instituto de Empresa

**MH:**
- The Evolution of Network Analysis: Impact of Socioeconomic Perspectives on Strategic Management Thought
  Liliana M. Perez, U. of Memphis; Ben L. Kedia, U. of Memphis

### 458: (SIM) Diversity in the Workplace: Boon or Bane?
10:40–12:00 Hilton Washington & Towers: George Town East

**Facilitator:** Barbara L. Kelsey, Ryerson Polytechnic U.

**CM:**
- Disentangling the Complexity of Productive and Destructive Conflict in Culturally Heterogeneous Workgroups: A Communication Accommodation Theory Approach
  Oluremi B. Ayoko, U. of Queensland; Charmine E.J. Hartel, Monash U.; Victor C. Callan, U. of Queensland

**Presenters:**
RS Moorthy, Motorola; Sybille Sachs, U. of Zurich; Carrie R. Leana, U. of Pittsburgh
GDO: And Justice for All? An Organizational Justice Perspective on Workplace Diversity
Jana L. Raver, U. of Maryland; Lisa H. Nishii, U. of Maryland

MOC: Identifying the Ingroup: A Closer Look at the Influence of Demographic Dissimilarity on Employee Social Identity
Prithviraj Chattopadhyay, U. of Queensland; Malgorzata Tuchowska, U. of Queensland

OB: Diversity, Dissimilarity, and Creativity: Does Group Composition or Being Different Enhance or Hinder Creative Performance?
Lucy L. Gilson, U. of Connecticut

459: (TIM) Organizational Capabilities for Technological Innovation
10:40-12:00 Omni Shoreham Hotel: Capitol
Chair: Dodo zu Knyphausen-Aufsess, U. of Bamberg
TIM: Enactment of Codified Routines and Innovation: Conceptualizing Formalization's Role in Organizational Evolution
Wynand Bodewes, Rotterdam School of Management
TIM: A Structural Approach to Assessing Innovation: Construct Development of Innovation Types and Characteristics and Their Organizational Effects
Hubert Gatignon, Euro-Asia Centre, INSEAD; Michael L. Tushman, Harvard U.; Philip C. Anderson, Dartmouth College; Wendy Kim Smith, Harvard U.
TIM: Determinants of Organizational Innovation Capability: Development, Socialization, and Incentives
Anique A. Un, Massachusetts Institute of Technology
TIM: Venture Design, Scalability and Sustained Performance*
Richard Bergin, Harvard U.
TIM: A New Perspective on the Development of New Competences in Emerging Industries
Valerie Claude-Gaudillat, U. of California, Berkeley

Monday 12:10PM

460: (AAC) Journal of Organizational Behavior Luncheon
12:10-2:10 Marriott Wardman Park Hotel: Nathan Hale
Organizer: Denise M. Rousseau, Carnegie Mellon U.

461: (MSR) Spirituality & Management Education - PART I:
12:10-12:35 Hilton Washington & Towers: Jefferson East
Part I (Paper) and Part II (Symposium) are combined to present and discuss material on spirituality and management education
*MSR: Learnings from a Transformative Dialogue on Spirituality and Management Education: Integrating Sense and Soul through the Politics of Spiritual Knowledge
David S. Steingard, St. Joseph's U.; Dale E. Fitzgibbons, Illinois State U.

Monday 12:20PM

462: (AA) Institutional Variation and Firm Performance: Spotlighting the Complementarity between the Role of Government & Other Institutions
12:20-2:10 Omni Shoreham Hotel: Palladium
Organizer: Tarun Khanna, Harvard U.
The Institutional Framework of Technological Develoment
Ishtiaq Pasha Mahmood, National U., Singapore; Carlos Rufin, Babson College
Institutions and the Evolution of Software and e-Business in India
Srilata Zaheer, U. of Minnesota; Radhika Rajan, U. of Minnesota
Can Global Practices Cause Institutional Convergence? The Emergence of the Indian Software Industry in the 1990s
Corporate Sector Stability and Economic Performance
Bernard Yeung, New York U.; Randall Morck, U. of Alberta

463: (AA) How Governments Matter: The Unanticipated Consequences of Health Reform
12:20-2:10 Hilton Washington & Towers: Lincoln East
Chair: Michael John Powell, U. of Auckland
The Impetus for Managed Care in America: The 1973 HMO Act or 1983 Medicare Reform?
Carol A. Caronna, U. of California, Berkeley; Rick Mayes, U. of California, Berkeley
Public Managed Care for Substance Abuse Treatment: Unintended Consequences?
Thomas A. D'Aunno, U. of Chicago
Government-Funded Experiments as Resources for Renewal in Health Care?*
Jean-Louis Denis, U. of Montreal; Lise Lamotho, Université de Laval; Ann Langley, U. of Montreal
The Regionalization of Healthcare in Alberta: Plans, Paradoxes and Perserverance
Bob Hinings, U. of Alberta; Ann Casebeer, U of Calgary; Royston Greenwood, U. of Alberta; Karen Golden-Biddle, U. of Alberta; Amy L. Pablo, U. of Calgary; Trish Reay, U. of Alberta
The Transformation of an Organizational Field: Institutional Change and Organizational Entrepreneurs
Michael John Powell, U. of Auckland; Pauline Barnett, U. of Otago
Discussant: Henry Mintzberg, McGill U.

464: (AA) Government Matters as Friend, Foe and Arbiter
12:20-2:10 Marriott Wardman Park Hotel: Salon 2
Chair: Jean J. Boddwyn, City U. of New York, Baruch College
How Governments Matter: The Case of Anti-trust Regulation in the New Economy
Jay Barney, Ohio State U.
Public Policy and The New Economics Of Competitiveness and Economic Development
Michael E. Porter, Harvard U.
Governments Must Matter: They Generate Too Many Battles
Peter S. Ring, Loyola Marymount U.
Historical Trajectories in the Facilitative, Regulative and Constitutive Roles of Law
W. Richard Scott, Stanford U.
Session Details—Monday

**465 : (BPS) Behavioral Dynamics in Top Management Teams**
12:20- 2:10 Marriott Wardman Park Hotel: Wilson A
Chair: Simon Peck, City U.
BPS: Negotiating Asymmetry: A Model of Top Management Team Effectiveness
BPS: Top Management Groups of High Technology Organizations: An Information Processing Explanation of Value Creation
Kevin D. Clark, North Carolina State University.
BPS: Exploring Antecedents to Conflict During Strategic Decision Making: The Importance of Behavioral Integration
Ann C. Mooney, Haub School of Management; Jeffrey Sonnenfeld, Yale U.
BPS: Top Management Team Cognitive Diversity, Team-Member Exchange, and Firm Performance
Discussant: Nandini Rajagopalan, U. of Southern California

**466 : (BPS) Exploring and Expanding the Resource Based View of the Firm**
12:20- 2:10 Marriott Wardman Park Hotel: Wilson C
Chair: Joseph Lampel, U. of Nottingham
BPS: Dynamic Capabilities and the Emergence of Differential Intra-industry Firm Performance: Insights from a Simulation Study
Christoph Zott, INSEAD
CM: From the Resource-based View to the Dynamic Capability View –Towards a Theoretical Frame for the Development of Organizational Capabilities
Salvio Vicari, Bocconi U.; Gianmario Verona, Bocconi U.
BPS: Dynamic Capability Through External Corporate Venturing: External Corporate Venturing Capability, Learning, and Capability Development
Thomas Keil, Helsinki U. of Technology; Erkko Autio, Helsinki U. of Technology
* Carmen Weigelt, Duke U.
Discussant: Tim G. Pollock, U. of Wisconsin, Madison

**467 : (BPS) Knowledge Based View of the Firm**
12:20- 2:10 Marriott Wardman Park Hotel: Wilson B
Chair: Veronique Ambrosini, Cranfield U.
BPS: Organization of Economic Activity and the Boundaries of the Firm: An NK-modeling Approach
Sai Krishna Yayavaram, U. of Texas, Austin
BPS: Knowledge Transfer in Acquisitions: The Role of Psychological Ownership of Knowledge in the Acquired Company
Ana Voicin Bolino, U. of South Carolina

**468 JS : (BPS, OMT) Challenges in Creating and Maintaining "Hand-in-glove" Buyer-supplier Relationships**
12:20- 2:10 Marriott Wardman Park Hotel: Delaware A
Chairs: Pierre Azoulay, Massachusetts Institute of Technology; Brian Silverman, Harvard U.
The Impact of Ex Post Opportunism on the Outcomes of Interorganizational Relationships
Erik Anderson, INSEAD; Sandy Jap, Massachusetts Institute of Technology
Shadow of the Past or Shadow of the Future? Buyer-supplier Networks (or Lack Thereof) in Drug Development
Pierre Azoulay, Massachusetts Institute of Technology; Rebecca Henderson, Massachusetts Institute of Technology
Can Contracts Facilitate Trusting Relationships? A Case Study from the Software Industry
Kyle J. Mayer, U. of Southern California
An Economist's Confusion About Status: Partner Selection and Rent Seeking in Interorganizational Relationships
Brian Silverman, Harvard U.
Discussants: Paul Ingram, Columbia U.; Todd Zenger, Washington U.

**469 : (CM) Intractable Conflicts and Conflict Management Interventions**
12:20- 2:10 Hilton Washington & Towers: Caucus
Chair: Gregory K. Stephens, Texas Christian U.
CM: Putting the Cart Before the Horse: The Unexpected Benefits of Arbitrating Before Mediating.
Donald E. Conlon, Michigan State U.; Henry Moon, U. of Maryland; Kok Yee Ng, Michigan State U.
CM: Frame Repertoires and Non-collaborative Behavior in an Intractable Environmental Conflict
Barbara Gray, Pennsylvania State U.; Ralph Hanke, Pennsylvania State U.
CM: Embedded Change Interventions: Role of Organizational Context in Changing Workplace Conflict Behavior
Corinne Bendersky, Massachusetts Institute of Technology
Winner of CM Division Best Student Paper Award

**470 : (ENT) Firm Emergence and the Nascent Entrepreneur**
12:20- 2:10 Omni Shoreham Hotel: Cabinet
Chair: Lene Foss, Norwegian Institute of Fisheries and Aquaculture Ltd.
ENT: Recombining, Socializing, and Legitimating: The Selection of New Ventures
Frederic Delmar, Entrepreneurship and Small Business
Work-family Conflict

Presenters:
Eduardo Salas, U. of Central Florida; Deborah Ettington, ENT:

ENT: Business Planning and the Nascent Entrepreneur: An Empirical Study of Normative Behavior Benson Honig, U. of Haifa; Tomas Karlsson, Jönköping International Business School

ENT: Differing Expectations: Comparing Nascent Entrepreneurs to Non-entrepreneurs Kelly G. Shaver, College of William and Mary; Elizabeth Gatewood, Indiana U.; William B. Gartner, U. of Southern California

471: (GDO) Personal and Interpersonal Influences on Work-family Conflict
12:20- 2:10 Hilton Washington & Towers: Map
Chair: Susan M. Burroughs, Roosevelt U.
GDO: A Model of the Antecedents of Work-family Conflict and Family-work Conflict as Moderated by Social Support: A Test of the Theory of Person-environment Fit Kellyann Berube Kowalski, U. of Massachusetts, Dartmouth; Laura Lynn Beauvais, U. of Rhode Island
GDO: Social Support is Not Enough, It is Also a Matter of Practical Assistance: Gender Differences in the Effectiveness of Different Measures to Reduce Dissatisfaction and Emotional Exhaustion Hetty van Emmerik, Utrecht U.
Discussants: Karen J. Crooker, U. of Wisconsin, Parkside; Beverly J DeMarr, Ferris State U.; Lisa L Scherer, U. of Nebraska, Omaha

472: (GDO, CAR) Diminishing the Digital Divide: Women, Minorities and Information Technology
12:20- 2:10 Hilton Washington & Towers: State
The session will be interactive and involve panelists and the audience in roundtable discussions
Chair: Dianna L. Stone, U. of Central Florida; Stephanie E Newell, Eastern Michigan U.

473: (HR) Theoretical Perspectives and Frameworks for Strategic Human Resource Management
12:20- 2:10 Marriott Wardman Park Hotel: Virginia C
Chair: Sean A. Way, Rutgers U.

Clinton Chadwick, U. of Illinois, Urbana-Champaign; Timothy M. Gardner, Cornell U.
Strategic Human Resource Management: An Integrative Theoretical Framework John E. Delery, U. of Arkansas
Sean A. Way, Rutgers U.; Diane E. Johnson, U. of Alabama
Discussants: Mark Huselid, Rutgers U.; Scott A. Snell, Pennsylvania State U.; Patrick Wright, Cornell U.

474: (HR) Withdrawal and Misconduct
12:20- 2:10 Marriott Wardman Park Hotel: Virginia B
Chair: Howard Klein, Ohio State U.
HR: Lead Them Not Into Temptation: Job Autonomy as an Antecedent of Organizational Misbehavior Yoav Vardi, Tel Aviv U.; Ela Weitz, Tel Aviv U.
HR: Do Unto Others: The Role of Psychological Contract Breach, Violation, Justice, and Trust on Retaliation Behaviours Sandra Rever-Moriyama, Maritime Life; Jean E. Wallace, U. of Calgary
HR: Work Relationships in Telephone Call Centres: Understanding Emotional Exhaustion and Employee Withdrawal Stephen J. Deery, King’s College, U. of London; Roderick D. Iverson, Simon Fraser U.; Janet T. Walsh, Royal Holloway, U. of London
HR: Workplace Absenteeism and Alcohol Use: A Day-to-day Examination Susan McFarlin, Old Dominion U.; William S. Fals-Stewart, State U. of New York, Buffalo
Discussant: Diane E. Johnson, U. of Alabama

475: (JS) (IM, HR) The Gap Between Science and Practice in HRM: Sources of the Problem and Potential Remedies
12:20- 2:10 Marriott Wardman Park Hotel: Cotillion North
Chairs: Robert L. Dipboye, Rice U.; Kevin C. Wooten, U. of Houston, Clear Lake
Discussant: Gary Johns, Concordia U.

476: (JS) (IM, HR) International Human Resource Strategies: New Perspectives, New Work
12:20- 2:10 Omni Shoreham Hotel: Empire
Chair: Helen De Cieri, Monash U.
Strategic IHR from the Training and Development Perspective Ibraiz Tarique, Rutgers U.; Paula M. Caligiuri, Rutgers U.; Mila Borislavova Lazarova, Rutgers U.
Session Details—Monday

The Effect of Human Resource Management Practices on MNC Subsidiary Performance
Hyeon Jeong Park, Cornell U.; Carl Fey, Stockholm School of Economics; Ingmar Bjorkman, Swedish School of Economics

New Forms of International Working: Evidence from Europe
Hilary Harris, Cranfield School of Management

New Forms of International Working: Evidence from Australia
Marilyn Fenwick, Monash U.

Presenters: Hilary Harris, Cranfield School of Management; Marilyn Fenwick, Monash U.; Hyeon Jeong Park, Cornell U.; Ibraiz Tarique, Rutgers U.

Participants: Mila Borislavova Lazarova, Rutgers U.; Carl Fey, Stockholm School of Economics

Discussant: Peter J. Dowling, U. of Tasmania

**477** : (IP) Health Care Management
12:20- 2:10 Hilton Washington & Towers: Conservatory T2

**Facilitator:** Eric S. Williams, U. of Alabama, Tuscaloosa

HCM: Evaluating Stakeholder Management Performance
Using a Stakeholder Report Card: The Next Step in Theory and Practice
Donna Malvey, U. of South Florida; Myron D. Fottler, U. of Central Florida; Donna J. Slovinsky, U. of Alabama, Birmingham

HCM: Determinants of Health Insurance Plan Switching Among Federal Employees
Dawn Oetjen, U. of Central Florida; Myron D. Fottler, U. of Central Florida; Antonio J. Trujillo, U. of Central Florida

HCM: Choices Among Health Plans: Effects of Coverage Levels and Risk Perceptions
Kristine Kuhn, Washington State U.

HCM: Rating Health Care Management Journals: An Update and Extension

HCM: Lessons in Organizational Design Consistency: The Penncare and Henry Ford Health System Experiences
Nicole Dubbs, Columbia U.

**478** : (IP) Ethics and the Individual
12:20- 2:10 Hilton Washington & Towers: Conservatory T1

**Facilitator:** Douglas R. May, U. of Nebraska, Lincoln

SIM: Personal and Organizational Determinants of Managerial Ethical Decision-making
Neal M. Ashkanasy, U. of Queensland; Carolyn Windsor, Griffith U.; Linda K. Trevino, Pennsylvania State U.; Michael P Bibo, U. of Queensland

SIM: What is Wrong? The Impact of Moral Intensity Dimensions on Ethical Decision-making
Dawn S. Carlson, Baylor U.; K. Michele Kacmar, Florida State U.; Lori L Wadsworth, Brigham Young U.; Suzanne Zivnuska, Florida State U.

**SIM:** Moral Reasoning and Work Locus of Control
Peter E Mudrack, Kansas State U.; E. Sharon Mason, Brock U.

SIM: The Nature of Ethical Predisposition and Its Influence on Moral Awareness: Investigating Relationships and Assumptions
Scott J. Reynolds, U. of Minnesota

SIM: Issue-related and Situational Influences on Ethical Judgments and Behavioral Intentions: An Empirical Study
Sean Valentine, U. of Wyoming; Tim Barnett, Louisiana Tech U.

**479** : (IP) International Human Resources Policy Issues
12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T1

**Facilitator:** J. Stewart Black, U. of Michigan

Ken N. Kamache, City U., Hong Kong

IM: Strategic HRM, Knowledge Retention and Human Capital in Australian Exporting Firms
John J. Rodwell, Deakin U.; Stephen T. Teo, U. of Technology, Sydney

IM: Issues In International Human Resource Management:A Comparative Study between Canada and India
Sudhir K. Saha, Memorial U., Newfoundland; Shubhadeep Chaudhury, Memorial U., Newfoundland

OCIS: Convergence or Divergence? Employee Practices and Attitudes on Web Usage in the Workplace in Nigeria, Malaysia, and the United States
Claire A Simmers, St. Joseph’s U.; Murugan Anandarajan, Drexel U.; Uzoamaka P. Anakwe, Pace U.

Winner of Best Interactive Paper Award

**480** : (IP) Strategic Alliances in Industry
12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T2

**Facilitator:** Ted London, U. of North Carolina, Chapel Hill

BPS: The Evolution of Trust in Information Technology Alliances
Candace Elizabeth Young-Ybarra, Chapman U.; Margarethe Wiersema, U. of California, Irvine

Scott R. Gallagher, James Madison U.; Seung Ho Park, Rutgers U.

BPS: Social Identification Processes in Alliances: Putting Executives Back in the Picture
Philippe Monin, EM Lyon

OMT: Who Gets Wall Street’s Attention? Density Dependence in Alliance Network Effects on Security Analyst Coverage
Michael Jensen, Northwestern U.

**481** : (IP) Research and Development Strategies, Trends, and Patterns
12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T3

**Facilitator:** Prescott C. Ensign, Ecole des Hautes Etudes Commerciales

TIM: International Research and Development Strategies
Patrice Houdayer, ESCEM; Frédéric Fontane, ESCEM
TIM: Inter-firm R&D Partnerships - An Overview of Major Trends and Patterns Since 1960  
J. Hagedoorn, Maastricht U.

TIM: Tacitness, Power Asymmetry, and Strategies for Appropriating the Returns from Joint Industrial R&D Projects  
K. Thomas Chandy, State U. of New York, Binghamton; Maria Tuchinsky, INSEAD

TIM: The Relationship between Publications and Patents by Researchers at Five Companies  
Kwanghui Lim, National U., Singapore

TIM: Development of Ecological Innovations through Strategic Technology Management  
Sabine Boettcher, Not Specified

482 : (IP) Organizational Innovation  
12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T4  
Facilitator: Gaurab Bhardwaj, Babson College

TIM: Relationships between Innovation and Organizational Competences  
Paulo Jose Prochno, INSEAD

TIM: Absorptive Capacity and Social Network: Ability and Opportunity to Innovate  
Emery Yao, U. of Pittsburgh; Susan McEvily, U. of Pittsburgh

TIM: Determinants of Innovation Capability at the Project-team Level: Development, Incentives, and Selection  
Annique A. Un, Massachusetts Institute of Technology

TIM: Investigating the Impact of Technological Diversity on the Magnitude and Type of Firm Inventive Output  
Michael Heeley, Rice U.; Sharon F. Matusik, Rice U.; Gary S. Hansen, U. Washington

483 : (IP) Forms of Organization and Structure  
12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T6  
Facilitator: Mohammed R. Ahmed, Ameer Institute of Technology

MH: Organizational Control: Historical and Organizational Perspectives  
Hongseok Oh, Hong Kong U. of Science and Technology; Giuseppe Labianca, Tulane U.

ODC: Beyond Hierarchy? A Conceptual Framework  
Reassessing New Forms of Organizing  
Gavin M. Schwarz, U. of Queensland / U. of Woolongong; Arthur Shulman, U. of Queensland

MH: Bad News for British Unions? State Recognition and Employer Opposition to Unionization in the U.S. and Canada  
John A. Logan, London School of Economics

ENT: Organizing for Knowledge and Technology Creation: An Analysis of Industry-university Relationships  
Michael D. Santoro, Lehigh U.; Joseph E. Coombs, James Madison U.

Michael L. Moore, Michigan State U.; William M. Mothersell, Michigan State U.

484 : (IP) Interfirm Cooperation, Learning, and Environmental Sustainability  
12:20- 2:10 Hilton Washington & Towers: Conservatory T3  
Facilitator: Linda C. Angell, Victoria U., New Zealand

ONE: Environmental Information, Uncertainty and Interfirm Cooperation in Environmental Management  
Mark P. Sharfman, U. of Oklahoma; Teresa Shaft, U. of Oklahoma; Robert Anex, U. of Oklahoma; Rex Ellington, U. of Oklahoma; Mark Meo, U. of Oklahoma

ONE: Learning for Sustainable Development? Success and Failure Factors of Business-government Networks in the European Tourism Sector  
Minna Maarit Halme, Helsinki School of Economics

ONE: Globalization and Environmental Sustainability: An Analysis of the Impact of Globalization Using the Natural Step Framework  
Joyce Osland, U. of Portland; Kanwalroop Kathy Dhandha, U. of Portland; Kristi Yuthas, Portland State U.

ONE: The Sources of Environmental Sustainability Pressures  
Gregory Unruh, Instituto de Empresa, Madrid

ONE: Do Governments Matter in Approaches to Ecological Sustainability? It Depends on the Culture.  
Drew L. Harris, Longwood College

485 : (IP) Discrimination, Victimization, and Identity  
12:20- 2:10 Hilton Washington & Towers: Conservatory T4  
Facilitator: Mary A. Gowan, U. of Central Florida

GDO: Agency in Organizational Inequality: Organizational Behavior and Individual Perceptions of Discrimination  
Deborah Balser, U. of Missouri, St. Louis

OB: Overt Expressions of Anger in Response to Perceived Victimization: The Moderating Effects of Attributional Style, Hierarchical Status, and Organizational Culture  
Kari Aguino, U. of Delaware; Scott C. Douglas, U. of Montana; Mark J. Martin, Florida State U.

CM: Identity Frames and Intractable Disputes: Religious Identity in the 1998 Maine Referendum on Homosexual Civil Rights  
Carolyn Wiethoff, Indiana U., Bloomington

GDO: Beliefs About Alternative Masculinity: An Exploration of Personal Experience Stories of Men Who Claim Alternative Masculinities  
Robert Sardy, California School of Professional Psychology

486 : (IP) A Look at Trends and Current Issues in Strategic Management  
12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T7  
Facilitator: Ilgaz Tahir Arikan, Ohio State U.

BPS: The First Twenty Years of the Strategic Management Journal  
Steven E. Phelan, U. of Texas, Dallas; Manuel Ferreira, U. of Texas, Dallas; Rommel Salvador, U. of Texas, Dallas

Ronald M. Rivas, Bentley College
Session Details—Monday

**BPS:** The Evolution of Geographic Clusters in the U.S. Biotechnology Industry
Yoon-Suk Baik, Purdue U.

**BPS:** Business Strategy, Control, and New Venture’s Performance
Jaume Franquesa, Western Michigan U.

**487:** (IP) Research in Entrepreneurship
12:20-  2:10 Marriott Wardman Park Hotel: Salon 3 T8
Facilitator: John W. Clarry, College of New Jersey
ENT: Entrepreneurship in Emergence: Fifteen Years of Entrepreneurship Research in Management Journals
Lowell Busenitz, U. of Oklahoma; Page West, Wake Forest U.; Dean Shepherd, U. of Colorado, Boulder; Teresa E. Nelson, Suffolk U.; Andrew Zacharakis, Babson College; Gaylen N. Chandler, Utah State U.

ENT: Venture Capitalists’ Investment Criteria in Technology-Based New Ventures
Jagdeep Singh Bachher, U. of Waterloo
ENT: The Evolution of Corporate Venturing: A Time Series Analysis
Vibha Gaba, U. of Oregon

**ENT:** Large Firm Fragmentation Strategies, Entrepreneurship and Job Creation
David S. Watkins, Southampton Business School, U.K.

**ENT:** Conceptualizing Industry Variations in the Survival of Franchising Systems
Vinay K. Garg, Southwest Missouri State U.

**488:** (IP) Current Issues in Management Education
12:20-  2:10 Hilton Washington & Towers: Conservatory T5
Facilitator: Cynthia Fukami, U. of Denver

**IM:** Economics and Hofstede Cultural Dimensions: Application to Business Education of New Data from Transitional Economies of the Fsu
Darryl J. Mitry, National U.

**MED:** Entering Unchartered Territory – The Future of Management Education and the Role of Business Schools
Paul N. Friga, U. of North Carolina, Chapel Hill; Richard A. Bettis, U. of North Carolina, Chapel Hill; Robert Sullivan, U. of North Carolina, Chapel Hill

**MED:** Using Learning Style to Explain Student Satisfaction and Performance in a Business Course
Leigh Stelzer, Seton Hall U.

**ENT:** From Capitol to Critique: Towards an Emancipatory Entrepreneurial Pedagogy
Richard T. Harrison, U. of Aberdeen, U.K.

**RM:** Leadership, Lying and Losing: Learning the Value of Relevance Reclaiming and Deconstructing the Harvard Business School Case Method
Ianna Contardo, U. of Warwick; Robin Wensley, U. of Warwick

**489:** (IP) Measurement, Strategy, and Firm Performance
12:20-  2:10 Marriott Wardman Park Hotel: Salon 3 T9
Facilitator: Amy Hillman, Arizona State U.

**BPS:** Security Analysts’ Earnings Forecasts as a Measure of Firm Performance: An Empirical Exploration of Its Domain
Rakesh B Sambharya, Rutgers U., Camden

**BPS:** The Effects of Ownership Concentration on Investment and Performance in Privatized Firms in Russia
Igor Filatotchev, U. of London

**BPS:** Coalignment between Business Strategy and Knowledge Strategy and Its Impact on Performance
Dusya Vera, U. of Western Ontario

**BPS:** The Impact of Stock Market Cycles on Strategy-performance Relationships: Additional Empirical Evidence
Frantz Maurer, U. Montesquieu-Bordeaux

**490:** (IP) Corporate Governance and Governmental Regulation
12:20-  2:10 Marriott Wardman Park Hotel: Salon 3 T10
Facilitator: Rebecca S. Wells, Pennsylvania State U.

**IM:** Informational Privacy in the United States: Historical and Legal Perspectives
Eileen Kelly, Ithaca College

**IM:** NAFTA, SME Internationalization and the Relationship Between Managerial Orientation and Firm Performance Trajectories
James A. Wolff, Wichita State U.; Timothy Pett, Wichita State U.

**IM:** Apples or Oranges? Where do Italy and Spain Fall in the Corporate Governance Typology?
Ruth Aguilera, U. of Illinois, Urbana-Champaign

**PnP:** Governance Issues of Public-private Partnerships: A Transaction Cost Analysis of USAID-Enterprise Funds’ Relationships
R. Scott Marshall, Portland State U.

**491:** (MED) The Move to Cyberspace: Issues and Trends in Online Management Education
12:20-  2:10 Hilton Washington & Towers: Military
Chair: Jane Whitney Gibson, Nova Southeastern U.
The Evolution of Online Business Courses
Dana V. Tesone, U. of Hawaii
The Transition from the Traditional Classroom to Cyberspace
Jane Whitney Gibson, Nova Southeastern U.; Charles W. Blackwell, Nova Southeastern U.

Administrative Issues in Managing a Large Scale Online Business Program
Julia Teahen, Baker College
Issues and Challenges for Online Faculty
Richard M. Hodgetts, Florida International U.

**492:** (MED) Luncheon of Past MED Division Chairs
12:20-  2:10 Hilton Washington & Towers: Dupont
Organizer: Elena P. Antonacopoulou, U. of Manchester
Host: James A.F. Stoner, Fordham U.

**493** JS: (MH, BPS) Alfred Chandler’s Influence on Management History and Strategy
Organizer: Christopher D. McKenna, U. of Oxford
Organizational Identity and Identification

OB: Facilitator: 12:20- 2:10 Marriott Wardman Park Hotel: Maryland C
Louis Galambos, Johns Hopkins U.; Christopher D. McKenna, U. of Oxford
The 'Coherence' of Chandlerian Strategies
Bruce Kogut, U. of Pennsylvania
Chandler's Enduring Contribution to Strategic Management
Richard Whittington, Oxford U.
Discussant: David A. Hanshelle, Carnegie Mellon U.

494: (MOC) From "Bricks and Clicks" to Religion:
Organizational Identity and Identification
12:20- 2:10 Omni Shoreham Hotel: Hampton
Chair: David R. Schwandt, George Washington U.
We MOC: "We Who Are Many Form One Body": Organizational Identity and the Impact of Multiple Perceptions of Identity and Image in an International Policy-setting Organization
Craig Eugene Carroll, U. of Texas, Austin; Cees van Riel, Erasmus U.
MOC: Managing Dual Organizational Identities in a Loosely-coupled System: A Qualitative Study of a "Bricks and Clicks" Organization
MOC: Making Sense of Socialization: How Multiple Social Identities Shape Members' Experiences of Work
Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Jeffrey Kaufmann, Iowa State U.
Discussant: David A. Whetten, Brigham Young U.

495: (OB) Social-cognitive Approaches to Personality
and Motivation in Organizational Behavior
12:20- 2:10 Marriott Wardman Park Hotel: Maryland B
Svenja Tams, London Business School

496: (OB) Eureka! Progress in Understanding Creativity
12:20- 2:10 Marriott Wardman Park Hotel: Maryland C
Facilitator: John E. Sawyer, U. of Delaware
OB: Broken Eggs and Great Omelets: The Role of Novel Activity and Psychological Safety in Employee Creativity
Todd Dewett, Texas A&M U.
OB: Incremental Effects of Reward on Creativity
Robert Eisenberger, U. of Delaware; Linda Rhoades, U. of Delaware
Winner of OB Division Best Paper Award

497 SHCS: (OB, GDO) Men, Women, Money, and Markets
12:20- 2:10 Marriott Wardman Park Hotel: Columbia South
Chairs: Lisa A. Barron, U. of California, Irvine; Amy Mickel, California State U., Sacramento
Dollars and Difference: Organizational Effects of Gender-specific Approaches to Money
Brooke Harrington, Brown U.
Psychological Mechanisms Underlying the Wage Gap: Toward a Psychology of Gender in Salary Negotiations
Michele Gelfand, U. of Maryland; Jana L. Raver, U. of Maryland; Lisa Nishi, U. of Maryland, College Park; Virginia Smith Major, U. of Maryland
Men, Women, and the Importance of Money: Examining the Relationships with Occupation Choices and Organization Preferences
Amy Mickel, California State U., Sacramento
Men, Women and Preferences for Salary
Lisa A. Barron, U. of California, Irvine
Discussant: Lotte Bailyn, Massachusetts Institute of Technology

498 (CJJS: (OB, MED) Revitalizing Leadership Education:
New Audiences and New Directions
12:20- 2:10 Marriott Wardman Park Hotel: Delaware B
Chair: Rajnandini Pillai, California State U., San Marcos
Addressing the Leadership Challenges of Grassroots Community Leaders: The Leadership 2000 Project
Rajnandini Pillai, California State U., San Marcos; Troy R. Nielson, California State U., San Marcos; David Bennett, California State U., San Marcos
On Teaching Gender Differences in Leadership
Susan Stites Doe, State U. of New York, Brockport
Teaching Global Leadership
Kim Jaussi, U. of Southern California
Teaching Leadership Via the Classics
Maria L. Nathan, Lynchburg College
Team Teaching a MBA Leadership Course: Mechanisms for Integrating Internal and External Faculty
Kevin B. Lowe, U. of North Carolina, Greensboro; Bradley L. Kirkman, U. of North Carolina, Greensboro; Catherine D. Holderness, U. of North Carolina, Greensboro; Sloan R. Weitzel, Center for Creative Leadership
Presenters: Rajnandini Pillai, California State U., San Marcos; Troy R. Nielson, California State U., San Marcos; David Bennett, California State U., San Marcos; Susan Stites Doe, State U. of New York, Brockport; Kim Jaussi, U. of Southern California;
Maria L. Nathan, Lynchburg College; Kevin B. Lowe, U. of North Carolina, Greensboro; Bradley L. Kirkman, U. of North Carolina, Greensboro; Catherine D. Holderness, U. of North Carolina, Greensboro; Sloan R. Weitzel, Center for Creative Leadership

Discussants: James R. Meindl, State U. of New York, Buffalo; William E. Rosenbach, Gettysburg College

OMT: Structure, Scale, and Scope in the Global Computer Industry
Matthew S. Bothner, U. of Chicago
Co-Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award

Session Details—Monday

12:20-2:10 Omni Shoreham Hotel: Executive

504: (RM) Working Along the Practice-grounded Research Continuum: A Collaborative Academic-practitioner Action-science Experiment in the U.S. Department of Veterans Affairs
Mark T. Kim, Harvard U.
Discussant: Gretchen Gemeinhardt, American Productivity and Quality Center

503: (PNP) Key Issues for Nonprofit Organizations
12:20-2:10 Marriott Wardman Park Hotel: Truman
Chair: Norman B. Bryan, Georgia State U.
PNP: Motives and the Psychological Contract: Using the Volunteer Functional Inventory
Matthew Liao-Troth, Washington U.
PNP: The Public’s Right to Charitable Organization Disclosure and Transparency
Allan Ryan, U. of Alberta
PNP: A Theory of Nonprofit Signaling: Asymmetric Information in the Market for Charitable Contributions
Mark T. Kim, Harvard U.
PNP: The Nonprofit Board of Directors: Performance, Composition, and Executive Leadership
William A. Brown, Arizona State U.
Discussant: Gretchen Gemeinhardt, American Productivity and Quality Center

502: (OMT, OB, BPS) Sport and Organizational Studies: Exploring Synergy
12:20-2:10 Marriott Wardman Park Hotel: Hoover
Making Business a Game: Team Sports as a Model for Management and Organization
James R. Terborg, U. of Oregon
The Relationship between Sports (Performance) Teams and Other Organizational Teams
Deborah Crown, U. of Alabama, Tuscaloosa
When is a Fan and Fanatic? Image vs. Esteem Management in a Sports Context
Janet M. Dukerich, U. of Texas, Austin; Jessica L Simmons, U. of Texas, Austin; Kevin E. Dickson, U. of Texas, Austin
Creating Strategic Advantage in Sports Teams
Laura Poppo, Virginia Polytechnic Institute and State U.
Exploring Multilevel Change in Sport
John M. Usher, Memorial U., Newfoundland; Richard A. Wolfe, U. of Michigan
Gender and Diversity in Organization: Lessons from the Interface between Sport and Organizational Research
Audrey Murrell, U. of Pittsburgh
Discussant: Karl E. Weick, U. of Michigan

500: (OMT) Organizational Design: Evolutionary Approaches
12:20-2:10 Marriott Wardman Park Hotel: Coolidge
Facilitator: Daniel Levinthal, U. of Pennsylvania
OMT: An Evolutionary Theory of Intra-organizational Competition
Julian M. Birkinshaw, London Business School; Mats Lingblad, London Business School
OMT: Predicting Evolution? Evolutionary Variation as Self-organization in New Ventures
Benyamin Bergmann Lichtenstein, U. of Hartford
OMT: Internal and External Selection Environments: An Evolutionary Perspective On Firm-level and Population-level Change
Andrew D. Henderson, U. of Texas, Austin; Ilthai Stern, U. of Texas, Austin; Junzheng Ding, U. of Texas, Austin
OMT: Managing the Organizational Knowledge Absorption Cycle: The Micro Co-evolution Between Knowledge Processes and Integrative Capabilities
Justin J.P. Jansen, Rotterdam School of Management
OMT: Evolution(s)
Miheea Calin Moldoveanu, U. of Toronto

501: (OMT) Organizational Rates: Entry, Growth and Change - But Not Failure!
12:20-2:10 Marriott Wardman Park Hotel: Harding
Facilitator: Lyda S. Bigelow, Washington U.
OMT: The Rate of Change of Entrants and Incumbents in a Deregulated Industry
Tammy L. Madsen, Santa Clara U.; Gordon Walker, Southern Methodist U.
Jonathan Jaffee, U. of California, Berkeley

499: (OM, OCIS, OB) Using Different Communication Media to Service Customers
12:20-2:10 Hilton Washington & Towers: Lincoln West
Chair: Anita D. Bhappu, Southern Methodist U.
Service Relationships, Pseudorelationships, and Encounters
Barbara A. Gutek, U. of Arizona
Coordination in the Face of Uncertainty: Coordinating Mechanisms, Relational Coordination, and Performance
Jody H. Gittell, Harvard U.
Moving Service Relationships Online: Can it be Done?
Anita D. Bhappu, Southern Methodist U.; Ulrike Schultz, Southern Methodist U.
The New Service Experience: Customer Reactions to Self-service Technologies
Dan Moshavi, Montana State U.
Discussant: Bennett W. Cherry, California State U., San Marcos

504: (RM) Working Along the Practice-grounded Research Continuum: A Collaborative Academic-practitioner Action-science Experiment in the U.S. Department of Veterans Affairs
12:20-2:10 Omni Shoreham Hotel: Executive
Joint presentations by academics and practitioners. Interactive audience-panel reflections.

Chair: Joel I. Harmon, Fairleigh Dickinson U.
Enhancing Organization Learning and Change through Data-driven Collaborative Action Inquiry
Daniel F. Twomey, Fairleigh Dickinson U.; Lyle Yorks, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.
Quantitatively Mapping the Organization Causes and Performance Effects of Workplace Stress and Aggression in the U.S. Department of Veterans Affairs
Qualitatively Assessing the Impact of Collaborative Action Inquiry on Organizational Learning and Change in the VA
Lyle Yorks, Columbia U.; Victoria Marsick, Columbia U.; Daniel Kowalski, U.S. Dept. of Veterans Affairs; Jim Scaringi, U.S. Dept. of Veterans Affairs; Rita Kowalski, U.S. Dept. of Veterans Affairs
Discussant: David Jamieson, Pepperdine U.

505: (SIM) Lobbying and Political Strategy
12:20- 2:10 Hilton Washington & Towers: Thoroughbred
Chair: Jamie R. Hendry, Bucknell U.
SIM: How Governments Matter in Setting the Playing Field: The Dynamics of Corporate Lobbying
John M. de Figueiredo, Massachusetts Institute of Technology
SIM: Fat-cat Lobbyists: Will Ad-hoc Issues Networks Make them Extinct?
Mark A Heuer, George Washington U.
SIM: Corporate Political Strategy Formation: A Typology of Firms’ Behavioral Response Patterns as Environmental Adaptations
James E. Mattingly, U. of Missouri, Columbia; Daniel Greening, U. of Missouri, Columbia
Discussant: Patrice Luoma, Quinnipiac College

506: (JS)SIM, PNP) Breaking the Frame: Markets, Governments, and Stakeholders in the Good Society
12:20- 2:10 Hilton Washington & Towers: Georgetown West
Chair: Sandra A. Waddock, Boston College
Managing for Stakeholders
Redefining the Corporation: Stakeholder Management and Organizational Wealth
Misery Loves Companies
Best Practices Toward Integrated Stakeholder Relationships/Corporate Citizenship
Sandra A. Waddock, Boston College
Presenters: R. Edward Freeman, U. of Virginia; James E. Post, Boston U.; Sybilie Sachs, U. of Zurich; Lee E. Preston, U. of Maryland; James P. Walsh, U. of Michigan; Joshua D. Margolis, Harvard U.; Sandra A. Waddock, Boston College
Moderator: Lee E. Preston, U. of Maryland
Discussant: Ralph S. Brower, Florida State U.

507: (SIT) Understanding Negotiation Behavior and Outcomes
12:20- 2:10 Marriott Wardman Park Hotel: Kennedy
Facilitator: Tony Fang, Tony Fang China Production
CM: Information and Communication Support in Negotiations: Shared Cognition and Prosocial Climate as Predictors of Negotiation Settlement
Roderick Ingmar Swaab, U. of Amsterdam; Tom Postmes, U. of Amsterdam
CM: Culture and Negotiation Context: Implications for Distributive Outcomes
Dania Dialdin, Northwestern U.
CM: Reciprocal Information Sharing and Negotiation Outcome in East/West Negotiations
Wendi Lyn Adair, Cornell U.
SIM: Demographic, Cultural, and Economic Predictors of Perceived Ethicality of Negotiation Behavior: A Nine-country Analysis
Roger J. Volkema, American U.

