

Building Effective Networks

THE ACADEMY OF MANAGEMENT Denver, Colorado • August 9 to 14 2002

How to Use the Program Guide

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Looking for what's happening each day at a glance?

EXAMPLE

Go to Section B, Conference Program Guide starting on page 45. On Monday morning, you might look at session #512. This is a session cosponsored by the Organizational Behavior Division (OB) and Human Resources Division (HR) (see the inside back cover for an explanation of acronyms and symbols). It is held in the Governor's Square 12 Room of the Adam's Mark Hotel.

NOTE: The Friday through Sunday sessions are, for the most part, Professional Development Workshops, Committee Activities and Meetings, and the All-Academy opening on Sunday afternoon and evening. These sessions are numbered 1 through 339. Monday through Wednesday sessions between 8:00 AM and 5:20 PM are the scholarly sessions, i.e. paper sessions and symposia. Monday and Tuesday evenings are also times for division receptions, business meetings, and social hours. The Monday through Wednesday sessions are numbered 340 to 1032.

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MV: Gov. Sq. 12		512 OB/HR	: Continger	L Hork		
AV: Gov. Sq. 14		478 AV 19				550 HR/IV

Looking for a particular Division's sessions?

Go to Section C, Summary Overview by Division/Committee starting on page 65. Here you will find all the division-sponsored session numbers and names listed by day, time, location, and the session number, so you can look in the session details section to find the full description of the session. Here you will also find listed the reviewers for that division, and information on some special division-related sessions you might find interesting.

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_	2:00pm	161	DO CONT	SPDM: Our Art. Ow Work:
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	6:00pm	128	MT Denver Salirm Ste I	Boxtopal Student Reception
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		224	MT Qol. Relinn Gel. D	SPIDM: Teaching Organization Change
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Non	8,0000	383	DC A205	JS: Recording Virtus Teams
		378	DC CSRR	SHGS: Spiritus My and Performs now
		387	DC #201	JS: Building What Networks
		384	DC C118	DDC Vielcome
		366	DC A106 T4	IP : Macouledge and Learning

Looking for a full description of a session?

EXAMPLE

Go to Section D, Session Details starting on page 135. Let's assume you want to check out the details of ENT, PNP, SIM jointly sponsored (JS) session 543. Because the sessions are numbered consecutively for all the days, first locate that session number. Here you will find the full title, the people participating in the session, the papers or presentations included in the session and any additional instructions for attendees. The symbols located next to the session number indicate the orientations that apply for that given session. For example, the symbol next to the session number indicates that this is a teaching-oriented paper or session; the symbol indicates that this is a management practice-oriented session, and the symbol indicates that the session is a themeoriented paper or session. For a listing of all acronyms and symbols, see the inside back cover.

543 €9© \$ JS: (ENT, PNP, SM) Building Networks To Promote Socially Effective New Ventures

2:30-3:50 Convention Center: A207

Facilitators: **Deborah R. Ettington**, Eastern Michigan U.; **Lynda St. Clair**, Bryant College; **Mary Tschirhart**, Indiana U. Speakers: **Pamela Chaloult**, Social Venture Network; **Ami Doshi**, Ewing Marion Kauffman Foundation; **Marilyn L. Taylor**, U. of Missouri, Kansas City; **Norris F. Krueger Jr.**, Boise State U.

Looking for someone on the program?

Go to the <u>Section F, Index</u> starting on page 299. You will find the numbers of the sessions associated with the particular individual.

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Levy, David L. (U. of Massachusetts) (617) 327-1093 David.Levv@umb.edu **174**, **630**, **718**

Levy, Ricardo B. (Catalytica Energy Systems Inc.) 650-940-6303 rbl@CatalyticaEnergy.com **308**

Lew, Keen Lung (Nanyang Technology U.) 65-790-5665 achlee@ntu.edu.sq 832

Looking for the hotel room of the session?

Hotel floor plans are at the very back of the program in <u>Section G, Conference</u> Floor Plans beginning on page 337.

We hope you have made the Program Guide easy to use so you can make the most of the 2002 Academy of Management Meeting.

Please stop by an Academy Information Booth (there is one in each hotel) or go to the meeting website: http://aom.pace.edu/meetings/2002

Academy of Management 2002 Meeting



Building Effective Networks

Adam's Mark Hotel 1550 Court Place Denver, Colorado 80202

Hyatt Regency Denver 1750 Welton Street Denver, Colorado 80202 Marriott City Center Hotel 1701 California Street Denver, Colorado 80202

Colorado Convention Center 700 14th Street Denver, Colorado 80202

Front cover

Design and Chinese calligraphy by Rosalie L. Tung.

Back cover

Aerial photo of China's Great Wall, taken by Mr. Chen Changfen who was recognized by the 1989 special issue of TIME magazine as one of the ten most influential "inventors and innovators of photography," along with George Eastman and Edwin Land, in the 150-year history of photography.



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"Creativity and Networks: A Story of Mutual Influence" (porcelain) Veronique Tran, University of Geneva	
"Growing Up Too Soon" (pencil drawing) Teri Tompkins, Pepperdine U	
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Welcome to the 2002 Meeting of the Academy of Management

Dear Worldwide Members and Friends of the Academy,

On behalf of the many, many people who have worked almost unceasingly since last fall to put this meeting together, we extend a warm welcome to our worldwide members and friends of the Academy to the 62nd Annual Meeting of the Academy of Management to be held in Denver, Colorado.

Despite the trying circumstances we had to operate under, such as the anthrax scare and electronic disruption following the tragic events of September 11, we have received a 20 percent increase in paper submissions, resulting in an overall 9 percent increase in total submissions (3,273 submissions in all including papers, symposia and PDW workshops). The submissions to the scholarly program were reviewed by 3,769 reviewers from 41 countries! Given the record number of submissions and the rigorous review process, we have set a new high for scheduled sessions featuring over 3,800 people from over 1,000 unique affiliations. This represents a 25 percent increase over the preceding year. The participants come from 51 countries/economic entities around the world - 30 percent from outside of the U.S. In sum, we have planned plenty of intellectually stimulating sessions, with something for everyone.

To allow for the widest possible dissemination of the Meetings, the information in this printed program, the downloadable Interactive Scholarly Papers (where available), abstracts of all papers and symposia, and updated information about Denver and what the city has to offer are available on the 2002 Meeting Web Site http://www.aom.pace.edu/meetings/2002. On the site, you can search the program by keyword, division or interest group, participant, day, etc.

Theme for 2002: Building Effective Networks

The theme for 2002, a numeric palindrome year, is "Building Effective Networks". This theme is reflected in the programs of each of the Divisions and Interest Groups of the Academy. The popularity of this theme has also prompted us to sponsor a record number of All-Academy Symposia (33 in all) that are theme-related. Some of these sessions are less conventional in both content and format to capture the richness and diversity of flavor of this year's conference theme, including our opening panel on Sunday which examines the role of spiritual discernment in enhancing decision making and leadership skills. This session will feature spiritual leaders from three religious traditions (Christianity, Judaism, and Zen Buddhism). For a comprehensive listing of the All-Academy Symposia, please see page 69. Many distinguished speakers will also address the theme from various perspectives, including Mr. George Kell, Executive Head of the Global Compact; Mr. Chuanzhi Liu, co-founder of Legend Holdings, Ltd.; and Dr. Rosabeth M. Kanter of Harvard Business School. In addition, many Divisions and Interest Groups will host their own Distinguished Speakers. For a complete listing of these distinguished speakers, please see pages 5–9. In Denver, we will continue to celebrate the artistic talents and expressions of our members and friends through the Art and Poetry Exhibit which opens on Sunday evening at 7:00 p.m. (Adam's Mark Plaza Ballroom F). In addition, each Division and Interest Group has been given a free session to express the theme in whatever format it deems fit to display and demonstrate the reality that the Academy of Management itself constitutes a forum for networking among researchers, educators and practitioners who are dedicated to the advancement of knowledge and practice in the field of management.

What's New in 2002

The anthrax scare of last fall (a bad situation) apparently produced an unanticipated positive consequence, namely quickening the pace of conversion to electronic submissions. Most Divisions and Interest Groups handled their submissions completely electronically - from submission, through reviews and provision of feedback to submitters. In general, electronic submissions and their processing thereof went very smoothly.

Thanks to the hard work of Matt Suppa, this year we are pleased to announce an exciting new feature of the Annual Meeting Program - an interactive searchable online version tailored especially to your needs and interests called "My AOM Program". This new feature will enable you to review the online program (http://aomdb.pace.edu/aompd2002) and create a customized listing of sessions based on your own selections. You will be able to add sessions to your program, modify your selection, save it, print it or send it to your e-mail address.

At the Convocation (formerly known as business meeting) scheduled on Sunday at 5 p.m. (Adam's Mark, Plaza Ballroom), President **Jean M. Bartunek** will present a brief report on the "State of the Academy" which will be followed by an address by our 2002

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Distinguished Executive, Russell T. Lewis, CEO and President, The New York Times Company. At the Convocation, the winners of 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 will be made.

As part of the opening reception on Sunday evening, we will feature music by **Chris Daniels and the Kings**, "The coolest seven piece 'horn band' in the U.S. and Europe with two top ten songs on the American Radio charts playing funk, r & b, blues, and swing. Come join us on Sunday evening for this All Academy event (Adam's Mark Plaza Ballroom and Exhibit Area) where you can relax and meet old friends and make new ones over food and music.

Due to the 20 percent increase in paper submissions this year, we have expanded our Interactive Paper Sessions (108 sessions!). To accommodate this expansion, these will be held over eight time blocks (whole day Monday and Tuesday until 3:50 p.m.). Since some journals consider web posting of papers as prior publication, authors of interactive papers have the option of posting their papers in a downloadable version on the web or simply providing their email address on the web so that those who are interested could write them directly for a copy. In this way, participants can still read the papers in advance of the meeting if they so choose and, at the same time, allay authors' concerns about the prior publication policy of certain journals. Caucuses will be scheduled on Tuesday from 4:10-5:20 p.m.

In light of September 11 and subsequent events, on Tuesday morning (7:30-8:30 a.m., Adam's Mark, Silver Room), teachers from various traditions (Buddhist Practice, Christian Centering Prayer, Christian Mantra Meditation, Hindu Practice, Jewish Practice, Muslim Practice, and Quaker Practice), under the leadership of Andre Delbecq, will gather for an hour of music, silence, and readings focusing on World Peace. On Tuesday afternoon (4:10-5:20 p.m., Adam's Mark, Governors Square 14) there will be a Celebration of the Life and Accomplishments of Richard Hodgetts, All-Academy Symposia Chair, who passed away last November.

In line with the growing involvement and participation from scholars and practitioners from around the world, this year the university sponsors come up from three countries - U.S., Canada and China. In addition to the traditional university sponsors, this year we welcome two exhibitor sponsors - Perseus Publishing and Prentice-Hall.

To better serve the needs of our members, this year all placement services will occur in the Hyatt Regency Denver Hotel so that more space can be provided for such activities.

In closing, we would like to express our heartfelt thanks and appreciation to the thousands of people who have contributed generously of their time to make the 2002 program a success. We hope you will find the program intellectually stimulating, rewarding and enjoyable. More importantly, true to this year's theme, we hope that over the course of the almost week-long meetings, you will be able to reinforce existing and establish new networks and linkages with colleagues and friends from around the world to enable and facilitate our collective efforts as researchers, educators and practitioners who are dedicated to the knowledge and practice in the field of management.

We look forward to personally welcoming all of you to Denver!

Rosalie L. Tung

Academy Program Chair and Vice President

Simon Fraser University

Kosalie

Rita E. Collins

2002 Program Coordinator

Simon Fraser University



Keynote, Distinguished and Featured Speakers

All Academy Sessions

Russell T. Lewis, Chief Executive Officer and President of the New York Times Company, is the 2002 Distinguished Academy of Management Executive. Mr. Lewis was elected to the Board of Directors of The New York Times Company in May 1997. Mr. Lewis has served as chief executive officer of The New York Times Company since October 1997. He also serves as president of the Company, a position he has held since September 1996. As CEO, he has primary responsibility for overseeing and coordinating all of the Company's operations and business units and for working closely with the chairman to chart the future direction of the Company. He created and serves on the Company's Policy and Operating Committees, which are designed to better link corporate and operating functions.

Previously, Mr. Lewis served as president and general manager of The New York Times newspaper since February 1993, responsible for all of The Times' business functions, including the production, circulation, advertising, financial, systems and planning areas. Under his leadership, The Times:

- Accelerated revenue growth despite a sluggish advertising environment
- Improved profit margins through expense controls, production efficiencies and selective pricing initiatives in advertising and circulation
- Brought the College Point plant in on time and on budget
- Reduced the business side staff size by more than 10% over four years
- Completed the newsroom pagination project, which resulted in significant cost savings

Before serving as president, Mr. Lewis was executive vice president and deputy general manager since January 1992, and prior to that, senior vice president, production since August 1988. During that period, he led the restructuring of the production areas to be managed by non-union managers and the successful transition to the Edison, N.J., color printing plant.

Previously, Mr. Lewis served in various positions at The Times, including senior vice president of circulation from November 1984 to April 1988; vice president of circulation in January 1983; assistant director of consumer marketing in January 1982; and circulation sales director in May 1981. During this period, The Times:

 Increased daily circulation by over 130,000 copies and Sunday by over 122,000 copies, making The Times the largest selling Sunday newspaper in the U.S.

- Converted home delivery system from independent dealers to Times controlled T-routes.
- Rolled out the National Edition and instituted home delivery in over 30 major cities
- Consolidated the network of metropolitan area newspaper wholesalers and took control of that critical aspect of The Times' business

Mr. Lewis first joined The Times in 1966, as a copy boy, while attending college. He became a news clerk, then a news assistant, and won a Publisher's Award for a story he wrote about a New York City postal strike. In 1977, he returned to The Times as a staff attorney in the Company's legal department and was involved in litigation on a number of issues regarding freedom of the press.

In May 2001, for the third consecutive year, Mr. Lewis was selected for *Worth* Magazine's list of the "50 Best CEOs." He was also the recipient of the American Lung Association of NY Life & Breath Award.

During Mr. Lewis' tenure as CEO and president, the Company has been repeatedly cited for its commitment to excellence and innovation in a wide variety of areas. In Fortune magazine's 2002 annual survey of the "America's Most Admired Companies," The New York Times was listed as No.1 in its industry, receiving the top ranking all eight categories. The company also ranked No. 1 against all 530 companies surveyed in social responsibility and quality products/services.