508: (SIT) Insights into Knowledge Transfer
12:20- 2:10 Marriott Wardman Park Hotel: Roosevelt
Facilitator: Joel West, U. of California, Irvine
BPS: Key Factors Affecting Knowledge Transfer: An Organizing Framework
Jeffrey L. Cummings, George Washington U.
BPS: The Impact of the Depth and Breadth of Absorbed Knowledge on Levels of Exploration and Exploitation
Raymond Van Wijk, Erasmus U.; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
OCIS: Knowledge Transfer between Organizational Contexts
P. Robert Dumering, U. of Toronto; Anthony K.P. Wensley, U. of Toronto
TIM: Organizing Practice-based Knowledge in Service Organizations *
Deborah J. Dougherty, Rutgers U.
Session Details—Monday

513 ☯ (MC) Developing Effective Leaders: Consulting Lessons from Governments and Others
12:45-  2:10 Omni Shoreham Hotel: Governor’s

We all know of Jack Welch and Andy Grove. But, what do we know about the leaders in non-business segments. Governments and NGOs? Many innovative leadership approaches developed in governments and NGOs are used in private sector firms. In this theme session, the panelists discuss their learning and their work in consulting, coaching and developing leaders.

Panel: Alan Glassman, California State U., Northridge; Larry E. Greiner, U. of Southern California; Thomas O. Jacobs, Industrial College of Arm Forces; Kurt Motamedi, Pepperdine U.; Marshall Sashkin, George Washington U.; Andre L. Delbecq, Santa Clara U.

514 : (IM) Multinationality and Firm Performance
12:50-  2:10 Omni Shoreham Hotel: Congressional A

Chair: Riad A Ajami, U. of North Carolina, Greensboro

IM: The Relationship Between Multinationality, Size, and Performance:A Research Note and Empirical Examination
Scott L. Newbert, Rutgers U.; Farok Contractor, Rutgers U.

IM: An Empirical Examination of the Form of the Relationship Between International Diversification and Performance: Evidence from German Multinational Firms
Nejat Capar, Florida State U.

IM: Multinationality and Performance: Evidence From the Service Sector
Sumit Kumar Kundu, Saint Louis U.; Chin-Chun Hsu, Saint Louis U.

IM: The Degree of Multinationality and Corporate Performance:The Role of Firm Specific Moderators
Sam Beldona, Rutgers U.; Madan Annavarjula, Northern Illinois U.

Discussant: William Newburry, Rutgers U.

515 ➜ : (IM) Theme Session: How Governments Matter for MNC Operation
12:50-  2:10 Omni Shoreham Hotel: Congressional B

Chair: Thomas L. Brewer, Georgetown U.

Joseph Clougherty, Tilburg U.

IM: Making Sense of Domestic Content Decisions:A Model to Analyze Strategies and Policies of Local Sourcing with an Application to the Automotive Industry
Francisco Veloso, Massachusetts Institute of Technology

IM: When Does Intellectual Property Regime of the Host Country Matter in Determining Multinational Activity?
Nandini Lahiri, U. of Michigan

IM: Safe in My Backyard: Strategic Trade Policy and Rivalry Among Multinational Enterprises*
Tieying Yu, Texas A&M U.; Lorraine Eden, Texas A&M U.

Discussant: Julius H. Johnson Jr, U. of Missouri, St. Louis
Monday 2:30PM

516 (AA) Interaction between Professional Service Organizations and Governments
2:30- 3:50 Marriott Wardman Park Hotel: Salon 2
Chair: Royston Greenwood, U. of Alberta
The Role of Government in Shaping New Organizational Forms: Multidisciplinary Partnerships in Law
Roy R. Sudaboy, U. of Iowa; Royston Greenwood, U. of Alberta
Governmental Influences on Strategy and Structure in the Global Professional Network
David M. Brock, U. of Auckland; Michael John Powell, U. of Auckland
Changing Dynamics between Governments and Professional Service Organizations
Tim J. Morris, Imperial School of Management; Ashly Pinnungton, U. of Queensland; Namrat Malhotra, Queensland U. of Technology
State as Client: How Government Processes Shape Client Relations in Professional Service Firms
Candace Jones, Boston College
Discussant: Bob Hinings, U. of Alberta

517 (BPS) The Dynamics of Acquiring and Utilizing Firm Capabilities
2:30- 3:50 Marriott Wardman Park Hotel: Wilson C
Chair: Nejat Capar, Florida State U.
BPS: Cognition, Capabilities and Corporate Strategy Making
Giovanni Gavetti, Harvard U.
BPS: An Investigation of Firms’ Strategic Responses to Industry Convergence
Ayesha Malhotra, Rutgers U.; Anil K. Gupta, U. of Maryland
BPS: An Exploration of Integrative Competencies and Firm Performance
Peggy McDermott, U. at Albany; Theresa Taylor-Coates, Rensselaer Polytechnic Institute
BPS: The Impact of Equity Markets on Firm Capabilities and Industry Evolution: Theory and Case Study of the Retail Brokerage Industry
Carl J. Kock, U. of Pennsylvania
Discussant: William S. Hesterly, U. of Utah

518 (BPS) Recent Trends in Corporate Governance Research
2:30- 3:50 Marriott Wardman Park Hotel: Wilson A
Chair: Sally A. Baack, San Francisco State U.
BPS: Governance Matters, Especially in a Crisis
Sayan Chatterjee, Case Western Reserve U.; Jeffrey S. Harrison, U. of Central Florida
BPS: Toward a Theory of Outside Director Service
Richard H. Lester, Texas A&M U.; Albert A. Cannella Jr., Texas A&M U.
BPS: Governmental Intervention in Board Monitoring Processes: Symbolic Responses and Outcomes
BPS: Meta-Analytical Reviews of Board Composition and Strategic Decisions
Yuval Deutsch, U. of British Columbia
Discussant: Edward Zajac, Northwestern U.

519 (BPS) Perspectives on the Acquisition and Utilization of Knowledge
2:30- 3:50 Marriott Wardman Park Hotel: Wilson B
Chair: Peter Galvin, Curtin U.
Tomo Noda, INSEAD
BPS: Strategies for Innovation Capability Development and Performance
Annique A. Un, Massachusetts Institute of Technology
BPS: Absorptive Capacity and Firm Knowledge: Separating the Multiple Components of the Absorptive Capacity Construct
Sharon F. Matusik, Rice U.; Michael Heeley, Rice U.
BPS: Codes of Best Practice or Market Solutions: An Evaluation of the Effectiveness of Corporate Governance Mechanisms in the U.K.
Charles Moncur Weir, Robert Gordon U.; David Laing, Robert Gordon U.; Phillip McKnight, Cardiff U.
Discussant: Gabriel Szulanski, U. of Pennsylvania

520 (CM) Task, Relationship, and Role Conflict
2:30- 3:50 Hilton Washington & Towers: Caucus
Chair: Martin N Davidson, U. of Virginia
CM: The Origins of Task and Relationship Conflict in Work Teams: A Longitudinal Study
Randall S. Peterson, Cornell U.; Kristin M. Jackson, Cornell U.
CM: An Assessment and Refinement of Jehn’s (1995) Intragroup Conflict Scale (ICS)
Allison W. Pearson, Mississippi State U.; Michael Ensley, U. of North Carolina, Charlotte
CM: Conflict Style and Coping with Role Conflict: An Extension of the Uncertainty Model of Work Stress
Simon T. Tidd, Vanderbilt U.; Raymond A. Friedman, Vanderbilt U.

521 (JS, OB, IM) Governing as Leaders in the 21st Century: International Challenges
2:30- 3:50 Hilton Washington & Towers: Lincoln West
Chairs: Terri A. Scandura, U. of Miami; Debra L. Shapiro, U. of North Carolina, Chapel Hill
U.S. President Clinton’s Leadership: Differing Views Across the Globe
Mary Ann Von Glinow, Florida International U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Judi McLean Parks, Washington U.
LMX and Justice in the Chinese Context: Is Guanxi Fair?
Katherine Xin, Hong Kong U. of Science and Technology; Enoch K. Yuen, Hong Kong U. of Science and Technology
Culture’s Consequences and Leadership Research: A Quantitative Review
Kevin B. Lowe, U. of North Carolina, Greensboro; Bradley L. Kirkman, U. of North Carolina, Greensboro
<table>
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<th>Session Details—Monday</th>
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| **Leading Disputing Employees to Agreement: Does this Differ in Japan vs. the U.S.?**  
  Catherine Tinsley, Georgetown U.; Jeanne M. Brett, Northwestern U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Tetsoku Okumura, Shiga U.  
  Discussants: Christopher P. Earley, Indiana U.; James G. Hunt, Texas Tech U. |
| **522 : (ENT) Opportunity Recognition**  
  2:30- 3:50 Omni Shoreham Hotel: Cabinet  
  Chair: Susanna Khavul, London Business School  
  ENT: Entrepreneurial Opportunity Recognition: A Creativity-based Model  
  G. T. Lumpkin, U. of Illinois, Chicago; Rodney C. Shrader, U. of Illinois, Chicago  
  ENT: The Information Discovery Process of Market Opportunities and its Implications for the Market Acceptance of New Products  
  Pek H. Soh, National U., Singapore  
  ENT: A Philosophical Look at the Discovery of Opportunities  
  Dawn DeTienne, U. of Colorado, Boulder |
| **523 ¶ : (GDO) DGO Division Special Session**  
  2:30- 3:50 Hilton Washington & Towers: Map  
  I can only make promises about this session, as we are still negotiating with various representatives in Washington with regard to their availability. But look for special flyers that will tell you whom you can expect to meet during this special session! |
| **524 ¶ : (GDO, ODC) Doing “Diversity Work”: Snapshots From Around the World**  
  2:30- 3:50 Hilton Washington & Towers: Jefferson West  
  Organizers: Deborah R. Litvin, Simmons College; Erica Foldy, Boston College  
  Transforming South African Organizations: The Challenge of Diversity in the "New South Africa"  
  Stella M. Nkomo, U. of South Africa; Hellicy Ngambi, U. of South Africa  
  Vanguards of Diversity Management in 'Cool Britannia'; Openings or Headaches for Women and Minority Ethnicities?  
  Anna Lorbiecki, Lancaster U.  
  Rhetoric and Reality: The Careers of Older Workers  
  Barbara Myers, Auckland Technological U.  
  The Diversities of Diversity: Different Ways of Looking at and Managing Diversity  
  Sevante Leijon, Gothenburg U.; Vedran Omanovic, Gothenburg U. |
| **525 ¶ : (GDO, SIM) Governments Don't Always Matter: Sex Bias and Discrimination in Organizational Life in the 21st Century.**  
  2:30- 3:50 Hilton Washington & Towers: Lincoln East  
  Chair: Catherine Daus, Southern Illinois U., Edwardsville  
  Gender Effects in Customer Service Evaluations  
  Janet McColl-Kennedy, U. of Queensland; Beverly A. Sparks, Griffith U.; Catherine Daus, Southern Illinois U., Edwardsville  
  Gender and Affect in Perceptions of Leaders Giving Performance Feedback: A Laboratory Study  
  Neal M. Ashkanasy, U. of Queensland; Michael Newcombe, U. of Queensland  
  It's Okay to Cry...But Only if You're a Woman: Gender Differences in Evaluations Regarding Emotional Expression  
  Catherine Daus, Southern Illinois U., Edwardsville; Kathrynn Kingsbury, Southern Illinois U., Edwardsville; Richard Gossett, Southern Illinois U.  
  Seek and Ye Shall Find: Type I Errors and Sex Difference Findings.  
  Ryan Murphy, U. of Arizona; Barbara A. Gutek, U. of Arizona  
  Discussant: Barbara A. Gutek, U. of Arizona |
| **526 ¶ : (HCM) Government-influenced Organizational Forms**  
  2:30- 3:50 Hilton Washington & Towers: Georgetown West  
  This is the Health Care Management Division's Theme Session.  
  Chair: Jeanine W. Turner, Georgetown U.  
  ¶ HCM: State Health Agencies: A Configuration Approach  
  Eric W. Ford, U. of Alabama, Birmingham  
  ¶ HCM: Government Financing, Managed Care, and Services Integration: The Adaptation and Evolution of a Mental Health Delivery System *  
  Keith G. Provan, U. of Arizona; Kimberley Roussin Isett, U. of Arizona; H. Brinton Milward, U. of Arizona  
  Winner of HCM Division Best Paper Award  
  ¶ HCM: Deinstitutionalizing Long Term Care in the U.S.: A Study of Field Dynamics  
  Martin Kitchener, U. of California, San Francisco; Charlene Harrington, U. of California, San Francisco  
  ¶ HCM: State Health Agencies: A Configuration Approach  
  Discussants: L. Michele Issel, U. of Illinois, Chicago; Martin P. Charns, Boston U. |
| **527 : (HR) Career Development**  
  2:30- 3:50 Marriott Wardman Park Hotel: Virginia A  
  Chair: David J. Kennedy, U. of New South Wales  
  HR: Is Information Technology a "Boundaryless" Profession? A Sequence Analysis of the Career Histories of IT Professionals from 1979-1998 *  
  Wai Fong Boh, Carnegie Mellon U.; Sandra Slaughter, Carnegie Mellon U.; Soon Ang, Nanyang Technological U.  
  HR: Two Field Experiments in the Effects of Combining a Training Workshop with Multisource Feedback  
  Charles F. Seifert, Siena College; Gary A. Yukl, State U. of New York, Albany; Robert A. McDonald, Rensselaer Polytechnic Institute  
  HR: Whose Time Is It, Anyway? The Value of Control Over Paid Time Off  
  Donna Y. Stringer, U. of Texas, Arlington; David A. Harrison, Pennsylvania State U.  
  HR: How Free Agent Are Star Knowledge Workers? Performance Drivers of Star Analysts  
  Boris Groysberg, Harvard U.  
  Discussant: Daniel C. Feldman, U. of South Carolina |
Session Details-Monday

528 (HR) Human Resource Systems and Firm Performance
2:30-3:50 Marriott Wardman Park Hotel: Virginia C
Chair: Steve Werner, U. of Houston
Marc Thompson, Oxford U.; Paul Heron, Oxford U.
HR: People as a Competitive Advantage: An Empirical Analysis of Relationship between Human Resource Flexibility and Firm Performance
Mousumi Bhattacharya, Fairfield U.
HR: The Impact of Human Resource Management Systems on Merger and Acquisition Performance
Jane E. Barnes, Rutgers U.
HR: In the Trenches at the Talent Wars: Competitive Interaction for Human Resources
Timothy M. Gardner, Cornell U.
Discussant: Barry Gerhart, U. of Wisconsin, Madison

529 (IM) MNC Learning and Innovation
2:30-3:50 Omni Shoreham Hotel: Congressional A
Chair: Vladimir Pucik, International Institute for Management Development
¬ IM: Framing the Knowledge Search Problem: Whom Do We Contact and Why Do We Contact Them?
James Nebus, U. of South Carolina
¬ IM: Determinants and Outcomes of Knowledge Transfer: A Study of MNCs in China
Pien Wang, National U., Singapore; Kulwant Singh, National U., Singapore; Chun Peng Koh, National U., Singapore; Wenfeng Tong, Ohio State U.
¬ IM: Social and Technological Embeddedness and Learning in Cross-border R&D Alliance Networks
Chang-Su Kim, Rutgers U.
¬ IM: The Impact of Conflicting Governance Structures on the Adoption of Work Systems: A Comparative Study of Three Japanese MNCs in the U.K.
Ayse Saka, U. of Warwick
Discussant: Ivo Zander, Stockholm School of Economics

530 (IM) Managing MNC-Host Government Relations
2:30-3:50 Omni Shoreham Hotel: Congressional B
Chair: Jean J. Boddewyn, City U. of New York, Baruch College
¬ IM: Erosion of Power: A Destiny for MNCs?
Mustafa Colak, Temple U.; Nejay Capar, Florida State U.
¬ IM: Government Affairs Activities in MNE Foreign Subsidiaries
Timothy P. Blumentritt, Marquette U.; Douglas Nigh, U. of South Carolina
¬ IM: Bargains Old and New: Multinationals in International Governance
David L. Levy, U. of Massachusetts
¬ IM: Corruption and Direct Investment
Mohsin Habib, U. of Massachusetts, Boston; Leon Zurawicki, U. of Massachusetts, Boston
Discussant: Duane Windsor, Rice U.

531 JS (IM, OMT) Interpreting Organization as Space: Understanding Contemporary Organizations
2:30-3:50 Omni Shoreham Hotel: Diplomat
Organizer: Elena P. Antonacopoulou, U. of Manchester
Contact: Tor Hernes, Norwegian School of Management
Panel: Joanne Martin, Stanford U.; Susan C. Schneider, U. of Geneva; Robert Chia, U. of Exeter
Discussant: Marlena Fiol, U. of Colorado, Denver
Panel: Christena Nippert-Eng, Illinois Institute of Technology

532 (C) New Business Models: The Aftermath of the Meltdown
2:30-3:50 Marriott Wardman Park Hotel: Salon 3 T1
This discussion will center on how our perspectives and research on new business models have changed over the past year given the changes we have seen in the marketplace.
Chair: Vincent Amanor-Boadu, George Morris Centre

533 (C) Issues in International Healthcare Management Research and Practice
2:30-3:50 Marriott Wardman Park Hotel: Salon 3 T2
This session will explore international healthcare management topics and make connections with scholars and practitioners who share similar interests.
Chair: David F. Robinson, Texas Tech U.

534 (C) Annual Meeting of the Association of Korean Management Scholars
2:30-3:50 Marriott Wardman Park Hotel: Salon 3 T3
This is an annual meeting of the Association of Korean Management Scholars (AKMS), which consists of Korean members of AoM.
Chair: Seung Ho Park, Rutgers U.

535 (C) Social Status and Structure: Research Ideas & Implications
2:30-3:50 Marriott Wardman Park Hotel: Salon 3 T4
This caucus will compare and contrast performance differences between multinational and nationally homogeneous management teams through the microsociological lens of social status.
Chair: Christina Butler, London Business School

536 (C) Classroom of the Future: Action Learning through the Design and Virtual Execution of a Program Evaluation of the First Year of a New, Cohort-Model Doctoral Program
2:30-3:50 Marriott Wardman Park Hotel: Salon 3 T5
At this caucus, findings of the first year program evaluation of the University of St. Thomas web-enhanced doctoral program in OD will be presented.
Chairs: Mitchell Kusy, U. of St. Thomas; Kathleen M. White, U. of St. Thomas

537 (C) Management as a Liberal Art: Opportunities and Challenges for Management Faculty in the Traditional Liberal Arts Setting
2:30-3:50 Marriott Wardman Park Hotel: Salon 3 T6
This caucus is a forum for those who teach management in traditional liberal arts institutions.
Chair: John A Volkmar, Gettysburg College

538 (C) Regional Innovation Systems/Strategies
The aim of this caucus is to explore the concept of the regional innovation system and its impact on regional competitive advantage.

Chair: Christine Oughton, Birkbeck College, U. of London

539 (C) New Funding Opportunities for Organizational and Management Sciences Research at NIH/NIDA
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T8
This caucus acquaints participant researchers with a new source of financial support being offered by the National Institute on Drug Abuse at the National Institute of Health.

Chairs: Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse; Thomas A. D’Aunno, U. of Chicago

540 (C) Knowledge and Time as New Perspectives on Strategy: Towards a Research Agenda
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T9
This caucus discusses two new perspectives on strategy—knowledge and time.

Chair: Patrick Reimmoeller, Erasmus U.

541 (C) Doctoral Education and the Academy
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T10
This caucus proposes to bring together those in the AoM with an interest in doctoral education.

Chair: Jerome Katz, Saint Louis U.

542 (C) When Career and Life Collide—Identifying Issues and Survival Strategies
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T11
This caucus is designed to facilitate discussion among participants with an interest in studying work-life conflicts.

Chair: Dyanne J Ferk, U. of Illinois, Springfield

543 (C) A Conversation Exploring How to Radically Re-conceive the Concepts of Strategy and Management
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T12
The aim of this caucus is to creatively explore existing assumptions guiding our field and to discuss new organizing frameworks.

Chair: Mark P. Kriger, Norwegian School of Mgmt

544 (C) Issues Affecting Smaller Divisions - I
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T13
This caucus is devoted to the special issues faced by members and doctoral students of the smaller AoM divisions.

Chair: Barbara B. Flynn, Wake Forest U.

545 (C) From Strategic HRM to eHR: Technology’s Impact of the Evolution of Theory and Practice
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T14
The objective of the proposed caucus is to focus attention on the impacts of advanced information technologies on the role and influence of HRM on organizational effectiveness.

Chair: Nagaraj Sivasubramaniam, State U. of New York, New Paltz

546 (C) New Directions in Complexity Research
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T15
The purpose of this caucus is to explore and build on the common ground among complexity researchers, in order to enhance the emergence of the complexity research tradition.

Chair: Jyoti B. Rahi, London Business School

547 (C) Crash Burn: Internet Startups in Crisis
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T16
This caucus will address the challenges faced by internet new ventures, specifically cash burn.

Chair: Monica A. Zimmerman, Temple U.

548 (C) Organization Development (OD) and the Integration of Mergers & Acquisitions (M&A)
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T17
This caucus will explore the role of OD theory and practice in improving the implementation of M&A.

Chair: Keith P. Bahde, Benedictine U.

549 (C) Stakeholder Learning Dialogues
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T18
This caucus will examine how decision-making within stakeholder networks can be improved by the dialog process of "collective cognition."

Chair: Jerry M. Calton, U. of Hawaii, Hilo

550 (C) Pedagogical Caring & Giving Up on Students
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T19
This caucus examines both the concepts of "caring" and "giving up" on students, and the signals and messages instructors send to students relative to these concepts.

Chairs: Thomas Hawk, Frostburg State U.; Paul R Lyons, Frostburg State U.

551 (C) Initial Stages on Capability Development
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T20
This caucus examines how capabilities are developed in organizations.

Chair: Paulo Jose Prochno, INSEAD

552 (C) Trust and Privacy in the Digital Enterprise
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T21
This panel will explore relationships between trust, distrust, and privacy in both customer relationships and internal firm relationships.

Chairs: Sirkka Jarvenpaa, U. of Texas, Austin; Mary J. Culnan, Bentley College

553 (C) Science Based Managerial Leadership
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T22
This caucus will discuss the consequences of the absence of a science foundation for the art of management and what needs to be done to create it over the next ten years.

Chair: Elliott Jaques, George Washington U.

554 (C) HRM and Performance
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T23
The caucus will focus on the association between the adoption of high performance work systems and improved organizational performance.

Chairs: Maura Sheehan, Queens U.; Jonathan Michie, Birkbeck College, U. of London

555 (C) Illness, Health, and Bodies in Organizations
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T24
The topic of discussion is the special nature of social interactions for ill and disabled people at work.

Chair: Joy E. Beatty, Boston College
### 556 (C) How Governments Matter in the New Production of Scientific and Managerial Knowledge
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T25
This caucus deals with how links among universities, firms, and governments affect innovation.
Chair: Raul Antonio Necochea, Georgia Institute of Technology

### 557 (C) Managing Knowledge in Innovative Organizations
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T10
The central focus of this caucus will be on knowledge management in the innovative organization.
Chair: Olivia H. Neece, Jet Propulsion Laboratory

### 558 (C) Challenges and Opportunities of Chinese Management Research
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T26
The focus of the caucus will be to discuss the opportunities, problems, and challenges associated with conducting research on Chinese organizations or MNCs operating in the Chinese context.
Chair: Anne S. Tsui, Hong Kong U. of Science and Technology

### 559 (C) Improvisation, Time, and Creative Inquiry
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T27
This caucus will consider how conducting successful creative inquiry depends on engaging time differently--seeing time not as a linear sequence, but as a living whole, in which past and future are also present.
Chair: Jack Petranker, Center for Creative Inquiry

### 560 (C) The Future of Textbook Publishing in Management
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T28
The purpose of this caucus is to discuss the current state of the university textbook publishing industry and how it is likely to change in the future.
Chairs: Jonathan T. Down, Oregon State U.; Trond Randoy, Oregon State U.

### 561 (C) "Whiteness" as a Racial Issue in a Socially Constructed Culture: Exploring the Threat to Social Dominance
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T29
Chair: Martin B. Kormanik, O.D. Systems, Inc.

### 562 MC: (MC) Consultants as Agents of Change
2:30- 3:50 Omni Shoreham Hotel: Governor's
Chair: H. William Vroman, U. of Baltimore/ Strategic Planning Inc.

### 564 : (MOC) Relational Models in Organizations
2:30- 3:50 Omni Shoreham Hotel: Hampton
Specificity of Semiotic Modes for Constituting Four Types of Relationships
Alan Page Fiske, U. of California, Los Angeles
A Partner of Choice: Relational Models in Employment Relationships
Leah Dietz Houde, Duke U.
Relational Models and Procedural Justice: When Are Markets Acceptable?
Harris Sondak, U. of Utah; Tom Tyler, New York U.
Smooth Sailing or Rough Waters: The Effects of Relational Modelson Relationship, Process, and Task Conflict in Culturally Diverse Groups
Markus Vodosek, U. of Michigan
Discussant: Martin J. Kilduff, Pennsylvania State U.

### 565 SHCS: (MOC, IM) Corporate Reputations as Social Constructions:Exploring Cross-national and Institutional Effects
2:30- 3:50 Omni Shoreham Hotel: Palladium
A preliminary report of findings on a Global Project on Reputation Measurement.
Chair: Naomi A. Gardberg, New York U.; Charles Fombrun, New York U.
Presenters: Davide Ravasi, U. L. Bocconi; Cees van Riel, Erasmus U.
Discussant: Keith MacMillan, Henley Management College
Presenters: Majken Schultz, Copenhagen Business School; Klaus-Peter Wiedmann, U. of Hannover; Joy Sever, Harris Interactive
566: (MSR) Spirituality in Organizations: Empirical Research
2:30-3:50 Hilton Washington & Towers: Jefferson East
Chair: Dhom Prakash Sharma Bhawuk, U. of Hawaii
   MSR: ‘A Rumor of Angels’: Researching Spirituality and Work Organizations*
   Emaya Bell, U. of Warwick; Scott Taylor, Open U., U.K.
MSR: Spiritual Dimensions of Entrepreneurship in Long Term Practitioners of the Transcendental Meditation and TM-SIDHI Program
   Eva M. Herriott, Maharishi U.; Jane Schmidt-Wilk, Maharishi U.; Dennis P. Heaton, Maharishi U.
   MSR: An Exploratory Empirical Assessment of the Relationship between Spirituality and Employee Work Attitudes*
Discussant: Ian Mitroff, U. of Southern California
567: (OB) Teamwork on the Ground and in the Air
2:30-3:50 Marriott Wardman Park Hotel: Maryland A
Chair: Yoav Vardi, Tel Aviv U.
OB: Finding the Best: The Effect of Collective Efficacy and Transactive Memory on Aircrew Team Performance
   Daryl R. Smith, U.S. Air Force Academy
   OB: Getting Swift Starting Teams off the Ground: What Airline Flightcrews Can Tell Us
OB: The Impact of Friendship Networks on Team Performance: A Story of Equifinality
   Kurt T. Dirks, Simon Fraser U.; Priti Pradhan Shah, U. of Minnesota; Norman Chervany, U. of Minnesota
OB: Performance Outcomes in Face-to-Face and Virtual Teams: The Mediating Effect of Interaction Style
OB: Team Leadership: A Review and Extension of Existing Theory Through a Qualitative Study of Shock Trauma Teams
   Jonathan Ziegert, U. of Maryland; Katherine Klein, U. of Maryland; Yan Xiao, U. of Maryland
Discussant: Lucy L. Wilson, U. of Connecticut
568: (OB) Disposition: An Examination of Personality and Individual Differences in Organizations
2:30-3:50 Marriott Wardman Park Hotel: Maryland C
Chair: Carrie R. Leana, U. of Pittsburgh
OB: The Relationship between Self-leadership and Personality: A Comparison of Hierarchical Factor Structures
   Jeffery D. Houghton, Lipscomb U.; T. W. Bonham, Virginia Polytechnic Institute and State U.; Christopher P. Neck,
   Virginia Polytechnic Institute and State U.; Kusum Singh, Virginia Polytechnic Institute and State U.
OB: The Tripartite Model of Personality: The Integration of Internal and External Aspects of Personality within the Five-factor Model Framework
   Henry Moon, U. of Maryland
OB: Personality, Attitude, and Leader Influences on Divergent Thinking and Creativity in Organizations
   Scott David Williams, Wright State U.
OB: Effect of Individual Differences in Service Orientation on Contextual Performance in Teams and Team Effectiveness
   Thomas C. Cross, Drake U.
Discussant: Joo-Seng Tan, Nanyang Technological U.
569: (OB, HR, CM) Controversial Issues in Organizational Justice
2:30-3:50 Marriott Wardman Park Hotel: Delaware B
Chairs: Jerald Greenberg, Ohio State U.; Jason A. Colquitt, U. of Florida
When and How are Heuristics Used in Making Justice Judgments?
   E. Allan Lind, Duke U.
The Case of Interactional Justice v. Procedural Justice: Concurring and Dissenting Opinions
   Robert Bies, Georgetown U.; Ramona Bobocel, U. of Waterloo
How Should Organizational Justice Be Measured?
   Jason A. Colquitt, U. of Florida; John C. Shaw, U. of Florida
The Pleasure and Pain of High Procedural Justice
   Joel Brockner, Columbia U.
Are Justice Effects Generalizable Across Cultures?
   Steve A. Su, INSEAD; Kwok Leung, City U., Hong Kong
Discussant: Jerald Greenberg, Ohio State U.
570: (OB, MOC) New Directions for Personality Research in Organizations
2:30-3:50 Marriott Wardman Park Hotel: Delaware A
Chair: Felissa K. Lee, U. of Missouri, Columbia
Personality to Work Motivation: A Review and Integration
   Timothy A. Judge, U. of Florida; Remus Ilies, U. of Florida
The Relationship Between Personality and Work Outcomes: The Mediating Role of Goal Orientation and Self-regulation Strategies
   Felissa K. Lee, U. of Missouri, Columbia; Kennon M. Sheldon, U. of Missouri, Columbia; Daniel B. Turban, U. of Missouri, Columbia
Managerial Influence: Examining the Role of Personality and Culture
   D. Brent Smith, Cornell U.; Shaul Oreg, Cornell U.; Marcie Cavanaugh, Cornell U.
Personality and Person-job Fit: A Theoretical Extension and Two Empirical Studies
   Michelle K. Duffy, U. of Kentucky; Jason D. Shaw, U. of Kentucky; Romila Singh, Drexel U.
Presenters: Felissa K. Lee, U. of Missouri, Columbia; Michelle K. Duffy, U. of Kentucky; Timothy A. Judge, U. of Florida; D. Brent Smith, Cornell U.
Session Details-Monday

**574: (ODC) Strategic Change: New Insights**
2:30 - 3:50 Marriott Wardman Park Hotel: McKinley

**Chair:** Fleming Powell, Copenhagen Business School

**ODC:** Managing Merger and Acquisition Processes: An Integrative Framework
- Myeong-gu Seo, Boston College
- Winner of ODC Division Best Doctoral Student Paper

**ODC:** Excessive Change: Unintended Consequences of Strategic Change
- Inger G. Stensaker, Norwegian School of Economics and Business Administration; Christine Benediche Meyer, Norwegian School of Economics and Business Administration; Joyce S. Falkenberg, Norwegian School of Economics and Business Administration; Anne Cathrin Haueng, Norwegian School of Economics and Business Administration
- Winner of ODC Division Best Practice-Related Paper

**OM:** Strategic Change: New Insights
- Naomi R. Olson, Boston College

**Discussion:**
- Huseyin Leblebici, U. of Illinois

**575: (OM) Developing and Improving Service Operations**
2:30 - 3:50 Hilton Washington & Towers: Monroe East

**Chair:** Cecil Bozarth, North Carolina State U.

**OM:** Exploring the Linkages Between Quality System, Service Quality and Performance Excellence: Service Providers Perspectives
- Lori Cook, DePaul U.; Rohit Verma, DePaul U.

**OM:** New Service Development Competence and Performance: An Empirical Examination in Retail Banking
- Larry Menor, U. of Western Ontario; Aleda V. Roth, U. of North Carolina, Chapel Hill; Peggy M. Lee, Emory U.

**OM:** Design and Development of New Services: A Conceptual Framework
- Mohan V. Tatikonda, U. of North Carolina, Chapel Hill

**Discussion:**
- Susan Meyer, U. of Minnesota; Kimberly A. Bates, U. of Toronto; Gregory N. Stock, Northern Illinois U.

**577: (OM) Embeddedness**
2:30 - 3:50 Marriott Wardman Park Hotel: Harding

**Facilitator:** Mark S. Mizruchi, U. of Michigan

**OMT:** The Role of Knowledge Embeddedness in the Process of Creation of Synergies in International Strategic Alliances
- Bo Nielsen, Copenhagen Business School

**Discussion:**
- Hitoshi Mitsuhashi, U. of Tsukuba

**OMT:** Organizational Embeddedness and Formation of Biopharmaceutical R&D Alliances: Three Mechanisms for Eliminating Selection Uncertainty
- Hitoshi Mitsuhashi, U. of Tsukuba

**OMT:** Size of the Pie and Share of the Pie: Implications of Structural Embeddedness for Value Creation and Value Appropriation in Joint Ventures

**Discussion:**
Session Details—Monday

Ranjay Gulati, Northwestern U.; Lihua Olivia Wang, Northwestern U.

578  SHCS: (OMT, BPS) Networks and Learning: The Impact of Networks on Interfirm Knowledge Transfer
2:30-  3:50 Marriott Wardman Park Hotel: Colliton South
Chair: Christine Beckman, U. of California, Irvine
Learning from Others’ Errors: The Impact of Industry Error Structure on Airline Accident/Incident Rate and Severity
Bilian Ni, Stanford U.; Pamela R. Haunschild, Stanford U.
Tracking Noise: Learning from Success in Turbulent Environments
Jerk C. Denrell, Stockholm School of Economics; Pamela R. Haunschild, Stanford U.
Shared Law Firms and the Diffusion of Competitive Practices within the Illinois Savings and Loan Industry During Deregulation of the 1980s
James Harvey Moore, U. of Illinois, Urbana-Champaign; Matthew Kraatz, U. of Illinois, Urbana-Champaign
Facilitators of Firm Attention: Similarity, Class or Time
Christine Beckman, U. of California, Irvine
Discussant: Linda Argote, Carnegie Mellon U.

579  : (PNP) Public and Nonprofit Division Distinguished Speaker
2:30-  3:50 Omni Shoreham Hotel: Ambassador
Sponsors: American Society for Public Administration & Campus Compact
Creating a Community of Consent: Service and Accountability
Keynote Speaker: Peter Block, Peter Block, Inc.

580  : (SIM) Division Chairperson Address
2:30-  3:50 Hilton Washington & Towers: Thoroughbred

581  : (SIT) Fostering Creativity in Organizations
2:30-  3:50 Marriott Wardman Park Hotel: Kennedy
Facilitator: Richard M. Hodgetts, Florida International U.
 ENT: Starting Stories: A Typology of Narratives for Creating Companies
Ellen O’Connor, Chronos Associates
 MED: Philosophical Ties That Bind Practice: The Case of Creativity
James R. Bailey, George Washington U.; Cameron M. Ford, U. of Central Florida
MOC: The Impact of Peer Mentoring on Knowledge Creation and Sharing: An Empirical Study in a Software Firm
Scott Bryant, U. of Oregon
BPS: Processes of Strategic Idea Generation
Martin Josef Deiss, U. of St. Gallen; Christoph Lechner, U. of St. Gallen; Günter Müller-Stewens, U. of St. Gallen; Maximilian Thomas Kownatzki, U. of St. Gallen

582  : (SIT) Social Responsibility and Ethics in the 21st Century
2:30-  3:50 Marriott Wardman Park Hotel: Roosevelt
Facilitator: John Slocum, Southern Methodist U.
ENT: What Influences the Ethical Intentions of Entrepreneurs? A Proposed Framework for Study
Susan M. Jensen, U. of Nebraska; Terrence C. Sebora, U. of Nebraska

GDO: Care and Justice Orientations in the Workplace: Ethical Dilemmas of Women Business Owners
Margaret M. Hopkins, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.
PnP: Legislating Social Responsibility? The Travails of the Community Reinvestment Act
Kimble A. Byrd, Rowan U.
SIM: Stakeholder Theory and the Law: New Directions in Management Thinking
Tara J. Radin, Hofstra U.

583  : (TIM) Micro-fabric of TIM Research
2:30-  3:50 Omni Shoreham Hotel: Embassy
Chair: Sara McComb, U. of Massachusetts, Amherst
TIM: Altruism in Cyberspace? The Voluntary Sharing of Goods On-line
Sheen S. Levine, U. of Pennsylvania
TIM: Individual and Contextual-level Antecedents of Individual Technical Information Inquiry in Organizations
Bin Zhao, National U., Singapore; Hwee-hoon Tan, National U., Singapore
TIM: Collaboration in Multi-team R&D Projects: A Longitudinal Study
TIM: Trust in Interfirm R&D Alliances: The Case of Techmed-NipponTech
Marc Ingham, Universite catholique de Louvain; Caroline Mothe, U. de Paris X-Nanterre

584  : (TIM) Internet and E-commerce
2:30-  3:50 Omni Shoreham Hotel: Capitol
Chair: Stephane Gagnon, U. of Quebec, Montreal
TIM: The Patterns of Convergence and Divergence in the Adoption of an Organizational Innovation - How Do Commercial Banks in the U.S. Offer Online Banking Services over Time?
Monica Yang, U. of Illinois; Huseyin Leblebici, U. of Illinois
TIM: A Model Of The Internet as Creative Destroyer
Allan N. Afuah, U. of Michigan; Christopher L. Tucci, New York U.
Kevin Kobelsky, U. of Southern California
TIM: A Conceptual Map of Business Models in Internet Commerce
Ganesh N. Prabhu, Indian Institute of Management, Bangalore, India; Utkarsh Majmudar, Indian Institute of Management, Bangalore, India

Monday 2:45PM

585  : (AAC) Conference Break
2:45-  3:15 Marriott Wardman Park Hotel: Exhibit Break Area
Join us for refreshments. Sponsored by Oxford University Press
586: (AA) Government and the Creation of Technology Infrastructure
4:10-5:20 Omni Shoreham Hotel: Palladium
Chair: Sumit Majumdar, Imperial College of Science, Technology and Medicine
Government’s Antitrust Impact on Software Markets: The Microsoft Case
Stan Liebowitz, U. of Texas, Dallas
Biases and Choices in Network Access
Daniel F. Spulber, Northwestern U.
Strategic Research Partnerships and Government’s Role is the Creation of Technology Infrastructure: Evidence from America’s Experience with Internet Technologies
Donald Siegel, U. of Nottingham
Creation of Compatibility and Seamlessness via International Government Coordination
Sumit Majumdar, Imperial College of Science, Technology and Medicine
The Evolution of LG: A Longitudinal Analysis of Founding, Dynamic Analysis of Corporate Longevity: Having Time on Management Intentionality in Long Lived Companies: A Longitudinal Study of Siemens and AEG
Your Side
Dynamic Analysis of Corporate Longevity: Having Time on Your Side
Eline Kamerbeek, Erasmus U.; Sjoerd Eikelboom, Erasmus U.; Hugo Van Driel, Erasmus U.; Henk W. Volberda, Erasmus U.
The Evolution of LG: A Longitudinal Analysis of Founding, Growth, and Renewal (1947-2000)
Jisung Kim, Duke U.; Arie Y. Lewin, Duke U.
Discussants: Joaquim Vila, U. of Navarra; Bo Eriksen, U. of Southern Denmark/ Odense U.
The Rise and Stagnation of the COO: Fad and Fashion in Corporate Titles
CEOs Who Have COOs: What are the Consequences of Splitting the Top Job?
Donald C. Hambrick, Columbia U.; Albert A. Cannella Jr., Texas A&M U.
From Heirs Apparent to Power Contestation: The Top Management Group Through a Sociopolitical Lens
Wei Shen, Rutgers U.; Albert A. Cannella Jr., Texas A&M U.

discussant: Dawn Harris, Loyola U., Chicago

587 & 8: (AA) How Governments Matter: Perspectives from the National Academy of Public Administration
4:10-5:20 Marriott Wardman Park Hotel: Salon 2
Chair: James L. Perry, Indiana U.
Objective and Subjective Career Success Among Call Center Employees: Assessing the Impact of Supervisor Support and Career Strategies
P. Monique Valcour, Cornell U.; Rosemary Batt, Cornell U.
The Career Prospects of Low-skill Occupational Groups: Evidence From American Hospitals
Peter Berg, Michigan State U.; Ann Frost, U. of Western Ontario; Gil Preuss, Case Western Reserve U.
The Career Prospects of Low-skilled Workers in the Temporary Staffing Industry
Alec Levenson, U. of Southern California; David Finegold, U. of Southern California; Ann Majchrzak, U. of Southern California; Mark E. Van Buren, American Society for Training and Development
Discussant: Raymond A. Noe, Ohio State U.