From 1978 through 1981, Mr. Lewis served as secretary of the New York City Bar Association's Committee on Communications Law. In 1985 he was elected to the Board of Directors of the New York State Publishers Association and in 1990 served as its president. Mr. Lewis currently serves on the board of Colgate University, Hamilton, N.Y.

Mr. Lewis earned a Bachelor of Arts degree in 1969 from the State University of New York at Stony Brook. He entered Brooklyn Law School in 1970 and continued to work at The Times as a legal clerk. He was awarded a J.D. degree in 1973 and was a litigation associate with the New York City law firm of Cahill, Gordon and Reindel.

Mr. Lewis was born in 1947.

Session 336, Academy of Management Convocation/ Distinguished Executive Speaker, Adam's Mark Hotel, Plaza Ballroom Sections A+B+C, Sunday, August 11, 5:00 PM – 7:00 PM

Exploring the Foundation of the Practice through the Lens of Three Religious/Wisdom Traditions: Connecting to the "Lived Experience" of the Contemporary CEO

This All-Academy session which marks the opening of the 2002 Denver Meetings is organized by Andre L. Delbecq, J. Thomas and Kathleen L. McCarthy University Professor of Santa Clara U. The featured speakers for this session are: Father Laurence Freeman, O.S.B., who heads the World Community for Christian Meditation; Rabbi Zalman Schacter-Shalomi, who holds a Wisdom Chair at the Nairopa Institute in Boulder, Colorado, and is founder of the Institute of Saging; Norman Fisher, Zen Buddhist priest and poet who served as co-Abbot of the San Francisco Zen Center from 1995–2000; Richard Levy of Catalytica Energy Systems, Inc.; Esslie Hughes, formerly of Bank of New York; and Robert Shapiro, a trustee of the Hana Foundation and President and COO of Monsanto (1993); Chairman and CEO in 1995; Chairman of Pharmacia Corporation in April 2000 following the merger of Monsanto Company and Pharmacia and Upjohn.

Session 308, Exploring the Foundation of the Practice Through the Lens of Three Religious/Wisdom Traditions: Connecting to the "Lived Experience" of the Contemporary CEO, Adam's Mark, Plaza Ballroom Sections A+B+C, Sunday, August 11, 2:30 PM – 4:30 PM

Mr. Chuanzhi Liu is CEO and co-founder of Legend Holdings Group, Ltd., China's top producer of PCs and one of the five major producers of computer motherboards in the world.

Mr. Liu graduated with an engineering degree from Xian Military Communication Engineering College of China and began his career as a research scientist at the Computer Research Institute, Chinese Academy of Science. In 1984, he started a computer company with ten colleagues, with a loan from a nearby commune for RMB200,000 (roughly U.S. \$80,000 at the then prevailing exchange rate). In 2001, the sales of the Legend Holdings Group reached RMB32.8 billion (roughly U.S. \$4 billion). In the same year, it was ranked as the best managed company in China, and the 8th "Global Best High-Tech Companies" by *Business Week* (June 2000). In June 2001, Legend entered into a joint venture with AOL Time Warner Inc. to provide internet services in China.

The Economist has characterized Mr. Liu as the leader of a "corporate cultural revolution" in China by demonstrating how he has successfully led his company to adapt to the unique Chinese political-economic environment in its transition from a planned to market economy. Mr. Liu created an ownership and incentive system to bring about sustained growth of his company by bringing into full play the initiatives of his employees. He advocated that the major responsibility of a business leader is to "build an effective team, formulate a visionary strategy, and develop promising successors", which has now become the cornerstone of the management system at the Legend Holdings Group.

Mr. Liu's vision and contributions have won him many accolades, including the titles of "Star of Asia" by *Business Week*; "Asian Businessman of the Year" by *Fortune*; and the chief protagonist in the 2001 Harvard Business School Case, "A Technology Legend in China". Last November, he was selected as one of the "25 Business Leaders with Global Influence" by *Times*, the only executive from China to be thus honored.

Session 347, The Making of a Legend: The Role of Networks, Adam's Mark, Plaza Ballroom Sections A+B+C, Monday, August 12, 2002 8:30 AM – 10:20 AM

Rosabeth Moss Kanter is the Ernest L. Arbuckle Professor of Business Administration at Harvard Business School, specializing in strategy, innovation, and leadership for change. She advises major corporations and governments worldwide, and is the author or coauthor of 15 books, including her latest book, Evolve!: Succeeding in the Digital Culture of Tomorrow. Other award-winning bestsellers include Men & Women of the Corporation, The Change Masters, When Giants Learn to Dance, and World Class: Thriving Locally in the Global Economy. In 2001 she received the Academy of Management's Distinguished Career Award for scholarly contributions.

She joined the Harvard Business School faculty in 1986 from Yale University, where she held a tenured professorship from 1977 to 1986. From 1989-1992 she also served as Editor of the Harvard Business Review, which was a finalist for a National Magazine Award for General Excellence in 1991. She co-founded Goodmeasure Inc., whose consulting clients include some of the



"Pondering", (ink brush painting) Rosalie Tung, Simon Fraser University

world's best companies. She has received 20 honorary doctoral degrees and over a dozen leadership awards, and has been named to lists of the "100 most important women in America" and the "50 most powerful women in the world." She serves on many businesses, civic and non-profit boards.

Session 479, Leading Toward a Better World? Business as a Force for Change, Adam's Mark, Plaza Ballroom Sections D+E+F, Monday, August 12, 12:20 PM - 2:10 PM

Divisional Sessions

Business Policy and Strategy

To celebrate its 30th anniversary, BPS will feature several pioneers in this area. These include the following: Arnold C. Cooper who is Louis A. Weil, Jr. Professor of Management at the Krannert School of Management, Purdue University. He received the Richard D. Irwin Outstanding Educator Award in 1999. William D. Guth who is Professor of Management and Strategy at the Leonard N. Stern School of Business, New York University. He is the founding Chair of the Division of Business Policy and Strategy from 1972-74. James Brian Quinn is the William and Josephine Buchanan Professor of Management, Emeritus, at the Tuck School of Business at Dartmouth. He was awarded the Academy of Management Outstanding Educator Award and the Book of the Year Award. Henry Mintzberg (see biographical sketch under Management Education and Development below). Dan E. Schendel is Professor of Management at the Krannert School of Management, Purdue University. He is the founding and current Editor-in-Chief of the Strategic Management Journal, and was also the founding President and is the current Executive Director of the Strategic Management Society. He was also the first elected Chair of the Division of Business Policy and Strategy.

Session 869, Pioneers of Business Policy and Strategy Distinguished Speakers' Session, Adam's Mark, Governors Square 17, Tuesday, August 13, 4:10 PM - 5:20 PM

Heath Care Management

William F. Jessee, MD, CMPE is President and Chief Executive Officer of the Medical Group Management Association (MGMA), the leading voice for group medical practice in U.S.A. Before joining MGMA in 1999, Dr. Jessee served for three years as Vice President for Quality and Managed Care Standards at the American Medical Association (AMA), where he led the AMA's activities in clinical guidelines, quality improvement, and accreditation. He also holds academic appointments as Clinical Professor of Preventive Medicine and Biometrics at the University of Colorado Health Sciences Center in Denver, and as Adjunct Professor of Health Policy and Administration at the University of North Carolina School of Public Health, Chapel Hill. An internationally well-known public speaker on health care issues, especially managed care strategies and quality of care, Dr. Jessee is the author of more than 70 scientific articles, books, and book chapters.

Session 601, Distinguished Speaker: William F. Jessee, MD, Convention Center, A112, Monday, August 12, 4:10PM – 5:20PM

International Management

John Dunning, Director of the Center for International Business Education and Research at Rutgers University and formerly of the University of Reading, has made seminal contributions to the theory of multinational enterprises. His work includes 35 books and monographs and over 150 articles on international investment, business economics, and regional economics. His work includes American Investment in British Manufacturing Industry (1958), which was the first major study written on the impact of foreign direct investment on a host country, and his book International Production and the Multinational Enterprise. Most recently he has published Governments, Globalization and International Business (1997). He has received many honors from both academia and government, and has served as Director of the United Nations Center on Transnational Corporations.

Session 604, AIM-IMD Distinguished Scholar Forum: Relational Assets, Networks, and International Business Activity, Convention Center, C102/104, Monday, August 12, 4:10PM – 6:10PM

Management Consulting

Manfred Kets de Vries holds the Raoul de Vitry d'Avaucourt Chair of Human Resource Management at INSEAD (France). He probes the interface between international management, psychoanalysis, psychotherapy, cognitive theory and dynamic psychiatry. His specific areas of interest are leadership, executive stress, entrepreneurship and the dynamics of organizational intervention and change. He is the author of 17 books including *Leaders*, *Fools and Impostors* (1993) and *The Leadership Mystique* (2001). Manfred is also a consultant on organizational transformation and strategic human resource management to leading international companies. He was also the first fly fisherman in Outer Mongolia and is a member of New York's Explorers Club.

Session 614, Can CEOs Change? Yes but Only if They Want to..., Convention Center, C110, Monday, August 12, 4:10 PM – 5:20 PM

Management Education & Development

Henry Mintzberg is the Cleghorn Professor of Management Studies at McGill University. Prof. Mintzberg is also a Visiting Scholar at INSEAD in Fontainebleau, France. Prof. Mintzberg has written about 120 articles and 10 books. Honors have included election as an Officer of the Order of Canada and l'Ordre national du Quebec, and selection as Distinguished Scholar for the year 2000 by the Academy of Management. The *Financial Times Dynamo* (January 2001) placed Prof. Mintzberg as their 7th ranked "management thinker" worldwide. For more information on honorary degree and other awards, please see his full C.V. at http://www.henrymintzberg.com/.

Over the years, Prof. Mintzberg's writing and research has been mostly on managerial work, strategy formation, and forms of organizing. He is completing a book called Developing Managers, not MBAs, and is preparing a series of essays to be published under the title Managing Quietly, as well as a short political pamphlet called *Getting Past Smith and Marx: Toward a Balanced Society*. For much of the past seven years or so, Prof. Mintzberg has worked in

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collaboration with colleagues from Canada, England, France, India, and Japan, to develop new approaches to management education. The International Masters Program in Practicing Management has been running for five years now, and they are launching the Advanced Leadership Program, both rather novel ways to help managers learn from their own experience. In recent years, Prof. Mintzberg has shifted a bit toward more general writing. He has written newspaper articles and short stories (a collection of the short stories is in progress, to be called Reflection from the Window). He has just completed a book called *Why I Hate Flying*, a spoof of all the foibles of flying, and of managing.

Session 408, MED Distinguished Speaker: Henry Mintzberg, Convention Center, A113, Monday, August 12, 9:00 AM - 10:20 AM

Management Spirituality & Religion

Tami Simon is the founder and president of Sounds True, an audio/video/music publisher dedicated to disseminating spiritual wisdom, based in Boulder, Colorado. With a background in religious studies and community public radio, Tami began Sounds True at the age of 22, combining her love of the spoken-word with a passion for inquiry and contemplative studies. As interviewer, producer, and editor, Tami has led the editorial team at Sounds True for the past 17 years and has served as executive producer of over 500 spokenword productions. In addition to its core line of audio learning programs, Sounds True publishes instructional videos, world sacred music, and a new series of programs on "The Inner Art of Business" – audio teaching programs on how to apply spiritual values to business.

Among its many distinctions, Sounds True has been twice named by *Inc.* Magazine as one of the top 500 fastest growing companies in the United States. Since 1997, Tami has been named each year as one of Boulder County's Top Ten women Business Owners. She received the 1997 "Esprit Entrepreneur of Distinction" Award and a 2000 Working Woman Entrepreneurial Excellence Award, and has been profiled in *Parade* Magazine, *The Los Angeles Times*, *The San Francisco Chronicle*, *Success Magazine*, and the book *Women's Ventures*, *Women's Visions* (Crossing Press, 1997).

Session 569, Creating Networks and Building Community, Convention Center, A102, Monday, August 12, 2:30 PM -3:50 PM

Organization Communication & Information Systems

Janet Fulk is a Professor of Communications in the Annenberg School for Communication and Professor of Management & Organization in the Marshall School of Business at the University of Southern California. She holds a M.B.A. and Ph.D. in administrative sciences from The Ohio State University. A series of recent projects sponsored by three grants from the National Science Foundation examines how communication and information systems are employed to foster collaboration and knowledge distribution within and between organizations. A recently completed research project sponsored by the Annenberg Center for Communication examines the development of new "virtual" organizational forms for global competition. Her publications include *Policing Hawthorne*

(2001, with Gregory Patton and Peter Monge), Shaping Organizational Form: Communication, Connection and Community (1999, with Gerardine DeSanctis), and Organizations and Communication Technology (1990, with Charles Steinfield), which won the best book award from the National Communication Association in 1990. Recent articles on organizations and communication technology have appeared in Human Relations, Communication Theory and Organization Science, and an award-winning article appeared in Academy of Management Journal. She has completed a term on the Board of Governors of Academy of Management, and was elected Fellow in 1997.

Peter Monge is Professor of Communication at the Annenberg School for Communication and Professor of Management and Organization at the Marshall School of Business, University of Southern California. He has published Communicating and Organizing (with Vince Farace and Hamish Russell), Multivariate Techniques in Human Communication Research (with Joe Cappella), Policing Hawthorne (with Janet Fulk and Greg Patton) and Reasoning with Statistics (5th ed, with Fred Williams). His research on organizational communication networks, collaborative information systems, globalization and communication processes, coevolutionary theory, and research methods has been published in numerous leading communication and organizational journals, handbooks, and book chapters. He served as editor of Communication Research from 1986 to 1993 and as president of the International Communication Association, 1997-1998. He is currently completing a book with Noshir Contractor entitled, Theories of Communication Networks.

Session 626, OCIS Distinguished Speakers, Convention Center, A204, Monday, August 12, 4:10 PM - 5:20 PM

Organization Development & Change

Susan A. Mohrman is a Senior Research Scientist at the Center for Effective Organizations in the Marshall School of Business at the University of Southern California. Her research on organization development and design, organization learning, high technology organizations, and the design of teams and other lateral approaches to organizing has earned the respect of both academics and practitioners. Her most recent books include Research for Theory and Practice (Lexington Press, 1999), Strategies for High Performance Organizations (Jossey-Bass, 1998 and 2001), and Tomorrow's Organization: Crafting Winning Capabilities in a Dynamic World (Jossey-Bass, 1998). Sue has served as Program and Division Chair for the ODC division and as a representative to the Board of Governors of the Academy of Management.