590 JS: (CAR, HR, OMT) The Changing Nature of Employment Contracts and Career Opportunities for Low-skilled Service Workers
4:10-5:20 Hilton Washington & Towers: Lincoln East
Chair: Thomas Kochan, Massachusetts Institute of Technology
Moving Up from the Bottom: The Impact of Training and Skills on Mobility in Call Centers
Steffanie L. Wik, U. of Pennsylvania; Larry Hunter, U. of Pennsylvania
The Creation of Careers for Low-skill Occupational Groups: Evidence from American Hospitals
Peter Berg, Michigan State U.; Ann Frost, U. of Western Ontario; Gil Preuss, Case Western Reserve U.
The Career Prospects of Low-skilled Workers in the Temporary Staffing Industry
Alec Levenson, U. of Southern California; David Finegold, U. of Southern California; Ann Majchrzak, U. of Southern California; Mark E. Van Buren, American Society for Training and Development
Discussant: Raymond A. Noe, Ohio State U.

591 SHCS: (CM, IM, OB) Retaliation for Unfair Governance: Only in America?
4:10-5:20 Hilton Washington & Towers: Lincoln West
Chairs: Debra L. Shapiro, U. of North Carolina, Chapel Hill; Daniel Skarlicki, U. of British Columbia
Canadian and American Reactions to the Introduction of a Drug Testing Program
Gerard H. Sleijts, U. of Western Ontario; Daniel Skarlicki, U. of British Columbia; Stephen W. Gillingand, U. of Arizona; Jeremy Foster, U. of Arizona
Retaliation Against Supervisory Mistreatment: Only in America?
Debra L. Shapiro, U. of North Carolina, Chapel Hill; Tae-Yeol Kim, U. of North Carolina, Chapel Hill
Procedural Justice and Retaliation in Organizations: Comparing Cross-nationally the Importance of Fair Group
Session Details—Monday

**Processes**

Steven Blader, New York U.; Tom Tyler, New York U.
An Analysis of Injustice and Retaliation in the U.S. and Bangladesh
M. Afzalur Rahim, Western Kentucky U.; Nace Magner, Western Kentucky U.; David Antonioni, U. of Wisconsin, Madison

Discussant: Jerald Greenberg, Ohio State U.

- **592**: (ENT) Entrepreneurial Teams and Employees
  - **Chair**: Brooks C. Holtom, Marquette U.
  - Beyond the Shadow of the Entrepreneur: The Influence of Staff Level Contextual Variables on Organizational Level Absorptive Capacity and Performance.
  - William Burpitt, Meredith College
  - Entrepreneurial Teams in New Ventures: Composition, Turnover and Performance
  - Gaylen N. Chandler, Utah State U.; Douglas W. Lyon, Utah State U.
  - ENT: Going Public: The Impact of Founding Team Demography on IPO Success
  - Christine Beckman, U. of California, Irvine; Mary Diane Burton, Massachusetts Institute of Technology; Charles O'Reilly, Stanford U.
  - ENT: The Influence of the Top Management Team on the Performance of High Growth Entrepreneurial Firms
  - Elisabeth J. Teal, Baylor U.; Joe Felan, Baylor U.; Nancy Upton, Baylor U.

- **593**: (GDO) "Invisible" Diversity: The Effects of Unobservable Differences in the Workplace
  - **Chair**: Miguel R. Olivas-Lujan, ITESM & U. of Pittsburgh
  - Walking the Line: Fear and Disclosure of Sexual Orientation in the Workplace
  - Belle Rose Ragins, U. of Wisconsin, Milwaukee; John M Cornwall, Loyola U., New Orleans
  - Winner of Dorothy Harlow Award
  - Chronic Illness Identity in the Workplace
  - Joy E. Beatty, Boston College
  - Consequences of Feeling Dissimilar from Others in a Work Team
  - Elizabeth Virginia Hobman, U. of Queensland; Prashant Bordia, U. of Queensland

- **594**: (JS) The Effects of Different Governments on Chinese Women's Work
  - **Chair**: Cheryl S. Granrose, Berry College
  - Images of Women and Government in Chinese Cultural Heritage
  - Cheryl S. Granrose, Berry College; Christopher Arendale, Berry College
  - The Challenge of Women's Liberation: Government and Management in P. R. C.

- **597**: (IM) AIM-IMD Distinguished Scholar Forum: The Transnational and Beyond: Reflections and Perspectives at the Millennium
  - **Chair**: Michael A. Hitt, Arizona State U.
  - Keynote Speakers: Christopher A. Bartlett, Harvard U.; Sumantra Ghoshal, London Business School
  - Panel: Alan M. Rugman, Oxford U.; Masaaki Kotabe, Temple U.; Srilata Zaheer, U. of Minnesota
599 ☯ (MC) Organization Change Is NOT a Linear Process
4:10-  5:20 Omni Shoreham Hotel: Congressional B
The paradox of planned organization change is that we plan linearly-
phase 1, initiative A; phase 2, initiative B, etc.-while the
implementation of change is anything but. As any senior
executive/consultant knows, organization change is messy, even
chaotic, and as often stated, "It seems for every step forward we
take, we fall back two and have to fix something we did not
anticipate." These realities will be explored in the context of recent
thinking as well as the implications for organization change
consulting.
Keynote Speaker: W. Warner Burke, Columbia U.

600 ☯ (MED) Web-based Initiatives in Management Education
4:10-  5:20 Hilton Washington & Towers: Military
Chair: Bryan Mundell, SDA Bocconi U.
MED: Implementing E-learning Innovations and
Technologies: Test of an Integrated Model Within a
University Setting
Jill R. Kickul, DePaul U.; Gerard Kickul, U. of St. Francis
MED: Web-delivered, Problem-based Learning in
Organisational Behaviour: A New Form of CAOS
Lea Elizabeth Waters, U. of Melbourne; Carol Johnston, U. of
Melbourne
MED: Class Section Size, Perceived Classroom
Characteristics, Instructor Experience, and Student
Learning and Satisfaction with Web-based Courses: A
Study and Comparison of Two On-line MBA Programs. *
John B. Arbaugh, U. Wisconsin, Oshkosh; Rebecca Duray,
U. of Colorado, Colorado Springs
Winner of MED Division Best Paper in Management Education
Discussions: Lideway E.C. van der Sluis, Free U.; Ken Weidner,
Saint Joseph’s U.; Leigh Stelzer, Seton Hall U.

601: (MH) Management History Division Business
Meeting and Awards Presentation
4:10-  5:20 Hilton Washington & Towers: Hemisphere
Winner of the Ronald G. Greenwood Award for outstanding
contributions to the field of management history is Alfred A. Bolton,
Averett College. Winner of the Paul Hersey Award for the Best
Paper on Leadership is Kyle Donovan Bruce, U. of Queensland.
Winner of the John F. Mee Management History Contribution Award
is Alfred Kieser, Mannheim U. Winner of the Ronald B. Shuman
Award for best graduate student paper is Sujay Dutta, Louisiana
State U. Winner of the Management History Division Best Reviewer
Award is K. Thomas Chandy, State U. of New York, Binghampton.
Division Chair: Eileen Kelly, Ithaca College
Program Chair: Charles Booth, U. of the West of England
Division Chair-Elect: Jorge M. Herrera, Nova Southeastern U.
Professional Development Workshop Chair: Shawn M. Carraher,
Texas A&M U.

602 ☯ (MOC) Mapping the Way: Causal Mapping Methods
4:10-  5:20 Omni Shoreham Hotel: Hampton
Chair: Margaret D. Gorman, George Washington U.
MOC: Using Causal Mapping with Computer-based Group
Support System Technology for Eliciting an Understanding
of Failure in Complex Projects: Some Implications for
Organizational Research
Colin Eden, U. of Strathclyde; Fran Ackermann, U. of
Strathclyde
MOC: Representing Managerial Cognition Using a Group
Cognitive Mapping System
Steven D. Sheetz, Virginia Polytechnic Institute and State U.;
David Tegarden, Virginia Polytechnic Institute and State U.
MOC: Deriving Revealed Causal Maps from Non-traditional
Source Documents: Challenges and Methodological
Extensions
Benedict Kemmerer, U. of Kansas; Mari Buche, U. of Kansas; V.
K. Narayananan, Drexel U.
Discussant: Sonja Sackmann, U. of the Federal Armed Forces at
Munich, Germany

603: (MSR) Discernment: A Venerable Spiritual
Tradition to Enrich Contemporary Strategic Decision
Making
4:10-  5:20 Hilton Washington & Towers: Jefferson East
Chair: Andre L. Delbecq, Santa Clara U.
Integrating Discernment Into the Framework of Contemporary
Strategic Decision Making
Andre L. Delbecq, Santa Clara U.
The New Science and the Relationship to Contemporary
Discernment and Mysticism
Frederic Burnham, Trinity Institute
Examples of Discernment/Decision Action by Executives and
MBAs Participating in a Spirituality Seminar
James J. McGee, Santa Clara U.
Presenters: James J. McGee, Santa Clara U.; Frederic Burnham,
Trinity Institute

604: (OB) Organizational Justice: Balancing the Scales of
Fairness in Organizations
4:10-  5:30 Marriott Wardman Park Hotel: Maryland A
Chair: Joan Brett, Arizona State U.
OB: Antecedents and Consequences of Procedural Justice
Perceptions in Hierarchical Decision-making Teams
Jean M. Phillips, Rutgers U.
OB: A True Look at "Organizational Justice": The Effects of
Aggregate Justice Perceptions and Organizational
Outcomes
Session Details—Monday

Tony L. Simons, Cornell U.; Quinetta M. Roberson, Cornell U.
OB: Violations of Principle?: Ideological Currency in the Psychological Contract
Jeffrey A. Thompson, Miami U., Ohio; J. Stuart Bunderson, Washington U.
OB: Mitigating the Effects of Psychological Contract Breach: The Role of Procedural and Interactional Justice
Jill R. Kickul, DePaul U.; Scott W. Lester, U. of Wisconsin, Eau Claire
Discussant: Suzanne S. Masterson, U. of Cincinnati

605: (OB) Who We Are When We Walk through the Door: Identity in Organizations
4:10–5:30 Marriott Wardman Park Hotel: Maryland B
Chair: Yochanan H. Altman, U. of North London
OB: Determinants of Scholarly Reputation: Beyond the Effects of Productivity
Todd Dewitt, Texas A&M U.; Angelo De Nisi, Texas A&M U.
OB: Social Identity and Bias against Ingroup Members: The Use of Shifting Standards when Evaluating Stigmatized Ingroup Members
Amy C. Lewis, U. of Utah
OB: Parting Is such Sweet Sorrow: The Challenge of Social Identity Exits
Batia Mishan Wiesenefeld, New York U.; Caroline A. Bartel, New York U.
OB: Identity Change and Stability in Organizational Groups: A Longitudinal Investigation
John P. Meyer, Boston College; Jean M. Bartunek, Boston College
OB: Identity Confirmation Networks and Cooperation in Workgroups
Laurie P. Milton, U. of Calgary; James D. Westphal, U. of Texas, Austin
Discussant: Mary D. Zalesny, Batelle Seattle Research Center

606JS: (OB, HR) Economic and Social Exchange Relationships: Examining the Psychological Contract
4:10–5:20 Marriott Wardman Park Hotel: Coolidge
Chair: Gregory Irving, Wilfrid Laurier U.
Psychological Contracts and Perceived Organizational Support: What Is Their Relationship?
Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science
Psychological Contracts and Contextual Performance: The Role of Social Exchange
Gregory Irving, Wilfrid Laurier U.; Ian R. Gellatly, U. of Alberta
Psychological Contract Breach and Violation: The Role of the Employment Exchange Relationship and Organizational Justice
Deanna D. Craig, Personnel Decisions International; Lois E. Tetrick, U. of Houston
Social and Economic Exchanges as Group-level Phenomena
Lynn M. Shore, Georgia State U.; William H. Bommer, Georgia State U.; Lois E. Tetrick, U. of Houston; Sandy J. Wayne, U. of Illinois, Chicago
Presenters: Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Gregory Irving, Wilfrid Laurier U.; Deanna D. Craig, Personnel Decisions International; Lynn M. Shore, Georgia State U.
Discussant: M. Susan Taylor, U. of Maryland

607JS: (OB, OMT, BPS) The Challenges of Improvisation
4:10–5:20 Marriott Wardman Park Hotel: Delaware B
Chair: Katherine A. Lawrence, U. of Michigan
Indian Music, Therapy and the Real-world: New Directions in Organizational Improvisation
Joao Vieira Cunha, Massachusetts Institute of Technology; Miguel Pina E. Cunha, Nova U., Lisbon; Ken N. Kamoche, City U., Hong Kong
Challenging the Link Between Improvisation and Performance Through a Quasi-experiment
Dusya Vera, U. of Western Ontario; Mary M. Crossan, U. of Western Ontario
Understanding the Roles of Technology in Improvising
Nils O. Fonsstad, Massachusetts Institute of Technology
Contradictions in the Performance of Improvisation: Lessons From the Theater
Katherine A. Lawrence, U. of Michigan
Discussant: Karl E. Weick, U. of Michigan

608: (OCIS) OCIS Keynote Address
4:10–5:20 Omni Shoreham Hotel: Calvert
Innovating with IT: How Seriously Should We Take our Buzzwords?
Keynote Speaker: Burton Swanson, U. of California, Los Angeles

609: (OM) OM Division Business Meeting
4:10–5:00 Hilton Washington & Towers: Monroe East
All members and prospective members are encouraged to attend!
Division Chair: Robert D. Klassen, U. of Western Ontario
Program Chair: Janet L. Hartley, Bowling Green State U.
Coordinator: Diane H. Parente, Pennsylvania State U., Erie
Division Chair-Elect.: Thomas Y. Choi, Arizona State U.
Professional Development Workshop Chair: Kenneth Boyer, Michigan State U.

610: (OMT) Organizational Identity and Organizational Form
4:10–5:30 Marriott Wardman Park Hotel: Harding
Chairs: Huggy Rao, Emory U.; Heather Haveman, Columbia U.
On the Logic of Social Codes
Laszlo Polos, Erasmus U.; Michael Hannan, Stanford U.; Glenn R. Carroll, Stanford U.
Robert J. David, McGill U.
Organizational Form and Identity as Constraints on Organizational Change in the Early California Thrift Industry
Huggy Rao, Emory U.; Heather Haveman, Columbia U.; Srikanth Paruchuri, Columbia U.
### Session Details-Monday

<table>
<thead>
<tr>
<th>Time</th>
<th>Venue</th>
<th>Details</th>
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| 4:10-5:20 | Omni Shoreham Hotel: Empire | **M18**: (TIM) Helping Hand? Government and Public Sector Issues  
Chair: Ruth S Raubitschek, U.S. Departmtent of Justice  
**TIM**: Strategic Government Policy Choices in Creating and Sustaining the Information Technology Sector in Developing Countries  
Omar Rashid Malik, Temple U.; Kamal Ahmed Munir, Cambridge U. |
| 4:10-5:20 | Marriott Wardman Park Hotel: Roosevelt | **617**: (SIT) New Perspectives on Venture Capitalism  
Facilitator: Dong-Sung Cho, Seoul National U.  
BPS: Prisoner's Dilemma Model and the Investment Decision Process of Venture Capitalists  
Clement Wang, National U., Singapore; Ping Lu, National U., Singapore |
| 4:10-5:30 | Omni Shoreham Hotel: Capitol | **614**: (RM, OMT, MOC) Organizations as Interpreted Worlds: Understanding the Complexity of Qualitative Research  
Chairs: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College  
Between Native and Professional Stranger: Ethnographic Dilemmas in the Study of Organizations as Cultures  
Pushkala Prasad, Skidmore College  
The Hidden Meaning of Organizational Texts: Hermeneutics as a Genre of Qualitative Inquiry  
Anshuman Prasad, U. of New Haven  
The Institutionalist Praxeology of Pierre Bourdieu  
Jeff Everett, U. of Calgary |
| 4:10-5:30 | Omni Shoreham Hotel: Delaware A | **611**: (OMT, OB) “Virtual” Employees, Energized Workers, and Interaction Ritual Chains: Relational and Emotional Perspectives on Collective Accomplishment in Organizations  
Chair: Ryan Quinn, U. of Michigan  
Relational Control: An Exploratory Study of Virtual Workers in a Dot.Com Start-up  
Julia A. Welch, U. of Michigan; Leslie Perlow, Harvard U.  
Conversations, Coordination, and Emotional Energy  
Ryan Quinn, U. of Michigan; Jane E. Dutton, U. of Michigan  
Interaction Ritual Chains and Emotional Energy in Everyday Interactions in Organizations  
Randall Collins, U. of Pennsylvania  
Discussant: Michael G. Pratt, U. of Illinois, Urbana-Champaign |
| 4:10-5:20 | Marriott Wardman Park Hotel: Kennedy | **616**: (SIT) Managing Innovations for Results  
Facilitator: David A. Ralston, U. of Oklahoma  
ENT: Following the “Pied Piper”: Collective Action and the Growth of Knowledge-intensive New Ventures  
Georg Von Krogh, U. of St. Gallen; Paul R. Carliile, Massachusetts Institute of Technology  
OB: The Microprocesses of Innovation: Individual and Contextual Dynamics in Innovation Implementation  
Jin Nam Choi, McGill U.  
OM: Strategic Issues in Managing Radical Innovation in Large Established Firms  
Christopher McDermott, Rensselaer Polytechnic Institute; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute  
TIM: The Circulation of Innovations as a Process of Translation  
Davide Nicolini, Tavistock Institute; Silvia Gherardi, U. degli Studi di Trento |
| 4:10-5:20 | Marriott Wardman Park Hotel: Monroe West | **615**: (SIM) Business Meeting  
4:10-5:20 Hilton Washington & Towers: Thoroughbred |
Chair: Larry J. Williams, Organizational Research Methods Journal  
Panel: Christine Todd Whitman, U.S. Environmental Protection Agency; Paul Tebo, DuPont; Matthew Arnold, World Resources Institute  
Discussant: Stuart Hart, U. of North Carolina, Chapel Hill |
| 4:10-5:20 | Omni Shoreham Hotel: Executive | **612**: (ONE) How Governments Matter for Sustainable Enterprise  
Chair: Mark B. Milstein, U. of North Carolina, Chapel Hill  
Panel: Christine Todd Whitman, U.S. Environmental Protection Agency; Paul Tebo, DuPont; Matthew Arnold, World Resources Institute  
Discussant: Stuart Hart, U. of North Carolina, Chapel Hill |
Young Rok Choi, Rensselaer Polytechnic Institute; Phillip Phan, Rensselaer Polytechnic Institute

TIM: Winning an Award From the Advanced Technology Program: Pursuing R&D Strategies in the Public Interest and Providing a Halo Effect
Maryann Feldman, Johns Hopkins U.; Maryellen R. Kelley, Pamet Hill Associates

Joel West, U. of California, Irvine; Vladislav Fomin, U. of Jyvaskyla

TIM: The Impact of Publicly Funded Basic Research: A Literature Review of Theories and Findings
G. Steven McMillan, Pennsylvania State U., Abington; Robert D. Hamilton, III, Temple U.

619: (TIM) Insights from Naturalistic Inquiry
4:10–  5:30 Omni Shoreham Hotel: Embassy
Chair: Sanjay Jain, U. of Wisconsin, Madison
Deborah J. Dougherty, Rutgers U.
TIM: B2B e-Commerce in Emerging Economies: Creating i-Metal.com's Nonferrous Metals Exchange In China
Paul Hempel, City U., Hong Kong; Ying Ki Kwong, i-Metal.com Ltd
TIM: An Emerging Model for Improving Intellectual Property Management Practices in the Public Sector
Paul Steffens, U. of Queensland; Michael Waterhouse, U. of Queensland; Arthur Shulman, U. of Queensland; Andrew Wollin, U. of Queensland
TIM: Technological Change, Internal Speciation and Dynamic Capabilities. Evidence from Coming Inc.
Gino Cattani, U. of Pennsylvania

Monday 5:30PM

620: (GDO) Business Meeting
5:30–  6:30 Hilton Washington & Towers: Map

621: (HCM) Division Business Meeting
5:30–  6:30 Hilton Washington & Towers: Georgetown West
Division Chair: Jacqueline Zinn, Temple U.

622: (HR) Human Resources Division Ice Cream Social
5:30–  7:30 Marriott Wardman Park Hotel: Virginia Suite
Recipient of the Heneman Career Achievement Award, sponsored by Irwin-McGraw Hill, will be announced.

623: (MC) Management Consulting Division Business Meeting
5:30–  6:30 Omni Shoreham Hotel: Congressional B
Organizer: Anthony F Buono, Bentley U.

624: (OB) OB Division Awards Celebration and State of the Division Announcements
5:30–  6:45 Marriott Wardman Park Hotel: Maryland C

Come join in the celebrations of the OB Division’s award winners and receive an update on the division’s activities.
Chair: Robert C. Liden, U. of Illinois, Chicago

625: (OMT) OMT Business Meeting and Artifact
5:30–  6:00 Marriott Wardman Park Hotel: Harding
Division Chair: Joseph Porac, Emory U.
Program Chair: Joel A. C. Baum, U. of Toronto
Division Chair-Elect.: Eric Abrahamson, Columbia U.
Professional Development Workshop Chair: Mary Jo Hatch, U. of Virginia

626: (ONE) ONE Interest Group Business Meeting
5:30–  6:45 Hilton Washington & Towers: Monroe West
Division Chair-Elect.: Gordon P. Rands, Western Illinois U.

627: (PNP) PNP Division Business Meeting
5:30–  6:00 Marriott Wardman Park Hotel: Eisenhower

Monday 6:00PM

628: (ENT) Entrepreneurship Division Business Meeting and Social Time
6:00–  8:30 Off Site: NFIB
The NFIB offices are located at 1201 F Street NW, Suite 200.
Organizer: Alex Stewart, Marquette U.

629: (OM) OM Division Social
6:00–  7:00 Hilton Washington & Towers: Monroe East
All members and prospective members welcome!
Division Chair: Robert D. Klassen, U. of Western Ontario

630: (OMT) OMT Social Hour
6:00–  7:00 Marriott Wardman Park Hotel: Hoover
Division Chair: Joseph Porac, Emory U.

631: (PNP) PNP Division Reception and Social Hour
6:00–  7:30 Marriott Wardman Park Hotel: Truman
Sponsored by the Warwick Institute of Governance and Public Management, Warwick Business School, University of Warwick, UK

632: (SIM) Division Wine and Cheese Party
6:00– 10:30 Hilton Washington & Towers: Thoroughbred

Monday 6:10PM

633: (MC) Management Consulting Division Social Hour
6:10–  7:10 Omni Shoreham Hotel: Congressional A
Join us for refreshments. Meet our members and new and old friends. The reception will be held after the business meeting.
Organizer: Kurt Motamedi, Pepperdine U.

Monday 6:30PM

634: (BPS) Irwin Outstanding Educator Award Ceremony in Honor of Michael A. Hitt
6:30–  7:30 Marriott Wardman Park Hotel: Wilson A
Organizers: Ann K. Buchholtz, U. of Georgia; Petra Christmann, U. of Virginia; Jay Dial, Case Western Reserve U.; Marta A. Geletkanycz, Boston College

635: (GDO) Social Hour
**636**: (HCM) HCM Division Reception  
6:30- 8:00 Hilton Washington & Towers: Jefferson West  
Sponsored by the Anderson Graduate School of Management, University of California, Riverside.  
Host: Kathleen Montgomery, U. of California, Riverside

**637**: (IM) IM Division Social and Reception  
6:30- 8:00 Omni Shoreham Hotel: Hampton  
Host: Joseph L.C. Cheng, U. of Illinois

**638**: (MH) Management History Division Reception in Honor of Al Bolton  
6:30- 8:00 Hilton Washington & Towers: Hemisphere  
A reception in honor of Al Bolton, recipient of the Ronald G. Greenwood Award, in recognition of his outstanding contributions to the field of management history.  
Division Chair: Eileen Kelly, Ithaca College

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**Monday 6:50PM**

**639**: (OB) OB Division Social Hour  
6:50- 8:20 Marriott Wardman Park Hotel: Maryland AB  
Come join us, get acquainted, and get re-acquainted!  
Chair: Anne M. O'Leary-Kelly, U. of Arkansas

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**Monday 7:15PM**

**640**: (ONE) ONE Interest Group Social  
7:15- 8:45 Hilton Washington & Towers: Monroe West  
Program Chair: Sanjay Sharma, St. Mary's U.

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**Monday 7:30PM**

**641**: (MC) Management Consulting Friends and Members Dinner  
7:30- 10:30 Off Site: TBA  
The 2001 MCD distinguished guests for this annual dinner event are Billie Alban, Alban and Williams, Ltd.; and Barbara Bunker, SUNY-Buffalo. They will share their reflections and experiences of partnering and working with clients globally. The dinner is a great event to meet Billie, Barbara and many of our members and friends (new and old). Come and enjoy this fun filled learning event. Make sure to make your reservations early. Space is limited! Please contact Tony Buono (abuono@bentley.edu) for details.  
Host: Anthony F Buono, Bentley U.  
Keynote Speakers: Billie T. Alban, Alban & Williams, Ltd.; Barbara B Bunker, State U. of New York, Buffalo

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**Monday 9:00PM**

**642**: (AAC) President's Dessert Reception for New and International Members  
9:00- 10:30 Marriott Wardman Park Hotel: Salon 2  
Hosted by the Journal of Applied Management and Entrepreneurship.  
Host: Andrew H. Van de Ven, U. of Minnesota
## Tuesday, August 7, 2001

### Tuesday 8:00AM

<table>
<thead>
<tr>
<th>Session Number</th>
<th>Time</th>
<th>Location</th>
<th>Title</th>
<th>Facilitator/Co-facilitators</th>
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<tbody>
<tr>
<td>643</td>
<td>08:00-10:10</td>
<td>Marriott Wardman Park Hotel: Harding</td>
<td><strong>(OMT) Organizations Close-up: Qualitative and Field Studies</strong></td>
<td>Royston Greenwood, U. of Alberta; Isabelle Royer, Paris Dauphine U.; Anne Benning, Independent Consultant</td>
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<tr>
<td>644</td>
<td>08:00-10:10</td>
<td>Marriott Wardman Park Hotel: Hoover</td>
<td><strong>(OMT) Institutional Environments</strong></td>
<td>Donald Palmer, U. of California, Davis; William D. Schnep, U. of Pennsylvania; Mauro F. Guillen, U. of Pennsylvania</td>
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<tr>
<td>645</td>
<td>08:00-10:10</td>
<td>Marriott Wardman Park Hotel: Coolidge</td>
<td><strong>(OMT) Alliance Strategy and Design</strong></td>
<td>Brian Golden, U. of Western Ontario; Karen Bishop, U. of Louisville; Diane E. Johnson, U. of Alabama</td>
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### Tuesday 8:20AM

<table>
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<tr>
<th>Session Number</th>
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<th>Title</th>
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<tr>
<td>648</td>
<td>08:20-10:10</td>
<td>Marriott Wardman Park Hotel: Hoover</td>
<td><strong>(OMT) Alliance Management: Offensive or Defensive Strategy?</strong></td>
<td>Mark H. Hansen, Brigham Young U.; James B. Oldroyd, Brigham Young U.</td>
</tr>
<tr>
<td>651</td>
<td>08:20-10:10</td>
<td>Marriott Wardman Park Hotel: Hoover</td>
<td><strong>(OMT) A Dynamic Analysis of Different Cross-boundary Behaviors Emerging from Similar Organizations</strong></td>
<td>Laura J. Black, Massachusetts Institute of Technology; Paul R. Carlile, Massachusetts Institute of Technology; Nelson P. Repenning, Massachusetts Institute of Technology</td>
</tr>
</tbody>
</table>
Talent, Organization, and Location
Richard Florida, Carnegie Mellon U.
Discussant: Howard Aldrich, U. of North Carolina, Chapel Hill

Tuesday 8:30AM

648: (BPS) Dynamics of Interfirm Alliances
8:30–10:10 Marriott Wardman Park Hotel: Wilson B
Chair: Peter McNamara, U. College, Dublin
BPS: In the Groove: An Analysis of Dynamic Structures and Learning Networks
Kathryn Pavlovich, U. of Waikato
BPS: Performance & Stability of Strategic Alliances: An Examination of Social Exchanges between Partners
Senthil K Muthusamy, Rhode Island College; Margaret A. White, Oklahoma State U.
BPS: Determinants of Governance Structure in Alliances: The Role of Strategic, Task, and Partner Uncertainties
Tiziana Casciaro, Harvard U.
BPS: Organizational Learning and Short-term Collaborations: Patterns in the U.S. Movie Industry, 1930-1940
Andreas Schwab, U. of Mississippi; Anne S. Miner, U. of Wisconsin, Madison
Discussant: Theodoros Peridis, York U., Canada

649: (BPS) Market Entry Behavior
8:30–10:10 Marriott Wardman Park Hotel: Wilson A
Chair: Heli Anita Koski, ETLA
BPS: Getting to Multimarket Competition: How Multimarket Contact Affects Firms’ Market Entry Decisions
John Stephan, State U. of New York, Buffalo; Warren Boeker, U. Washington
BPS: Product Proliferation as Barriers to Entry: The Incumbent Perspective
Avinash V. Mainkar, James Madison U.; William S. Schulze, Case Western Reserve U.
BPS: Determining Appropriate Competitive Position for Spatially Dispersed Multi-outlet Firms: When Should Chains Compete on Price?
Arturs T. Kalnins, U. of Southern California
Discussant: Javier Gimeno, INSEAD

650: (BPS) New Trends in the New Economy
8:30–10:10 Marriott Wardman Park Hotel: Wilson C
Chair: Vikas Anand, U. of Arkansas
BPS: E-commerce on Fitness Landscapes: Exploring the Interdependencies between Click and Mortar Business Systems
Daniel Levinthal, U. of Pennsylvania; Nicolaj Siggelkow, U. of Pennsylvania
BPS: An Empirical Study of Alliance Value Creation in E-businesses

651: (CAR) Career Concerns: An Update from the Field
8:30–10:10 Hilton Washington & Towers: Jefferson West
Facilitators: Karen O. Dowd, James Madison U.; Susan M. Adams, Bentley College
Discussant: Thomas R. Eisenmann, Harvard U.

652: (CM, MED) Fairness in the Classroom: Are We Practicing What We Preach?
8:30–10:10 Hilton Washington & Towers: Caucus
Chair: Lynn Bowes-Sperry, Western New England College
Examining Self-appraisal Practices in Academic Settings as a Means to Enhance Perceptions of Instructor and Evaluation Fairness and Promote Student Development
Deanna Geddes, Temple U.
Why We Can’t Do Without Fairness in Student Participation Evaluation
William P. Ferris, Western New England College
Distributing Team Points as a Justice Event
Jean M. Forray, Western New England College; Lynn Bowes-Sperry, Western New England College
The Influence of National Culture on the Perceived Fairness of Grading Procedures: A Comparison of U.S. and China
Jasmine Tata, Loyola U., Chicago
Discussant: Thomas M. Tripp, Washington State U.

653: (ENT) Internationalization and Entry Mode of SMEs and Entrepreneurial Firms
8:30–10:10 Omni Shoreham Hotel: Cabinet
Chair: Kevin H. Kennedy, Texas Tech U.
ENT: Internationalization, Entrepreneurial Orientation, and Learning in Independent Belgian Firms
Harry J. Sapienza, U. of Minnesota; Dirk De Clercq, U. of South Carolina
ENT: International Entrepreneurship: Entry Mode Choice of SMEs in Central and Eastern Europe
George Nakos, Clayton College and State U.; Keith Brouthers, U. of East London; Lance Brouthers, U. of Akron
ENT: Coming to America: An Exploratory Study of Foreign Firms Conducting Initial Public Offerings (IPOs) in the United States
Timothy S. Reed, Air Force Institute of Technology; Kurt Heppard, U.S. Air Force Academy
654: (GDO) Confronting the Powers that Be: Should the Gender and Diversity in Organizations Division Pursue an Activist Agenda?
8:30-10:10 Hilton Washington & Towers: Map
Organizer: Carol D. Watson, Rider U.

Activism in Academy of Management, 1972-2000: The Story of the Committees on the Status of Women and People of Color
Frieda Reitman, Pace U.; Max Wortman, Iowa State U.; Stella M. Nkomo, U. of South Africa

We're Already Political but are We Activists?: Knowledge Creation as a Political Act
Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst

A Model of Scientific Activism
Barbara A. Gutek, U. of Arizona

Political Acts as Knowledge Creation
Leslie Oakes, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico

Risks and Rewards of an Academic's Activism
Judith B. White, Santa Clara U.

Discussant: dt ogilvie, Rutgers U.

655: (GDO, CM) Bridges over Troubled Waters: "Experiments" in Working with Differences
8:30-10:10 Hilton Washington & Towers: Lincoln East
Chair: Maureen Scully, Simmons College

Balancing Act: Triads of Connection Within and Among Groups
Karen L Proudford, Morgan State U.

Deconstructing "Coalition Building." What Race and Ethnicity Have to Do With It
Evangelina Holvino, Simmons College

Is There Strength in Numbers? Rethinking Multicultural Networks as Vehicles for Social Change
Maureen Scully, Simmons College

Presenter: Deborah M Kolb, Simmons College
Discussant: Michael Piore, Massachusetts Institute of Technology

656: (HR) New Issues in Research on Person-organization Fit
8:30-10:10 Marriott Wardman Park Hotel: Virginia A
Chair: Michael Wesson, Texas A&M U.

HR: Potential Homogenizing Effects of Attraction and Selection
Jeffrey Stanton, Bowling Green State U.; Jerel Slaughter, Louisiana State U.; David Mohr, Bowling Green State U.; William Schoel, III, Procter & Gamble Company

Lawrence A. Witt, U. of New Orleans; Lisa A. Burke, Louisiana State U.; Shreveport; K. Michele Kacmar, Florida State U.

HR: Pay for Performance and Risk Preferences: Consequences of Fit

HR: Aligning Employees with the Organization's Strategic Objectives: Out of "Line of Sight," Out of Mind
Wendy R. Boswell, Texas A&M U.

Discussant: Cheryl L. Adkins, Longwood College

657: (HR) Compensation
8:30-10:10 Marriott Wardman Park Hotel: Virginia C
Chair: Margaret Williams, Virginia Commonwealth U.

HR: A Comprehensive Model of Preferences for Team-based Rewards
Victor Y. Haines III, U. of Sherbrooke; Simon Taggar, York U.

HR: Dollars, Perceptions, and Reality: Developing and Validating Fuzzy Set-based Measures of Pay Raise Thresholds
Atul Mitra, U. of Northern Iowa; Nina Gupta, U. of Arkansas; M. Susan Rueschhoff, U. of Northern Iowa

HR: The Dark Side of Stock Options: Downside Risk and Employee Separation
Benjamin B. Dunford, Cornell U.; John W. Boudreau, Cornell U.; Wendy R. Boswell, Texas A&M U.

Discussant: Barbara L. Rau, U. of Wisconsin, Oshkosh

658: (HR, OCIS) Organizations Online: Harnessing the Power of Advanced Information Technology
8:30-10:10 Marriott Wardman Park Hotel: Delaware B
Chair: Kathryn M. Bartol, U. of Maryland

Virtual HR: Information Technology Upgrades and HR Effectiveness
Kathryn M. Bartol, U. of Maryland; David P. Lepak, U. of Maryland; Sharyn Gardner, U. of Maryland

Changing the Nervous Systems of Organizations: Enabling Leadership to Enable Advanced Information Technology
Bruce J. Avolio, Binghamton U.; Surinder Kahai, Binghamton U.

Linking Information Technology and Organizational Design
Henry C. Lucas, Jr., U. of Maryland

HR: Aligning Employees with the Organization's Strategic Objectives: Out of "Line of Sight," Out of Mind
Wendy R. Boswell, Texas A&M U.

Discussant: Cheryl L. Adkins, Longwood College

659: (JS) Culture Standards: An Alternative in Cross Cultural Management Research Beyond Hofstede
8:30-10:10 Omni Shoreham Hotel: Diplomat
A new method which provides updated cultural measures, multiple indicators and recent data centered on Europe.
Chair: Cary L. Cooper, U. of Science and Technology in Manchester
**Surveys Yield Locally-useful Conclusions?**

Economics and Business Administration

Business Administration; Amanda Dunkel, Vienna U. of School; Wolfgang Mayrhofer, Vienna U. of Economics and Business School; Nigel J. Holden, Copenhagen Business; Sylvia Meierewert, Vienna U.

**Session Details-Tuesday**

**660 : (IP, OB) Management and Work: Can Global Surveys Yield Locally-useful Conclusions?**

8:30-10:10 Omni Shoreham Hotel: Empire

To maximize discussion from the audience, there is no discussant

Organizers: Evert Van de Vliert, U. of Groningen; Peter B. Smith, U. of Sussex

**661 : (IP) Customer Service**

8:30-10:10 Marriott Wardman Park Hotel: Salon 3 T1

Facilitator: Robert E. Ployhart, U. of Maryland

OB: Building Client Trust and Loyalty: Professionals as Stewards

Sheila Simsarian Webber, Concordia U.

OB: Exploring Mediating Processes Underlying the Relationship between Employee Displayed Positive Emotions and Customer Behavioral Intentions

Wei-chi Tsai, National Taiwan U. of Science and Technology; Yin-mei Huang, National Chengchi U.

OB: When Bartenders Serve-up More Than Just Drinks: A Qualitative Look at the Conflict between Customer and Management Expectations

Kimberly A. Eddleston, U. of Connecticut; Barrie E. Litzky, Pennsylvania State U., Great Valley

TIM: Technology, Reliability and Customization

John E. Ettlie, Rochester Institute of Technology

**662 : (IP) Affirmative Action, Equal Opportunity, and the Value of Diversity**

8:30-10:10 Marriott Wardman Park Hotel: Salon 3 T3

Facilitator: Sue R. Faerman, State U. of New York, Albany

PNP: The Deinstitutionalization of Public Policy: The Case of Affirmative Action

Jenny M. Hobbler, U. of Kentucky; Brent Garrett, U. of Kentucky

GDO: Equal or Difference? The Use of Equal Opportunity as a Strategy to Increase the Number of Women in Management

Erica French, Queensland U. of Technology; Stacy Richard Ridge, Queensland U. of Technology

GDO: The Structural Dynamics of Diversity: Attaining a Sustainable Competitive Advantage

Mary A. Hamilton, U. of Virginia

**663 : (IP) Overcoming Resistance and Creating Commitment to Change**

8:30-10:10 Marriott Wardman Park Hotel: Salon 3 T4

Facilitator: Robert Waldeser, Queensland U. of Technology


ODC: Exploring the Affective Implications of Assessments of the Need for, Appropriateness of, and Execution of Organizational Changes

Michael Cole, Auburn U.; Stanley G. Harris, Auburn U.; Matt Rutherford, Auburn U.

ODC: Reinvention of Governement and Resistance Factorsa Case Study in the US Department of State

Karyn Trader-Leigh, KTA/GLOBAL Partners


Elisabeth Wilson-Evered, U. of Queensland; Charmine E.J. Hartel, Monash U.

**664 : (IP) Job Insecurity, Risk-seeking, and OCB in Asian Cultures**

8:30-10:10 Marriott Wardman Park Hotel: Salon 3 T5

Facilitator: Anne Marie Francesco, Hong Kong Baptist U.

OB: A Test of a Multidimensional Model of Job Insecurity in China: Comparison and Extension

Zhen-Xiong Chen, Hong Kong Baptist U.; Cynthia K. Lee, Northeastern U.; Philip Bobko, Gettysburg College

OB: The Pattern of Risk-seeking Tendency and Why It Is So: The Case of Singaporeans

Shu Li, Nanyang Technological U.; Yongqing Fang, Nanyang Technological U.
OB: Organizational Context and Employee Citizenship
Behavior in the PRC: Impact of Job Function, Managerial Level, and Organization Ownership
Jiing-Lih Farh, Hong Kong U. of Science and Technology; Chen-Bo Zhong, Hong Kong U. of Science and Technology; Dennis W. Organ, Indiana U.

665: Corporate Reputation (IP)
8:30–10:10 Marriott Wardman Park Hotel: Salon 3 T6
Facilitator: Jay Nathan, St. John's U.
BPS: Business-level Reputation and Strategic Changes: A View of Property/Casualty Insurers
Tamela Ferguson, U. of Louisiana, Lafayette; William Lee Ferguson, U. of Louisiana, Lafayette
OMT: Consumers' Willingness to Pay for Corporate Reputation: The Context of Airline Companies
Mary E. Graham, Clarkson U.; Pratima Bansal, U. of Western Ontario
ONE: To Be Green or Not Be: The Effect of Corporate Environmental Advertising
Nicolas Gutierrez, ITESM; Irma Adriana Gomez, ITESM; Mayra Bozada, ITESM
BPS: Perceived Partner Reputation and Strategic Alliance Structuring: Comparing Public and Private Sectors
Susanne Royer, U. of Paderborn; Roland Hirokazu Simons, Queensland U. of Technology; Robert Waldersee, Queensland U. of Technology

666: Governmental Influence on Environmental Practices (IP)
8:30–10:10 Hilton Washington & Towers: Conservatory T1
Facilitator: David L. Levy, U. of Massachusetts
ONE: Biopolitics: Comparing European and American Experiences
Aseem Prakash, George Washington U.; Kelly Kollman, George Washington U.
ONE: Governmental Solutions to Problems of Transferring Environmental Best Practices
Ann Terlaak, U. of California, Santa Barbara
ONE: The Differentiated Reach of the Green Visible Hand
Frank Wijen, Tilburg U.