Session 782, Distinguished Speaker: Susan A. Mohrman, Convention Center, C112, Tuesday, Aug 13, 10:30 AM -11:50 AM

Operations Management

To celebrate OM's 30th anniversary, the division will hold a roundtable discussion featuring its past chairs. The session is entitled, "OM Past, Present and Future - Past Chairs share their Wisdom and Counsel". This session will be a led by current chair Tom Choi, with numerous past chairs participating. The history of the division and field will be reviewed and prescriptions offered for the future. All the 29 past chairs have been invited to participate and at least 12 have confirmed. The past chairs of OM are: Jay R. Galbraith (Massachusetts Institute of Technology), Powell Niland (Washington U., St Louis), Michael Pohlen (U. of Delaware), George J. Gore (U. of Cincinnati), Everett Adam (U. of Missouri, Columbia), Michael P. Hottenstein (Pennsylvania State U.), John S. Fryer (U. of South Carolina), Linda G. Sprague (U. of New Hampshire), Kenneth D. Ramsing (U. of Oregon), Ross Piper (Indiana State U.) Richard Chase (U. of Southern California), Phil Carter (Arizona State U.), James Weeks (U. of North Carolina, Greensboro), Kathleen Johnson (U. of Louisville), Hahn Chan K. (Bowling Green State U.), Thomas Callarman (Arizona State U.), Ronald Ebert (U. of Missouri), Ram Narasimhan (Michigan State U.), Roger Schroeder (U. of Minnesota), Barbara Flynn (Wake Forest U.), Dan Reid (U. Of New Hampshire), David Dilts (Vanderbilt U.), Jeff E. Heyl (Lincoln U., New Zealand), T.J. Wharton (Oakland U.), James P. Gilbert (Rollins College), Stanley E. Fawcett (Brigham Young U.), Peter T. Ward (Ohio State U.), Cecil Bozarth (North Carolina State U.), Rob Klassen (U. of Western Ontario), Thomas Y. Choi (Arizona State U.)

Session 530, OM Past, Present and Future - Past Chairs Share their Wisdom and Counsel, Convention Center, C206, Monday, August 12, 1:00 PM- 2:10 PM

Organizational & Management Theory

Kathleen M. Eisenhardt is Professor of Strategy and Organization at Stanford University. Professor Eisenhardt's research interests center on complexity theory with a focus on its application to strategy and organization in uncertain, high-velocity markets. She is currently studying the effective acquisition of entrepreneurial firms, creation of synergies in multi-business corporations, and the concept of boundaries in high-velocity markets. She co-authored Competing on the Edge: Strategy as Structured Chaos (Harvard Business School Press, 1998) which won the George R. Terry award for outstanding contribution to management thinking. For her ideas on fast strategic decision making, Professor Eisenhardt won the Pacific Telesis Foundation Award. She has also received the Whittemore Prize for her writing on organizing global firms in rapidly changing markets, the Stern Award for her work on strategic alliance formation in entrepreneurial firms, and the Administrative Science Quarterly Scholarly Contribution award for her research on fast product innovation. Her articles are published in a variety of academic and management journals including Administrative Science Quarterly, Harvard Business Review, Strategic Management Journal, Academy of Management Review, Red Herring, Academy of Management Journal, and Organization Science. Professor Eisenhardt is a member of the Strategic Management Society and INFORMS, and has been elected a Fellow of the Academy of Management. She served as OMT Division Chair in 1998 and serves on the editorial boards of Administrative Science Quarterly and Strategic Management Journal. She is a Fellow of the World Economic Forum (Davos).

Session 386, OMT Welcome Breakfast and Distinguished Scholar Award, Adam's Mark, Silver, Monday, August 12, 8:30 AM – 10:20 AM

Technology & Innovation Management

Andrew H. Van de Ven is Vernon H. Heath Professor of Organizational Innovation and Change in the Carlson School of Management of the University of Minnesota. He received his Ph.D. from the University of Wisconsin at Madison in 1972, and taught at Kent State University and the Wharton School of the University of Pennsylvania before his present appointment. His current research focuses on processes of organizational innovation and change. He is co-author of *The Innovation Journey* (Oxford U. Press, 1999), and Organizational Change and Innovation Processes: Theory and Methods for Research (Oxford U. Press, 2000). Van de Ven was 2000-2001 President of the Academy of Management.

Session 923, TIM Distinguished Speaker: Andy Van De Ven, Convention Center, C208, Tuesday, August 13, 4:10 PM – 5:20 PM

Meet the Meeting Planners

The Denver, Colorado 2002 Organizing Committee

Professional Development Workshops Coordinator Andrea Rivero-Dabos, Carnegie Mellon U. All-Academy Chair In Remembrance, Richard M. Hodgetts Caucuses Chair Brad Shrader, Iowa State U. International Theme Committee Eleanor O'Higgins, U. College, Dublin Business Operations Terese Loncar, AoM Headquarters

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Photography

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Tours

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William Silver, U. of Denver

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Registration and Information

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Food and Beverage

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The Division & Interest Group Program Chairs and Professional Development Workshop Chairs

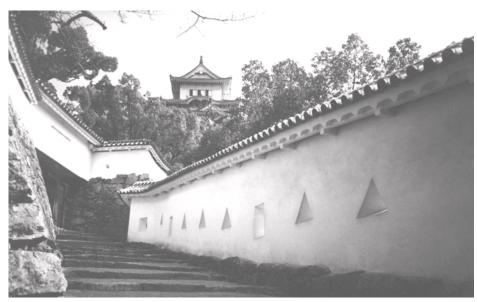
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Careers	Allan Bird, U. of Missouri, St. Louis	Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington
Conflict Management	Bruce Barry, Vanderbilt U.	Sally Blount-Lyon, New York U.
Critical Management Studies	Paul Adler, U. of Southern California	Ralph Stablein, Massey U.
Entrepreneurship	Kelly G. Shaver, College of William and Mary	Andrew Zacharakis, Babson College
Gender and Diversity in Organizations	Elizabeth Cooper, U. of Rhode Island	Bernardo Ferdman, Alliant International U.
Health Care Management	Leonard H. Friedman, Oregon State U.	Kathryn H. Dansky, Pennsylvania State U.
Human Resources	Patrick M. Wright, Comell U.	Diana L. Deadrick, Old Dominion U.
International Management	Sully Taylor, Portland State U.	Schon L. Beechler, Columbia U.
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Management History	Shawn M. Carraher, Texas A&M U.	Michele A. Govekar, Ohio Northern U.
Management, Spirituality & Religion	Sandra King, California State Polytechnic U., Pomona	Marjolein Lips-Wiersma, U. of Canterbury
Managerial & Organizational Cognition	Pamela S. Barr, Georgia State U.	Andrea Casey, George Washington U.
Operations Management	Ken Boyer, Michigan State U.	Morgan Swink, Michigan State U.
Organization & Management Theory	Mary Jo Hatch , U. of Virginia	Tina Dacin, Queen's U.
Organization		
Development & Change	Chris Worley, Pepperdine U.	Gretchen Spreitzer, U. of Michigan
Organizational Behavior	Angelo De Nisi, Texas A&M U.	Bruce Avolio, State U. of New York, Binghamton
Organizational Communication & Information Systems	Cynthia M. Beath, U. of Texas, Austin	Laurie Kirsch, U. of Pittsburgh
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Technology & Innovation Management	James Wade, U. of Wisconsin, Madison	Laura B. Cardinal, U. of North Carolina, Chapel Hill

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Information Systems and Communications	Matt Suppa, AoM Headquarters
Internet and Web Development	Elena Bunin, AoM Headquarters
Database Development, Programming	Alina Matay, AoM Headquarters
Webmaster, Technical Specialist	R.J. Valeo, AoM Headquarters



"Himiji" from the series "International Explorations" Eric J. Romero, West Texas A&M University

Special Thanks

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Academy of Management 2002 Meeting

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Scott Marshall, Portland State U.

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Anthony F. Buono, Bentley College Fabien De Geuser, HEC School of Management Flemming Poulfelt, Copenhagen Business School Bill Vroman, U. of Baltimore

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Organization Development & Change

Gordon Brooks, Pepperdine U. Michael Gantman, Pepperdine U. Debbie Worley, Pepperdine U. Jessamyn Luiz, Pepperdine U.

Organization & Management Theory

Chris Johnson, George Washington U.

Management Education & Development

Al Bento, U. Baltimore Ana Bento, U. Maryland, College Park Andrea Bento, Centennial High School

Management, Spirituality & Religion

Nancy Le, California State Polytechnic U., Pomona

Organization Communication & Information Systems

David Capps, U. of Texas, Austin Pamsy Hui, U. of Texas, Austin Laurie Kirsch, U. of Pittsburgh V. Sambamurthy, U. of Maryland

Organizational Behavior

Soo Min Toh, Texas A & M U. Todd Dewett, Texas A & M U.

Research Methods

Swati Aneja, George Mason U.
Doug McIvor, George Mason U.
Denise Napoliello, George Mason U.
Maura Pniewski, Fairleigh Dickinson U.
Kara Quattrocchi, Fairleigh Dickinson U.
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Technology & Innovation Management

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The Division Program Chairs

Matt Suppa



62nd Annual Meeting of the Academy of Management

August 9-14, 2002 • Denver, Colorado Professional Development Workshops: August 9-11 Refereed Scholarly Program: August 11-14

Building Effective Networks

IMPORTANT DATES

JULY 12, 2002 Deadline to reserve your room with the Housing Bureau

JULY 25, 2002 Deadline to register in advance at the lower registration fee

AUGUST 1, 2002 Deadline to cancel your registration with Academy of Management.

(See housing section for hotel cancellation policy.)

DON'T MISS THIS YEAR'S MEETING IN DENVER, COLORADO! Submissions are in and this year's theme, Building Effective Networks, promises to make this meeting a great mix of papers, presentations and participation. To make sure you are ready to join other members of the Academy of Management remember to:

- RESERVE YOUR ROOM
- REGISTER TO ATTEND
- BOOK YOUR TRAVEL PLANS

You can reserve your room, register for the meeting and book your travel plans online by visiting the Denver Meeting website at http://aom.pace.edu/meetings/2002/. You'll need a credit card for all online reservations and registration, but the online access gives you secure, 24-hour access to make your plans at your convenience. Or please read the following information for instructions on how to make all of your housing, registration and travel plans.

RESERVE YOUR ROOM

by using the online reservation system available at http://aom.pace.edu/meetings/2002/ or by completing the 2002 AOM Annual Meeting Housing Reservation Form (enclosed). The deadline to reserve your room at the conference rates is July 12, 2002. If you choose to complete the form, please mail or fax it to:

MAIL: 2002 AOM Annual Meeting Housing Bureau

1555 California Street, Suite 300

Denver, CO 80202-4264

FAX: (303) 571-9435

REGISTER TO ATTEND

by using the online registration system available at http://aom.pace.edu/meetings/2002/ or by completing the enclosed EARLY REGISTRATION FORM. The deadline to register in advance at the lower registration fees is July 25, 2002. Please send your completed registration WITH YOUR PAYMENT to:

MAIL: Academy of Management Registration

P.O. Box 3020

Briarcliff Manor, NY 10510-8020

FAX: (914) 923-2615

MAKE YOUR TRAVEL ARRANGEMENTS

by contacting ATC, Association Travel Concepts, the official travel agency of the 2002 Annual Meeting in Denver. You can save as much as 15% off published airfares by purchasing your ticket at least 60 days prior to the meeting. ATC will also search for the lowest available fare on ANY airline flying into Denver! Contact ATC at:

ON-LINE: http://aom.pace.edu/meetings/2002/

or at http://www.atcmeetings.com

1-800-458-9383 PHONE: E-MAIL: atc@assntravel.com FAX: (858) 581-3988

August 9-14, 2002 • Denver, Colorado



HOUSING INFORMATION AND INSTRUCTIONS

DEADLINE: JULY 12, 2002

Reservations must be made with the HOUSING BUREAU by July 12, 2002 to benefit from the reduced room rates. After July 12, 2002, you may continue to make reservations online, faxing completed form to the Housing Bureau, or by contacting the hotels directly, however, the reduced rates and hotel availability cannot be guaranteed.

Visit http://aom.pace.edu/meetings/2002 to make your housing reservations online, 24 hours a day, 7 days a week or follow the instructions below and complete the 2002 AOM ANNUAL MEETING HOUSING FORM.

MEETING AND HOTEL INFORMATION

- Sessions will be held at the Colorado Convention Centre, Adam's Mark Denver, and the Denver Marriott City Center.
- All Placement Services will be held at the Hyatt Regency Denver for the duration of the conference.
- All hotels are within .8 miles (1.2 km) of the convention center and all are
 within 2 blocks of either the free 16th Street Mall Shuttle or RTD light rail.
 The Adam's Mark is on the shuttle line; the Marriott and the Convention
 Center are both on the RTD light rail line.

HOTEL NAMES AND ADDRESSES	SINGLE	DOUBLE
ADAM'S MARK DENVER (Headquarters Hotel), 1550 Court Place	\$146.00	\$157.00
BROWN PALACE, 321 Seventeenth Street	\$165.00 (Standard Room)	\$165.00 (Standard Room)
	\$180.00 (Superior Room)	\$180.00 (Superior Room)
COMFORT INN DOWNTOWN DENVER, 401 17th Street	\$99.00	\$109.00
EMBASSY SUITES DOWNTOWN DENVER, 1881 Curtis Street	\$165.00	\$175.00
EXECUTIVE TOWER HOTEL, 1405 Curtis Street	\$115.00	\$115.00
HOLIDAY INN DOWNTOWN DENVER, 1450 Glenarm	\$117.00	\$127.00
HYATT REGENCY DENVER DOWNTOWN, 1750 Welton Street	\$163.00	\$181.00
MARRIOTT CITY CENTER, 1701 California Street	\$161.00	\$161.00

All rates listed are in U.S. Dollars. All reservations require a one-night room deposit and tax deposit. Current room tax in Denver is 13.45%.

HOUSING FORM INSTRUCTIONS:

All reservations must be made with the HOUSING BUREAU. Reserve your room online at http://aom.pace.edu/meetings/2002 OR complete the 2002 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the 2002 AOM ANNUAL MEETING HOUSING BUREAU (Address and fax number provided on the form).

DO NOT SUBMIT DUPLICATE FORMS! Doing so may result in duplicate charges and duplicate reservations! DO NOT mail this form to the Academy of Management Office.