667: Environmental Stakeholders (IP)
8:30–10:10 Hilton Washington & Towers: Conservatory T2
Facilitator: Duane Windsor, Rice U.
ONE: The Primordial Stakeholder: Advancing the Conceptual Consideration of the Natural Environment's Stakeholder Status
Cathy Driscoll, Saint Mary's U.; Mark Starik, George Washington U.
ONE: Do Voluntary Environmental Programs Work? A Multistakeholder Perspective of the U.S. Environmental Protection Agency's Project XL
Eva Collins, George Washington U.; Mark Starik, George Washington U.
ONE: Can Self-regulation Be Expected from a Multistakeholder Collaborative Roundtable or Do Governments Matter?
Marie-France Turcotte, U. of Quebec, Montreal

668: Quantitative Research Methods Medley (IP)
8:30–10:10 Marriott Wardman Park Hotel: Salon 3 T7
Facilitator: Herman Aguinis, U. of Colorado, Denver
RM: Non-response Rates on Survey Questionnaires as Evidence of Parallel Processes during Organizational Diagnosis
Clayton Alderfer, Rutgers U.; Andrew F. Simon, Seton Hall U.
RM: Comparison of Latent Means with Structural Equation Modelling: A Latent Variable Score Approach
Gordon W. Cheung, Chinese U., Hong Kong; Roger B. Rensvold, City U., Hong Kong
RM: Multifaceted Conception of Change: Revisiting the Alpha, Beta, Gamma Change Typology
Gordon W. Cheung, Chinese U., Hong Kong; Thomas W. Ng, Chinese U., Hong Kong

669: Emerging Issues in Project Management (IP)
8:30–10:10 Hilton Washington & Towers: Conservatory T3
Facilitator: Sara McComb, U. of Massachusetts, Amherst
OM: Exploring the Multi-project Matrix: Process Dynamics of a Projectified Organization
Mats Engwall, Stockholm School of Economics; Anna Sjögren Källqvist, Royal Institute of Technology, Stockholm
OM: Strategizing for Anticipated Risks and Turbulence in Large-scale Engineering Projects
Serghei Floricel, U. of Quebec, Trois-Rivieres; Roger E. Miller, U. of Quebec, Montreal
OCIS: Collaborative Technologies for Virtual Project Management
Ilze Zigurs, U. of Colorado, Boulder; Roberto Evaristo, U. of Illinois, Chicago; Bernhard Robert Katzy, CETIM

670: Current Issues in Public and Nonprofit Management (IP)
8:30–10:10 Marriott Wardman Park Hotel: Salon 3 T8
Facilitator: Danny L. Balfour, Grand Valley State U.
PNP: From Legislation to Innovation? Organizational Lessons from Arizona's Charter Schools
Elisabeth S. Clemens, U. of Arizona; Melissa Fry, U. of Arizona
PNP: Sources of Environmental Uncertainty Perceived by Public Sector Managers: Underlying Dimensions and Taxonomy
Kathleen E. Voges, U. of Texas, Arlington; Christopher Shook, U. of Texas, Arlington; Richard L. Priem, U. of Texas, Arlington

C136
PNP: Red Tape: A Review and Assessment of Concepts and Measures
Sanjay K. Pandey, Rutgers U.; Patrick G. Scott, Southwest Missouri State U.

PNP: The Case for Game Theory in County Government
Roger R. Stanton, California State U., Long Beach

671: (IP) Current Issues in Organization Management Theory
8:30-10:10 Marriott Wardman Park Hotel: Salon 3 T9
Facilitator: Judy Matthews, U. of Queensland
OMT: The Illusion of Hierarchical Change as a Function of Information Technology Adaptation: Managerial Magic?
Gavin M. Schwarz, U. of Queensland / U. of Woolongong
OMT: Strategic Conduct in Organizational Fields: The Return of the Actor in Neo-institutional Theory
Manuel Hensmans, Erasmus U.
OMT: Scale Economies and Survival
Richard Makadok, Emory U.; Gordon Walker, Southern Methodist U.
OMT: Orchestral Maneuvers in the Dark: Discourse and Politics in the Failure to Develop an Artistic Strategy
Sally MAitlis, U. of British Columbia; Tom Lawrence, U. of Victoria

672: (IP) Theory and the Management of Meaning
8:30-10:10 Marriott Wardman Park Hotel: Salon 3 T10
Facilitator: Nick Nissley, U. of St. Thomas
MOC: Of Minds That Matter: An Introduction to Systems Thinking
Rita Anne Durant, U. of Alabama
MSR: Comparison of Flow Theory and Taoism and Zen
Jane Jixia Yang, Louisiana State U.
MOC: A Model of Metaphor Usefulness in Organizations: A Study of the Structural Characteristics of Metaphors
Scott J. Reynolds, U. of Minnesota

673: (MED) Cross-national Realities in Management Education
8:30-10:10 Hilton Washington & Towers: Military
Chair: David J. Lemak, Washington State U.
MED: Realities of Dominant Structures and Governing Values: Recommendations for Management Education in Poland
Agnieszka Sito-Lutek, Marie Curie-Sklodowska U.; Jeanne Hill, U. of Central Lancashire
MED: From "Superior" Schools of Commerce to the MBA: French and Turkish Management Education in a Comparative Perspective
Behlul Usdiken, Sabanci U.; Sibel Yamak, Galatasaray U.
MED: Transformation, Legislation and Management Education in South Africa
Sandra Karin Sparrius, Rhodes U.
MED: An Enterprise-based, Ideologically-neutral Framework for Introducing Management Education in the Democratic People’s Republic of Korea
Earl Arvid Molander, Portland State U.

674: (MC) Corporate Universities: Let’s Talk
8:30-10:10 Hilton Washington & Towers: Lincoln West
Welcome and Why Do We Need to Learn About Corporate Universities?
Andrew H. Van de Ven, U. of Minnesota
What I Learned From My Experiences as the Director of GTE’s Corporate University
What I Learned From My Research on Corporate Universities
Elizabeth Grayden, U. of Minnesota
What are the Current Trends in Corporate Universities?
Jeanne Meister, Corporate U. Xchange, Inc.
How can the AOM and Corporate Universities Facilitate the Link Between Management Knowledge and Practice?
David Jamieson, Pepperdine U.

675: (MH) Reassessing Contributions in Context
8:30-10:10 Hilton Washington & Towers: State
Chair: Paul L. Govekar, Bluffton College
MH: Hodgetts and Mintzberg in Conversation
Alfred A. Bolton, Averett College; Mirta M. Martin, U. of Richmond; John Joos, Skylake Productions
MH: Revisiting the Roots of Socio-technical Theory
Sujay Dutta, Louisiana State U.
Ronald B. Shuman Best Graduate Student Paper Award
The Influence of Joseph Schumpeter on Peter F. Drucker’s Philosophy of Management
Timothy Scott Kiessling, U. of Oklahoma, Norman; Daniel A. Wren, U. of Oklahoma, Norman
Discussants: Regina Greenwood, Kettering U.; Jill Hough, U. of Tulsa; Juha Lamberg, U. of Alabama, Tuscaloosa

676: (MOC) Risky Business: Strategy, Performance and Interpreting Risk
8:30-10:10 Omni Shoreham Hotel: Hampton
Chair: Alexandra Michel, U. of Pennsylvania
MOC: A Comparative Analysis of the Influence of Cognitive Frames on Organizational Performance in High and Low Velocity Industries
Sucheta Nadkarni, U. of Nebraska, Lincoln; V. K. Narayanan, Drexel U.
MOC: Chips, Genomes, and Icons: Risk-Strategy Maps in Three IPO Fields
Martin L. Martens, UBC; P. Devereaux Jennings, UBC
MOC: Assessing How Information Affects Cognitive Maps of Strategic Issues
Donna K. Fisher, U. of Illinois, Urbana-Champaign; Randall E. Westgren, U. of Illinois, Urbana-Champaign; Steve T. Sonka, U. of Illinois, Urbana-Champaign
Discussant: Ramon J. Alday, U. of Wisconsin, Madison
Session Details—Tuesday

677 SHCS: (MOC, OB, OMT) "Dirty Work" is in the Eye of the Beholder: New Directions in How Individuals Cope with Stigmatized Occupations
8:30-10:10 Omni Shoreham Hotel: Palladium
Chairs: Blake E. Ashforth, Arizona State U.; Janet M. Dukerich, U. of Texas, Austin
Managing Dirty Work: An Interview-based Study
Blake E. Ashforth, Arizona State U.; Glen E. Kreiner, U. of Cincinnati; Mark A. Clark, American U.; Mel Fugate, Arizona State U.
Enter Dirty Work and Professional Identification: Are the Two Compatible?
Fabiola Bertolotti, U. of Bologna; Jerrod Kinnett, U. of Texas, Austin; Janet M. Dukerich, U. of Texas, Austin
Dirty Work and Dr. Joanne Leapheart Newman, U. of Arkansas; Mary S. Logan, London School of Economics and Political Science; Anne M. O'Leary-Kelly, U. of Arkansas; Ellen M. Whitten, U. of Virginia
Reflections on Dirty Work, Tricks of the Mind, and the Meaning of Work
Amy Wrzesniewski, New York U.
Discussant: Stephen Barley, Stanford U.

678: (OB) The Future of Work Motivation Theories
8:30-10:10 Marriott Wardman Park Hotel: Maryland B
Chair: Richard T. Mowday, U. of Oregon
Through Thick and Thin: Perspectives on Organizational Commitment
8:30-10:10 Marriott Wardman Park Hotel: Maryland B
Chair: Bonnie S. O’Neill, Marquette U.
OB: The Impact of Perceived Inequity and Frequency of Favor Exchange on Employee Status, Commitment, and Performance
Frank J. Flynn, Columbia U.
OB: An Empirical Test of Escalation of Commitment in Major League Baseball *
Luc Bourgie, Concordia U.
OB: Battle of the Biggies: The Influence of Job Satisfaction and Affective Commitment on Organizational Outcomes
Tony L. Simons, Cornell U.; Kate Walsh, Cornell U.
OB: Attachment in Organizations: Quo Vadis?
James W. Bishop, New Mexico State U.; K. Dow Scott, Loyola U., Chicago; Michael G. Golsby, U. of Southern Indiana
→ OB: Five Universal Forms of Work Commitment, Job Satisfaction, and Job Performance: An Empirical Assessment
Abraham Carmeli, U. of Haifa; Anat Freund, U. of Haifa
Discussant: Martin R. Fellenz, Trinity College

680 JS: (OB, ODC, IM) Virtual Teams: An Assessment of their Distinctiveness on Several Key Dimensions
8:30-10:10 Marriott Wardman Park Hotel: Delaware A
Chair: Susan G. Cohen, U. of Southern California

Presenters: Marietta Baba, Wayne State U.; Kimberly K. Harris, U. of California, Los Angeles; Alec Levenson, U. of Southern California
Discussant: Martha L. Maznevski, International Institute for Management Development

681: (OCIS) Best Practices for Managing Virtual Teams
8:30-10:10 Omni Shoreham Hotel: Calvert
Chair: Manju K. Ahuja, Florida State U.
Presenters: Manju K. Ahuja, Florida State U.; Sirkka Jarvenpaa, U. of Texas, Austin; Lawrence A. Witt, U. of New Orleans
Moderator: Katherine M. Chudoba, Florida State U.

682: (ODC) Complex Change: Managing the Process
8:30-10:10 Marriott Wardman Park Hotel: McKinnley
Chair: Frans M. van Eijnatten, Eindhoven U. of Technology
ODC: Dynamics of Strategic Change: First-order and Second-order Changes in the New Zealand Electricity Industry
Michael Graham Duncan, U. of Canterbury; V. Nilakant, U. of Canterbury
ODC: Tacit Complexity: Organizational Development’s Role in Viewing Strategy in Terms of Tacit Knowledge and System Interactions
Scott Sherman, Pepperdine U.
ODC: Critical Success and Failure Factors of Corporate Culture Change
Won-Woo Park, Seoul National U.

683 JS: (ODC, OMT, SIM) When One Person Matters: Moral Power and the Transformation of Governments
8:30-10:10 Marriott Wardman Park Hotel: Colission North
Organizer: Gretchen Spreitzer, U. of Southern California
Bringing Hope: The Case of Franklin Delano Roosevelt
When One Person Matters: From Mohatmas Gandhi to Advanced Change Theory
Context, Energy and Moral Power: The Case of Martin Luther King, Jr.
Forgiveness and Moral Power: The Case of Nelson Mandela and South Africa
Presenters: Robert E. Quinn, U. of Michigan; Kim S. Cameron, U. of Michigan; Phil Mirvis, Private Practice; Lawrence Carter, Morehouse U.

684: (OM) Operations Flexibility and Agility
8:30-10:10 Hilton Washington & Towers: Monroe East
Chair: Peter T. Ward, Ohio State U.
OM: Manufacturing Flexibility Revisited
Joe Scalda, Celestica; Lynn Purdy, U. of Western Ontario; Frank Safayeni, U. of Waterloo
OM: Empirical Evidence of Performance Payoffs from Manufacturing Flexibility
Physician Organization in the Post-managed Care Era: Unionization as a Countervailing Power

Chair: Timothy Hoff, State U. of New York, Albany

Options for Physician Organization in a Consolidating Healthcare System
Lawton R. Burns, U. of Pennsylvania; Douglas R. Wholey, U. of Minnesota

Adjusting the Balance of Power: An Analysis of Physician Antitrust Exemption Legislation
Gary J. Young, Boston U.

Exploring Union Attitudes and Preferred Forms of Collective Organization Among U.S. Physicians
Timothy Hoff, State U. of New York, Albany

Discussant: Jeffrey A. Alexander, U. of Michigan

Perceptions of Collaboration and Service Integration: An Examination of Social Service Nonprofit Organizations
Jennifer A. Wade, U. of Colorado, Denver

PNP: Safer Streets: Criminal Justice Collaboration in Terms of Information Sharing
David R. Connelly, Western Illinois U.

Sang Ok Choi, Florida State U.

Discussant: Míla Gasco, International Institute on Governance, Spain

Ethnography and Interview Methods
Chair: Steven C. Currall, Rice U.

RM: Eliciting Personal Values of Senior Managers: A Development of the Laddering Technique
Humphrey Bourne, Cranfield U.; Mark Jenkins, Cranfield U.

RM: Is Ethnography Jazz?
Michael Humphreys, Bolton Institute; Andrew D. Brown, U. of Nottingham; Mary Jo Hatch, U. of Virginia

RM: Beyond Univocal Authority: An Exploration of Creative Voices in Academic Research
Laura Brearley, RMIT U.

Discussant: Mary Fambrough, Case Western Reserve U.

Stakeholder Dialog
Chair: Craig B Caldwell, Not Specified

SIM: Practically Dangerous: Unearthing the Hegemony of "Pragmatism" in the Discourse of Environmental Management
Pushkala Prasad, Skidmore College; Michael B. Elmes, Worcester Polytechnic Institute

Jerry M. Calton, U. of Hawaii, Hilo; Steven Payne, Georgia College and State U.

Michael E Johnson-Cramer, Boston U.

Discussant: Steven B Brenner, Portland State U.

Organizational Networks and Collaboration
Chair: Mohamed Charif, U. of Quebec, Montreal

PNP: Partnering in Working that Workload: How Behavior and Context Matter in Intergovernmental Networks
Linda S. Johnson, Florida State U.; Ralph S. Brower, Florida State U.
**Session Details—Tuesday**

**Mansour Javidan, U. of Calgary; David A. Waldman, Arizona State U.**

**SIM:** Perceived Ethical/Unethical Supervisory Leadership: Development of a Measure and Investigation of Antecedents

**691 : (SIT) Affirmative Action: Some New Perspectives**
8:30-10:10 Marriott Wardman Park Hotel: Kennedy
Facilitator: Cliff Cheng, U. of Southern California

**CAR:** Hispanic Law Students’ Perceptions of Discrimination, Justice, and Career Prospects
Sharon Foley, Chinese U., Hong Kong; Deborah Kidder, U. of Connecticut

**CM:** When Sheep Turn Into Wolves: An Integration Of Organizational Justice And Social Information Processing Theories In Understanding Employment Discrimination Claiming
Barry M. Goldman, U. of Arizona
Winner of CM Division Best Paper Award

**GDO:** Same-sex Biases in Evaluations of Sex Discrimination Claims: An Explanation from Defensive Attribution Theory and Social Identity Theory
Teri Elkins, U. of Houston; James S. Phillips, U. of Houston; Robert Konopaske, U. of Houston

**GDO:** Attitudes toward Affirmative Action Programs: A Meta-Analysis of 25 Years of Research on Government-mandated Approaches to Reducing Employment Discrimination
David A. Harrison, Pennsylvania State U.; David A. Kravit, George Mason U.; Dalit Lev-Arey, George Mason U.

**692 : (SIT) Conflict Management and Resolution: Some Recent Findings**
8:30-10:10 Hilton Washington & Towers: Bancroft
Facilitator: Susan C. Schneider, U. of Geneva

**CM:** Managing Organizational Conflict: A Theoretical Model of Dispute Resolution System Effectiveness
Corinne Bendersky, Massachusetts Institute of Technology

**CM:** Conflict Management and Group Performance: The Effects of Technological Sophistication and Task Diversity

**MOC:** Emotional Intelligence at Work: Ethics and Conflict Resolution
Peter J. Jordan, Griffith U.; Ashlea C. Troth, Griffith U.

**OB:** Managerial Behavior in a Multiplex Role System: The Case of a Voluntary Organization
P. Monique Valcour, Cornell U.

**693 : (SIT) Mergers and Acquisitions: Some New Perspectives**
8:30-10:10 Hilton Washington & Towers: Georgetown East
Facilitator: Guenter K. Stahl, U. of Bayreuth

**BPS:** Where Do Synergies Come from in Mergers and Acquisitions? The Role of Similarity and Complementarity
Mehmet Erdem Genc, U. of Minnesota; Xavier Castaner, U. of Minnesota

**BPS:** Learning Alone or Learning From Partners? Generating Patents in Biotechnology
Terry L. Amburgey, U. of Toronto; Andreas Al-Laham, U. of Toronto

**MOC:** Role of Experience in Corporate Acquisition Decisions: A Team Efficacy Explanation
Abhishek Srivastava, U. of Maryland; Hun Lee, George Mason U.

**PNP:** Mapping Theoretical and Empirical Emphases on Interorganizational Relationship (IOR) Development: A Procedural Logic of IOR Development
Eric C. Martin, State U. of New York, Albany

**694 : (TIM) Governance of Network Fields: Regulated, Open Systems and Sponsored Processes**
8:30-10:10 Omni Shoreham Hotel: Capital
Program Chair: Raghu Garud, New York U.

**Tuesday 8:50AM**

**695 : (IM) The Internationalization Process: Theory and Research**
8:50-10:10 Omni Shoreham Hotel: Congressional A
Chair: Jeffrey A. Krug, U. of Illinois

**IM:** A New Internationalization Process Model: Theory and Evidence
Harry G. Barkema, Tilburg U.; Rian H.J. Drogendijk, Tilburg U.

**IM:** The Role of External Advisors in the Internationalization Process: Towards the Development of an Advisors Need Model
Peter Rex Massingham, U. of Wollongong; Gary Gregory, U. of Wollongong

**IM:** Measuring Corporate Internationalization and Performance: A Conceptualization and the Introduction of Different Dimensions
Douglas van den Berge, Rotterdam School of Management

**IM:** The Ecological Dynamics of International Market Expansion
Christine M. Chan, Chinese U., Hong Kong; Shige Makino, Chinese U., Hong Kong; Takehiko Isobe, U. of Marketing and Distribution Sciences

**Discusant:** Alvaro Cuervo-Cazurra, U. of Minnesota

**696 : (IM) Global Managers, Expatriates, and Host Country Nationals**
8:50-10:10 Omni Shoreham Hotel: Congressional B
Chair: Gary Oddou, Utah State U.

**IM:** Does it Really Matter if MNCs Think Globally?
Schon Beecher, Columbia U.; Sully Taylor, Portland State U.; Nakiye Boyacigiller, California State U., San Jose; Orly Levy, Tel Aviv U.; Cari L. Colton, Portland State U.
IM: Why Do We Send Them Out? An Analysis of the Functions of International Transfers
Anne-Wil Harzing, U. of Bradford

IM: Toward a Taxonomy of Host Country National Learning Process Involvement in Multinational Learning Organizations
Charles M. Vance, Loyola Marymount U.; Yongsun S. Paik, Loyola Marymount U.

IM: A Longitudinal Study of Parent Cultural Control of Foreign Subsidiaries through Organizational Acculturation
Jan Selmer, Hong Kong Baptist U.; Corrinna T. de Leon, Hong Kong Baptist U.

Discussant: Lorna Doucet, U. of Illinois, Urbana-Champaign

Tuesday 9:00AM

697: (AAC) Registration
9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall C
Organizer: Nancy Urbanowicz, Academy of Management

698: (AAC) Placement
9:00- 5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2
Hand in forms and receive listings of pre-registered applicants and positions
Organizer: Nancy H. Leonard, Lewis and Clark State College

699: (AAC) Membership
9:00- 5:30 Marriott Wardman Park Hotel: Exhibit Hall C
Discover the benefits of membership, update member information, find out how to get involved.
Coordinator: Jane Whitney Gibson, Nova Southeastern U.

700: (AAC) Exhibits
9:00- 5:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

701: (ART) Art & Poetry Exhibition
9:00-11:50 Marriott Wardman Park Hotel: Exhibit Hall B South
Please stop by our gallery adjacent to the Exhibit area.
Chair: Dennis A. Gioia, Pennsylvania State U.

Tuesday 10:00AM

702: (AAC) Meet the Academy Journal Editors
10:00-11:00 Marriott Wardman Park Hotel: Johnson
Panel: Edward J. Conlon, U. of Notre Dame; Roy J. Lewicki, Ohio State U.; Gregory B. Northcraft, U. of Illinois; Sheila M. Puffer, Northeastern U.

Tuesday 10:15AM

703: (AAC) Conference Break
10:15-10:45 Marriott Wardman Park Hotel: Exhibit Break Area
Join us in the Exhibit area for refreshments. Sponsored by Cason Hall & Company (Bronze Exhibitor Sponsor)
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 10:30AM

10:30-11:50 Marriott Wardman Park Hotel: Salon 2
Chair: Robert J. House, U. of Pennsylvania
The GLOBE Research Program
Robert J. House, U. of Pennsylvania
A Cross-national Examination of Social Capital
Mansour Javidan, U. of Calgary
How Governments Matter: The Relationship between National Culture, Role of Government and Stock of Social Capital
Mansour Javidan, U. of Calgary; Vipin Gupta, Fordham U.

705: (BPS) Quasi-diversification: The Missing Link Between Diversification and Alliances Research
10:30-11:50 Marriott Wardman Park Hotel: Wilson C
Organizer: Belen Villalonga, U. of California, Los Angeles
Chair: Anita McGahan, Boston U.
Quasi-diversification
Belen Villalonga, U. of California, Los Angeles
Where do Unrelated Joint-ventures Come from? Resource-Based View and Agency View
Mikolaj Jan Piskorski, Harvard U.
Strategic Alliances: The Grey Side of Diversification
David T. Robinson, U. of Chicago
How Much Does Governance Form Matter? Evidence from Stock Market Reactions to Acquisitions and Alliances
Anita McGahan, Boston U.
Discussant: Tarun Khanna, Harvard U.

706: (BPS) Latest Trends in Mergers and Acquisitions
10:30-11:50 Marriott Wardman Park Hotel: Wilson A
Chair: Lyda S. Bigelow, Washington U.
BPS: The Timing of Changes in Strategic Decisions:
Divestitures of Formerly Acquired Firms
Katsuhiko Shimizu, U. of Texas, San Antonio; Michael A. Hitt, Arizona State U.
BPS: The Other Side of the Story: Seller Decision-making in Entrepreneurial Acquisitions
Melissa Graebner, Stanford U.
BPS: Achieving Acculturation in Mergers and Acquisitions: An International Case Survey Study
Rikard Larsson, Lund U.; Michael Lubatkin, U. of Connecticut
BPS: Towards a Resource-Based Model of Acquisition Motivations, Valuation and Performance: Contrasting Evidence from the Healthcare and Software Industries
Todd Alessandri, U. of North Carolina, Chapel Hill; Linda Mcdaniel, U. of North Carolina, Chapel Hill; Anne S. York, U. of North Carolina, Chapel Hill; Richard A. Bettis, U. of North Carolina, Chapel Hill
Discussant: Phanish Puranam, U. of Pennsylvania

707: (BPS) Alternative Perspectives on the Boundary of the Firm
10:30-11:50 Marriott Wardman Park Hotel: Wilson B
Chair: Luis Felipe Gomez, U. of Texas, Austin
Session Details—Tuesday

BPS: Perspectives on Organizational Boundary Management
Filipe Manuel Simoes Dos Santos, Stanford U.; Kathleen Eisenhardt, Stanford U.
BPS: The Role of Trust in the Decision to Outsource: Affective Responses and Cognitive Processes
Mark H. Hansen, Brigham Young U.; J. L. Morrow, Jr., Mississippi State U.
BPS: Vertical Scope, Revisited: Transaction Costs vs Capabilities and Profit Opportunities in Mortgage Banking
Michael G. Jacobides, London Business School; Lorin M. Hitt, U. of Pennsylvania
BPS: The Three Faces of Outsourcing: Cost, Focus and Learning Considerations
Nicola C. Dragonetti, INSEAD; Frederic Dalsace, INSEAD; Karel Cool, INSEAD
Discussant: Dania Dialdin, Northwestern U.

708 JS (BPS, TIM) E-Business Impact on Industries, Organizations, and Strategy
10:30–11:50 Marriott Wardman Park Hotel: Delaware B
Chairs: Alan B. Eisner, Pace U.; John Mezias, U. of Miami
Analysts Influences on E-business Strategies
Jerome Kuperman, Minnesota State U., Moorhead; Alan B. Eisner, Pace U.
The Impact of E-business on Entrepreneurial Opportunities
Robert Panco, Jr., City U. of New York, Baruch College;
Helaine J. Korn, City U. of New York, Baruch College
Strategic Alliances and Firm Value in the E-business Marketspace
Namgook K. Park, U. of Miami; John Mezias, U. of Miami;
Jaeyong Song, Columbia U.
Wireless Local Loop Technology and E-business Opportunities in Developing Nations
Uzoamaka P. Anakwe, Pace U.; Alan B. Eisner, Pace U.

709 : (CM) Ethnicity, Deviance, and Justice in the Workplace
10:30–11:50 Hilton Washington & Towers: Caucus
Chair: Wendi Lyn Adair, Cornell U.
CM: Ethnicity and Dispositional Aggressiveness as Moderators of the Relationship between Interactional Justice and Workplace Deviance
Karl Aquino, U. of Delaware; Bella L. Galperin, Concordia U.; Rebecca J. Bennett, U. of Toledo
CM: Identification of the Motivating Properties of Negative Feedback in Same and Cross-Race Feedback Dyads
Marcus M. Stewart, U. of Georgia; Richard S. Blackburn, U. of North Carolina, Chapel Hill; Benson Rosen, U. of North Carolina, Chapel Hill; Robert J. Vandenberg, U. of Georgia
CM: Stereotypes and Ethnic Supremacy in Fiji
Reinout Everhard de Vries, U. of Western Australia

710 JS: (CM, GDO) Conflict and Diversity in Organizations: Current Research Directions
10:30–11:50 Hilton Washington & Towers: Lincoln East
Chair: Ronda Callister, Utah State U.
Facilitator: Raymond A. Friedman, Vanderbilt U.
Affirmative Action versus Managing Diversity: Is There a Difference?
Kelly A. Mollica, Wake Forest U.; Deborah Kidder, U. of Connecticut; Donna Chrobot-Mason, U. of Colorado, Denver;
Melenie J. Lankau, U. of Georgia; Raymond A. Friedman, Vanderbilt U.
Kate Bezrukova, U. of Pennsylvania; Sherry M Thatcher, U. of Arizona; Karen A. Jehn, U. of Pennsylvania
A Multimethod Examination of Identity Support as Moderator of Relations between Work Group Diversity and Conflict
Laurie P. Milton, U. of Calgary
Cultural Differences in Expressions of Anger: A Comparison of Employees in Singapore and the U.S.
Mary A. Hamilton, U. of Virginia; Ronda Callister, Utah State U.; Joo-Seng Tan, Nanyang Technological U.; Barbara Gray, Pennsylvania State U.; Maurice Schweitzer, U. of Pennsylvania; Donald E. Gibson, Yale U.; Martin N Davidson, U. of Virginia
Just who do you think I am? Conflict Between Personal and Social Identities
Debra L. Connelly, State U. of New York, Buffalo; Beth Chung, San Diego State U.; Shawnta S. Friday, Florida A&M U.; Peter H. Kim, U. of Southern California

711 : (ENT) International Corporate Entrepreneurship
10:30–11:50 Omni Shoreham Hotel: Cabinet
Chair: A. Rebecca Reuber, U. of Toronto
ENT: Entrepreneurship in Multinational Subsidiaries: The Effects of Corporate and Local Environmental Contexts
Shaker A. Zahra, Georgia State U.; Gerard George, U. of Wisconsin, Madison; Ravi Dharwadkar, Syracuse U.
ENT: Strategic Comprehensiveness and New Product Performance in China's Entrepreneurial High Technology Firms
Haiyang Li, Texas A&M U.; Kwaku Atuahene-Gima, City U., Hong Kong
ENT: Corporate Entrepreneurship in the People's Republic of China: Entrepreneurship in Government Owned Firms
Garry D. Bruton, Texas Christian U.; Yuan Lu, Chinese U., Hong Kong

712 : (ENT) Governance in SMEs and New Ventures
10:30–11:50 Omni Shoreham Hotel: Forum
This is our Conference theme session; see also Family Firms and Governance on Monday at 10:40
Chair: Morten Huse, Centre for Church Research
ENT: Informal Investors and the Board: How Governance Matters
Jonas Gabrielsson, SIRE/Halmstad U.; Diamanto Politis, SIRE/Halmstad U.
ENT: Government and Governance: The Regulatory Impact of Company Law on Corporate Governance of Start-ups in...
Session Details-Tuesday

713: (GDO) Old Workers and Disabled Workers: A Look at Two Underutilized Groups
10:30-11:50 Hilton Washington & Towers: Map

Coordinators: Dianna L. Stone, U. of Central Florida; Caren Goldberg, George Washington U.
Facilitator: Richard J. Klimoski, George Mason U.

Age, Person-Job Fit, and Job Design
Judith Ann Scully, U. of Florida

Age and Career Progress: Tests of Simple and Moderated Effects
Caren Goldberg, George Washington U.; Lisa M. Finkelstein, Northern Illinois U.; Elissa Perry, Columbia U.; Alison M. Konrad, Temple U.

Coworker Fairness Perceptions of Accommodating Employees with Disabilities
Adrienne Colella, Texas A&M U.; Ramona L Paetzold, Texas A&M U.; Elizabeth Simmons, Texas A&M U.; Fernanda Garcia, Texas A&M U.

The Interactive Effects of Race, Sex, and Disability on Job Suitability Ratings and Job Assignment Decisions
Megumi Hosoda, California State U., San Jose; Dianna L. Stone, U. of Central Florida; Eugene F. Stone-Romero, U. of Central Florida

714: (GDO, CAR) Finding a Way: Considering Organizational Outsiders Within’s Paths to Career Success
10:30-11:50 Hilton Washington & Towers: Jefferson West
Chair: C. Douglas Johnson, Winthrop U.

What Difference Does It Make? Assessing the Relative Importance of Factors Affecting the Traditional and Contemporary Career Success of African American Men
C. Douglas Johnson, Winthrop U.; Lillian Eby, U. of Georgia

"It Takes a Village": Career Enhancing Relationships for the Career Advancement of African Americans
Gwendolyn Catchings-Castello, Guiding Talent to Greatness

Traveling the Ominous and Unpromising Road: A Qualitative Assessment of the Career Development of Black Human Resource Development Professionals
Ian Courtney Barrett, U. of Georgia

Career Crisis or Nothing New: Race and Gender Differences in Downsizing and Job Insecurity Experiences and Reactions
James E. King, Samford U.

Discussants: Stella M. Nkomo, U. of South Africa; Stacy Blake-Beard, Harvard U.

715: (HCM) HR Issues in Health Care: Employee Adjustment to Organizational Change
10:30-11:50 Hilton Washington & Towers: Georgetown West
Chair: Christopher Shook, U. of Texas, Arlington

→ HCM: Structural and Psychological Empowerment in Restructured Health Care Settings: Effects on Job Strain and Nurses’ Work Satisfaction
Heather K. Spence Laschinger, U. of Western Ontario; Joan Finegan, U. of Western Ontario; Judith Shamian, Health Canada; Piotr Wilk, U. of Western Ontario

→ HCM: The Relationship between Perceived Available Support, Coping Responses and Achieving Positive Adjustment to Organizational Change
Sandra Anne Lawrence, U. of Queensland; Victor C. Callan, U. of Queensland; Anne Pisarski, U. of Queensland

→ HCM: A Longitudinal Study of Survivors of Hospital Restructuring in Ontario
Ronald J. Burke, York U.

→ HCM: Managing Health Professions in Transition: New Organizational Forms and Identities
Malgorzata Tluchowska, U. of Queensland; Victor C. Callan, U. of Queensland; Rosalie Boyce, U. of Queensland

Discussants: E. Faye Wright, Case Western Reserve U.; Bruce Fried, U. of North Carolina, Chapel Hill

716: (HCM, MSR, SIM) Thinking Outside the Box of Organizational Theories about Health Care: From Spirituality to Stakeholders
10:30-11:50 Hilton Washington & Towers: Lincoln West
Organizer: Donde P. Ashmos, U. of Texas, San Antonio
Chair: Dennis J. Duchon, U. of Texas, San Antonio

Thinking Outside the Box: Spirituality and Work Performance in Hospital Settings
Dennis J. Duchon, U. of Texas, San Antonio; Donde P. Ashmos, U. of Texas, San Antonio

Acceptance: Implications for Hospitals
Barbara Bigelow, Clark U.; Margarete Arndt, Clark U.

Managing Stakeholder Relationships: An Organizational Change and Strategic Perspective
Grant T. Savage, U. of Alabama, Tuscaloosa; Kent Rondeau, U. of Alberta

Discussant: Leonard H. Friedman, Oregon State U.

717: (HR) Performance Appraisal and Evaluation
10:30-11:50 Marriott Wardman Park Hotel: Virginia B
Chair: Steve Scullen, North Carolina State U.

HR: Accountability in a Performance Appraisal Context: Effect of Audience and Form of Accounting on Rater Response and Behavior
Neal P. Mero, U. of Mississippi; Amy Brownlee, Southern Methodist U.

HR: Do Performance Ratings Reflect Influence of System Factors? A Test of Deming’s Criticism
I. M. Jawahar, Illinois State U.

HR: An Examination of the Relationship between Interpersonal Affect and Rating Errors in Peer Ratings: The Effect of Performance Feedback on Subsequent Peer Ratings
Travor C. Brown, Memorial U., Newfoundland

HR: Person Versus System: Situational Constraints and Appraisal Satisfaction
Session Details—Tuesday

**718** : (HR) International Human Resource Management
10:30-11:50 Omni Shoreham Hotel: Virginia C
Chair: Robert P. Wright, U. of Hong Kong
HR: Investigation of Relationships between Facets of Expatriate Adjustment and Measures of Expatriate Effectiveness
Jeffrey Shay, U. of Montana; J. Bruce Tracey, Cornell U.; Scott C. Douglas, U. of Montana
☯
Mark Fenton-O’Creevy, Open U., Hong Kong; Stephen J. Wood, U. of Sheffield
☯
HR: Labour Market Policy and Corporate Performance
Jonathan Michie, Birkbeck College, U. of London; Maura Sheehan, Queens U.
Discussant: Jon M. Werner, U. of Wisconsin, Whitewater

**719** : (IM) Multinational Growth and Evolution
10:30-11:50 Omni Shoreham Hotel: Congrassional A
Chair: Yair Aharoni, College of Management, Isreal
IM: The Growth of U.S. Multinationals
Susan Feinberg, U. of Maryland; Gordon Phillips, U. of Maryland
IM: International Expansion, Managerial Capacity, and Penrose Theory of Firm Growth
Danchi Tan, National Cheng Kung U.
☯
IM: TNC Linkages in Localised Clusters: Foreign and Indigenous Firms in the Media Cluster of Central London
*Lilach Nachum, Cambridge U.; David Keeble, Cambridge U.*
IM: Plant Strategy Dynamics
Lorraine Eden, Texas A&M U.; Katsuhiko Shimizu, U. of Texas, San Antonio; Richard H. Lester, Texas A&M U.
Discussant: Rakesh B Sambharya, Rutgers U., Camden

**720** : (IM) TMT, Board Membership, and Multinational Performance
10:30-11:50 Omni Shoreham Hotel: Congressional B
Chair: Stephen B Tallman, U. of Utah
IM: Design Characteristics and Functioning of Top Management Teams in Europe
Ursula Glunk, Maastricht U.; Marielle Heijtjes, Maastricht U.; Rene Olie, Erasmus U.
IM: Matching Managers to Strategies: Do Multinational Companies Need Multicultural Top Management Teams
Winfried Ruigrok, U. of St. Gallen; Hardy Wagner, U. of St. Gallen
☯
IM: The Impact of Foreign Board Membership on Firm Value: A Study of Scandinavian Firms
Trond Randoy, Oregon State U.; Lars Oxelheim, U. of Lund
IM: Global Strategic Intent or False Signalling: The Reflection of Boards and Top Managers in the Global Strategies and Performance of IPO Firms
Mason A. Carpenter, U. of Wisconsin, Madison; Tim G.

**721** : (JS, HR, OB) Beyond Expatriate Adjustment: Multi-temporal, Multi-dimensional, and Multi-source Evidence About Consequences of International Assignments
10:30-11:50 Omni Shoreham Hotel: Diplomat
Chairs: David A. Harrison, Pennsylvania State U.; Margaret A. Shaffer, Hong Kong Baptist U.
Personal Characteristics of Expatriates and their Longitudinal Relationships with Work-related Outcomes
Determinants of Expatriate Performance: A Stress Management Perspective
Mapping the Criterion Space for Expatriate Success: Task and Relationship Based Performance, Effort and Adaptation
The Performance Goals of Expatriate Assignments: Using Assignment Categories to Determine Selection, Cross-cultural Training and Repatriation Practices
"Third-Culture Kids": Effects of International Assignments on Expatriate Children
Presenters: Hai Gregersen, Brigham Young U.; Maria Kraimer, Cleveland State U.; Sandy J. Wayne, U. of Illinois, Chicago; Paula M. Caligiuri, Rutgers U.; Mila Borislavova Lazarova, Rutgers U.; Ibraiz Tarique, Rutgers U.; Jan Selmer, Hong Kong Baptist U.; Hon Lam, Hong Kong Baptist U.
Discussant: J. Stewart Black, U. of Michigan
724: (IP) Cognitive Perspectives on Organizational Issues
10:30-11:50 Marriott Wardman Park Hotel: Salon 3 T3
Facilitator: Colin Eden, U. of Strathclyde
MOC: Food for Thought: Testing a Resource-based Model of Managerial Cognition and Response in the Restaurant Industry
OMT: Category Dynamics in Mature Competitive Markets: A Socio-cognitive Perspective
Jose Antonio Rosa, Case Western Reserve U.; Joseph Porac, Emory U.; Michael Scott Saxon, Jupiter Research
BPS: A Cognitive Perspective on Strategic Management: Contributions, Challenges, and Implications
V. K. Narayanan, Drexel U.; Benedict Kemmerer, U. of Kansas

725: (IP) Inside the Corporate Boardroom
10:30-11:50 Marriott Wardman Park Hotel: Salon 3 T4
Facilitator: Vikas Anand, U. of Arkansas
BPS: Power, Demographics and Diversity Within Boards of Directors and TopManagement Teams: The Case of Insiders and Illegal Corporate Behavior
Paul Dunn, Brock U.
BPS: Political Appointments to Corporate Boards: A Test of Resource Dependence Theory
Richard H. Lester, Texas A&M U.; Asghar Zardkoohi, Texas A&M U.
Holly Henderson Brower, Butler U.

726: (IP) Management Fashions
10:30-11:50 Marriott Wardman Park Hotel: Salon 3 T5
Facilitator: Gregory Fairchild, U. of Virginia
OMT: The Evolution of Technical Business Knowledge
Eric Abrahamson, Columbia U.; Micki Eisenman, Columbia U.
MH: Consultants and Management Fashions*
Alfred Kieser, Mannheim U.
Winner of John F. Mee Management History Contribution Award
OMT: “Room at the Top”? The Failed Institutionalization of Management Information Systems
Dirk M. Zorn, Princeton U.