DEPOSIT/PAYMENT/ACKNOWLEDGMENTS:

ALL reservations will require a one-night room and tax deposit (tax is currently 13.45%.). To facilitate your reservation – please guarantee your reservation with a credit card. For those who prefer to send a check deposit, you will be required to SEND A CHECK DIRECTLY TO THE HOTEL LISTED ON YOUR HOUSING ACKNOWLEDGMENT. Any reservation not guaranteed by either a credit card or check sent directly to the hotel will automatically be cancelled!! To ensure your room is not automatically cancelled, please guarantee your reservation via a credit card. Acknowledgments will be sent based on your preference indicated on the housing form. If you do not receive your acknowledgment within 14 days, please contact the 2002 AOM Annual Meeting Housing Bureau directly at: dmcvb-housing@dmcvb.org or by faxing them at: (303) 571-9435.

CHANGES AND CANCELLATIONS

Reservations canceled or changed prior to JULY 12, 2002 are to be made with the 2002 AOM Annual Meeting Housing Bureau. After July 16, changes and/or cancellations should be made online, by faxing the Housing Bureau, or by calling the hotel directly. The hotels must receive all cancellations 7 days prior to your arrival in order to obtain a refund of your deposit. Changes or cancellations made with the 2002 AOM Annual Meeting Housing Bureau should be directed to: dmcvb-housing@dmcvb.org or by faxing them at: (303) 571-9435

SPECIAL NEEDS

— If you have any special needs such as a wheelchair accessible room, please indicate this on your housing reservation form.

STUDENT HOUSING

Attention Students! There are a limited number of dormitory style rooms available at University of Denver. These rooms are available at a minimal cost and are assigned on a FIRST-COME, FIRST-SERVED BASIS! Please make your reservation directly with Lori McCann in the University of Denver Housing Office via email: Imccann@du.edu or by phone: (303) 871-7451. DO NOT USE THE 2002 AOM ANNUAL MEETING HOUSING FORM. You must make your reservations directly with University of Denver. (The Housing Bureau cannot make reservations at University of Denver so please do not use the housing form.)

August 9-14, 2002 • Denver, Colorado Professional Development Workshops: August 9-11 Refereed Scholarly Program: August 11-14



DEADLINE: JULY 12, 2002

IF FAXING HOUSING FORM, DO NOT MAIL A DUPLICATE. SUBMIT ONE ROOM REQUEST PER FORM – MAKE EXTRA COPIES IF NEEDED. RESERVATIONS MUST BE RECEIVED BY THE 2002 AOM ANNUAL MEETING HOUSING BUREAU BY JULY 12, 2002.

MAIL: 2002 AOM ANNUAL MEETING HOUSING BUREAU 1555 California Street, Suite 300 Denver, CO 80202-4264

FAX: (303) 571-9435

EMAIL: dmcvb-housing@dmcvb.org

ONLINE: http://aom.pace.edu/meetings/2002/

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All reservations must be processed through the Housing Bureau. If you are sharing a room, send only one form with the names of all persons occupying the room. The Housing Bureau will acknowledge reservations within 5-7 days of receipt of this form. Reservations are assigned on a first-come, first-served basis and according to room availability. After July 16, 2002, changes and or cancellations should be made online, by faxing the Housing Bureau, or by calling the hotel directly. You may contact the Housing Bureau by fax at (303) 571-9435 OR by email at dmcvb-housing@dmcvb.org. Cancellations made after July 12 will incur a charge of \$25.00. New room requests received 7 days prior to, or after July 12, 2002, will also be subject to this fee.

August 9-14, 2002 • Denver, Colorado



REGISTRATION INFORMATION AND INSTRUCTION

DEADLINE: JULY 25, 2002

IF YOU REGISTER BEFORE JULY 25, 2002 YOU PAY A REDUCED REGISTRATION FEE. PAYMENT MUST ACCOMPANY YOUR FORM.

Visit: http://aom.pace.edu/meetings/2002/ to register on-line using our secure site with your credit card. Via mail: Return the completed Early Registration Form by the deadline date to the address shown on the form. Via fax: Return the completed Early Registration Form by the deadline to: 914-923-2615

EARLY REGISTRATION FEES ONLY APPLY TO THOSE REGISTRATIONS POSTMARKED BY JULY 25, 2002. REGISTRATIONS RECEIVED AFTER JULY 25, 2002 WILL NOT BE ACCEPTED

AND YOU MUST REGISTER ON-SITE AND PAY THE HIGHER FEE.

 MEMBER REGISTRATION FEES
 EARLY FEE
 ON-SITE FEE

 Member: Academic and Executive
 \$150.00 USD
 \$210.00 USD

 Member: Student and Emeritus
 \$55.00 USD
 \$77.00 USD

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.

NON MEMBER REGISTRATION FEES EARLY FEE ON-SITE FEE
Non-Member: Academic and Executive \$265.00 USD \$325.00 USD
Non-Member: Student \$113.00 USD \$135.00 USD

The Non-Member Registration fee includes a one year membership and two complimentary divisions/interest groups. PLEASE select your two groups from the list below 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.

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 & Management Theory (OMT)
Organization, Development & Change (ODC)
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

Critical Management Studies (CMS)
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. Forms sent without payment will not be processed.

ATTENDANCE AND RESTRICTED ACCESS

Registration 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.

CANCELLATIONS

- To receive a refund of your registration fees, you must request it in writing and postmark or fax it to the Academy by AUGUST 1, 2002.
- No refunds will be issued after AUGUST 1, 2002.
- Please refer to the Housing Information and Instructions page for specifics on hotel cancellation policies.

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.

THE MEETING PROGRAM

Please bring this copy of 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 11, 2002 due to possible non-receipt. A limited number of Programs are available on-site at the Registration Desks for late registering Non-Members and for people who register on-site.

THE PRESIDENTIAL LUNCHEON: Tuesday, August 13, 2002

Seating for the Presidential Luncheon will be somewhat limited. 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 may not be accommodated this year.

August 9-14, 2002 • Denver, Colorado
Professional Development Workshops: August 9-11
Refereed Scholarly Program: August 11-14

Mail completed form to:

CONTACT INFORMATION

Academy of Management Registration P.O. Box 3020 Briarcliff Manor, NY 10510-8020

OR Fax completed form to: 914-923-2615

OR Register Online using your credit card http://aom.pace.edu/meetings/2002/

EARLY REGISTRATION FORM

DEADLINE: JULY 25, 2002

INSTRUCTIONS

Refer to Registration Information page for complete details

- All registrants must complete Contact and Name Badge Information
- If you are a MEMBER go to Member Registration Fees
- NON MEMBERS OR EXPIRED MEMBERSHIPS go to Non-Member Registration Fees
- Indicate any additional lunches or t-shirt purchases
- Calculate the Total Amount Due.
- No purchase orders or forms without payment will be processed

Name (First/Last):		— Member ID # (Optional): —	
Address:			
City:	State/Province:	Zip/Postal Code:	Country:
Phone:	Fax:	Email:	
NAME BADGE INFORM	IATION (Name as you would like it to	appear on badge)	
Name Badge:	Affiliation:		
Spouse Name for Courtesy Ba	dge:		
Student – does not include tick Emeritus – includes one ticket NON-MEMBER REGIST Academic/Executive – includes Student – does not include tick Place your division and or interest.	one ticket for Tuesday August 13 Preside et for Tuesday August 13 Presidential Lunc for Tuesday August 13 Presidential Lunch RATION FEES – includes 1 year of 1 ticket for Tuesday Aug. 13 Presidential et for Tuesday August 13 Presidential Luncest group selections below. Please refer to SELECTIO	ch\$55.00 US\$55.00 US\$55.00 US of membership & 2 divisions/interectunch\$265.00 US\$113.00 US of the Registration Information page	est groups 6 6 9 9 9 9 9 9 9 9 9 9 9
ADDITIONAL SPECIA Additional Lunch Ticket for Stud	_ EVENTS TICKETS AND I	TEMS Quantity () x \$35.00 US	
If You Are Registering for Sumr	ner Placement Check Here (submit separa	ate placement registration to Place	ement)