727: (IP) Country of Origin, Firm Performance
10:30-11:50 Marriott Wardman Park Hotel: Salon 3 T6
Facilitator: Samuel Kelley, U. of Illinois, Urbana-Champaign
Gabriel Hawawini, INSEAD; Venkat Subramanian, Solvay Business School, U. Libre de Bruxelles; Paul Verdin, Solvay Business School, INSEAD & Catholic U. of Leuven
IM: A Longitudinal Analysis of Country of Origin as a Predictor of Strategic Change and Performance in Global Industries
Peter Davis, U. of Memphis; Clay Dibrell, Oregon State U.; Timothy Pett, Wichita State U.
IM: Improving the Export Performance of U.S. Wineries
Richard M. Castaldi, California State U., San Francisco; Sanjit Sengupta, California State U., San Francisco; Murray Silverman, California State U., San Francisco

728: (IP) Research Methods Medley II
10:30-11:50 Marriott Wardman Park Hotel: Salon 3 T7
Facilitator: Philip L. Roth, Clemson U.
RM: Understanding Envy: Studying Emotion Through Narrative Fiction
David Leonard Patient, U. of British Columbia; Tom Lawrence, U. of Victoria; Sally Maitlis, U. of British Columbia
RM: Bootstrap Cross-validation Efficiencies in Personnel Selection *
Michelle Ann Dean, U. of North Texas; Craig J Russell, U. of Oklahoma
RM: An Empirical Comparison of two Models of Task Completion Time
Kenneth Howard Doerr, U. of Miami

729: (IP) Social Capital
10:30-11:50 Marriott Wardman Park Hotel: Salon 3 T8
Facilitator: Daniel Z. Levin, Rutgers U.
ENT: Culture, Entrepreneurship and Economic Development
Lauretta Conklin Frederking, Washington U.
BPS: Social Capital and the Incentive Intensity
Rafael Rob, U. of Pennsylvania; Peter Zemsky, INSEAD
Dona Marie DeCarolis, Drexel U.

730: (IP) Mobility Goals, Promotion Rejection, and the Measurement of Political Skill
10:30-11:50 Hilton Washington & Towers: Conservatory T2
Facilitator: Susan M. Burroughs, Roosevelt U.
CAR: The Impact of Mobility Goals on Training Motivation
David Matthew Kaplan, James Madison U.
CM: Conceptualization, Measurement, and Validation of the Political Skill Construct
Gerald R. Ferris, Florida State U.; Robert W. Kolodinsky, Florida State U.; Wayne A. Hochwarter, U. of Alabama, Tuscaloosa; Dwight D. Frink, U. of Mississippi
OB: Signatures of Envy in the Workplace: How Self-evaluation Maintenance Processes Affect Interpersonal Attraction and Emotions Following Promotion Rejection
John Schaubroeck, Drexel U.; Simon S. K. Lam, U. of Hong Kong
Session Details—Tuesday

731: (IP) Policy Support, Community Investment, and Organizational Ethics
10:30-11:50 Hilton Washington & Towers: Conservatory T1
Facilitator: Barry M. Mitnick, U. of Pittsburgh
CM: The Interaction of Fairness and Knowledge in the Acceptance of Policy
Kelly E. See, Duke U.
SIM: Organizational Ethics and Varieties of Constrained Optimization
Richard P. Nielsen, Boston College
SIM: How Government Matter: Fostering Community Investments by Financial Institutions
Nada Kobeissi, Rutgers U.

732: (MC) Global, Technical, and Multiple Dimensions of Consulting
10:30-11:50 Omni Shoreham Hotel: Governor’s
Chair: Jean Mcguire, Concordia U.
Jonas Bäcklund, Uppsala U.; Andreas Werr, Stockholm School of Economics
MC: Organizational Ethics and Varieties of Constrained Optimization
Jean Mcguire, Concordia U.
Discussant: Maxine Jane Robertson, U. of Warwick

733: (MED) Innovative Pedagogical Designs in Management Education
10:30-11:50 Hilton Washington & Towers: Military
Chair: Alan Belasen, State U. of New York, New Paltz
MED: The Impact of Change from Semester to Half Semester on Student Learning: A Multi-period Study
Jay A. Vora, St. Cloud State U.
MED: Forming Collaborative Research Projects with Students
Lisa A. Burke, Louisiana State U., Shreveport; Monica Miller, Kraft
MED: Design and Implementation of an Innovative MBA Management Elective: Reflections and Challenges
Harsha B. Desai, Loyola College; Gerard A. Athaide, Loyola College
MED: Case Teaching in a Mass Higher Education System: Teachers’ and Learners’ Experiences
Discussants: Hasan Sohaib Murad, Institute of Leadership and Management; Teresa Torres, Rovira I. Virgili U.; Jay Alan Azriel, U. of Albany; Steven Maranville, U. of Houston, Downtown

734: (MOC) Making Sense of Change
10:30-11:50 Omni Shoreham Hotel: Hampton
Chair: James Douglas Orton, U. of Nevada
MOC: Environmental Framing as an Antecedent to Institutional Persistence and Change: Responses to Threat and Opportunities
MOC: Beyond Sensegiving: Fragmented and Polarised Sensemaking Among Senior and Middle Management Groups in Innovation Journeys
Ben Bryant, London Business School
MOC: From Intended Strategies to Unintended Outcomes: The Impact of Change Recipient Sensemaking
Julia Christine Balogun, Cranfield School of Management; Gerry Johnson, U. of Strathclyde
Winner of Lawrence Erlbaum Associates Best Paper Award
Discussants: Nick Nissley, U. of St. Thomas; Ann-Michele Gundlach, AMG Consulting

735: (MOC, ENT) Navigating Dynamic Environments: The Role of Managerial Knowledge and Beliefs
10:30-11:50 Omni Shoreham Hotel: Empire
Chair: Daniel P. Forbes, U. of Minnesota
Organizational Identity Among TMT Members and Strategic Change in Dynamic Environments
Karen J. Minyard, Georgia State U.; Pamela S. Barr, Georgia State U.
Before and After the Stock Market Jolt: Managerial Predictors of Success in Internet Related Startups
The Performance Implications of Strategic Decision Making: Evidence From Silicon Alley
Daniel P. Forbes, U. of Minnesota
Global Interfirm Informational Relays: Strategies for Managing Uncertainty in the Fine Art and Antique Auction Industry
Elaine Mosakowski, Purdue U.
Discussants: James W. Fredrickson, U. of Texas, Austin

736: (MSR) Using Spirituality in Management Theory: Perspectives on Motivation and Strategy
10:30-11:50 Hilton Washington & Towers: Jefferson East
Chair: Michael K McCuddy, Valparaiso U.
MSR: Mapping the Terrain of Spirituality in Organizations: Goals, Conceptual Frames, and Research Methods
Margaret Benefiel, Andover Newton Theological School
MSR: Reversing the Spirituality Lenses: Challenges and Opportunities for Developing a Spiritual Perspective on Strategy
John B. Arbaugh, U. Wisconsin, Oshkosh
MSR: Developing a Theory of Motivation: A Spiritual Paradigm
Jay A. Vora, St. Cloud State U.
Discussant: Peter B Vaill, U. of St. Thomas

737: (OB) Teamwork: Leading, Learning, and Leaving
10:30-11:50 Marriott Wardman Park Hotel: Maryland C
Chair: Leisa Sargent, Queensland U. of Technology
OB: Examining the Propensity to Withdraw Effort in Project Teams
Kenneth H. Price, U. of Texas, Arlington; Joanne H. Gavin, U. of Texas, Arlington
OB: The Year to Learn: Investigating Factors that Stimulate Team Learning Behavior
Cristina B. Gibson, U. of Southern California; Freek Vermeulen, London Business School

OB: Work Groups and Knowledge Sharing in a Global Organization
Jonathion N. Cummings, Carnegie Mellon U.
Winner of OB Division Best Dissertation-Based Paper Award

OB: Reflexivity in Teams: The Relation with Trust, Group Potency, Team Leadership, and Performance of Work Teams
Michaëla Corstiana Schippers, Free U., Amsterdam; Deanne N. Den Hartog, Free U., Amsterdam; Paul L. Kooopman, Free U., Amsterdam

OB: Managing from the Boundary: The Effective Leadership of Self-Managing Work Teams*
Vanessa Urch Druskat, Case Western Reserve U.; Jane V. Wheeler, Bowling Green State U.
Discussant: Jacob Eisenberg, Colorado State U.

738: (OB) Organizational Climate: Causes and Effects
10:30-11:50 Marriott Wardman Park Hotel: Maryland A
Chair: Thomas G. Cummings, U. of Southern California

OB: Goal Orientation, Self-efficacy, Organizational Climate, and Job Performance
Denise Potosky, Pennsylvania State U., Great Valley; Hindupur V. Ramakrishna, Pennsylvania State U., Great Valley

OB: Stressors and Strain: An Examination of the Moderating Effect of Person-environment Climate Fit
Brian Griepentrog, George Mason U.; Sean Michael Marsh, George Mason U.

OB: Does Positive Emotional Climate Matter? A Look at Revenue, Strategic and Outcome Growth*
Hakan Ozcelik, U. of British Columbia; Nancy Langton, U. of British Columbia; Howard Aldrich, U. of North Carolina, Chapel Hill

OB: Coaching versus Modeling: Examining Supervisory Impact on Climate and Attitudinal Outcomes at the Branch Level of Analysis
Roy J. Lewicki, Ohio State U.; Brian R. Dineen, Ohio State U.; Edward C. Tominson, Ohio State U.

SB: Organizational Climate as a Moderator of Safety-knowledge, Safety-performance Relationships
Kristin Smith-Crowe, Tulane U.; Michael J. Burke, Tulane U.; Ronald S. Landis, Tulane U.
Discussant: Elaine Cahalan Hollensbe, U. of Cincinnati

739: SHCS: (OB, IM, OMT) Teams Within Cultures, Cultures Within Teams
10:30-11:50 Marriott Wardman Park Hotel: Cottillion South
Chair: Miriam Erez, Technion-Israel Institute of Technology
Participants: Cristina B. Gibson, U. of Southern California; Cecily Cooper, U. of Southern California; Jay A. Conger, U. of Southern California; Michele Gelfand, U. of Maryland; Christopher McCusker, Yale U.; Ya-Ru Chen, New York U.; Joel Brockner, Columbia U.; Efrat Elron, Hebrew U.; Lilach Sagiv, Hebrew U.; Ester Unger-Aviram, Ben Gurion U. of the Negev

Discussant: Christopher P. Earley, Indiana U.

740: (OCIS) Intepersonal and Community Perspectives on Communication
10:30-11:50 Omni Shoreham Hotel: Calvert
Chair: Jason Thatcher, Florida State U.

OCIS: A Relational View of Information Seeking: Tapping People and Inanimate Sources in Intentional Search
Robert L. Cross, U. of Virginia

OCIS: Intranet Functionality as Collective Action
Janet Fulk, U. of Southern California; Rebecca Heino, U. of Southern California; Andrew J. Flanagin, U. of California, Santa Barbara; Peter R. Monge, U. of Southern California; Kijung Kim, U. of Southern California; Wan-Ying Lin, U. of Southern California

OCIS: Adaptive Selling in a Call Center Environment: A Qualitative Investigation
Daniel M. Eveleth, U. of Idaho; Linda Morris, U. of Idaho
Discussants: John R. Carlson, Baylor U.; Scott Bruce Droege, U. of Kentucky; John (Sean) Jasperson, U. of Oklahoma

741: SHCS: (OCIS, MH) Historical Development of Information Systems for Managing Complex Organizations Before 1950
10:30-11:50 Omni Shoreham Hotel: Palladium
Chair: John L. King, U. of Michigan

Evolution of Managerial Information Systems in the Hudson's Bay Company, 1670-1826
Michael Boyer O'Leary, Massachusetts Institute of Technology

Informing the Port Wine System, 1756-1834
Paul Duguid, U. of California, Berkeley

Information Systems and the Rise of the Modern Manufacturing Corporation: The Dow Chemical Company, 1890-1914
Margaret Levenstein, U. of Massachusetts, Amherst

Tabulating Technology and Information Systems in U.S. Life Insurance Firms, 1900-1950
JoAnne Yates, Massachusetts Institute of Technology

Discussant: John L. King, U. of Michigan

742: (ODC) Organization Learning and Change: A Multicultural Perspective
10:30-11:50 Marriott Wardman Park Hotel: McKinley
Chair: Jorge M. Herrera, Nova Southeastern U.

ODC: Individual and Organizational Antecedents of TQM: A Comparison of Relative Effects and Implications for Organizational Change
Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Paula C Morrow, Iowa State U.

ODC: Process-based Organizational Change: From China Towards a Global Model
Maris G. Martinsons, City U., Hong Kong; Paul Hempel, City U., Hong Kong

ODC: The Relative Effect of Change Drivers in Large-scale Organizational Change: An Empirical Study
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<td><strong>OMT:</strong> Mapping Organizational Learning Loops: Linking the Theories of Knowledge Creation and Organizational Learning</td>
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<td>Barry Sugarman, Veterans’ Health Administration</td>
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<td>Discussants: Therese F. Yaeger, Benedictine U.; Eric Goodman, Colorado Technical U.</td>
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<td><strong>743 : (OM) Current Issues in Quality Management</strong></td>
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<td>OMT: Correcting the Fundamental Attribution Error: The Role of Statistical Process Control in TQM</td>
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<td>Kent S. Faught, Ouachita Baptist U.; Daniel C. Ganster, U. of Arkansas</td>
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<tr>
<td>☯ OMT: The Effects of Continuous Improvement and Innovation Management Practice on Small to Medium Enterprise (SME)Performance</td>
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<td>☯ OMT: Improving Quality and Productivity with Information Technology - Worker Systems</td>
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<td>Karen J. Napoleon, U. of Georgia; Cheryl Gaimon, Georgia Institute of Technology</td>
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<td>Discussants: Peggy Daniels Lee, Pennsylvania State U., Erie; Derrick E. D’Souza, U. of North Texas; Robert J. Vokurka, Texas A&amp;M U.</td>
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<td><strong>744 : (OMT) Institutional Emergence and Diffusion</strong></td>
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<td>☯ OMT: Case Law and Corporate Politics: The Spread of Harassment Policies</td>
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<td>Frank Dobbin, Princeton U.; Erin Kelly, U. of Minnesota</td>
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<td>OMT: The Making of a Factory: Dynamics of Institution Building at Fiat’s Melfi Plant</td>
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<td>Gerardo Patriotta, Erasmus U.; Giovan Francesco Lanzara, U. of Bologna</td>
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<td>OMT: The Emergence of New Organizational Forms and the Persistence of Heterogeneity in the Management Consulting Industry, 1886-2000</td>
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<td>Robert J. David, McGill U.</td>
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<td><strong>745 : (OMT) Postmodern and Critical Perspectives</strong></td>
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<td>OMT: The (Re)Embodied Organization</td>
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<td>Alexander Styhre, Chalmers U. of Technology</td>
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<td><strong>OMT: Beyond Organisational Change - Towards a Discursive Approach to Change and a Structural Approach to Discourse</strong></td>
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<td>Andrew Sturdy, U. of Melbourne; Glenn Morgan, U. of Warwick</td>
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<td><strong>OMT: Boundary Dynamics in Enmeshed Organizations</strong></td>
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<td><strong>746 : (ONE) Corporate Disclosures and Green Signals</strong></td>
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<td>☯ ONE: (Be)coming Clean: Sustainable Development Accounting as Social Construction of Greening *</td>
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<td>☯ ONE: To Signal or Not to Signal: Green!</td>
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<td>☯ ONE: Information Disclosure in Environmental Policy and the Development of Secretly Environmentally Friendly Products</td>
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<td>Trudy Heller, Executive Education for the Environment</td>
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<td>Discussants: Ann E. Feyerherm, Pepperdine U.; Emmanuel Raufflet, McGill U.; Frank Wijen, Tilburg U.</td>
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<td><strong>747 : (PNP) Management and Motivation</strong></td>
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<td>10:30-11:50 Marriott Wardman Park Hotel: Eisenhower</td>
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<td>Chair: Kevin P. Condit, Indiana U.</td>
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<tr>
<td>PNP: Work Motivation in the Public Sector: An Application of Goal and Social Cognition Theories *</td>
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<td>Bradley E. Wright, State U. of New York, Albany</td>
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<td>Sage Publications Best Conference Paper by a Doctoral Student</td>
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<td>PNP: Mandatory Management Training for Newly Hired State Child Welfare Supervisors: A Disconnect between Practice &amp; Reality</td>
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<td>Mark S. Preston, State U. of New York, Albany</td>
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<td>☯ PNP: A Managerial Empowerment Diagnosis Model for Public Human Service Organizations</td>
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<td>Zachary Sheaffer, U. Israel; Rita Mano-Negrin, U. of Haifa</td>
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<td>Discussant: Karun K. Singh, Columbia U.</td>
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<td><strong>748 : (JS, PNP, ODC) Leadership and Innovation in Government Organizations</strong></td>
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<td>10:30-11:50 Marriott Wardman Park Hotel: Cotillion North</td>
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<tr>
<td>Chairs: Jean Hartley, U. of Warwick; John Benington, U. of Warwick</td>
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<td>Comparative Public Management Innovation and Reform: The Need to Bring Cabinets Back Into the Business of Government</td>
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<td>Colin Campbell, Georgetown U.</td>
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<td>Leadership, Power, Critical Followership and the Inertia Complex</td>
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<td>Keith Grint, Oxford U.</td>
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<td>Contexts, Challenges and Capabilities for Effective Political Leadership in State and Local Government Organizations</td>
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<td>Jean Hartley, U. of Warwick; John Benington, U. of Warwick; Anita Gulati, U. of Warwick</td>
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<td>Leadership and Leadership Development</td>
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| Mel Usher, Improvement and Development Agency; Anjana
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Industrial Relations

Turnover

Lacunae, Emphases, and Surfeits

Benedictine U.

Anita Gulati, U. of Warwick; Mel Usher, Improvement and Development Agency; Jean Hartley, U. of Warwick; Mel Usher, Improvement and Development Agency

Discussants: Robin Wensley, U. of Warwick; James D. Ludema, Benedictine U.

749 : (RM) Has the Editorial Review Process Gone Awry?

Lacunae, Emphases, and Surfeits

10:30- 11:50 Omni Shoreham Hotel: Executive

Chair: Arthur G. Bedeian, Louisiana State U.; Christopher P. Neck, Virginia Polytechnic Institute and State U.

Presenters: Christopher P. Neck, Virginia Polytechnic Institute and State U.; Nicole Woolsey Biggart, U. of California, Berkeley; Arthur G. Bedeian, Louisiana State U.

Discussants: Angelo J. Kinicki, Arizona State U.; James Campbell Quick, U. of Texas, Arlington

750 : (SIM) Governance and International Issues

10:30- 11:50 Hilton Washington & Towers: Thoroughbred

Chair: Jeffrey Gale, Loyola Marymount U.

SIM: The Political Capital of Foreign Subsidiaries: A First Cut

Timothy P. Blumentritt, Marquette U.; Kathleen Rehbein, Marquette U.

SIM: Governing International Corporate Behavior:Foreign Policy Problem or Foreign Policy Tool?

Terrence Guay, Syracuse U.

SIM: Constructing the Universal Norms of International Business

Norman E. Bowie, U. of Minnesota

Discussant: Douglas A Schuler, Rice U.

751 : (SIT) Government Legislations/Programs and Industrial Relations

10:30- 11:50 Hilton Washington & Towers: Georgetown East

Facilitator: Stephen J. Havlovic, U. of Wisconsin, Whitewater

CM: Organizational Justice Perceptions and Settlements in NLRB Unfair Labor Practice Cases

John T. Delaney, Michigan State U.; Arup Varma, Loyola U., Chicago; Lamont E. Stallworth, Loyola U., Chicago


Raymond Louis Hogler, Colorado State U.

MH: The Relationship Between Discourse in Print Media, Government Goals, and Adoption of Workplace Substance Abuse Programs

Chester Spell, Washington State U.


Sonia Ospina, New York U.; Allon Yaroni, New York U.

752 : (SIT) Job Choice, Organizational Commitment and Turnover

10:30- 11:50 Marriott Wardman Park Hotel: Kennedy

Facilitator: Claude Cellich, International U., Geneva

ENT: What Causes Chief Executive Officer (CEO) Turnover?

An Event History Analysis of Entrepreneurial Firms

Hyeon Jeong Park, Cornell U.; Hitoshi Mitsuhashi, U. of Tsukuba; Theresa M. Welbourne, U. of Michigan

GDO: Attracting the Best Candidates: Is Work-life Balance Really a Priority?

Jessica Bigazzi Foster, Rice U.; Michelle Hebl, Rice U.

HCM: Dimensions of Work Satisfaction as Predictors of Commitment Type: A Study of Hospital Nurses


OB: Auditioning for Work: The Influence of Intangible Psychological Contracts and Trust on Performance of Contingent Workers

Brenda A. Lautsch, Simon Fraser U.; Kurt T. Dirks, Simon Fraser U.

753 : (SIT) Cross-national Studies of Incentive Systems and Organizational Performance

10:30- 11:50 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Edwin L. Miller, U. of Michigan

CAR: Career Choice, Experience, and Demographic Variables as Related to Income, Money Ethic, Pay Equity Comparison, and Pay Satisfaction

Thomas Li-Ping Tang, Middle Tennessee State U.; Toto Sutarso, Middle Tennessee State U.; David Shin-Hsiung Tang, Emerging Markets Partnership; Roberto Luna-Arocas, U. of Valencia

IM: Effects of Individual Performance Based Compensation in Korean Companies: In the Context of Commitment HR Bundles

Eunmi Chang, Michigan State U.

IM: Collectivism and Goal Orientation as Mediators of International Differences in Merit Pay

Stanley M. Gully, Rutgers U.; Jean M. Phillips, Rutgers U.; Ibraiz Tarique, Rutgers U.

ODC: Gainsharing Satisfaction and Peer Monitoring: A Study on the Behavioral Change of Employees Under Gainsharing

Seung-Yoon Rhee, U. of Michigan; Theresa M. Welbourne, U. of Michigan

754 : (TIM) Insights from Patent Analyses

10:30- 11:50 Omni Shoreham Hotel: Capitol

Chair: Corey Phelps, New York U.

TIM: Variation in Systemic Technologies: Some Evidence from the Personal Computer Technological System

Sendil Ethiraj, U. of Pennsylvania

TIM: Looking Through the Kaleidoscope: Measuring Technological Capability and Performance

Joseph E. Coombs, James Madison U.; Paul Bierly, James Madison U.

TIM: The Concentration of Basic and Applied Research In the Semiconductor and Pharmaceutical Industries: Implications for Theories of Knowledge

TUESDAY
Session Details—Tuesday

**Tuesday 12:15PM**

**755 : (AAC) Presidential Luncheon**
12:15- 2:10 Hilton Washington & Towers: International Ballroom
President Andrew H. Van de Ven will address the Academy on the topic of "Strategic Directions for the Academy of Management."
Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service and Educator Awards, the George R. Terry Book Award, and the AoM Executive, Journal and Review 2000 Best Paper Awards will be announced by President-Elect Jean Bartunek.
Chair: Jean M. Bartunek, Boston College
Keynote Speaker: Andrew H. Van de Ven, U. of Minnesota

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**Tuesday 2:30PM**

**756 : (AA) Government and Higher Education: Friends or Foes in a Tide of Change? A Panel Discussion between Government and Higher Education.**
2:30- 3:50 Hilton Washington & Towers: Lincoln East
Chair: Iris Berdrow, Bentley College
Participants: Joseph Morone, Bentley College; John F. Tierney, Representative, U.S. Congress; James Carlin, Carlin Consolidated Inc.; Stephen P. Tocco, Massachusetts Board of Higher Education; John J. Morone, President and CEO of AACSB

**757 : (AA) Governing the Economy: How Government Regulations Build Institutions that Shape Business Activity**
2:30- 3:50 Marriott Wardman Park Hotel: Salon 2
Chair: Ian Taplin, Wake Forest U.
Conceptualising Government/Business Relationships
Ian Taplin, Wake Forest U.
Regulation within the European Union: What's Happening Now?
Jonathan Winterton, Groupe ESC Toulouse Business School
Symbolic Uses of Governmental Politics: Do Illusions Matter to Companies?
Dirk Matten, U. of Wales Swansea
Cooperative Governmentalization: Supraorganisational Learning and the "Regulatory Space"
Friederike Haffner, Heinrich-Heine U. of Dusseldorf

**758 : (BPS) Commercializing Complex Products: The Role of Modularized Design and Development**
2:30- 3:50 Marriott Wardman Park Hotel: Wilson B

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**Chair: Sue McEvily, U. of Pittsburgh**
Organizer: Alan O’Sullivan, U. of Ottawa

Achieving Modularity: Generating Design Rules in an Aerospace Design-Build Network
Alan O’Sullivan, U. of Ottawa

Modularity, Uncertainty, and the Relative Importance of Technical and Relational Capabilities in the Selection of Suppliers for Technically Innovative Components in the U.S. and Japan
Glenn Hoetker, U. of Michigan

The Effect of Modular Product Design on Speed of Imitation and Innovation
Susan McEvily, U. of Pittsburgh; Frits Pil, U. of Pittsburgh

Discussant: Jan W. Rivkin, Harvard U.

**759 : (BPS) Alliances and Networks**
2:30- 3:50 Marriott Wardman Park Hotel: Wilson A
Chair: Randi Lunnan, Norwegian School of Management

终身会员视角：跨组织网络研究的视角
BPS: A Network Perspective on Inter-Organizational Transfer of Knowledge: A Study of Automobile R&D in Chinese Joint Ventures

**BPS: Competitive Positioning: The Effects of Niche Uniqueness and Relational Embeddedness on Firm Performance**

**BPS: The Effect of Network Structure on Product Diffusion under Network Externalities**
Eoc-Man Lee, KAIST Graduate School of Management; Jeho Lee, KAIST Graduate School of Management; Jongseok Lee, KAIST Graduate School of Management

**BPS: The Economic Efficiency of Network Governance: An Embeddedness Perspective**
Zeki Simsek, U. of Connecticut; Steven W. Floyd, U. of Connecticut

Discussant: David Krackhardt, Carnegie Mellon U.

**760 : (BPS) Outcomes in Mergers and Acquisitions**
2:30- 3:50 Marriott Wardman Park Hotel: Wilson A
Chair: Edwin Ruehl, Institute for Business Administration

终身会员视角：跨组织网络研究的视角
BPS: Trust in Mergers & Acquisitions

**BPS: Discounting Due Diligence: Justification or Type I Error?**

**BPS: Exploring Determinants of Post-acquisition Performance in Related Acquisitions Involving Similar-sized Firms**
Kimberly M. Ellis, Michigan State U.; Bruce Lamont, Florida State U.

Discussant: Mathew Hayward, London Business School

**761 : (CM) Domestic Violence and Restorative Justice**
2:30- 3:50 Hilton Washington & Towers: Caucus
Dr. Lawrence W. Sherman, Director of the Fels Center of Government, and Albert M. Greenfield, Professor of Human
Relations at the University of Pennsylvania, discuss victim-centered restorative justice programs for juvenile violence and crime.

Keynote Speaker: Lawrence W. Sherman, U. of Pennsylvania

Panel: Marjorie Margolies-Mezvinsky, Women's Campaign International

### Session Details - Tuesday

#### 762: (ENT) Entrepreneurship and Economic Development
2:30-3:50 Omni Shoreham Hotel: Forum

Chair: Charles H. Matthews, U. of Cincinnati

ENT: Entrepreneurial Economic Community Development: Past Research, New Challenges

Page West, Wake Forest U.; Jaimee L. Landry, Wake Forest U.

ENT: Entrepreneurship: The Path of Economic Advancement for Women and Minorities?

Alicia Robb, Federal Reserve Board of Governors


Nicholas Maurice Young, U. of St. Thomas

#### 763: (ENT) Entrepreneurial Skills and Human Capital
2:30-3:50 Omni Shoreham Hotel: Cabinet

Chair: Jianwen (Jon) Liao, Hong Kong U. of Science and Technology

ENT: Entrepreneurial Skill Sets in New Ventures:

- Environmental Contingencies and Links to Performance
  - Douglas W. Lyon, Utah State U.; Gaylen N. Chandler, Utah State U.

ENT: Human Capital, Social Capital and Performance: An Empirical Test from an Entrepreneurial Project Based Industry

- Alessandro Usai, SDA Bocconi U.; Giuseppe Delmestri, SDA Bocconi U.; Fabrizio Montanari, SDA Bocconi U.

ENT: The Role of Governmental Support, Human Capital and Gender in Determining the Entrepreneurial Careers of Former Soviet Union Immigrants to Israel: A Longitudinal Study

- Miri Lerner, Tel Aviv U.; Gila Menahem, Tel Aviv U.; Robert D. Hisrich, Case Western Reserve U.

#### 764: (GDO) Mostly Mentoring: Predictors and Outcomes of Mentoring Experiences
2:30-3:50 Hilton Washington & Towers: Jefferson West

Chair: Maali H Ashamalia, Indiana U., Pennsylvania

GDO: Beyond Gender Effects: The Importance of Gender Identity in Same and Cross-gender Mentor-protégé Relationships

- Rowena Ortiz-Walters, U. of Connecticut

GDO: Are the Links between Mentoring and Career Advancement Different for Women and Men?

- Phyllis Tharenou, Monash U.; Edoardo Zambruno, Monash U.

GDO: An Empirical Study of the Repatriation of Female Managers: An Emerging Issue for European Multinationals

- Margaret Linehan, Cork Institute of Technology; Hugh Scullion, U. of Nottingham

Discussants: Linda K Gibson, Pacific Lutheran U.; Ellen Ensher, Loyola Marymount U.

#### 765: (GDO) Gender and Diversity in Organizations
Looks at How Government Matters to Us
2:30-3:50 Hilton Washington & Towers: Map

I can't tell you exactly what to expect in this session, as we are still talking with various representatives of government agencies about their availability. But I can promise that this session will be theme-related and exciting! Please put this session on your schedule if at all possible.

#### 766: (HCM) Multiple Levels of Knowledge Transfer
2:30-3:50 Hilton Washington & Towers: Georgetown West

Chair: Margarete Arndt, Clark U.

HCM: The Situated Nature of Front-line Problem Solving:

- The Responses of Hospital Nurses to Work System Failures *

  - Steven Spear, Harvard U.

HCM: Institutionalism, Learning, and Patterns of Decoupling:

- The Case of Total Quality Management

- Daniel Z. Levin, Rutgers U.

HCM: The Diffusion of Innovations in Health Care - The Impact of Professionals

- Ewan FERLIE, Imperial College of Science, Technology and Medicine; Louise Fitzgerald, De Montfort U., Leicester; Chris Hawkins, U. of Warwick


#### 767: (HR) Job Attitudes and Stress
2:30-3:50 Marriott Wardman Park Hotel: Virginia A

Chair: Mary A. Gowan, U. of Central Florida

HR: A Study of the Impact of Mentoring Functions and Dyadic Gender Composition on Proteges’ Perceptions of Role Stress

- Melanie J. Lankau, U. of Georgia; Dawn S. Carlson, Baylor U.; Troy R. Nielsen, California State U., San Marcos

HR: Organizational Justice, Trust Foci, and Work Outcomes: Test of a Mediated Social Exchange Model

- Samuel Aryee, Hong Kong Baptist U.; Pawan S. Budhwar, Cardiff U.; Zhen-Xiong Chen, Hong Kong Baptist U.

HR: The Moderating Impact of Perceived Organizational Support on the Relationship between Role Stress and Work Attitudes

- Christina L. Stamper, Western Michigan U.; Mark C. Johlke, U. of North Carolina, Wilmington

HR: Of Emics and Etics: The Development of a Cross-cultural Facet Measure of Job Satisfaction *

- David A. Lamond, Macquarie U.; Paul E. Spector, U. of South Florida; Gael McDonald, UNITEC Institute of Technology;
Session Details—Tuesday

**768 (HR) Strategic Human Resource Management**
2:30–3:50 Marriott Wardman Park Hotel: Delaware A
Chair: Robert G. Jones, Southwest Missouri State U.
HR: Measurement Error in Research on Human Resources and Firm Performance: Additional Data and Suggestions for Future Research
Patrick Wright, Cornell U.; Timothy M. Gardner, Cornell U.; Lisa M. Moynihan, Cornell U.; Hyeon Jeong Park, Cornell U.; Barry Gerhart, U. of Wisconsin, Madison; John E. Delery, U. of Arkansas
HR: Recognizing Risk in Human Capital Investments: A Real Options Approach to Strategic Human Resource Management
Mousumi Bhattacharya, Fairfield U.; Patrick Wright, Cornell U.
HR: Understanding Stock Options Compensation: An Integration of Institutional and Agency Explanations
Pamela Brandes, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Kathleen Wheatley, Syracuse U.
Discussant: Charlie Trevor, U. of Wisconsin

**769 (JS: HR, GDO) Organizational Policies and Practices and Quality of Life in the Public Sector**
2:30–3:50 Marriott Wardman Park Hotel: Virginia C
Chair: Wendy J. Casper, Caliber Associates
Dependent Care Responsibilities, Employee Work Attitudes, and the Impact of On-site Child Care
Louis C. Buffardi, George Mason U.; Carol J. Erdwins, George Mason U.
Perceptions of Fair Treatment and Discrimination: Role of Organizational Support, Perceived Discriminatory Behaviors, and Diversity Initiatives
Supervisor Perceptions of and Referrals to Quality of Life Programs
Wendy J. Casper, Caliber Associates; Ann L. Landy, Caliber Associates
Antecedents and Consequences of Work Restructuring
Karen Diviney, Fairfax County Government; Louis C. Buffardi, George Mason U.; Robert Holt, George Mason U.
Linking Military Quality-of-Life Programs to Individual and Organizational Performance
Timothy McGonigle, Caliber Associates; Wendy J. Casper, Caliber Associates; Ed Meiman, Caliber Associates; James H. Harris, Caliber Associates
Discussant: Marilyn Gowing, Assessment Solutions, Inc.

**770 (IM) The Liability and Benefit of Foreignness for MNCs**
2:30–3:50 Omni Shoreham Hotel: Congressional A
Chair: Jennifer Spencer, George Washington U.

**771 (IM) Insights from Research on China**
2:30–3:50 Omni Shoreham Hotel: Congressional B
Chair: S. Prakash Sethi, City U. of New York, Baruch College
IM: Corporate Culture in Chinese State-owned Enterprises: An Inductive Analysis of Dimensions and Influences
Katherine Xin, Hong Kong U. of Science and Technology; Anne S. Tsui, Hong Kong U. of Science and Technology; Hui Wang, Hong Kong U. of Science and Technology; Zhi-xue Zhang, Peking U.; Wei-zheng Chen, Sichuan U.
IM: Strategic Intent and Institutional Constraints in the Environmental Era: The Case Of MNCs in Mainland China and Taiwan
John Child, U. of Birmingham, U.K.; Terence Soohung Tsai, Chinese U., Hong Kong
IM: The Economic and Institutional Contexts of International Strategic Alliance Partner Selection: China Versus Russia
Michael A. Hitt, Arizona State U.; David Ahlstrom, Chinese U., Hong Kong; Tina Dacin, Queens U.; Edward Levitas, U. of Wisconsin, Milwaukee
IM: Deciding on Face Value: How Culture and Hierarchy Influence Decision-making by Chinese and Australian Managers
David S. Richards, U. of Sunderland; Karen Yuan Wang, U. of Technology, Sydney
Discussant: Xiaowei Luo, U. of Illinois, Urbana-Champaign

**772 (JS: IM, OMT, HR) Complex Cultural Relations in International Organizations: Constructive Collaboration or Bicultural Alienation?**
2:30–3:50 Omni Shoreham Hotel: Diplomat
Chairs: Mary Yoko Brannen, California State U., San Jose; Mark F. Peterson, Florida Atlantic U.
Keeping the Peace Within: Active Integrating Mechanisms in the Multinational Peacekeeping Forces
Efrat Elron, Hebrew U.; Boas Shamir, Hebrew U.; Eyal Ben-Ari, Not Specified
Handling Work Events in Cross-national Settings: Evidence from Belarus Joint Ventures
Peter B. Smith, U. of Sussex; Vladimir Yanchuk, Academy of
773 (ART) Art & Poetry Exhibition
2:30- 5:00 Marriott Wardman Park Hotel: Exhibit Hall B South
Please stop by our gallery adjacent to the Exhibit area.
Organizer: Dennis A. Gioia, Pennsylvania State U.

774 (C) Workaholism and Emotional Well-being in Organizations
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T1
The caucus will discuss career and work experiences and explore the association between workaholism and emotional well-being.
Chairs: Fay Oberklaid, Swinburne U. of Technology; Ronald J. Burke, York U.

775 (C) Entrepreneurship for Community Development
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T2
This group will explore ways in which emerging knowledge about entrepreneurship can be used to assist communities to develop economic and social infrastructure.
Chairs: Michael Christie, Queensland U. of Technology; Thomas A. Bryant, Rutgers U.

776 (C) EMONET, the EMOtions NETwork: The Network for the Study of Emotions in Organizations
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T3
This caucus brings together members of Emonet and the Academy interested in the study of emotions in organizations.
Chairs: Teri Domagalski, Florida I.T.; Dave Schmidt, Cedarville College

777 (C) Current Research on Virtual Teams
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T4
This caucus is intended to be an informal gathering of those doing research on virtual teams.
Chairs: Michael Boyer O’Leary, Massachusetts Institute of Technology; Anita Williams Woolley, Harvard U.

778 (C) Incorporating Innovative Technologies into the Classroom: Pedagogical and Practical Issues for Consideration
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T5
This caucus will address the growing use of emerging technologies in university business courses.
Chair: Susan M. Burroughs, Roosevelt U.

779 (C) Developing Curriculum Requirements for a Degree in Management Consulting
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T6
This caucus is intended for those interested in doctoral education in the area of management consulting.
Chair: Marilyn E. Harris, CMU/HSCC

780 (C) The Capstone Business Policy Course: A Scholarship of Teaching and Learning (SoTL) Perspective
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T7
This caucus will discuss the capstone business course in terms of review or assessment using a “scholarship of teaching and learning” approach.
Chairs: Steven Payne, Georgia College and State U.; Michael Whitfield, Georgia College and State U.

781 (C) Teaching Strategy, Technology and International Issues in the Natural Environment
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T8
This will be a discussion of teaching materials, textbooks, cases, simulations, videos, and teaching strategies related to the natural environment.
Chair: Bruce Clemens, James Madison U.

782 (C) The Politics of Going Public with Spirituality in Work Life
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T9
This caucus will be a continuation of an exploration into issues and questions raised from previous conferences and projects relating to the politics of spirituality and work life.
Chairs: Charles C. Manz, U. of Massachusetts, Amherst; Karen P. Manz, U. of Massachusetts, Amherst; Robert Marx, U. of Massachusetts, Amherst; Christopher P. Neck, Virginia Polytechnic Institute and State U.

783 (C) Mindfulness, Meditation, and Management
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T10
This will be an interactive session about Eastern teachings, including Zen philosophy, that can be used to instill a sense of spirituality in the workplace.

784 (C) High Tech High Touch: Human Response to Information Technology at Work
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T11
The purpose of this caucus is to bring together scholars interested in studying questions related to human-technology interaction.
Chair: Bradley J. Alge, Purdue U.

785 (C) Issues Affecting Smaller AoM Divisions - II
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T12
This caucus continues the discussion of the special issues faced by members and doctoral students of the smaller AoM divisions.
Chair: Ralph S. Brower, Florida State U.

786 (C) LMX Research Directions and Research Alliances
2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T13
Scholars interested in discussing both the theories and research of LMX along with some of the core principles are invited to join this caucus.
Chair: George B. Graen, U. of Louisiana
Session Details—Tuesday

787 ☯  (C) Women's Entrepreneurship Caucus  
2:30– 3:50 Marriott Wardman Park Hotel: Salon 3 T14  
The women's entrepreneurship caucus will bring together current  
and future researchers, authors, practitioners, and academics  
to share what has been accomplished to date, and to suggest future  
pedagogical and research directions.  
Chair: Jeannette Oppedisano, Southern Connecticut State U.

788 (C) Psychological Contracts in Changing  
Organizations  
2:30– 3:50 Marriott Wardman Park Hotel: Salon 3 T15  
This caucus examines how changes in an organization affect  
individuals' perceptions of the psychological contracts they have  
with their employer.  
Chairs: Matthew Liao-Troth, Washington U.; Jill R. Kickul,  
DePaul U.

789 (C) From Personal Transformation to Organizational  
Transformation: Dialogue, Deep Change, and Emergence  
2:30– 3:50 Marriott Wardman Park Hotel: Salon 3 T16  
The purpose of this caucus is to create a forum where Academy  
members from different perspectives or fields can discuss the  
relationship between personal and organizational transformation.  
Chair: Stuart A. Youngblood, Texas Christian U.

790 ☯ (C) Using the Case Method of Instruction on  
Undergraduate Business Programmes: History, Issues,  
Problems, and Prospects  
2:30– 3:50 Marriott Wardman Park Hotel: Salon 3 T17  
This caucus provides an opportunity for business educators to share  
their experiences and thoughts on the use of the case teaching  
method in undergraduate business education.  
Chairs: Judith Jordan, U. of the West of England; Stuart Bowie,  
U. of the West of England

791 (C) Assessing Organizational Effectiveness: A Messy  
Construct  
2:30– 3:50 Marriott Wardman Park Hotel: Salon 3 T18  
This caucus will provide a forum to discuss measuring  
anorganizational effectiveness in firms that implement contemporary  
management systems, such as total quality management and supply  
chain management.  
Chairs: Hale Kaynak, U. of Texas, Pan American; John Sargent,  
U. of Texas, Pan American

792 (C) Appreciative Inquiry and Workplace Diversity:  
Developing a Research Agenda  
2:30– 3:50 Marriott Wardman Park Hotel: Salon 3 T19  
This caucus will explore the use of appreciative inquiry in  
organizational diversity work to create and sustain an inclusive  
and effective workplace culture.  
Chair: Martin B. Kormanik, O.D. Systems, Inc.

793 ☯  (C) From Organizational Values and Ethics to  
Organizational Performance: A Call for an Integrative  
Model  
2:30– 3:50 Marriott Wardman Park Hotel: Salon 3 T20  
This session will be for Academy members who want to discuss the  
role that organizational ethics play in organizational performance.  
Chairs: Marcus W. Dickson, Wayne State U.; Michael W.  
Grojean, U.S. Army

794 ☯  (MED, ODC) Diffusion of Enabling  
Technologies for Strategic Management: Internal  
Consultants’ Call to Inquiry  
2:30– 3:50 Omni Shoreham Hotel: Palladium  
Brings together internal consultants from three large organizations in  
different sectors (Hewlett-Packard, Los Angeles County, California  
State University)  
Chair: Alan Glassman, California State U., Northridge  
Panel: Gerard L. Rossy, California State U., Northridge; Jon  
Fullinwider, County of Los Angeles; Soren Kaplan, Hewlett-  
Packard; Shari Duron, Hewlett-Packard  
Discussant: Deone Maria Zell, California State U., Northridge

795 (MED) Embracing Chaos: Letting Go of Control in  
the Classroom  
2:30– 3:50 Hilton Washington & Towers: Military  
On the Benefits of Being Rewarded for B While Hoping for A  
William P. Ferris, Western New England College  
Jazz in the Class with Action Theory  
Abdelmagid Mazen, Suffolk U.  
Flirting with Chaos in the Classroom  
Christian F. Poulson, II, California State U., Fullerton  
What Do You Say to the Departmental Secretary When …  
James A.F. Stoner, Fordham U.  
Welcoming the Magic of Uncertainty  
Joan Weiner, Drexel U.

796 ☯  (MED, IM) Globally Distant Multicultural  
Teams: Intercultural Teaching in Times of Virtuality  
2:30– 3:50 Hilton Washington & Towers: Lincoln West  
Chair: Christian Scholz, U. of Saarland  
A Theory of Virtualization and the GDMT Project - Virtual  
Teams in MNCs  
Christian Scholz, U. of Saarland  
The Role of the GDMT Project in Learning Competencies and  
Skills for Global Virtual Teams  
Mark Mendenhall, U. of Tennessee, Chattanooga  
Technology Matters: Key Technical Factors for the GDMT  
Project  
Volker Stein, U. of Saarland  
Work Organization for a Virtual GDMT  
Allan W. Bird, U. of Missouri, St. Louis  
Virtual Teaching Structures in the GDMT Project: New Roles  
for Faculty and Students  
Doris Brunner, U. of Vienna  
External Evaluation of the GDMT Project and Its Faculty and  
Student Performance  
Jeanne M. McNett, Assumption College; Martha L.  
Maznevski, International Institute for Management  
Development; Joyce Osland, U. of Portland  
Winner of MED Division Best Symposium in Management  
Education and Development

797 : (MH) Industrial and Technological History  
2:30– 3:50 Hilton Washington & Towers: Hemisphere  
Chair: Richard H. Franke, Loyola U.  
MH: An Evolutionary History of the Theme Restaurant  
Industry: A Study of Organizational Heterogeneity and
Homogeneity in the Emergence of New Organizational Populations
Todd H. Chiles, U. of Missouri, Columbia; Long Wai Lam, U. of Houston, Clear Lake

MH: Corporate Governance, Strategy and Survival in a Declining Industry: A Study of U.K. Cotton Textile Companies
Igor Filatotchev, U. of London; Steve Toms, U. of Nottingham

MH: The Social Construction of a Technological Divide: Separating Voice and Data Telecommunication in the U.S. and U.K., 1876-1925 *
K. Thomas Chandy, State U. of New York, Binghamton
Discussants: Tamela Ferguson, U. of Louisiana, Lafayette; Curt H. Stiles, William Paterson U.; Karaleah S. Reichart, California State U., Fullerton

798: (MOC) Knowledge Creation Across Boundaries
2:30-  3:50 Omni Shoreham Hotel: Hampton
Chair: Andac Arian, New York U.
MOC: The Valuation of Internal Versus External Knowledge: Why Managers Sometimes Prefer the Knowledge Possessed by Outsiders Over the Knowledge Possessed by Insiders *
Tanya Menon, U. of Chicago; Jeffrey Pfeffer, Stanford U.; Robert I. Sutton, Stanford U.
MOC: The Influence of Top Management Team Global Mindset on Global Strategic Posture of Firms
Orly Levy, Tel Aviv U.
MOC: An Empirical Test of Two Competing Perspectives on Informational Contexts in Top Management Strategic Issue Interpretation
Bard Kuvaas, Norwegian School of Management
Discussant: Anne S. Huff, U. of Colorado, Boulder

2:30-  3:50 Hilton Washington & Towers: Jefferson East
Chair: Dorothy Marcic, Vanderbilt U.

800: (OB) Diversity: Sources and Impacts
2:30-  3:50 Marriott Wardman Park Hotel: Maryland A
Chair: Joerg Dietz, U. of Western Ontario
OB: The Joint Effects of Psychological Diversity and Interdependence on Individual Performance *
Gerben Van der Vegt, U. of Groningen; Onne Janssen, U. of Groningen
OB: Capitalizing on Diversity: Interpersonal Congruence in Small Work Groups *
Jeffrey T. Polzer, Harvard U.; Laurie P. Milton, U. of Calgary; William B. Swann, Jr., U. of Texas, Austin
OB: Effects of Surface- and Deep-level Dissimilarity on Individual Work Attitudes and Cognitions in Self-directed Work Teams *
Karl Aquino, U. of Delaware; Anthony M. Townsend, U. of Delaware; K. Dow Scott, Loyola U., Chicago
OB: The Impact of Self-efficacy on Diversity Training Effectiveness: A Field Experimental Analysis
Gwendolyn M. Combs, U. of Nebraska, Lincoln; Fred Luthans, U. of Nebraska, Lincoln
OB: Organizational Citizenship Behavior and Demographic Similarity: Different Strokes toward Different Folks
William H. Bommer, Georgia State U.; Edward W. Miles, Georgia State U.
Discussant: Margaret Williams, Virginia Commonwealth U.

801: (OB) Research on Transformational Leadership and LMX
2:30- 3:50 Marriott Wardman Park Hotel: Maryland C
Facilitator: James G. Hunt, Texas Tech U.
OB: “Getting My Way with My Manager…”; Transformational Leadership, Upward Influence Tactics and Employee Outcomes
Olga Epitropaki, U. of Sheffield; Robin Martin, U. of Queensland
OB: The Linkage Role of LMX: A Mediating Effect of LMX on the Relationship between Transformational Leadership and Followers’ Performance and OCB
Hui Wang, Hong Kong U. of Science and Technology; Kenneth S. Law, Hong Kong U. of Science and Technology; Duan Xu Wang, Hong Kong U.; Zhen-Xiong Chen, Hong Kong Baptist U.
OB: Antecedents and Consequences of Transformational Leadership Behaviors: The Role of Leader Attitudes and Social Context upon Leader Behavior and Performance Outcomes
William H. Bommer, Georgia State U.; Robert S. Rubin, St. Louis U.
OB: LMX Differentiation Fairness: Initial Evidence of a New Construct
Berrin Erdogan, U. of Illinois, Chicago
OB: Transformational Leadership, Goal Difficulty, and Task design: Independent and Interactive Effects on Employee Outcomes *
J.Lee Whittington, U. of Dallas; Vicki L. Goodwin, U. of North Texas

802 JS: (OB, ODC, OMT) Trust and Organizational Change: Dismantling the Stonewall
2:30- 3:50 Marriott Wardman Park Hotel: Cotillion North
Chair: Roger C. Mayer, Baylor U.
Presenters: Joel Brockner, Columbia U.; Aneil K. Mishra, Wake Forest U.; Nicole Gillespie, U. of Melbourne
Author: Kelly A. Mollica, Wake Forest U.
Discussant: Steven C. Currall, Rice U.

803: (OCIS) Genres and Communicative Processes
2:30- 3:50 Omni Shoreham Hotel: Calvert
Chair: Katherine J. Stewart, U. of Maryland, College Park
OCIS: In Pursuit of Legitimacy: The Sales Pitch Genre and the Creation of Trust in New Ventures
Susan Winter, U. of North Carolina, Charlotte; Connie Marie Gagli, California State U., San Francisco
Session Details—Tuesday

**OCIS:** Changes in the Enactment of Genres Associated with Changes in Technology
Nils O. Fonstad, Massachusetts Institute of Technology

**OCIS:** To Commit or not to Commit: Consider Communication when Answering the Question
Allyson Down Adrian, Georgetown U.; Gregory W. Ticehurst, U. of Technology, Sydney

**Discussants:** Maryalice Citera, State U. of New York, New Paltz; Lisa J. Gebhardt, Southwest Texas State U.; Robin Teigland, Stockholm School of Economics

**804 : (ODC) The 30th Anniversary of the ODC Division:**
Exploring the Future Role of the ODC Division
2:30- 3:50 Marriott Wardman Park Hotel: McKinley
The ODC Division celebrates its 30th Anniversary with a discussion on the future role of the ODC Division, expanding on the discussion from Sunday morning on developing a vision for the ODC.

**Organizer:** Gretchen Spreitzer, U. of Southern California
**Facilitators:** Robert E. Quinn, U. of Michigan; Thomas G. Cummings, U. of Southern California; Henrik Holt Larsen, Copenhagen Business School

**Presenters:** W. Warner Burke, Columbia U.; Richard W. Woodman, Texas A&M U.; Jean M. Bartunek, Boston College; Michael Beer, Harvard U.

**805 : (OM) Survey Research in OM-Past, Present, and Future**
2:30- 3:50 Hilton Washington & Towers: Monroe East
Panel discussion

**Chair:** Barbara B. Flynn, Wake Forest U.

Survey Research in Production/Operations Management: Historical Analyses and Opportunities for Improvement

**Participants:** Peter T. Ward, Ohio State U.; Manus Rungtusanatham, Arizona State U.; Mark Pagell, Kansas State U.; Darryl Wilson, U. of Arkansas

**806 : (OMT) OMT Meets the New Economy**
2:30- 3:50 Marriott Wardman Park Hotel: Coolidge
**Facilitator:** Suresh B. Kotha, U. Washington

**OMT:** Inertia.com: Rates and Processes of Organizational Transformation in the Retail Industry
Eytan Lasry, U. of Toronto

**OMT:** Virtual Lemons: Quality Uncertainty, Market Signalling, and the Valuation of New Economy Firms
Wm. Gerard Sanders, Brigham Young U.; Steven R. Boivie, Brigham Young U.

**OMT:** Trust in Business-to-Business Relationships: Combining Social and Electronic Networks
Ranjay Gulati, Northwestern U.; Eleonora Di Maria, U. of Udine, Italy

**OMT:** The Sensemaking Agent: Disintermediation and Reintermediation of Agents in the Internet Age
David Ketchen, Florida State U.; G. Tomas M. Hult, Michigan State U.; Taco Reus, Florida State U.

**807 : (SHCS) : (OMT, OB, MOC) Playing at Work or Working at Play? The Meaning of Fun in Organizations.**
2:30- 3:50 Marriott Wardman Park Hotel: Cotillion South

**Chair:** Kimberly D. Elsbach, U. of California, Davis

Gofers, Gaffers, and Grips: Interdependence and Role Structuring in Film Production
Beth Bechky, U. of Pennsylvania

Adaptive Play: On Countering Strategic Intent with Foolishness
Mary Ann Glynn, Emory U.; Pamela S. Barr, Georgia State U.

Make the Project Fun for Others: Play as the Deep Structure for Heedful Interrelating in Innovative Organizations
Deborah J. Dougherty, Rutgers U.

In Search of Mindless Work
Kimberly D. Elsbach, U. of California, Davis

**808 : (PNP) To the Barricades! Collective Action and the Dynamics of Organizations and Economic Life**
2:30- 3:50 Marriott Wardman Park Hotel: Hoover

**Chair:** Michael Lounsbury, Cornell U.

When Inequality is Not Legitimated: Social Movement Activism Regarding Diversity in Organizations
Maureen Scully, Simmons College

Hayagreeva Rao, Emory U.; Rodolphe Durand, EM Lyon; Philippe Monin, EM Lyon

Breaking the Frame: The Rise of Recycling in the Solid Waste Management Field
Michael Lounsbury, Cornell U.; Marc Ventresca, Northwestern U.

Timothy J. Vogus, U. of Michigan; Gerald F. Davis, U. of Michigan

**Discussant:** W. Richard Scott, Stanford U.

**809 : (PNP) Organizational Culture, Values, and Learning**
2:30- 3:50 Marriott Wardman Park Hotel: Truman

**Chair:** Luca G. Brusati, Bocconi U.

**PNP:** Organizational Learning in Response to Performance Monitoring: A Social Action Approach
Christopher Mausolff, U. of Louisville

**PNP:** Public Sector Culture in Australia: Do We Have What We Want?
Lisa Bradley, Queensland U. of Technology; Rachel Parker, U. of Queensland

**PNP:** Social Values and Relationships as Resources for Small Government Organizations: Some Lessons from the Provision of Rural Transit
Lenahan O’Connell, U. of Kentucky

**Discussant:** Swee C. Goh, U. of Ottawa

**810 : (RM) Special Forum on Practice Grounded Research**
2:30- 3:50 Omni Shoreham Hotel: Executive

**Chair:** Jeana Wirtenberg, Public Service Enterprise Group
Session Details - Tuesday

RM: Mapping Contexts of Application: A Grounded Approach to Understanding the Key Dimensions of Organizational Environments
David Partington, Cranfield U.; David Tranfield, Cranfield U.; Malcolm Young, Cranfield U.

RM: Action Research from within for Joint Knowledge Creation between Industry and Academia: Three Cases Illustrating the Role of an Insider Action Researcher
Jonas Roth, Fenix Program, Chalmers U. of Technology; Robert Sandberg, Stockholm School of Economics; Charlotte Svenssson, Stockholm School of Economics

RM: Mode 2 Management Research: Probing the Boundaries
Donald MacLean, U. of Glasgow; Robert MacIntosh, U. of Glasgow; David Tranfield, Cranfield U.

Chair: Daniel R. Kowalski, U. S. Dept. of Veterans Affairs

811: (SIM) Perspectives on Alliances and Social Contracts
2:30- 3:50 Hilton Washington & Towers: Thoroughbred
Chair: Shawn Berman, Santa Clara U.

SIM: Ties that Grind? An Empirical Test of a Typology of Social Contracting Problems
Pursey P.M.A.R. Heugens, Erasmus U.; Johannes Van Oosterhout, Erasmus U.; Samuel P. Kaptein, Erasmus U.

SIM: A Theory of Constraints and Opportunities for Entrepreneurship in Inner City Locations.
Gregory Fairchild, U. of Virginia

SIM: A Grounded Investigation of Stakeholder Alliance Formation, Process, and Outcomes.

Chair: Michael Byungnam Lee, LG

BPS: Work Force Reduction and Post-acquisition Performance: Does Relatedness Moderate This Relationship?
Hema A. Krishnan, Xavier U.; Alex Miller, U. of Tennessee, Knoxville; Daewoo Park, Xavier U.

CAR: Investigating the Effects of Change in Organizational Size and Structure on Career Management: A Study of Israeli Firms
Daniel Tzabbar, U. of Toronto

HCM: Organizational Downsizing as Pruning: A Metaphorical Framework for Planning and Research
Juliet A. Davis, U. of Alabama, Tuscaloosa; Grant T. Savage, U. of Alabama, Tuscaloosa

OMT: Decisions on Downsizing in Large Spanish Firms in the Nineties
Isabel Suarez-Gonzalez, U. of Salamanca, Spain; José D. Vicente-Lorente, U. of Salamanca, Spain

812: (SIT) Facilitating Knowledge Creation and Transfer
2:30- 3:50 Hilton Washington & Towers: Georgetown East
Facilitator: Rosalie L. Tung, Simon Fraser U.

MC: The Development of Knowledge Management Tools and Systems: The State of the Art in Management Consultancies and Leading Corporations
Thomas Frederick Clarke, U. of Technology, Sydney

OCIS: Knowledge Reuse for Innovation - The Missing Focus in Knowledge Management: Results of a Case Analysis at the Jet Propulsion Laboratory *
Ann Majchrzak, U. of Southern California; Olivia H. Neece, Jet Propulsion Laboratory; Lynne P. Cooper, Jet Propulsion Laboratory

BPS: Work Force Reduction and Post-acquisition Performance: Does Relatedness Moderate This Relationship?
Hema A. Krishnan, Xavier U.; Alex Miller, U. of Tennessee, Knoxville; Daewoo Park, Xavier U.

813: (SIT) Organizational Restructuring and Downsizing
2:30- 3:50 Marriott Wardman Park Hotel: Kennedy

TIM: Who's Building on Whom?: Overcoming Localization Biases through Alliances and Mobility *
Lori Rosenkopf, U. of Pennsylvania; Paul Almeida, Georgetown U.

TIM: Contingent Contagion and the Diffusion of a New Technology: The Adoption of the Sixth Generation Processor in the Global Computer Industry
Matthew S. Bothner, U. of Chicago
TIM: Strategic Implications of Inter-firm Network Evolution in the Context of Radical Innovation
Lois S. Peters, Rensselaer Polytechnic Institute; Hung-Bin Ding, Rensselaer Polytechnic Institute

TIM: Joint Patenting Amongst Companies - Exploring the Effects of Inter-firm R&D Partnering and Experience
J. Hagedoorn, Maastricht U.

E-organizations: Emerging Forms and Strategies in the Internet Era
2:30–3:50 Omni Shoreham Hotel: Empire
Emerging Business Incubators in the Internet Era: (How) Do They Create Value for their Incubated Firms?
Christoph Zott, INSEAD
Transitions Toward E-organization Forms and Strategies by Established Companies
Michael W. Lawless, Duke U.
Viable Modes of E-organization: How Well-established Firms Enter the New Internet Economy
Martin Wielemaker, Erasmus U.; Henk W. Volberda, Erasmus U.
E-commerce Organizations: Managing Strategy and Organization Change in the Internet Era
Arie Y. Lewin, Duke U.
Discussant: Philip C. Anderson, Dartmouth College

Tuesday 3:40PM

HR Business Meeting
3:40–5:00 Marriott Wardman Park Hotel: Virginia B
Chair: Lynn M. Shore, Georgia State U.

Tuesday 3:45PM

Conference Break
3:45–3:55 Marriott Wardman Park Hotel: Exhibit Break Area
Join us in the Exhibit area for refreshments.
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 4:10PM

Governments, Firms, and Non-governmental Organizations: How NGOs Matter to Corporate Strategy, Public Policy, and Business-government Relations
4:10–6:10 Marriott Wardman Park Hotel: Salon 2
Organizer: Jonathan P. Doh, Villanova U.
Chair: Jonathan P. Doh, Villanova U.
How Do Non-governmental Organizations Matter in Corporate Strategy and Public Policy? Zs, Mediators, and Moderators in the Business-government Interface
Jonathan P. Doh, Villanova U.
Non-governmental Organizations and Business-government Relations: Some Institutional Considerations
Gerald Keim, Arizona State U.

Hildy Teegen, George Washington U.
Corporate Strategy, Government Regulatory Policy, and NGO Activism: The Case of Genetically Modified Organisms
Ed Soule, Georgetown U.
Environmental NGO-corporate Voluntary Agreements: The Case of Forest Products
Joseph Domask, American U.
Corporate Social Responsibility and NGOs: Observations from the World's Leading Power Company
Greg Adams, AES Corporation
Discussant: Aseem Prakash, George Washington U.

Discussion
4:10–6:00 Omni Shoreham Hotel: Palladium
Chair: Witold J. Henisz, U. of Pennsylvania
Corruption in the Global Corporation: Ethical Obligations and Workable Strategies
Susan Rose-Ackerman, Yale U.
Investor Protection, Legal Institutions and Corporate Governance
Florencio Lopez-de-Silanes, Harvard U.
Colonial Origins of Economic Development
Simon Johnson, Massachusetts Institute of Technology
Governance Matters: Data, Measurement and Results
Aart Kraay, World Bank

BPS: The Role of Governance Structure in Strategic Change: Theory and Evidence in Franchising
Xiaoli Yin, Purdue U.; Edward Zajac, Northwestern U.
BPS: The Determinants of Executive Compensation in Family-Owned Firms
Luis R. Gomez-Mejia, Arizona State U.; Martin Larraza-Kintana, U. of Navarra; Marianna Makri, Arizona State U.
BPS: The Relationship Between a Firm’s Control Systems and Organizational Learning
Karynne L. Turner, Kent State U.; Mona V. Makhija, Ohio State U.
BPS: CEO Stock Option Wealth Effects on Firm Risk & Risk Taking
Robert Wiseman, Michigan State U.; Gerry M. McNamara, Michigan State U.; Cindy Devers, Michigan State U.
Discussant: Jack A. Nickerson, Washington U.

The Dynamics of Knowledge Generation
4:10–5:20 Marriott Wardman Park Hotel: Wilson A
Chair: Stephen Bowden, U. of Waikato
Derick Sohn, Seoul City U.; Yongsun S. Paik, Loyola Marymount U.
Session Details-Tuesday

**BPS**: Managing Initiatives in Large Firms: Combining a Political and Knowledge-Creation Process Perspective  
Martin Wielcemaker, Erasmus U.; Charles Baden-Fuller, City U., London; Tom Elfring, Erasmus U.

**BPS**: Overcoming Slackness: The Role of the Template  
Gabriel Szuilanski, U. of Pennsylvania; Robert James Jensen, U. of Pennsylvania

**BPS**: Overcoming Internal Barriers: The Mediating Role of Organizational Culture in Transfer Satisfaction and Team Performance  
Linda Edelman, U. of Warwick  
Discussant: William Ocasio, Northwestern U.

**823 : (BPS) New Perspectives on the Creation of Interfirm Alliances**  
4:10 - 5:20 Marriott Wardman Park Hotel: Wilson B  
Chair: Ravindranath Madhavan, U. of Illinois, Urbana-Champaign

**BPS**: Restructuring by Spin-offs or Sell-offs: The Role of Asset Specificity  
Donald D. Bergh, Pennsylvania State U.; Richard A Johnson, U. of Missouri, Columbia

**BPS**: Alliances with Governments: A Transaction Cost Perspective: The Case of the XI Program  
Magal i Delmas, U. of California, Santa Barbara; Janice Mazurek, U. of California, Santa Barbara

**BPS**: Governance Changes in Strategic Alliances: Antecedents of Contractual Renegotiations  
Jeffrey J. Reuer, Ohio State U.; Africa Ariño, U. of Navarra

Decio Zylbersztajn, U. of Sao Paulo; Sergio Giovanetti Lazzarini, Washington U.

Discussant: Yves Doz, INSEAD

**824 SHCS**: (BPS, OCIS) Strategic Imperatives in the Digital Age  
4:10 - 5:20 Marriott Wardman Park Hotel: Cotillion North  
Chair: Anil K. Gupta, U. of Maryland

Competing with Mobile Internet: Implications for Firm Capabilities and Resources  
Sirkka Jarvenpaa, U. of Texas, Austin

Shifting Corporate Boundaries in the Digital Economy  
Anil K. Gupta, U. of Maryland

Notcom to Dotcom: Transitions of Established Companies to the Internet  
Michael W. Lawless, Duke U.

Organization Design for the Digital Economy  
Ritu Agarwal, U. of Maryland

**825 : (CAR) 2000 Hughes Award Winner: Words from Edgar Schein**  
4:10 - 5:20 Hilton Washington & Towers: Jefferson West  
Keynote Speaker: Edgar H Schein, Massachusetts Institute of Technology

**826 : (CM) Business Meeting**  
4:10 - 5:20 Hilton Washington & Towers: Caucus

**827 : (ENT) Social Capital, Social Networks, and Entrepreneurship**  
4:10 - 6:00 Omni Shoreham Hotel: Cabinet  
Chair: Sherrie E. Human, Xavier U.

**ENT**: Evolutionary Processes and Paths of Embedded Network Ties in Emerging Entrepreneurial Firms  
* Julie M. Hite, Brigham Young U.

**ENT**: A Social Capital Model of Performance for High-growth New Ventures  
Juan Florin, U. of Connecticut; William S. Schulze, Case Western Reserve U.; Michael Lubatkin, U. of Connecticut

**ENT**: Self-Employment Growth in Urban Neighborhoods: The Role of Human Capital, Isolation, and Social Organization  
Gregory Fairchild, U. of Virginia

**ENT**: Roles of Social Capital in Venture Creation: Key Dimensions and Research Implications  
Jianwen (Jon) Liao, Hong Kong U. of Science and Technology; Harold Welsch, DePaul U.

**ENT**: Guanxi and Entrepreneurial Success in the People’s Republic of China  
Katherine Xin, Hong Kong U. of Science and Technology; Enoch K. Yuen, Hong Kong U. of Science and Technology

**828 : (GDO) The Influence of Beliefs about Affirmative Action on Stereotypes Confronted by African-Americans**  
4:10 - 5:30 Hilton Washington & Towers: Map  
Chair: Phanikiran Radhakrishnan, U. of Toronto

**GDO**: Affirmative Action and Race-based Preference in Hiring: Influence of Race and Applicant Qualifications  
Diane Catanzaro, Christopher Newport U.

**GDO**: Is Promoting an African American Unfair? Findings from Two Experimental Studies  
Alison M. Konrad, Temple U.; Gerald Ross, Temple U.; Frank Linnehan, Drexel U.

**GDO**: Stereotype Threat in the Workplace and the Well-being of African American Professionals  
Elizabeth Deitch, Tulane U.; Arthur P. Brief, Tulane U.; Loriani Roberson, Arizona State U.; Caryn J. Block, Columbia U.

Discussants: Mary E. Graham, Clarkson U.; Razelle Frankl, Rowan U.; Cynthia Cordes, U. of Miami

**829 JS**: (GDO, OB, HR) Diversity as Context vs. the Context of Diversity  
4:10 - 5:20 Hilton Washington & Towers: Lincoln East  
Chair: Aparna Joshi, Rutgers U.

Task Conflict in Decision-making Groups: The Interplay of Group Composition and Members’ Expectations  
Katherine Williams Philips, Northwestern U.; Denise Lewin Loyd, Northwestern U.

A Study of Diversity, Team Processes, and Performance  
Kate Bezrukov, U. of Pennsylvania; Karen A. Jehn, U. of Pennsylvania

Discretion as a Contextual Determinant of Employment Outcomes in a Racially Diverse Firm  
Marta M. Eivisa, U. of California, Irvine; Christopher D. Zatzick, U. of California, Irvine
Session Details—Tuesday

Organizational Demography as Context: The Process and Performance Outcomes of Work Team Heterogeneity
Aparna Joshi, Rutgers U.

830 (HCM) Influences on Hospital Service Provision
4:10-  5:30 Omni Shoreham Hotel: Georgetown West
Chair: Barbara Bigelow, Clark U.
HCM: Effect of Hospital Conversions on Organizational Decision Making and Service Coordination
HCM: Determinants of Network Use to Provide Hospital Services *
Jose Proenca, Widener U.; Michael D. Rosko, Widener U.; Jacqueline Zinn, Temple U.
HCM: Does Managed Care Impact Hospital Provision of Uncompensated Care?
Debra Herold Tennyson, Auburn U.; Myron D. Fottler, U. of Central Florida
HCM: Competition Among Hospitals for HMO Business: Effect of Price and Non-price Attributes
Gary J. Young, Boston U.; James Burgess, U.S. Dept. of Veterans Affairs; Danielle Valley, U.S. Dept. of Veterans Affairs
Winner of HCM Division Best Theory-to-Practice Paper
Discussants: Alison Evans Cuellar, U. of California, Berkeley; Lawton R. Burns, U. of Pennsylvania

831 (IM) Foreign Market Entry Strategy: Antecedents and Performance Impact
4:10-  5:30 Omni Shoreham Hotel: Congressional A
Chair: Daniel Fogel, U. of Pittsburgh
IM: Political Hazards, Experience and Sequential Entry in Distribution and Manufacturing: The International Expansion of Japanese Firms, 1980-1998
Andrew Delios, National U., Singapore
IM: Building Political Capabilities: Evidence from the International Diffusion of Investments in the Power Generation Industry
Guy Holburn, U. of California, Berkeley
IM: Understanding the Foreign Market Entry Mode of International Franchisers by Dunning's 'Envelope' Paradigm
Sam Beldona, Rutgers U.; Yong S. Pak, Yonsei U.
IM: Institutional, Cultural and Transaction Cost Influences on Entry Mode Choice and Performance
Keith Brouthers, U. of East London; Lance Brouthers, U. of Akron; George Nakos, Clayton College and State U.
Discussant: Ram Mudambi, Temple U.

832 (IM) Insights from Research on Japan
4:10-  5:30 Omni Shoreham Hotel: Congressional B
Chair: Malika Richards, Drexel U.
IM: The Persistence and Implications of Japanese Keiretsu Organization
Jean Mcguire, Concordia U.; Sandra Dow, U. of Quebec, Montreal

IM: The Permeability of Network Boundaries: Strategic Alliances in the Japanese Electronics Industry in the 1990s
Didier Guillot, U. of California, Berkeley; James R Lincoln, U. of California, Berkeley
Heather Berry, U. of Pennsylvania
IM: U.S.-Japan Patent Systems
Mariko Sakakibara, U. of California, Los Angeles
Discussant: James M. Hagen, Cornell U.

833 JS: (IM, HR) Breaking Glass Borders: Women on Global Assignments
4:10-  5:20 Omni Shoreham Hotel: Empire
Organizer: Mila Borislavova Lazarova, Rutgers U.
Presenters: Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration; Sully Taylor, Portland State U.; Margaret Linehan, Cork Institute of Technology
Discussant: Paula M. Caligiuri, Rutgers U.

834 JS: (IM, OMT, ODC) The Role of the Government in Transforming China's State-owned Enterprises' Market and Culture
4:10-  5:20 Omni Shoreham Hotel: Diplomat
Chair: Cynthia K. Lee, Northeastern U.
Blending Traditional Culture and Modern Leadership: The Role of the Printed News Media in the People's Republic of China
Governmental Impacts on Organizational Downsizing and Reemployment in Chinese State-owned Enterprises
The Relationship between the Chinese Government and State-owned Enterprises
A Practitioner's View on the Question: Are Chinese Traditional Cultural Values Incompatible with Modern Management Which is Supposedly a Prerequisite for Success in the Current Global Business Environment?
Presenters: Anne S. Tsui, Hong Kong U. of Science and Technology; Ye Jun, Shanghai Fu Dan U.; Kan Shi, Chinese Academy of Sciences, Beijing; Xiaoxuan Li, Chinese Academy of Sciences, Beijing; Xiaoying Niu, Chinese Academy of Sciences, Beijing; Jiafang Lu, Chinese Academy of Sciences, Beijing; Zhaoli Song, Chinese Academy of Sciences, Beijing; Shuming Zhao, International Business U.; Hong Liu, Nanjing U.; Qian Zong, Nanjing U.; Ping Ping Fu, Chinese U.; William Ho, Ciba Specialty Chemicals
Discussant: Miriam Erez, Technion-Israel Institute of Technology

835 JS: (MC, MH) The Developing Critique of Management Consulting: The Critics, the Criticisms and the Implications
4:10-  5:20 Omni Shoreham Hotel: Governor's
Organizer: Richard Dunford, Macquarie U.
Panel: Timothy Clark, Tavistock Institute; Andrew Sturdy, U. of Melbourne; Robert J. David, McGill U.; Jim Kitay, U. of Sydney; Christopher Wright, U. of New South Wales
836: (MED) The Changing Face of Management Education: Multiple Perspectives Across Constituencies
4:10-5:20 Hilton Washington & Towers: Military
Chair: Elena P. Antonacopoulou, U. of Manchester
The Business School Perspective
  John J. Fernandes, President and CEO of AACSB
The Corporate University Perspective
  Jeff Oberlin, VP Corporate Learning Team, Motorola U.
The Professional Association Perspective
  Brian A. W. Redfern, Director, Foundation for Management Education
The Government Perspective
  Raymond Saner, Center For Socio-Economic Development;
  Lichia Saner-Yiu, Center For Socio-Economic Development
Discussants: Joseph A. Raelin, Boston College; David Ashton, U. of Manchester

837: (MOC) From the West Wing to Beijing: Issue Interpretation and Framing in Public Sectors
4:10-5:20 Omni Shoreham Hotel: Hampton
This session brings together panelists for an informal conversation on issue interpretation and framing from research and practice perspectives.
Chair: Pamela S. Barr, Georgia State U.
Panel: Anne S. Huff, U. of Colorado, Boulder; Gerry Johnson, U. of Strathclyde; Chun Hui, City U., Hong Kong; Monty Tripp, Lobbyist, Capitol Strategies; Daniel J. Keniry, Special Assistant to the President of the United States, the White House; Donald R. Wolfensberger, Woodrow Wilson International Center for Scholars

838: (MSR) Experiential Session: Spirituality at Work/Spirituality in Management Teaching
4:10-5:20 Hilton Washington & Towers: Jefferson East
Practice in techniques suitable for courses on management & spirituality—including an inquiry process for organizational change, a guided meditation to explore workplace suffering of participants and an ending using a simple Sufi dance which connects people with one another.
Chair: Gerald W. Ramey, Lewis and Clark State College
Presenters: Lee Perry Robbins, Golden Gate U.; Krista Kurth, Renewal at Work Consulting

839: (OB) Motivating Individuals and Groups
4:10-5:30 Marriott Wardman Park Hotel: Maryland C
Chair: Cynthia Fukami, U. of Denver
OB: The External Control of Organization-based Self-esteem
  Daniel J. McAllister, Georgetown U.; Gregory A. Bigley, U. of Washington
OB: How Do You Know if the Grass Is Really Greener? A Contingency Approach to Referent Selection
  Bonnie S. O'Neill, Marquette U.; Mark A. Mone, U. of Wisconsin, Milwaukee
OB: Goal-related Propensities and an Improvement in Learning Performance: Prediction Beyond Self-efficacy, Interest, and Effort?
  Robert R. Hirschfeld, U. of Georgia; Lucinda Lawson, Lehigh U.; D. Brian McNatt, U. of Georgia
OB: Effects of Performance Contingent and Performance Non-contingent Rewards on Project Team Members' Motivation
  Jacob Eisenberg, Colorado State U.
OB: Moderators of the Relationship between Ability and Performance: General versus Context-specific Achievement Motivation
  Robert R. Hirschfeld, U. of Georgia; Lucinda Lawson, Lehigh U.; Kevin W. Mossholder, Louisiana State U.
Discussant: Ira T. Kaplan, Hofstra U.

840: (OB) Institutional Review Boards (IRB) and the Governance of Research: A Discussion of the Current Sea Change
4:10-5:30 Marriott Wardman Park Hotel: Maryland B
Campus IRBs (Human Subjects Committees) govern our research by granting or withholding permission for us to conduct it. Over the last two years it has become much more difficult to gain approval by campus IRB's for social and behavioral research. Panelists in this session will describe the changes and discuss methods for dealing with them.
Chair: Angelo De Nisi, Texas A&M U.
Panel: Elaine D. Pulakos, Personnel Decisions Incorporated; Ricky W. Griffin, Texas A&M U.; Adrienne Colella, Texas A&M U.; Sangeeta Panicker, American Psychological Association; Daniel R. Igen, Michigan State U.

841: (OB, GDO, HR) The Effects of Group Composition: Going Beyond Demography
4:10-5:20 Marriott Wardman Park Hotel: Delaware B
Chairs: Efrat Elron, Hebrew U.; Lilach Sagiv, Hebrew U.
The Relative Effects of Racioethnic and Value Diversity on Group Functioning in Two Organizational Contexts
Values, Traits, and Conflict in Groups
  Efrat Elron, Hebrew U.; Lilach Sagiv, Hebrew U.; Li Fertig, Hebrew U.
Getting Ahead vs. Getting Along: The Impact of Individual Values on Organizational Performance
  Brooke Harrington, Brown U.
Working with the Enemy: How Perceived Values Diversity Affects Cross-functional Teams
  Anne Stringfellow, Thunderbird, The American Graduate School of International Management
Discussants: John R. Hollebeck, Michigan State U.; Christopher P. Earley, Indiana U.

842: (ODC) The 30th Anniversary of the ODC Division: The Beginning
4:10-5:20 Marriott Wardman Park Hotel: McKinley
The ODC Division continues its 30th celebration with a return to the beginning with the people who were there. Join the group for sharing, reflections, understanding how it all happened by honoring our past and those who created the future for ODC.
Chair: Glenn H. Varney, Bowling Green State U.
Panel: Wendell French, U. Washington; Craig G. Lundberg, Cornell U.; Dale E. Zand, New York U.; Anthony P. Raia, U. of...
Session Details—Tuesday

843: (OM, OB) Complexity in a Simple Environment: Learning from the Dabbawallas
4:10- 5:20 Hilton Washington & Towers: State
To create the discussion we will show a new TV level documentary on the Dabbawallas that we have produced.

844: (OMT) Organizational Ecology: Micro and Macro Dynamics
4:10- 6:00 Marriott Wardman Park Hotel: Coolidge
Facilitator: Olav Sorensen, U. of California, Los Angeles
Damon J. Phillips, U. of Chicago
OMT: Bringing Individuals Back In: The Effects of Career Experience in New Firm Founding *
Scott Shane, U. of Maryland, College Park; Rakesh Khurana, Harvard U.
Winner of West Publishing Best Paper Award
OMT: Firm Strength, Legitimacy, and Innovative Activity: The Birth of (Recorded) Jazz in Chicago and the Midwest, 1921 to 1929
Damon J. Phillips, U. of Chicago; David A. Owens, Vanderbilt U.
Alessandro Lomi, U. of Bologna; Erik Reimer Larsen, City U.; John Freeman, U. of California, Berkeley

845: (OMT) Theorizing Organizations: Epistemology and Exemplars
4:10- 6:00 Marriott Wardman Park Hotel: Harding
Facilitator: Bernard Forgues, U. of Paris
OMT: Brother Can You Spare a (Para)digm? The Role of Particularism and Universalism on Research Outcomes Brian Boyd, Arizona State U.; Sydney Finkelstein, Dartmouth College; Steve Gove, Arizona State U.
OMT: Exploring Chaos and Complexity Theory in Organizational Studies: Implications for Ontology, Praxis and Knowledge Development
Henry W. Adobor, Quinnipiac College
OMT: Simplifying Complexity: Theory Development as a Complex Adaptive System Andrew Wolin, U. of Queensland
OMT: Legitimate to Whom? Toward an Interdisciplinary Theory of Legitimacy Management
Paul C. Godfrey, Brigham Young U.
OMT: Theorizing Organizational Identity *
Terry B. Porter, U. of Massachusetts, Amherst

846: (OMT) Organizational Learning
4:10- 6:00 Marriott Wardman Park Hotel: Hoover
Facilitator: Mark Fichman, Carnegie Mellon U.
OMT: Deskilling or Learning? An Empirical Investigation of the Relationship between Task Formalization, Learning Enablement, and Organizational Performance
Ofer Meilich, California State U., San Marcos
OMT: Improvisation and Asymmetric Change: An Exploratory Study of Organizational Action in U.S. Manufacturing
Harald M. Fischer, U. of Wisconsin, Madison; Anne S. Miner, U. of Wisconsin, Madison; David F. Robinson, Texas Tech U.
OMT: Learning in a Labyrinth
Jerker C. DeTienne, Stockholm School of Economics; Christina Fang, U. of Pennsylvania; Daniel Levinthal, U. of Pennsylvania
OMT: Engaging Embedded Information: Toward a Holistic Theory of Knowledge Transfer in Organizations *
Michael Thompson, Brigham Young U.; Kristen Bell DeTienne, Brigham Young U.; Robert James Jensen, U. of Pennsylvania
OMT: Deciding to Innovate: Performance, Aspirations, and Slack
Henrich R. Greve, U. of Tsukuba

847: (OM, OB) We Do it our Way: New Domains and Contested Terrain for Competence in Organizations
4:10- 5:20 Marriott Wardman Park Hotel: Cotillion South
Chairs: Maureen Scully, Simmons College; Amy Wrzesniewski, New York U.
Competent Caring in Organizations
Relational Coordination as Relational Practice: Linking Group Theory and Feminist Theory
Jody H. Gittell, Harvard U.
Creating Competence Out of Role Ambiguity
Martha S. Feldman, U. of Michigan
Company Ambassadors, Just Drivers, or You Idiots: Contests Over Competence in an Express Delivery Company
Maureen Scully, Simmons College
Discussant: Jorgen Sandberg, U. of Queensland

848: (ONE) How Energy Matters in Developing Countries: Multi-sectoral and Multi-national Perspectives on Power and Sustainability
4:10- 5:20 Hilton Washington & Towers: Monroe West
Panel: Chris Flavin, WorldWatch Institute; Representative World Bank, World Bank; Bernie Bulkin, BP-Amoco

849: (PNP, MED, SIM) Education for Citizenship: Service Learning in Management Education
4:10- 5:20 Marriott Wardman Park Hotel: Delaware A
The Academy’s Task Force on Service-learning in Management Education, with a grant from Campus Compact/The Pew Charitable Trusts, designated six faculty as 2000-2001 Academy Service-Learning Fellows. These Fellows, chosen under a higher
competitive process, received matching grants from their colleges/departments in order to qualify for the award. In this symposium, four of the Service-Learning Fellows report on the progress of their service-learning projects, highlighting the importance of integrating service-learning pedagogy into the management curriculum.

Chair: Carol M. Sanchez, Grand Valley State U.
Cross Cultural Service Learning in Nicaragua
Barbara Parker, Seattle U.
Creating the Bond Community Partner Program as Part of the MBA Curriculum: Bond University-Queensland, Australia
Amy L. Kenworthy-U'Ren, Bond U.
Service Learning Curriculum and Assessment Models for Management Education
Kathy Lund Dean, Saint Louis U.; Donna Chapa Crowe, Washington U.

Presenters: Barbara Parker, Seattle U.; Amy L. Kenworthy-U'Ren, Bond U.; Kathy Lund Dean, Saint Louis U.; Donna Chapa Crowe, Washington U.

Discussant: Edward Zlotkowski, American Association for Higher Education

850 : (RM) Personal Research Productivity: A Panel Discussion
4:10- 5:20 Omni Shoreham Hotel: Executive
Chair: Philip L. Roth, Clemson U.
Presenters: Philip Bobko, Gettysburg College; Mary Jo Hatch, U. of Virginia; Daniel M. Cable, U. of North Carolina, Chapel Hill; David A. Harrison, Pennsylvania State U.

851 : (SIT) Cross-national Studies on the Impact of the Internet
4:10- 5:20 Marriott Wardman Park Hotel: Kennedy
Facilitator: Richard Kettner-Polley, U. of Denver

ENT: Born International/Born Electronic: The Intersection of Electronic Commerce and International New Ventures

IM: How Do People Assess Extrinsic Product Attributes on the Web? A Cross-national Field Study
Urs E. Gattiker, Aalborg U.; Stefano Perlusz, Aalborg U.; Christian Morck Sørensen, Aalborg U.

Nance L. Goldstein, Harvard U.

TIM: Virtual Innovation From the Edge of the World
Ellen Baker, U. of Technology, Sydney; Thekla Rura-Polley, U. of Technology, Sydney

852 : (SIT) Challenges and Opportunities Facing Transitional Economies
4:10- 5:20 Marriott Wardman Park Hotel: Roosevelt
Facilitator: Bat B. Batjargal, Peking U.

IM: Understanding Strategic Decision Making by Russian Managers: The Critical Role of Government and Culture
Linda Marie Randall, U. of Rhode Island; Lori Coakley, Bryant College; William Graves, Bryant College
Session Details—Tuesday

865 : (TIM) TIM Business Meeting
5:30- 6:30 Omni Shoreham Hotel: Capitol
Division Chair: Deborah J. Dougherty, Rutgers U.
Division Chair-Elect: Philip C. Anderson, Dartmouth College

Tuesday 5:50PM

866 : (IM) IM Business Meeting
5:50- 7:00 Omni Shoreham Hotel: Congressional A
Barry Richman Dissertation Award; Best Paper Award; Best Reviewer Awards; Review of Divisional Finances.
Chair: Farok Contractor, Rutgers U.

Tuesday 6:00PM

867 : (RM) RMD Business Meeting
6:00- 7:00 Omni Shoreham Hotel: Executive

Tuesday 6:30PM

868 : (AAC) Human Relations Reception
6:30- 8:30 Marriott Wardman Park Hotel: Cotillion South
Presenter: Tamar Jeffers, Tavistock Institute

869 : (AAC) Academy of Management Fellows Reception and Dinner
6:30-10:00 Off Site: Canadian Embassy
By invitation only
Organizer: Don Hellriegel, Texas A&M U.

870 : (BPS) BPS Social Hour
6:30- 7:30 Marriott Wardman Park Hotel: Wilson A/B/C

871 : (MOC) Division Social Hour
6:30- 8:00 Omni Shoreham Hotel: Hampton
Division Chair: Kathleen M. Sutcliffe, U. of Michigan

872 : (OCIS) OCIS Division Social Hour.
6:30- 8:00 Omni Shoreham Hotel: Calvert

873 : (ODC) ODC Social Hour
6:30- 8:30 Marriott Wardman Park Hotel: Delaware A
Chair: Ronald E. Purser, California State U., San Francisco

874 : (TIM) The Best Social Event in Town
6:30- 8:00 Omni Shoreham Hotel: Embassy
Contact: Raghu Garud, New York U.

Tuesday 6:50PM

875 : (CAR) CAR Division Social "Hour"
6:50- 9:00 Hilton Washington & Towers: Map
Host: Susan M. Adams, Bentley College

Tuesday 7:00PM

876 : (MED) MED Social: Celebrating Knowledge Exchange
7:00- 9:00 Hilton Washington & Towers: Lincoln East
Division Chair: James A.F. Stoner, Fordham U.
Program Chair: Elena P. Antonacopoulou, U. of Manchester

877 : (MSR) MSR Social Hour & Reception
7:00- 8:15 Hilton Washington & Towers: Lincoln West
Division Chair-Elect: Judith A. Neal, Association for Spirit at Work
### Wednesday

**Wednesday 7:00AM**

**878: (MED) MED Executive Committee Breakfast**
8:00-8:20 Hilton Washington & Towers: Dupont
Organizer: Elena P. Antonacopoulou, U. of Manchester
Host: Bob DeFilippi, Suffolk U.

**Wednesday 8:00AM**

**879: (MH) Mary Parker Follett: Twentieth Century Visionary and Icon for Leadership and Empowerment in the New Millennium**
8:00-10:20 Hilton Washington & Towers: Hemisphere
Organizers: Kenneth Aupperle, U. of Akron; Steven Dunphy, U. of Akron

- Examining Mary Parker Follett Through the Metaphors of Gareth Morgan's Images
  - Kenneth Aupperle, U. of Akron
- Mary Parker Follett: Forerunner of the TQM movement?
  - Steven Dunphy, U. of Akron
- Contrasting Follett and Barnard: Insights for the New Millennium
  - Deborah H. Francis, Jacksonville State U.
- Mary Parker Follett's Constructive Conflict: A 'Psychological Foundation of Business Administration'
  - Ray Gehani, U. of Akron
- Mary Parker Follett's Idea of the Group: Its Origins, Uses, and Dangers
  - James Hoopes, Babson College
- Laying the Foundations for Spirituality in the Workplace
  - Avis L. Johnson, U. of Akron
- Women's Work: A Look at the Careers of Mary Parker Follett and Lilian Gilbreth
  - Barbara Osyk, U. of Akron
- Mary Parker Follett and W. Edwards Deming: Using the Law of the Situation to Get Out of the Crisis
  - Margaret A. White, Oklahoma State U.; Jill Hough, U. of Tulsa; Satyanarayana Parayitam, Oklahoma State U.

**880: (MSR) Using Judeo-Christian Faith Based Principles in Organizations**
8:00-10:20 Hilton Washington & Towers: Jefferson East
Chair: Kurt Motamedi, Pepperdine U.

MSR: “Remember the Sabbath”: Implications of Sabbath Principles for Individual and Organizational Outcomes
Margaret Diddams, Seattle Pacific U.; Lisa Klein Surdyk, Seattle Pacific U.; Denise Daniels, Seattle Pacific U.

- MSR: A Matter of Balance: The Place of Values in Government-funded Christian Organizations
  - David A. Lamond, Macquarie U.; Peter D Steane, Macquarie U.
- Discussants: Thomas A. Bausch, Marquette U.; J Lee Whittington, U. of Texas, Dallas

**Wednesday 8:30AM**

**881: (ODC) ODC Continental Breakfast**
8:00-8:30 Marriott Wardman Park Hotel: McKinley
Division Chair: Ronald E. Purser, California State U., San Francisco

**Wednesday 8:20AM**

**882: (ENT) A Knowledge-based Perspective of Entrepreneurship**
8:20-10:20 Omni Shoreham Hotel: Forum

Presenters: Robert E. Hoskisson, U. of Oklahoma; Lowell Busenitz, U. of Oklahoma; Mark H. Hansen, Brigham Young U.; Robert K. Kazanjian, Emory U.; Robert Drizin, Emory U.; Mary Ann Glynn, Emory U.; Sharon Alvarez, Ohio State U.

**Wednesday 8:30AM**

**883: (AA) NAFTA and Beyond: The Pros and Cons of Free Trade and Conditioning "Free Trade" With Labor and Environmental Side Agreements**
8:30-10:20 Marriott Wardman Park Hotel: Salon 2
Chair: Leonard Bierman, Texas A&M U.

Participants: Gregory Block, Commission for Environmental Cooperation; Adam Greene, U.S. Council for International Business; Stephen Mills, Sierra Club; Alfonso Onate, Commission for Labor Cooperation; Tom Paley, AFL-CIO; Michael W Pustay, Texas A&M U.; Peter L. Rodriguez, Texas A&M U.; Daniel Seligman, Sierra Club

**884: (BPS) Capabilities, Governance and Firm Performance**
8:30-10:20 Marriott Wardman Park Hotel: Wilson C
Chair: Kyle J. Mayer, U. of Southern California

- Pricing Process as a Capability: A Resource Based Perspective
  - Shantanu Dutta, U. of Southern California; Mark J Zbaracki, U. of Pennsylvania; Mark Bergen, U. of Minnesota
- Firm Performance in New Drug Development and Approval
  - Christopher Boerner, U. of California, Berkeley
- The Effects of Interorganizational Trust on the Organizational Mode Choice and Performance of Component Sourcing in the U.S. Auto Industry
  - Jack A. Nickerson, Washington U.
- Governance, Capabilities and Project Performance: Evidence from Information Technology
  - Kyle J. Mayer, U. of Southern California

**885: (BPS) Risk, Decision Making, and Strategy**
8:30-10:20 Marriott Wardman Park Hotel: Wilson A
Chair: Peter Zemsky, INSEAD

BPS: Rules of Engagement, Informal Leaders and the Political Economy of Organizational Dissent
Nicholas Argyres, U. of Southern California; Vai-Lam Mui, U. of Notre Dame
Session Details—Wednesday

**BPS:** Who Takes the Plunge? The Effect of Identity and Competence in Making a Change
Mark Kennedy, Northwestern U.; J. Keith Murnaghan, Northwestern U.

**BPS:** Why Risk Matters
Kent Miller, Purdue U.; Weiru Chen, Purdue U.

**BPS:** The Role of Routines in Reducing Pervasive Uncertainty
Markus Becker, Cambridge U.; Thorbjorn T. Knudsen, U. of Southern Denmark/Odense U.

*Discussant:* Zur Shapira, New York U.

**ENT:** (BPS) The Structure of Business Groups Around the World
8:30-10:20 Marriott Wardman Park Hotel: Wilson B
*Chair:* Karin M. Fladmoe-Lindquist, U. of Utah
**BPS:** Exploring Cross-Business Synergies*
Jeffrey A. Martin, Stanford U.; Kathleen Eisenhardt, Stanford U.

**BPS:** Business Groups and Value Creation in Emerging Economies: The Implications of Agency and Transaction Costs
Gerard George, U. of Wisconsin, Madison; Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.

**BPS:** Comparison and Analysis of the Development of the Pyramid Holding Companies of 1880-1899 and the Multisubsidiary Form 1981-1999: Changes in Corporate Ownership, Control, Concentration, and Form
Mary Zey, Texas A&M U.

**ENT:** The Structure of Profitability Around the World
Tarun Khanna, Harvard U.; Jan W. Rivkin, Harvard U.

**BPS:** The Effects of Business Group Affiliation on Asset Restructuring: A Resource-Based View
Robert E. Hoskisson, U. of Oklahoma; Laszlo Tihanyi, U. of Oklahoma; Rosario F. Faraci, U. of Catania

*Discussant:* Bernard M. Wolf, York U.

**ENT:** Strategy, Performance, and Growth in Entrepreneurial Firms
8:30-10:20 Omni Shoreham Hotel: Cabinet
*Chair:* Radha Chaganti, Rider U.
*Facilitator:* Franz T. Lohrke, U. of Alabama, Tuscaloosa

**ENT:** Strategy and New Venture Performance: Low Cost and Differentiation Advantages in High Potential New Ventures
Allen C. Amason, U. of Georgia; Harry J. Sapienza, U. of Minnesota; James Almeida, Fairleigh Dickinson U.

**ENT:** Resources - Conduct - Performance: The Mediating Role of Strategy on Small Firm Performance
Linda Edelman, U. of Warwick; Candida G. Brush, Boston U.; Tatiana S. Manolova, Boston U.; Manuela Hoehn, Boston U.

**ENT:** New Firm Growth: The Role of Technology-based Strategic Actions
Donna Kelley, Babson College; Robert A. Nakosteen, U. of Massachusetts, Amherst

**ENT:** Entrepreneurship as Growth; Growth as Entrepreneurship
Per Davidsson, Jönköping International Business School; Frederic Delmar, Entrepreneurship and Small Business Research Institute; Johan Wiklund, Jönköping International Business School

**JS:** (GDO, PNP) Gender, Information Technology, and Organizations: New Directions for Theory, Research, and Governance
8:30-10:20 Hilton Washington & Towers: Lincoln East
*Chair:* Jane E. Fountain, Harvard U.

Gender, Information Technology, and Organizations: Cognitive, Cultural, Structural, and Political Embeddedness
Jane E. Fountain, Harvard U.

How the Technology Industry is Gendered: From the Viewpoints of High Ranking Women Executives
Joanne Martin, Stanford U.; Debra Meyerson, Stanford U.

Competing Perspectives on Antecedents of Well Being of Welfare to Work Mothers with Young Children: Computer Use as an Indicator of Job Quality
Ellen Ernst Kossek, Michigan State U.; Melissa Huber, Michigan State U.; Jacqueline Lerner, Boston College

My Year as a Digerati
Paula J. Caproni, U. of Michigan

*Discussants:* Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst

**SHCS:** (GDO, RM) Beyond Race and Gender: Alternative Research Methods for the Study of Alternative Identities in Organizations

C166
HR: C167

**Chair:** 8:30-10:20 Marriott Wardman Park Hotel: Virginia A
Robert Sardy, California School of Professional Psychology
Inside Out and Outside In: Conducting Research on Identity
Erica Foldy, Boston College
Lessons from the Field: Researching Issues of Identity
without Relying upon Demographic Categorization
Robert Sardy, California School of Professional Psychology
Framing Identity: Studying Identity via Framing in Public Disputes
Carolyn Wiethoff, Indiana U., Bloomington
A Relational Demography Perspective on Heterosexism in the Workplace
Belle Rose Ragins, U. of Wisconsin, Milwaukee; John M Cornwell, Loyola U., New Orleans; Janice S. Miller, U. of Wisconsin, Milwaukee
Discussant: W. E. Douglas Creed, Boston College

**891 : (HCM) Studies in Organization Field Dynamics**
8:30-10:20 Hilton Washington & Towers: Georgetown West
Chair: Victoria Parker, U.S. Dept. of Veterans Affairs
HCM: Integrating Physician Clinics into a Large Medical Group
Andrew H. Van de Ven, U. of Minnesota; Rhonda M. Engleman, U. of Minnesota; Russel Rogers, U. of Minnesota
HCM: The Influence of Market Structure on Payer Mix and Specialty Care Concentration in Nursing Care Facilities
Jacqueline Zinn, Temple U.; Vincent Mor, Brown U.; Joseph Angelelli, Brown U.
HCM: Mobilizing the Logic of Managerialism in Professional Organizations: The Case of Academic Health Center Mergers
Martin Kitchener, U. of California, San Francisco

**892 : (HR) Cutting Edge Issues in Equal Employment Opportunity: Sexual Harassment and Diversity**
8:30-10:20 Marriott Wardman Park Hotel: Virginia A
Chair: Ronald Karren, U. of Massachusetts
HR: A Model of Stereotypical Beliefs About Older Workers' Ability and Desire for Learning and Development
Todd Maurer, Georgia Institute of Technology; Kimberly Dawn Andrews, Georgia Institute of Technology; Elizabeth Weiss, Georgia Institute of Technology
HR: New Frameworks for Predicting Government: Introducing and Applying Classical Legal Theory and Legal Realism to Sexual Harassment Law
David Sherwyn, Cornell U.; Michael C. Sturman, Cornell U.; J. Bruce Tracey, Cornell U.; Michael Heise, Case Western Reserve U.
*HR: Reported Incidence Rates of Sexual Harassment in the Workplace: Using Meta-analysis to Explain Reported Rate Disparities
Remus Ilies, U. of Florida; Nancy Hauserman, U. of Iowa
HR: Categorizing Diversity Issues: Links to Strategic Decisions and Retention of Diverse Workforce
Cheryl Woods, Cleveland State U.; Augustine A. Lado, Cleveland State U.
Discussant: Barbara A. Lee, Rutgers U.

**893 : (HR) Organizational Entry and Applicant Attraction**
8:30-10:20 Marriott Wardman Park Hotel: Virginia B
Chair: Adrienne Colella, Texas A&M U.
HR: Variable Pay as a Risky Choice: Determinants of the Relative Attractiveness of Performance-based Incentive Plans
Kristine Kuhn, Washington State U.
*HR: Can I Get a Chair That Fits? An Examination of the Ergonomic Design and Training Influence on Person-environment Fit, Control, and Strain
Angela K. Miles, Old Dominion U.; Pamela Perrewe, Florida State U.

**894 : (IM, OMT) Assessing Country Institutional Profiles and their Impacts on Organizations**
8:30-10:20 Omni Shoreham Hotel: Diplomat
Chair: John Mezias, U. of Miami
Presenters: Tatiana Kostova, U. of South Carolina; David M Berg, U. of Texas, Dallas; Ruth Aguilera, U. of Illinois, Urbana-Champaign; John Mezias, U. of Miami
Discussant: Srilata Zaheer, U. of Minnesota

**895 : (IP) The Learning Organization**
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T1
Facilitator: Allan W. Bird, U. of Missouri, St. Louis
*ODC: The Learning Organisation Revisited: A Field Research Based Critique of Some Core Ideas
Mike Geppert, Swansea U.
* ODC: Learning Organisation – A Strategic Breakthrough in the Public Sector
Tien Hua Yim-Teo, Nanyang Technological U., Singapore
OB: A Longitudinal Analysis of the Effects of Material Incentives and Interpersonal Relationships on Cross-unit Organisational Learning.
Johann Wilhelm Franke, London Business School
OMT: Learning From Innovations: Organizational Attention and Heterogeneous Social Structure
Henrich R. Greve, U. of Tsukuba

**896 : (IP) Group and Team Process Issues**
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T2
Session Details—Wednesday

**Facilitator:** Stanley M. Gully, Rutgers U.
**OB:** Teams Turning Over: A Proposed Framework of the Effects of Team Fluidity on Team Process Variables
Brian R. Dineen, Ohio State U.; Raymond A. Noe, Ohio State U.

**CM:** The Importance of Process in Leaderless Teams: Performance, Satisfaction, and the Cycle of Conflict
Kristin M. Jackson, Cornell U.; Randall S. Peterson, Cornell U.; William M. K. Trochim, Cornell U.

**OB:** Does Type of Team Matter? An Investigation of the Relationships between Job Characteristics, Satisfaction, and Team Commitment within a Team-based Environment
John B. Abbott, U. of Tennessee, Chattanooga; Nancy G. Boyd, U. of North Texas; Grant Miles, U. of North Texas

**OB:** The Unanticipated Consequences of Clear Work Procedures on Shared Goal Priorities
Anita Williams Woolley, Harvard U.

**OMT:** Indifferences in Differences: The Mediating Role of Role Map Convergence in Determining the Effect of Group Demography on Group Performance
Christopher Wheat, Harvard U.

897 : *(IP)* Issues Concerning Top Executives in the Organization
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T3
**Facilitator:** Wei Shen, Rutgers U.

- ODC: The Effects of Top Executive Team Composition, Pay Structure and Attention on Strategic Change: A Case of Airline Deregulation
  Theresa S. Cho, Rutgers U.

- OMT: When Will My Boss Step Down? Tenure Rules in Top Executive Change in Japanese Firms
  Hyesun Kim, Massachusetts Institute of Technology

**IM:** The Top Management Team and Internationalization of the Firm: Toward a Conceptual Model Predicting Member Influence on the Group Decision
Sigrid Westphal Khorram, U. of South Carolina

**MOC:** Patterns of Executive Attention in U. S. Auto Industry Letters to Shareholders 1963-1987
Steven F. Freeman, U. of Pennsylvania

898 : *(IP)* Foreign Direct Investment Issues
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T4
**Facilitator:** Farok Contractor, Rutgers U.

**IM:** Industry-Level Effects on Foreign Direct Investment by Small and Medium-Sized Enterprises: A Theoretical Exploration
Tatiana S. Manolova, Boston U.

**IM:** Knowledge Seeking, Human Capital And Location Choice Of Foreign Direct Investment In The United States
Wilbur Chung, New York U.; Juan Alcacer, U. of Michigan

**IM:** The Timing of FDI: Is Being Early Always Better than Being Late?
Andrew Delios, National U., Singapore; Shige Makino, Chinese U., Hong Kong

899 : *(IP)* Reasons for and Costs Associated with Turnover
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T5
**Facilitator:** Michael Abelson, Texas A&M U.

**OB:** Why Employees Quit and Stay with an Organization
Carl P. Maertz, Jr., Mississippi State U.

**PNP:** Sector Choices for Public Service Delivery: The Transaction Cost Implications of Executive Turnover
Richard Feiock, Florida State U.; James Clingermayer, Northern Kentucky U.; Carl Dasse, Florida State U.

**GDO:** Gendered Organizational Commitment and Intent to Leave in Nonprofit Organizations
Anat Freund, U. of Haifa

**HR:** The Development of a Multidimensional Measure of Labor Market Cognitions: The Employment Opportunity Index (EOI)
Rodger W. Griffeth, Georgia State U./Ohio State U.; Robert P. Steel, U. of Michigan, Dearborn; David G. Allen, U. of Memphis; Norman B. Bryan, Georgia State U.

900 : *(IP)* Research Incorporating Resource-based Views of the Firm
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T6
**Facilitator:** Steven W. Floyd, U. of Connecticut

**BPS:** Measuring Competence: Performance and Practice in Semiconductor Manufacturing
Jeffrey Macher, Georgetown U.; David Mowery, U. of California, Berkeley

**BPS:** Interorganizational Power and Performance: A Synthesis from Organizational Theories
Soon Lee Eugene Kang, Texas A&M U.

**BPS:** Managing Resources at the Edge of Chaos: A Reconceptualization of the Resource-based View of the Firm
Christopher Bruce Bingham, Stanford U.

**ONE:** From Eco-efficiency to Eco-effectiveness: Prolegomena to a Gaian Theory of Strategic Management
Arieh A. Ullmann, State U. of New York, Binghamton

**OMT:** Resource Sharing Coordination Costs Arising from Boundedly Rational Managerial Policies
Michael Shayne Gary, London Business School

901 : *(IP)* Organizational Culture and Values
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T7
**Facilitator:** Kevin B. Lowe, U. of North Carolina, Greensboro

**MC:** Measuring and Explaining Effects of a Strategic Culture Change Intervention
Leon de Caluwé, Vrije U., Amsterdam; Jac Geurts, Tilburg U.
OB: The Processes and Effects of Programs of Status Leveling in Organizations
David A. Morand, Pennsylvania State U., Harrisburg

IM: The Creation of Culture: Model, Method, and Research Agenda
Hans Hansen, U. of Kansas

OB: Managers’ Reactions to Espoused and Enacted Values: Does “Walking the Talk” Really Matter?
Stacie Furst, U. of North Carolina, Chapel Hill; Daniel M. Cable, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill

902: (IP) Technology Management
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T8
Facilitator: Sheremeta Willow, Tulane U.
TIM: Exploration and Exploitation in Small Manufacturing Firms
Paul Bierly, James Madison U.; Paula S. Daly, James Madison U.
TIM: The Changing Boundaries of the Firm: Impact of Modularity on Products and Technologies
Andrea Prencipe, U. of Sussex
TIM: Differentiating the Impact of Network Externalities in Hardware-software Industries: Implications for the Management of Technology
Jean-Philippe Bonardi, U. of Western Ontario; Rodolphe Durand, EM Lyon
TIM: A Developmental Perspective for Building Radical Innovation Capacity in Established Firms
Richard Leifer, Rensselaer Polytechnic Institute; Mark P. Rice, Rensselaer Polytechnic Institute; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute

903: (IP) HR Topics and Policies: Moonlighting, Sexual Harassment, Telecommuting, Compensation, and Outsourcing
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T9
Facilitator: Elizabeth Weatherly, U. of Alabama, Huntsville
HR: An Exploration of Multiple Jobholding (Moonlighting): A Multi-level Perspective
Stephen C. Betts, Rutgers U.
HR: Human Resource Outsourcing and Performance in Small and Medium-sized Manufacturing Firms
K. Matthew Gilley, Oklahoma State U.; Charles R. Greer, Texas Christian U.; Abdul Rasheed, U. of Texas, Arlington

OCIS: The Click and Clang of Telecommuting: A Grafting of Competing and Complementary Theoretical Perspectives

GDO: What Makes a Sexual Harassment Policy Effective?
Robert S. Done, U. of Arizona

OB: Higher Pay, Lower Satisfaction?: The Effects of Categorical Cutoff Points and Counterfactual Thinking on Satisfaction with Monetary Rewards
Tracy L. Dumas, Northwestern U.; Victoria H. Medvec, Northwestern U.

904: (IP) Alliances, Networks, Strategies, and Wealth Creation
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T10
Facilitator: Judy Matthews, U. of Queensland

BPS: Catching Alliance Waves
Jeffrey L. Cummings, George Washington U.
ENT: Entrepreneurship as Expectations Management
Steven E. Phelan, U. of Texas, Dallas
ENT: The Wealth Creation Effect of Strategic Alliances in High Technology Ventures
David L. Deeds, Case Western Reserve U.; Dona Marie DeCarolis, Drexel U.; Branko Bucar, Case Western Reserve U.

BPS: An Empirical Study of Competitive Conformity Effects on Firm Performance
Richard Martinez, Baylor U.

ENT: Entrepreneurial Capabilities and the Architecture of Newly Privatised Businesses in Liberalising Economies
Trevor Davis Hunter, U. of Western Ontario; Gerald Keim, Arizona State U.

ENT: An Institutional Theory of Business Plans
Phillip Phan, Rensselaer Polytechnic Institute; Gideon D. Markman, Rensselaer Polytechnic Institute

ENT: A Configuration of Themes and Roles Impacting Entrepreneurship in an Emerging Economy
Sandra M. Martinez, U. of Pennsylvania

ENT: Determinants of Firm Growth: A Longitudinal Model and its Validation on New Ventures
Moren Levesque, Rensselaer Polytechnic Institute

905: (IP) Research in Entrepreneurship II
8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T11
Facilitator: Gaurab Bhardwaj, Babson College

MED: Entrepreneurial Capabilities and the Architecture of Newly Privatised Businesses in Liberalising Economies
Trevor Davis Hunter, U. of Western Ontario; Gerald Keim, Arizona State U.

MED: Determinants of Firm Growth: A Longitudinal Model and its Validation on New Ventures
Moren Levesque, Rensselaer Polytechnic Institute

906: (MC) Consultancy Research and Academe Roles in Developing Effective Consultants
8:30-10:20 Omni Shoreham Hotel: Governor’s
Chair: E Brian Peach, U. of West Florida

MC: The Role of Academe in Developing Management Consultants: A Study of U.S. Business Schools’ Course Offerings
Susan M. Adams, Bentley College; Alberto Zanzi, Suffolk U.

MC: Basic Research for Consulting Guidelines: Using Meta-Analytic Results
Suzanne J. Peterson, U. of Cincinnati; Fred Luthans, U. of Nebraska, Lincoln

MC: Basic Research for Consulting Guidelines: Using Meta-Analytic Results
Suzanne J. Peterson, U. of Cincinnati; Fred Luthans, U. of Nebraska, Lincoln

Discussion: Rickie Moore, E.M. Lyon

907: (MED) Management Development Initiatives and Team Issues in Management Learning
8:30-10:20 Hilton Washington & Towers: Military
Chair: Steven Armstrong, U. of Hull

MED: Adventure Learning: Teambuilding for the Competitive (Kiasu)
H. Alvin Ng, Pace U.
Session Details—Wednesday

908: (MOC) Linking Social Networks and Organizational Learning
8:30-10:20 Omni Shoreham Hotel: Hampton
Chair: Fabio Fonti, U. of Illinois, Urbana-Champaign
MOC: A Social Network View of Organizational Learning
   Robert L. Cross, U. of Virginia; Stephen P. Borgatti, Boston College
   Winner of MOC Best Student Paper Award
MOC: Theorizing Structural Dimensions of Communities of Practice: A Social Network Approach
   Andrew Schenkkel, Stockholm School of Economics; Robin Teigland, Stockholm School of Economics; Stephen P. Borgatti, Boston College
MOC: The Impact of Mindfulness, Social Embeddedness, and Non-codified Knowledge on a Firm’s Absorptive Capacity
   Claus Rerup, U. of Pennsylvania
Discussant: Tim Rowley, U. of Toronto

909: (OB) Law and Disorder: Aggression and Incivility in the Workplace
8:30-10:20 Marriott Wardman Park Hotel: Maryland A
Facilitator: Linda L. Putnam, Texas A&M U.
OB: The Prediction and Prevention of Workplace Aggression and Violence
   Kathryne E. Dupre, Queen’s U.; Julian Barling, Queen’s U.
OB: Identifying Aggressive Individuals via Conditioning Reasoning: An Experimental Study
OB: Workplace Homicides: A State-level Study
   Joerg Dietz, U. of Western Ontario; Nicole N. Nolan, U. of Western Ontario
OB: An Examination of the Causal Relationships between Abusive Supervision and Subordinates’ Attitudes, Distress, and Performance
   Jenny M. Hoobler, U. of Kentucky; Bennett J. Tepper, U. of North Carolina, Charlotte
OB: Effects of Incivility on the Target: Fight, Flee or Take Care of ‘Me’?

910: (OB) OCB: Good Citizens Don’t Just Happen
8:30-10:20 Marriott Wardman Park Hotel: Maryland B
Chair: Robert P. Wright, U. of Hong Kong
OB: Organizational Citizenship Behavior and the Creation of Social Capital
   Mark C. Bolino, U. of Notre Dame; James M. Bloodgood, Kansas State U.; William H. Turnley, Kansas State U.
OB: Something in It for Everyone: The Neglected Role of Self-interest in Organizational Citizenship Behavior
   Dishan Kamdar, National U., Singapore; Ho-Beng Chia, National U., Singapore; Glenn J. Nosworthy, National U., Singapore; Yue-Wah Chay, Singapore Management U.
OB: The Moderating Effects of Equity Sensitivity on the Relationship between Organizational Justice and Organizational Citizenship Behaviors
   Gerald L. Blakely, West Virginia U.; Martha C. Andrews, West Virginia U.; Robert H. Moorman, Creighton U.
OB: Predicting Organizational Citizenship Behavior Performance and Job Attitudes in Temporary Employees: Understanding the Impact of the Staffing Agency and the Client Organization
   Lynn K. Harland, U. of Nebraska, Omaha; Robert H. Moorman, Creighton U.
OB: A Social Dilemma Analysis of Organizational Citizenship Behaviors
   Jeffrey A. Joireman, Seattle Pacific U.; Denise Daniels, Seattle Pacific U.
Discussant: Linnea Van Dyne, Michigan State U.

911 JS: (OB, IM) International Perspectives on Stress and Coping
8:30-10:20 Marriott Wardman Park Hotel: Cotillion North
Chair: Sharon Glazer, California State U., San Jose
Towards a Universal Theory of Occupational Stress: A Four-country Study
   Sharon Glazer, California State U., San Jose
Occupational Mental Health Theory, Model and a Test: A Study of Nurses in Japan
   Vishwanath V. Baba, McMaster U.; Louise Tourigny, Concordia U.; Muhammed Jamal, Concordia U.; Terri R. Lituchy, California State U., Fullerton
Organizational Stress and Coping Processes in Eight Countries: Implications for a Cultural Theory of Stress
   Rabi S. Bhagat, U. of Memphis; Karen S. Moustafa, U. of Memphis; Balaji Krishnan, U. of Memphis; Delwyn Harnisch, U. of Illinois; David L. Ford, Jr., U. of Texas, Dallas
The Impact of Culture on the Role of Gender in Crossover Research
   Mina Westman, Tel Aviv U.
Presenters: Sharon Glazer, California State U., San Jose; Vishwanath V. Baba, McMaster U.; Rabi S. Bhagat, U. of Memphis; Karen S. Moustafa, U. of Memphis; Mina Westman, Tel Aviv U.
Discussant: Dov Eden, Tel Aviv U.
**Session Details-Wednesday**

**SHCS: (OB, OCIS)** Real Evidence from Virtual Teams: Five Mechanisms for Overcoming Physical Distance  
8:30-10:20 Marriott Wardman Park Hotel: Colliion South  
Chair: Jonathan N. Cummings, Carnegie Mellon U.  
Discussant: Sara Kiesler, Carnegie Mellon U.

**OMT: (OMT)** Insights Into Source and Direction in Change Management  
8:30-10:20 Marriott Wardman Park Hotel: McKinley  
Chair: Christopher Anne Easley, Governors State U.  
Discussants: Deone Maria Zell, California State U., Northridge  
ODC: Who Started This? Investigating Different Sources of Organizational Change  
Mark A. Griffin, Queensland U. of Technology; Alannah Rafferty, Queensland U. of Technology; Claire M. Mason, Queensland U. of Technology  
ODC: Tapping the Core: Bringing About Strategic Change in a Professional Bureaucracy  
Deone Maria Zell, California State U., Northridge  
ODC: Realizing Vision Through Envisioning Reality: Strategic Leadership in Building Knowledge Spheres  
Philippe Byosiere, Gestion at Universite Catholique Louvain, Belgium  
ODC: The Application of Scenario Planning to Internally Generated E-government Futures  
George Cairns, U. of Strathclyde; George Burt, U. of Strathclyde; George Wright, U. of Strathclyde; Kees van der Heijden, U. of Strathclyde  
ODC: Generating Trust Between Unacquainted Organizations: A Case Study of the Renault/Nissan Alliance Formation Process  
Pierre-Yves Gomez, E.M. Lyon; Harry David Korine, London Business School; Olivier Masclef, EDHEC  
OMT: Trust and Knowledge Transfer: When Trustworthy Sources Share Complex Knowledge  
Gabriel Szulanski, U. of Pennsylvania; Rossella Cappetta, U. L. Bocconi  
OMT: Roles Played by Relational Trust in Strategic Alliances  
Africa Anifo, U. of Navarra; Jose De La Torre, U. of California, Los Angeles; Peter S. Ring, Loyola Marymount U.  
OMT: Vulnerability and the Asymmetric Nature of Trust in Interorganizational Exchange  
OMT: Do the Actors Make the Play? Individual Mobility and the Dissolution of Interorganizational Relationships  
Joseph P. Broschak, U. of Illinois, Urbana-Champaign

**OMT: (OMT)** Organizational Design: Flexibility and Innovation  
8:30-10:20 Marriott Wardman Park Hotel: Coolidge  
Facilitator: Richard Whittington, Oxford U.  
OMT: Organizational Design and Adaptation in Response to Crises: Theory and Practice  
Zhiang Lin, U. of Texas, Dallas; Kathleen Carley, Carnegie Mellon U.  
OMT: The C-form: Emergence of a Post-industrial Organizational Form  
Marc-David L. Seidel, U. of Texas, Austin; Katherine J. Stewart, U. of Maryland, College Park  
OMT: Contextual Determinants of Organizational Ambidexterity  
Cristina B. Gibson, U. of Southern California; Julian M. Birkinshaw, London Business School  
OMT: Portable Integration Expertise as the Foundation of Flexible Integration Capability: A Meso Theory  
Paul Skilton, Grand Valley State U.  
OMT: Continuity in Discontinuity: Recombinant Innovation at Ford Motor Company, 1908-1914  
Andrew Hargadon, U. of Florida; Stephen Moore, U. of Florida

**JS: (OMT, BPS)** The Future of Chinese State-owned Enterprises  
8:30-10:20 Marriott Wardman Park Hotel: Delaware A  
Chair: Marshall W. Meyer, U. of Pennsylvania  
The New Chinese "Organization Man": Employment Relationships in the People’s Republic of China  
Anne S. Tsui, Hong Kong U.; Duan Xu Wang, Hong Kong U.; Yichi Zhang, Peking U.  
How Governance Works (or Doesn’t Work) in China  
Chung-Ming Lau, Chinese U., Hong Kong; Dennis Fan, Chinese U., Hong Kong; Shukun Wu, Nanjing U.  
The Performance of State-owned Enterprises: Ownership Effects vs. Management Effects  
David Li, Hong Kong U. of Science and Technology; Changqi Wu, Hong Kong U. of Science and Technology  
Institutional Vacuum or Institutional Surfeit?: Changing Frameworks for State-owned Enterprises in China  
Marshall W. Meyer, U. of Pennsylvania; Yuan Lu, Chinese U., Hong Kong; Hailin Lan, South China U. of Technology  
Mass Extinctions and Other Ecological Disasters: WTO and the Survival of State-owned Enterprises  
Max Boisot, ESADE  
The Impact on People: Sources of Stress and Satisfaction in Chinese SOEs  
Jia Lin Xie, City U., Hong Kong  
Discussion: Will China Rewrite Organizational Theory?  
Paul M. Hirsch, Northwestern U.
Session Details—Wednesday

918: (PNP) Public and Private Sector Leadership:
Creating Excellence in Government
8:30-10:20 Marriott Wardman Park Hotel: Truman
Chair: Joy A. Clay, U. of Memphis
Transforming Organizations: Lessons from the Public, Private, and Nonprofit Sectors
Mark A. Abramson, PricewaterhouseCoopers Endowment from the Business of Government
Speeding Up Public Sector Organizations and Public-private Comparative Research
Celeste P.M. Wilderom, Twente U.
Discussants: Marguerite Schneider, College of New Jersey; Mitchel Abolafia, State U. of New York, Albany; Kira Kristal Reed, Iowa State U.; Barry Bozeman, Georgia Institute of Technology

919: (RM) Research Methods in Strategic Management
8:30-10:20 Omni Shoreham Hotel: Executive
Chair: William H. Starbuck, New York U.
RM: The Construct Validity of Organizational Performance: A Confirmatory Factor Analysis
Jill Hough, U. of Tulsa
RM: Reviewer 198 and Next Generation Theories in Strategy *
Mark de Rond, ESSEC Business School
RM: Do Organizations Have Goals? A Multitrait-multimethod Analysis of Strategic Manufacturing Goals
Mikko Junttila, Helsinki U. of Technology
Discussant: Luis L. Martins, U. of Connecticut

920 SHCS: (RM, ODC, MOC) Knowledge Creation and Practice-grounded Research
8:30-10:20 Omni Shoreham Hotel: Palladium
Chair: Daniel F. Twomey, Fairleigh Dickinson U.
Presenters: Michael Beer, Harvard U.; Ikujiro Nonaka, Hitotsubashi U., Tokyo, Japan; Andrew M Pettigrew, U. of Warwick

921: (SIM) Ethics and Governance: International Perspectives
8:30-10:20 Hilton Washington & Towers: Thoroughbred
Chair: Kathleen A. Getz, American U.
SIM: The Ethics of Peer Reporting in Chinese Culture: A Conceptual Model and Intracultural Test
Randy Ki-Wan Chiu, Hong Kong Baptist U.; Carolyn Buie Erdener, Georgia State U.
Oliver Duane Windsor, Rice U.
SIM: Does National Culture Affect Intentions to Commit Unethical Behaviors? A Twenty-nation Study
Discussant: Debra Cohen, George Washington U.

922: (SIT) The Role and Impact of Corporate Governance
8:30-10:20 Marriott Wardman Park Hotel: Kennedy
Facilitator: David Ahlstrom, Chinese U. of Hong Kong
IM: The Effects of Corporate Governance Reform: Evidence from Germany
Wm. Gerard Sanders, Brigham Young U.; Anja Christine Tuschke, U. of Passau
ODC: On Shifting the Governance Role and the Emergence of a New Leadership Paradigm
Anat Lechner, Rutgers U.
OMT: The Influence of Corporate Governance on Organizational Downsizing
Michael Baxter, Queensland U. of Technology; Boris Kabanoff, Queensland U. of Technology; Kellie Michelle Caught, Queensland U. of Technology
SIT: Does Good Governance Matter? Evidence From the Enactment of Corporate Governance Guidelines
Michael J. Rubach, U. of Central Arkansas; Armand Picou, U. of Central Arkansas

923: (SIT) Understanding Workforce Diversity
8:30-10:20 Hilton Washington & Towers: Georgetown East
Facilitator: Hilary Harris, Cranfield School of Management
CM: Development of a Model of Linguistic Diversity Management in the Workplace
Kevin William Brown, Florida International U.; Juan I. Sanchez, Florida International U.
GDO: How Does Organizational Culture Matter? The Role of Organizational Culture in Group Diversity Processes and Performance
You-Ta Chuang, U. of Toronto; Robin Church, U. of Toronto; Jelena Zikic, U. of Toronto
GDO: Barriers, Bridges, and Gaps: An Examination of Gender Issues in Mentoring Research
Angela M. Young, California State U., Los Angeles; Steven H. Cady, Bowling Green State U.; Marguerite Foxon, Motorola U.
HR: Predicting Joining and Activism in Minority Employee Network Groups: Dissatisfaction, Affiliation, and Rationality
Raymond A. Friedman, Vanderbilt U.; Kellina M. Craig, Howard U.

924: (SIT) Organizational Learning: Some New Perspectives
8:30-10:20 Marriott Wardman Park Hotel: Roosevelt
Facilitator: Sing-Keow Hoon-Halbauer, Lund U.
BPS: Learning by Doing and Learning Before Doing: An Examination of Learning Strategies and their Impact on Task Performance
Patricia G. Vidal, Boston U.; Melissa Schilling, Boston U.
MED: Learning Motivation and Psychological Hardiness: Examination of the Interaction Effects on Learning Outcomes
Michael Cole, Auburn U.; Hubert S. Feild, Auburn U.; Stanley G. Harris, Auburn U.; Felix Louis Verdigets, Auburn U.
ODC: Micro Level Dimensions of Organizational Learning: Differences as Stimuli for Change and Learning
Ann C. Baker, George Mason U.
OMT: The Role of Volition in Organizational Learning: The Case of Automotive Product Recalls

C172
Wednesday 9:00AM

925: (TIM) Strategic Sourcing
8:30-10:20 Omni Shoreham Hotel: Capitol
Chair: Albert I. Goldberg, Israel Institute of Technology, Israel
TIM: External Technology Commercialization – Policy Guidelines
Stefan M. Koruna, Swiss Federal Institute of Technology
Yong-Mi Kim, Florida Atlantic U.; Shaila Miranda, Florida Atlantic U.
TIM: A Predictive Framework and Empirical Test of International Subsidiaries’ Technology Sourcing Strategy
K. Scott Swan, College of William and Mary; Brent B. Allred, College of William and Mary
TIM: Domains of Knowledge: Organizational and Geographic Boundeness and Innovation in the Biotechnology Industry
Anupama Phene, U. of Utah; Karin M. Fladmoe-Lindquist, U. of Utah; Laurence Marsh, U. of Utah
TIM: Standard Performance: An Exploration of the Effects of Information Technology Standard Adoption
Matthew Semadeni, Texas A&M U.; M. Ann McFadyen, North Carolina State U.

926: (AAC) Registration
9:00-12:00 Marriott Wardman Park Hotel: Exhibit Hall C
Organizer: Nancy Urbanowicz, Academy of Management

927: (AAC) Placement
9:00-12:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2
Hand in forms and receive listings of pre-registered applicants and positions
Organizer: Nancy H. Leonard, Lewis and Clark State College

928: (AAC) Membership
9:00-12:00 Marriott Wardman Park Hotel: Exhibit Hall-C
Discover the benefits of membership, update member information, find out how to get involved.
Coordinator: Jane Whitney Gibson, Nova Southeastern U.

929: (AAC) Exhibits
9:00-12:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

930: (CM) Negotiations: Tacit, Transparent, and Integrative
9:00-10:20 Hilton Washington & Towers: Caucus
Chair: Maurice Schweitzer, U. of Pennsylvania
CM: The Effects of Negotiator Confidence on Integrative Bargaining: Pride Goeth Before the Fall or Self-Fulfilling Prophecy?
CM: The Illusion of Transparency in Negotiations
Leaf VanBoven, U. of British Columbia; Victoria H. Medvec, Northwestern U.; Thomas Gilovich, Cornell U.

931: (GDO) Demographic and Identity Influences on Work Teams
9:00-10:20 Hilton Washington & Towers: Map
Chair: Irene Lepine, U. of Quebec, Montreal
GDO: Do Majority Team Members Welcome or Envy High-performing Minorities?
Thomas A Timmerman, Austin Peay State U.
GDO: The Context in which some Differences Make a Difference: Examining the Influence of Organizational Demography on Outcomes of Team Diversity
Aparna Joshi, Rutgers U.
GDO: What Do I See vs. What Holds Meaning for Me: Demographic Patterns in Identity Centrality and Salience
Amy Randel, Wake Forest U.
Discussants: Mami Taniuchi, U. of Hiroshima; MaryAnne Hyland, Adelphi U.; Christine Brown Mahoney, U. of Minnesota

932: (IM) International Alliance Formation and Organizational Learning
9:00-10:20 Omni Shoreham Hotel: Congressional A
Chair: Samuel Kelley, U. of Illinois, Urbana-Champaign
IM: Escalation in International Strategic Alliances
Andrew Inkpen, Thunderbird, The American Graduate School of International Management; Jerry Ross, Thunderbird, The American Graduate School of International Management
IM: Learning-by-Doing in International Joint Ventures: The Roles of IJV Novelty and Experience Heterogeneity
Jeffrey J. Reuer, Ohio State U.; Kyung Min Park, INSEAD; Maurizio Zollo, INSEAD
IM: An Empirical Study of Experience Sharing in the Context of International Joint Ventures
Eric W. K. Tsang, Wayne State U.
IM: Are Management Costs of Global Alliances Taken into Account by Investors of Parent Companies? An Empirical Study
Marta Vidal, U. de Oviedo, Spain; Esteban Garcia-Canal, U. de Oviedo, Spain
Discussant: Sabine B. Reddy, Wayne State U.

933: (IM) International Diversification: Antecedents and Performance Impact
9:00-10:20 Omni Shoreham Hotel: Congressional B
Chair: Nicholas Athanassiou, Northeastern U.
IM: Inertia and Fluidity in International Diversification: The Role of Firm Size and Initial Diversity in ‘Old Economy’ Versus ‘New Economy’ Firms
Parshotam Dass, U. of Manitoba
IM: Geographic Scope and the Attentional Ability of MNCs
Cyril Daniel Bouquet, U. of Western Ontario
Discussant: Mary Anne Hyland, Adelphi U.; Christine Brown Mahoney, U. of Minnesota

934: (IM) Country Resource Environments, Corporate Diversification Strategies, and Firm Performance
William P. Wan, Thunderbird, The American Graduate School
of International Management; Robert E. Hoskisson, U. of Oklahoma
IM: Absorptive Forms of Multinational Organizations
David Loree, U. of Western Ontario; Eui K. Jeong, Texas A&M U.
Discussant: Sumit Kumar Kundu, Saint Louis U.

934: (OCIS) Coordination and Knowledge Integration
9:00-10:20 Omni Shoreham Hotel: Calvert
Chair: Pamela E Carter, U. of Oklahoma
OCIS: Measuring Team Mental Models
OCIS: Recombining Knowledge through Know-how Trading: Examining the Impact of Informal Boundary-spanning Communication on Individual Performance
Robin Teigland, Stockholm School of Economics; Molly Wasko, U. of Maryland
Discussants: Manju K. Ahuja, Florida State U.; Sanjay Gosain, U. of Maryland

935: (OM) Understanding the New Product Development Process
9:00-10:20 Hilton Washington & Towers: Monroe East
Chair: Morgan Swink, Michigan State U.
OM: Towards a Knowledge Management Approach to New Product Development: An Empirical Investigation
Paulo Gomes, Boston U.; Anil Khurana, Boston U.
OM: The Diffusion and Effectiveness of Tools for Managing and Improving the New Product Development Process in the U.K.
Harvey Maylor, U. of Bath; Kathryn Lee Blackmon, U. of Bath
OM: Judgments and Biases in New Product Evaluation
Mumamer Ozer, City U., Hong Kong; Rohit Verma, DePaul U.; Mohamed A. Youssef, Norfolk State U.

Wednesday 10:15AM

936: (AAC) Conference Break
10:15–10:45 Marriott Wardman Park Hotel: Wilson A
Join us in the Exhibit area for refreshments.
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Wednesday 10:40AM

10:40–12:00 Marriott Wardman Park Hotel: Wilson B
Chair: John F. Mahon, U. of Maine
The Concept of Political Markets
Jean-Philippe Bonardi, U. of Western Ontario; Amy Hillman, Arizona State U.; Gerald Keim, Arizona State U.
Corporate Strategies and Tactics in Political Markets
Jennifer Griffin, George Washington U.; John F. Mahon, U. of Maine
The Uses of Political Markets
Barry M. Mitnick, U. of Pittsburgh
Measuring Success in Political Markets
Richard A. McGowan, Boston College; John F. Mahon, U. of Maine

938: (BPS) Does Diversification Matter?
10:40–12:00 Marriott Wardman Park Hotel: Wilson C
Chair: Hao Ma, Bryant College
BPS: Firms’ Technological Resources and the Performance Effects of Diversification: A Longitudinal Study
Douglas J. Miller, Tulane U.
BPS: Product Diversification, Corporate Management Instruments, Resource Sharing, and Performance
Aswin Van Oijen, Tilburg U.
BPS: Knowledge, Absorptive Capacity, and the Theory of the Diversified Firm
Shyam Kumar, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign
BPS: Stakeholder Firm-specific Investments, Financial Hedging, and Corporate Diversification
Heli Wang, Ohio State U.; Seongyeon Lim, Ohio State U.
Discussant: Nicholas Argyres, U. of Southern California

939: (BPS) Competitive Dynamics between Firms
10:40–12:00 Marriott Wardman Park Hotel: Wilson B
Chair: Sumit Majumdar, Imperial College of Science, Technology and Medicine
BPS: Hypercompetitive Performance: Are the Best of Times Getting Shorter?
Robert R. Wiggins, Tulane U.; Timothy Ruefli, U. of Texas, Austin
BPS: What Differences Make a Difference: An Action-based Firm Differences in Interfirm Competition
Ping Kwong Yeung, Open U., Hong Kong; Chung-Ming Lau, Chinese U., Hong Kong
BPS: Competing in Concept Space: The Competitive Use of Service Marks by Management Consulting Firms
Matthew Semadeni, Texas A&M U.
BPS: Geographic Agglomeration, Knowledge Spillovers, and Competitive Evolution
Brent D. Beal, LSU; Javier Gimeno, INSEAD
Discussant: Ming-Jer Chen, U. of Virginia

940: (BPS) Dynamic Perspectives on Strategy
10:40–12:00 Marriott Wardman Park Hotel: Wilson A
Chair: Stewart Johnston, U. of Melbourne
Charles Williams, U. of Michigan; Will Mitchell, U. of Michigan
Session Details-Wednesday

BPS: The Management and Performance of Technology
Grafting Acquisitions
Phanish Puranam, U. of Pennsylvania

BPS: Do Firm Resources Drive Acquisition Activity? Theory and Evidence
Wm. Gerard Sanders, Brigham Young U.
Discussant: Matthew Kraatz, U. of Illinois, Urbana-Champaign

941 : (CM) Featuring CMD Student Papers
10:40-12:00 Hilton Washington & Towers: Caucus
Chair: Kate Bezrukovk, U. of Pennsylvania
CM: The Role of Procedural Justice and Resource Considerations in Union Certification Decisions
Steven Blader, New York U.
CM: A Model of Help Exchange in Business Relationships
Matthew A. Cronin, Carnegie Mellon U.
CM: Going 'Round in Circles: Integrating Competitive and Collaborative Frames in the Indianapolis 500 Conflict
Joy E. Beatty, Boston College
CM: Learning to Manage Organizational Politics: A Closer Look at Development, Shared Organizational Values, and Political Effectiveness
Lisa Dragoni, U. of Maryland

942 : (ENT) Careers and HR in Self-Employment and Small Business
10:40-12:00 Omni Shoreham Hotel: Forum
Chair: Joel R. DeLuca, U. of Pennsylvania
Facilitator: Andrea E. C. Griffin, Marquette U.
ENT: Self-Employment as a Career Choice: Attitudes, Entrepreneurial Intentions, and Utility Maximization
Evan John Douglas, Queensland U. of Technology
ENT: Compensation Strategy in High Growth Entrepreneurial Firms: The Impact of External and Internal Pay Equity on Affective, Behavioral, Cognitive, and Performance Outcomes
Craig L. Pearce, Claremont Graduate U.; Michael Enssley, U. of North Carolina, Charlotte; David B. Balkin, U. of Colorado, Boulder
ENT: Stress and Success among Small Business Owners: A Field Study of Insurance Agency Proprietors
David A. Mack, U. of Texas, Arlington

943 : (ENT) Financing New Ventures
10:40-12:00 Omni Shoreham Hotel: Cabinet
Chair: Dennis P. Slevin, U. of Pittsburgh
ENT: The Impact of Timing and other Signal Characteristics on Returns to Private Equity Placements: The Case of Biotechnology
Jay J. Janney, Purdue U.
ENT: Venture-Capital Financing and the Growth of Startup Firms
Antonio Davila, Stanford U.
ENT: Structure, Management and Information in Syndicated Venture Capital Investments
Mike Wright, U. of Nottingham; Andy Lockett, U. of Nottingham

944 : (GDO) Into the New Millennium: Gender Stereotypes in Management are Alive and Well
10:40-12:00 Hilton Washington & Towers: Map
Chair: La Verne Hairston Higgins, Le Moyne College
GDO: Managerial Sex Role Stereotyping Among New Zealand University Students
Daniel Alan Sauers, Lincoln U., New Zealand; Jeffrey Kennedy, Lincoln U., New Zealand; Deirdre O'Sullivan, Lincoln U., New Zealand
GDO: Business Press Accounts of Women Executives: Constructing Gender and Merit on the Front Pages of the Wall Street Journal
Linda A Krefting, Texas Tech U.
GDO: Tokens at the Top: The Representation and Status of Women Inside Directors in Large Corporations
Deborah Dahlen Zlechowski, Robert Morris College; Diana Bilimoria, Case Western Reserve U.

945 : (HCM) The Search for Enhanced Performance in Health Care Organizations
10:40-12:00 Hilton Washington & Towers: Georgetown West
Chair: Trish Reay, U. of Alberta
*Mark Patton Brown, Louisiana State U.; Michael C. Sturman, Cornell U.; Marcia J. Simmering, Louisiana State U.
HCM: The Effects of an HMO-Hospitalist Program
Carol Molinari, Washington State U.; Robert Short, Washington State U.
HCM: Downsizing and Organizational Restructuring: Differentiating Their Impact on Hospital Performance
Kent Rondeau, U. of Alberta; Terry H Wagar, St. Mary’s U.
HCM: National Experiment with Vertical Healthcare Integration: Questionable Assumptions and Future Implications
Rhonda M. Engleman, U. of Minnesota
Discussants: Stephen J. O’Connor, U. of Alabama, Birmingham; Jon Chilingerian, Brandeis U

946 : (HR) High Performance Work Systems
10:40-12:00 Marriott Wardman Park Hotel: Virginia C
Chair: Stephen J. Havlovic, U. of Wisconsin, Whitewater
HR: The Differential Impact of Voluntary Turnover and the Retention Practices of Human-Asset-Intensive and Non-Human-Asset-Intensive Firms
Monika D. Hamori, U. of Pennsylvania
HR: Employee Management Systems: An Investigation of Configurations and Organizational Contexts
Tim Bartram, La Trobe U.; Christina Cregan, U. of Melbourne
HR: The U.S. Small Business Sector, High Performance Work Systems, Turnover, and Productivity
Sean A. Way, Rutgers U.
HR: The Impact of Employee Participation on Plant Performance over Time: Motivational and Information
Sharing Effects  
Jeffrey B. Arthur, Virginia Polytechnic Institute and State U.  
Discussant: John A. Lust, Illinois State U.  

**947 JS: (HR, OB)** New Pieces in the Puzzle of Fit:  
Individual, Group, and Organizational Level Antecedents and Outcomes  
10:40- 12:00 Marriott Wardman Park Hotel: Cotillion South  
Chair: Cheryl L. Adkins, Longwood College  
A Test of Competing Models of Person-group Fit on  
Extraversion  
Amy L. Kristof-Brown, U. of Iowa; Murray R. Barrick,  
Michigan State U.; Cynthia Kay Stevens, U. of Maryland  
Causes and Consequences of Status Incongruence in Teams  
Elizabeth C. Ravlin, U. of South Carolina; David C. Thomas,  
Simon Fraser U.; Arzu Ilsev, U. of South Carolina  
What Does It Mean to Fit: The Construct, Convergent, and  
Discriminant Validity of Subjective Fit Perceptions  
Daniel M. Cable, U. of North Carolina, Chapel Hill; D. Scott  
Derue, Monitor Group  
Attracting Opposites: Exploring Dimensions of  
Complementary Fit  
Cheryl L. Adkins, Longwood College; Mitchell Adrian,  
Longwood College  
Presenters: Amy L. Kristof-Brown, U. of Iowa; Elizabeth C.  
Ravlin, U. of South Carolina; Daniel M. Cable, U. of North  
Carolina, Chapel Hill; Cheryl L. Adkins, Longwood College  
Discussant: John R. Hollebeck, Michigan State U.  

**948 → (IM) Determinants of International Joint Venture Performance**  
10:40- 12:00 Omni Shoreham Hotel: Congressional A  
Chair: Farok Contractor, Rutgers U.  
IM: The Strategic Leadership of International Alliances and  
Their Innovative Performance  
Richard N. Osborn, Wayne State U.  
IM: Determinants of International Joint Venture Performance:  
Evidence from a Newly Industrializing Economy  
Nitin Pangarkar, National U., Singapore; Henry Lee, National  
U., Singapore  
IM: Effects of Market Liberalization on Joint Venture  
Contributions, Control, Stability & Performance: An  
Empirical Study of International JVs in India  
Prashant Kale, U. of Michigan ; Jaideep Anand, U. of  
Michigan  
Winner of IM Division Best Paper Award  
IM: Multi-party Cooperation and Performance in International  
Equity Joint Ventures  
Yadong Lou, U. of Miami; Seung Ho Park, Rutgers U.  
Discussant: Bernard M. Wolf, York U.  

**949 → (IM) The Resource-based View and International Business Research**  
10:40- 12:00 Omni Shoreham Hotel: Congressional B  
Chair: Jean-Francois Hennart, Tilburg U.  
→ IM: The Valuation Consequences of International  
Acquisitions: A Resource-based View  
Constantinos Markides, London Business School ; Daniel  
Oyon, U. of Lausanne  
→ IM: Links Between Acquiring Firm Resources and  
International Diversification Strategy in Cross Border  
Mergers and Acquisitions  
Jian Gu, Temple U.  
→ IM: Leveraging Cultural Differences: Impact of Learning on  
Home and Host Country Performance  
Katsuhiko Shimizu, U. of Texas, San Antonio  
→ IM: The Resource-based View and International Business  
Mike W. Peng, Ohio State U.  
Discussant: Heather Berry, U. of Pennsylvania  

**950 → JS: (IM, TIM) Strategic Technology Initiatives and Subsidiary Evolution**  
10:40- 12:00 Omni Shoreham Hotel: Governor's  
Organizers: John W. Medcof, McMaster U.; William H. A.  
Johnson, McMaster U.  
Locational Influences on Technology and Capability  
Development in Japanese Foreign Subsidiaries in Asia  
Steven R. White, Chinese U., Hong Kong  
Using Technology Development to Further Subsidiary  
Development  
William G. Egelhoff, Fordham U.  
Subsidiary-driven Strategic Technology Initiatives and the  
Risk Landscape of the Multinational Enterprise  
John W. Medcof, McMaster U.; William H. A. Johnson,  
McMaster U.  
Strategic Subsidiary Intent and the Development of Subsidiary  
R&D Capabilities  
David Methe, Kobe U.  
Discussant: Julian M. Birkintshaw, London Business School  
Presenters: Andrew Delios, National U., Singapore; William G.  
Egelhoff, Fordham U.; David Methe, Kobe U.; William H. A.  
Johnson, McMaster U.  

**951 (MC) University-based Approaches to Developing Management Consulting**  
10:40- 12:00 Omni Shoreham Hotel: Governor's  
Chair: William B Werther, U. of Florida  
Panel: Marc Bonnet, U. of Lyon, Lumiere/ISEOR; Marilyn E.  
Harris, CMU/HSCC; Rickie Moore, E.M. Lyon; Fleming  
Pouffelt, Copenhagen Business School; Joseph W Weiss,  
Bentley College; Mark Mallinger, Pepperdine U.  

**952 (MED) Challenges and Issues in the Classroom**  
10:40- 12:00 Hilton Washington & Towers: Military  
Chair: James M. Hunt, Babson College  
→ MED: The Relationship Among Knowledge, Opportunity,  
and Ethical Perceptions: A Cross-national Investigation  
Jyotsna Mukherji, Texas A&M International U.; Ananda  
Mukherji, Texas A&M International U.  
MED: Teaching, Learning and Multiple Intelligences:  
Implications for Management Education  
Jude A. Rathburn, U. of Wisconsin, Milwaukee  
MED: Developing Emotional Intelligence: Application in an  
Undergraduate Management Course  
Kenneth S. Rhee, Northern Kentucky U.
Session Details—Wednesday

**953 : (OB) Time and Timing in Organizations**
10:40-12:00 Marriott Wardman Park Hotel: Maryland C
Chair: David K. Palmer, U. of Nebraska, Kearney
→ OB: Temporal Focusing in Strategic Change
Quy Nguyen-Huy, INSEAD
OB: The Effect of Outcome Delays on Negotiation Efficiencies for Benefit and Burden Allocation
Tamara A. Uptigrove, U. of Texas, Dallas; Gerardo A. Okhuysen, U. of Texas, Dallas
OB: The Experience of Time Compression: Causes and Consequences
→ OB: The Impact of False Information and Decision Timing on Personnel Decisions: Getting Hired vs. Staying Hired
Donald H. Schepers, City U. of New York, Baruch College
OB: Managing Time and Pace in Work Groups: Effects of Temporal Planning on Coordination
Gregory A. Janicik, New York U.; Caroline A. Bartel, New York U.
Discussant: Joel B. Bennett, Texas Christian U.

**954 : (OMT) Organizational Control**
10:40-12:00 Marriott Wardman Park Hotel: Harding
Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison
OMT: The Role of Politics and Impression Management in Repricing Executive Options
OMT: Toward an Integrative Social Agency Theory: A Review of Agency Theory and Normative Critiques
Joseph P. Kane, Pennsylvania State U.
OMT: An Investigation of the Effects of Formal Control Mechanisms and Psychological Contracts on Employees’ Tendencies to Divulge Trade Secrets
David R. Hannah, Texas A&M U.
OMT: A Theory of Monitoring: Catching People Doing Something Right, or Simply Catching Them
Michael R. Baird, Queen's U.; David J. Ramsden, Queen's U.

**955 : (ONE) Environmental Justice and Sustainable Communities**
10:40-12:00 Hilton Washington & Towers: Monroe West
Chair: Kate Kearins, U. of Waikato
→ ONE: Procedural Justice Effects on Interest Groups in an Environmental Commons Dilemma
→ ONE: Seeking Community Sustainability in Southern Appalachia: Those that Need It the Most Embrace It the Least
W. Edward Stead, East Tennessee State U.; Jean Garner
Stead, East Tennessee State U.; Donald J. Shemwell, East Tennessee State U.

**956 : (PNP) International Trade and Economic Development**
10:40-12:00 Marriott Wardman Park Hotel: Eisenhower
Chair: Michael A. Brintnell, National Association of Schools of Public Affairs and Administration
→ PNP: Organizations as the Basis of the ‘New-World Order’: International Governmental Organizations and Bilateral Trade
Jeffrey Robinson, Columbia U.; Paul Ingram, Columbia U.
→ PNP: Does WTO Matter? An Analysis of WTO Trade Dispute Settlement
Jason Z. Yin, Seton Hall U.; Doowon Lee, Yongse U.
→ PNP: Assessing the Community Economic Impact of Nongovernmental Development Organizations
Gary M. Woller, Brigham Young U.; Robert J. Parsons, Brigham Young U.
Discussant: Brian Davis, State U. of New York, Albany

**957 : (JS) Bringing the Labs in from the Cold War: Managing the Federal GOCO Laboratories in an Era of Contractor Competition**
10:40-12:00 Marriott Wardman Park Hotel: Cotillion North
Chair: Gordon Kingsley, Georgia Institute of Technology
Market-based Management of Government Institutions: As Assessment of the National Laboratories’ ‘GOCO’ System
Barry Bozeman, Georgia Institute of Technology
Managing DOE’s National Laboratory System During a Time of Disruptive Change
William J. Valdez, U.S. Department of Energy
Big Science, Big Bureaucracy, and Privatization: Developing a Theory of Quasi-market Success and Failure
Hal G. Rainey, U. of Georgia
On Becoming Just Another Contractor: A Case Study Looking Out from Sandia National Laboratory
Gordon Kingsley, Georgia Institute of Technology
Contractor Competition and the Oak Ridge National Laboratory
Jan Youtie, Georgia Institute of Technology
Discussant: Gordon Kingsley, Georgia Institute of Technology

**958 : (SIM) Ethics, Culture and Codes of Conduct**
10:40-12:00 Hilton Washington & Towers: Thoroughgood
Chair: Richard E. Wokutch, Virginia Polytechnic Institute and State U.
SIM: Climatic Change: A Preliminary Re-analysis of Victor and Cullen’s Ethical Climate Construct
Dwight K. Bennett, James Cook U.; Charles S. Areni, James Cook U.
SIM: Outcomes of Organizational Ethics Programs: Influences of Perceived Values, Compliance, and Distrust Orientations
Session Details—Wednesday

959 (SHCS: (SIM, PNP, ENT)) Micro Solutions for a Macro Problem: Fighting Poverty through Microenterprise, Microcredit and Microfinance
10:40-12:00 Hilton Washington & Towers: Lincoln West
Chair: Gordon P. Rands, Western Illinois U.
Microcredit for Microenterprises: An Overview
Sam Daley-Harris, Microcredit Summit Campaign
Microcredit: One NGO’s Approach
John Hatch, FINCA, International
Corporations and Microenterprise
Alex Counts, Grameen Foundation USA
Microenterprise: How Government Matters
Katharine McKee, U.S. Agency for International Development
Business School Innovations to Combat Global Poverty
Warner Woodworth, Brigham Young U.

960: (SIT) Dysfunctional Behavior in Organizations
10:40-12:00 Marriott Wardman Park Hotel: Kennedy
Facilitator: Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration
MED: Cross-cultural Differences in Learning Processes: Hong Kong, Singapore, and the U.S.
H. Alvin Ng, Pace U.; Anne Marie Francesco, Hong Kong Baptist U.; Eric H. Kessler, Pace U.
MOC: When a “Bad” Thing Happens to “Bad” People at Work: Overt Expressions of Anger and Psychological Health
Christian Kiewitz, U. of Alabama, Tuscaloosa; Scott C. Douglas, U. of Montana; Mark J. Martinko, Florida State U.
OB: Personality Correlates of Workplace Anti-social Behavior
Kibeom Lee, U. of Western Australia; Michael Ashton, Brock U.; Kang-Hyun Shin, Kansas State U.
OB: Perceived Injustice, Neutralizing and Cyberloafing at the Workplace
Vivien Lim, National U., Singapore; Geok Leng Loo, National U., Singapore; Thompson S.H. Teo, National U., Singapore

961: (SIT) The Role of Trust in Interorganizational Relationships
10:40-12:00 Hilton Washington & Towers: Georgetown East
Facilitator: Vishwanath V. Baba, McMaster U.
ENT: Trust's Multi-dimensional Form and Role in Bank-Small Firm Relationships
Patrick Saparito, U. of New Hampshire; Chao Chen, New York U. / Rutgers U.
MOC: Hierarchy of Beliefs, Trust, and Dynamic Managerial Decision-making: A Cross-national Comparison
R. Scott Marshall, Portland State U.
OB: Making Trust Matter - The Effects of Diversity, Propensity to Trust, and Satisfaction on Trust and Performance in Teams
Lucy L. Gilson, U. of Connecticut; Anthony P. Ammeter, U. of Missouri, Rolla

OCIS: Understanding the Role of Trust in Interorganizational Electronic Commerce: An Empirical Investigation
Paul A. Pavlou, U. of Southern California
Winner of OCIS Division Top Student Paper Award

962: (SIT) Organizational Commitment: Some Recent Findings
10:40-12:00 Marriott Wardman Park Hotel: Kennedy
Facilitator: Mikael Sondergaard, U. of Southern Denmark
CAR: What Difference Does It Make? A Longitudinal Study of the Relationship between Career Management and Organizational Commitment in the Early Years at Work*
Jane Sturges, Open U., U.K.
Winner of Careers Division Best Paper Award

HR: Change in Normative Contracts: An Exploration of Power and Dependency in Employment Relationships
Lisa Schurer Lambert, U. of North Carolina, Chapel Hill
OB: Fulfillment of the Psychological Contract and Organizational and Unit Commitment
Brigitte Ten Brink, Vrije U., Amsterdam; Deanne N. Den Hartog, Free U., Amsterdam; Paul L. Koopman, Free U., Amsterdam; Jaap Van Muijen, LTP
OB: The Effect of Perceived Job Alternatives and Job Performance on Intention to Quit
Stan X. Li, U. of Alberta; Martin G. Evans, U. of Toronto

963: (TIM) The Structure and Processes of Inter-firm Coordination in the Commercialization of Complex Products
10:40-12:00 Omni Shoreham Hotel: Capitol
Chair: Alan O’Sullivan, U. of Ottawa
Balancing Centralization and Decentralization in Deintegrated Product Development
Alan O’Sullivan, U. of Ottawa
Coordination in Transition: Building Bridges between Technological Platforms
Paul Skilton, Grand Valley State U.
Coordinating New Product Development in Strategic Alliances
Donald Gerwin, Carleton U.
Presenters: Paul Skilton, Grand Valley State U.; Donald Gerwin, Carleton U.

964 JS: (TIM, BPS) University Technology Transfer and Entrepreneurship
10:40-12:00 Omni Shoreham Hotel: Palladium
Chair: Robert A. Lowe, U. of California, Berkeley
Why Do Some Universities Generate more Start-ups than Others?
Dante DiGregorio, U. of Maryland; Scott Shane, U. of Maryland, College Park
Entrepreneurship and Information Asymmetry: Theory and Evidence from Start-up Licensees at the University of California
Robert A. Lowe, U. of California, Berkeley
Understanding Evolving University-Industry Relationships
Wednesday 12:20PM

965 (AA) Politics, Regulation, Strategy and Performance in the U.S. Telecommunications Industry
12:20-2:10 Marriott Wardman Park Hotel: Salon 2
Chair: Bennet Zelner, Georgetown U.
Competition, Policy and Firm Strategy in U.S. Long Distance Telecommunications
John W. Mayo, Georgetown U.
The Impact of Incentive Regulation in the U.S. Telecommunications Industry
David Sappington, U. of Florida
Commercialization of the Internet: The Interaction of Public Policy and Private Choices
Shane Greenstein, Northwestern U.
Merger Analysis in the New Economy: AOL-Time Warner at the FCC
Gerald Faulhaber, U. of Pennsylvania/FCC
Discussants: David Mowery, U. of California, Berkeley; Christopher L. Tucci, New York U.; Toby E. Stuart, U. of Chicago

966 (BPS) Cooperative Strategy
12:20-2:10 Marriott Wardman Park Hotel: Wilson A
Chair: Liwu Olivia Wang, Northwestern U.
Ji-Ren Lee, National Taiwan U.; Jen-Shyang Chen, Ming-Chuan U.; Ming-Je Tang, National Taiwan U.
BPS: The Influence of National Context and Industry Structure on Innovation Strategy for Firms Competing in Global versus Multidomestic Industries
Brent B. Allred, College of William and Mary
BPS: Unpacking Strategic Alliances: Collaboration in the World Aerospace Industry
Kyle J. Mayer, U. of Southern California; David J. Teece, U. of California, Berkeley
BPS: Integrating Knowledge Across Country Borders for Transnational New Product Development Capability
Mohan Subramaniam, Boston College
Discussant: Gautam Ahuja, U. of Texas, Austin

967 (BPS) Diversification and Firm Performance
12:20-2:10 Marriott Wardman Park Hotel: Wilson C
Chair: Larry Stimpert, Colorado College
BPS: A Stakeholder Theory of Corporate Diversification
Heli Wang, Ohio State U.; Jay Barney, Ohio State U.
BPS: Product and International Diversification Effects on Firm Failure: Evidence from the International Integrated Circuit (IC) Industry
Eui K. Jeong, Texas A&M U.; David Loree, U. of Western Ontario
BPS: Diversification Discount or Premium? New Evidence from BITs Establishment-Level Data
Belen Villalonga, U. of California, Los Angeles
Discussant: Radha Chaganti, Rider U.; Corinne A. Post, Rutgers U.; Fairly Vanover, Saint Leo College

968 (SHCS, OMT) Management and Strategy in an Era of Investor Capitalism
12:20-2:10 Marriott Wardman Park Hotel: Cotillion South
Organizer: Sheila Goins, U. of Illinois, Chicago
Isomorphism Under Investor Capitalism
Sheila Goins, U. of Illinois, Chicago
Structural Incoherence and Stock Market Volatility
Ezra W. Zuckerman, Stanford U.
Security Analysts and Adoption of Downsizing Among Large U.S. Firms
Geoffrey Love, Rice U.
The Effect of Institutional Investors on Outside Director Compensation
David Hess, U. of Pennsylvania
Discussants: Gerald F. Davis, U. of Michigan; Michael Useem, U. of Pennsylvania

969 (GDO) The Effect of Diversity on Leadership and of Leadership on Diversity
12:20-2:10 Hilton Washington & Towers: Map
Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
GDO: Followers’ Perspective: Gender, Transformational, and Transactional Leaderships and their Impact on Leadership Outcomes
Fred Walumbwa, U. of Illinois, Urbana-Champaign; Ju-Chien Cindy Wu, U. of Illinois, Urbana-Champaign
GDO: Moderators of the Influence of Supervisor-Subordinate Similarity on Subordinate Outcomes
Robert Vecchio, U. of Notre Dame; Richard Craig Bullis, U.S. Military Academy
GDO: When Leaders Harass: The Role of Organizational Leadership in Managing Sexual Harassment within Its Ranks
Discussants: Radha Chaganti, Rider U.; Corinne A. Post, Rutgers U.; Fairly Vanover, Saint Leo College

970 (IM) Member Feedback and Reflection
12:20-2:10 Omni Shoreham Hotel: Congressional A
Chair: Sully Taylor, Portland State U.

971 (MED) A Practical Guide to Successful Service-learning at the College and University Level
12:20-2:10 Hilton Washington & Towers: Military
Chair: Amy L. Kenworthy-U'Ren, Bond U.
Two Major Concerns about Service-learning: What if We Do It, and What if We Don’t?
Laurie N. DiPadova, U. of Utah
Nuts & Bolts: Key Issues to Consider for Service-learning: Project Design and Development
Amy L. Kenworthy-U'Ren, Bond U.

Integrated, Team-Based Service-learning Engagements: Key Project, People, and Process Issues
Steven Dana Papamarcos, St. John's U.

Effective Service-learning in a Bi-cultural Environment: Impact Analysis
Linda M. Sama, U. of Texas, El Paso

Improving Service-learning Through Enhancing Critical Thinking
George Watson, U. of South Florida

972 ☯: (MH) Theme Session: Governments, Organizations, Management and History
Chair: Eileen Kelly, Ithaca College

MH: Russian History and the "Americanization" of Corporate Governance
Trevor Buck, De Montfort U.

MH: From Competitiveness to Competition: Canadian Public Policy and Banking
James L. Darroch, York U.; Gerry Kerr, York U.

MH: The State-lawyer Relationship in England and Wales
Gerard Hanlon, Kings College, London U.

MH: From Colonial Administration to Development Management
Bill Cooke, U. of Manchester


973 ☯: (MSR, SIM) Spiritualities, Cultures, and Missions of Religious Organizational Subgroups: Lessons for the Global Corporation
12:20- 2:10 Hilton Washington & Towers: Jefferson East

Subgroup Spiritualities, Cultures, & Missions in the Global Organization
Charles Fornaciari, Florida Gulf Coast U.
The Spirituality, Culture, and Mission of the Society of Jesus (Jesuits): Lessons for the Global Corporation
Gerald F Cavanagh, S.J., U. of Detroit, Mercy

The Spirituality, Culture, and Mission of the Congregation of Holy Cross: Lessons for the Global Corporation
Oliver Williams, U. of Notre Dame

The Spirituality, Culture, and Mission of the Sisters of the Holy Names of Jesus and Mary: Lessons for the Global Corporation
Marcia A. Friderger, Holy Names College

The Spirituality, Culture, and Mission of the Oblates of St. Francis de Sales (Salesians): Lessons for the Global Corporation
Richard Wojnicki, Florida Gulf Coast U.

Discussants: Edwin M. Epstein, St. Mary's College; James J. McGee, Santa Clara U.

974 ☯: (OB) Leadership in the 21st Century: Things Sure Aren't the Way They Used to Be!
12:20- 2:10 Marriott Wardman Park Hotel: Maryland B
Chair: Anson Seers, Virginia Commonwealth U.

Who's The Boss?: Contingent Work Relationships in the 21st Century
Claudia C. Cogiser, Oregon State U.; Nancy J. King, Oregon State U.

Rethinking Leadership from a Relational Standpoint
Mary Uhl-Bien, U. of Central Florida

Leader Member Exchange, Transformational Leadership and Mentoring: The New Psychological Contract
Terri A. Scandura, U. of Miami; Ethlyn Anne Williams, U. of South Florida

Who Leads when No One Is the Supervisor: Can Self-Directing Teams Share Leadership?
Anson Seers, Virginia Commonwealth U.; Tiffany Keller, U. of Richmond

Presenters: Claudia C. Cogiser, Oregon State U.; Nancy J. King, Oregon State U.; Mary Uhl-Bien, U. of Central Florida; Ethlyn Anne Williams, U. of South Florida; Anson Seers, Virginia Commonwealth U.; Tiffany Keller, U. of Richmond

Discussant: James G. Hunt, Texas Tech U.

975 ☯: (OB) Research on Stress and Burnout
12:20- 2:10 Marriott Wardman Park Hotel: Maryland A
Chair: Mary Beth Marrs, U. of Missouri, Columbia

OB: Emotional Labor and Burnout: Merging Two Literatures on 'People Work'
Céleste M. Brotheridge, U. of Regina; Alicia A. Grandey, Pennsylvania State U.

OB: Self-efficacy as a Moderator of Work Control: Implications for the Stress-Strain Relationship
Nerina L. Jimmieson, Queensland U. of Technology; Deborah J. Terry, U. of Queensland; Victor C. Callan, U. of Queensland

OB: An Evaluation of a Stress Intervention: The Roles of Work Demands, Control and Supervisory Support
Mary S. Logan, London School of Economics and Political Science

OB: Resource Loss and Job Burnout: An Examination of Conservation of Resources (COR) Theory
Thomas A. Wright, U. of Nevada, Reno; Stevan E. Hobfoll, Kent State U.

OB: Coordination under Pressure from Managed Care: Divergent Effects of Work Stressors on Relational Coordination and Job Satisfaction
Jody H. Gittell, Harvard U.

Discussant: Jia Lin Xie, City U., Hong Kong
Wednesday 2:30PM

**976:** *(GDO)* Road Warriors, Civilian and Military: Issues and Solutions
2:30- 4:00 Hilton Washington & Towers: Map
Chair: Kathleen M. Campbell, U.S. Military Academy
Work-Family Conflict and Expatriates/Frequent Travelers: An Overview
  Donald J. Campbell, U.S. Military Academy; Gregory J. Dardis, U.S. Military Academy
Issues Facing Civilian Road Warriors
  Kathleen M. Campbell, U.S. Military Academy
Issues Facing Expatriates, Inc. (a.k.a., the U.S. Army)
  Scott Bemis, U.S. Military Academy; Scott Petersen, U.S. Military Academy
Organizational Solutions and Individual Coping Skills
  Catherine M. Ruvolo, U.S. Military Academy

**977:** *(MED)* Today's Service-learning: Case Studies and New Project Ideas
2:30- 5:00 Hilton Washington & Towers: Military
Chair: George Watson, U. of South Florida
A Case Study in Service-learning from a Business Ethics Perspective
  Linda M. Sama, U. of Texas, El Paso
Incorporating Service-learning into Management Courses
  Mary Tucker, Ohio U.; Anne McCarthy, Colorado State U.; James A. McCambridge, Colorado State U.
The “Next Wave” in Service-learning: Team-based, Integrative Projects with Structural Objectives

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