PAYMENT BY CHECK

- Make Check Payable to: Academy of Management Payment must accompany form Payable and drawn only in US funds on US banks.
- \bullet Incorrect checks will be returned \bullet Please sign your check

PAYMENT BY CREDIT CARD

We only accept MasterCard, Visa or Am	erican Express		
Check One: MASTERCARD	□VISA	☐ AMERICAN EXPRESS	
Cardholder:(Print name exactly as it ap	pears on card)	_ Card #:	Exp. Date:
I hereby authorize the Academy of Mana	gement to charge	my credit card for the above amount:	
Cardholder Signature:			

Todav	s Date:	Check#/CC:	Amount Paid:	

SPECIAL NEEDS: If you require special assistance at the meeting please contact: needs@aom.pace.edu

TOTAL AMOUNT DUE (Payment must accompany form)

19 Section A

\$

August 9-14, 2002 • Denver, Colorado



TRAVEL INFORMATION

ASSOCIATION TRAVEL CONCEPTS 1-800-458-9383

email: atc@assntravel.com www.atcmeetings.com Fax: (858) 581-3988

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...

ASSOCIATION TRAVEL CONCEPTS (ATC) has been

selected as the official travel agency for The Academy of Management Annual Meeting in Denver August 9-14, 2002. As the official agency, ATC has negotiated discounts with United, Avis and Alamo Rental 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 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 Denver.

TAKE ADVANTAGE OF THESE NEW SERVICES OFFERED BY ATC:

- 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.

Above discounts apply for travel August 6 through 17, 2002.

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# 556EG
 800-521-4041

 Avis:
 ID# J949039
 800-331-1600

 Alamo:
 ID# 72620 GR
 800-732-3232

DENVER INTERNATIONAL AIRPORT

Located 23 miles east of downtown Denver and offering a full range of domestic and international flights. Taxis and commercial shuttles can be found just outside the baggage claim area on Level 5. The trip to the downtown area takes about 30 minutes. Visit the DIA web site www.flydenver.com, for additional information.

Ground Options to and from the Airport

For complete and detailed information on ground transportation, please refer to the official conference website at http://aom.pace.edu/meetings/2002/.

RTD SkyRide

\$6 to and from DIA and downtown Denver. See the conference website for more info.

Taxis

A Taxi ride to or from DIA and downtown runs about \$45.

Zone Taxi: **303-444-8888**Metro Taxi **303-333-3333**Yellow Cab: **303-777-7777**

Shuttle Services

There are a variety of van shuttle services to and from DIA. Shuttles cost \$15. See the conference website for more info.

Limousines

There are a multitude of private limousine services available in Denver. See the conference website for more info.

FREQUENTLY ASKED QUESTIONS

Climate

Denver has an arid climate that is mild and dry. The average summer temperature is 72 degrees F (22 degrees C).

Altitude

Denver is known as the mile high city having an elevation of 5,280 feet above sea level. Adjustments to the altitude may take some people a day or two, so it is important to keep well hydrated.

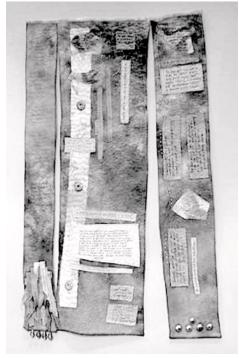
Registration, Housing and Travel Guidelines

Airport and Train Station Transportation

Denver International Airport (DIA) is located approximately 23 miles from downtown Denver. There are a number of options for getting to and from the airport. The least expensive is RTD Skyride. The cost is \$6 to and from DIA and downtown Denver; you can pick up the free 16th Street Mall Shuttle from Market Street Station and it will take you to the Adam's Mark Hotel or within a couple of blocks of any of the other hotels. Cabs are also available and would cost less than \$5 from Market Street Station to any of the hotels. There is a link on the web page to the RTD website, which has schedules and other information. Three taxi companies serve the airport - a taxi ride between DIA and downtown runs about \$45. (Zone Taxi: 303-444-8888, Metro Taxi 303-333-3333, Yellow Cab: 303-777-7777). A number of shuttle services also operate out of DIA. Links and phone numbers are available on the web page - the shuttles generally run \$15-\$20. Links are also provided on the web page for a variety of limo services. Denver's Amtrak Station is located in LoDo at the west end of the 16th Street Mall. The free mall shuttle will take you from the station to within a couple of blocks of any of the conference hotels. A cab ride from the train station would cost approximately \$5.

Transportation to Student Housing

If you are staying in student housing, cabs and shuttle services are an option. The RTD Skyride will drop you at 30th & Downing where you can pick up the light rail to Evans and then take a bus east on Evans to Denver University web page. Please check the web page http://www.aom.pace.edu/meetings/2002/ for additional information on transportation. Click "Welcome to Denver" and then "Transportation and Accessibility." This link also has information on accommodation for special needs.



"Fabric Grigot: A Network in Textiles" (quilt) Ann Rippin and Charles Booth, U. of the West of England



"Organized Anarchy" (photograph) Dennis Gioia, Pennsylvania State U.

Welcome to Denver

On behalf of the Local Arrangements Committee, I look forward to welcoming you to Denver for the 2002 Academy of Management meetings. In addition to the University of Denver, committee members represent the faculties of University of Colorado, Regis University, Colorado Technical University, and the U.S. Air Force Academy. We are all committed to making sure that you enjoy your stay in Colorado. We are also particularly committed to ensuring that everyone's needs are met with regard to transportation and accessibility.

I would like to extend special thanks to all of the LAC members who have worked so hard to bring you this conference and to the spirit of cooperation that the administrations of their Universities have shown in allowing them the time and resources to make this contribution.

If there is anything that we can do to make your experience at the Academy of Management meetings more valuable and enjoyable, please do not hesitate to contact us. Some basic information will be given in the next few pages, but please check our website frequently for additional detail and updates:

http://www.aom.pace.edu/meetings/2002/

Richard B. Kettner-Polley University of Denver

Denver 2002 Charity – Urban Peak of Denver

We have chosen Urban Peak of Denver as the local charity for the Denver 2002 meeting of the Academy of Management. When you visit Denver in August and walk down the 16th Street Mall, you are bound to see some homeless and runaway kids. There are far fewer of them on the streets and they are better cared for as a result of the efforts of Urban Peak of Denver. With our help, Urban Peak can continue their effort toward ensuring that none of these kids is without a home when the winter weather hits the front range. Urban Peak's annual food budget is \$18,000. If we manage to sell 1,000 t-shirts, we will be able to contribute \$6,000 to this cause and so cover their food budget for four months, freeing them to expand their programs. Please help support this worthy cause by buying t-shirts for yourself, your family, and friends.

Urban Peak's mission is to serve homeless and runaway youth. They provide youth with a safe, caring, stable environment and assist them in permanently exiting street life. Urban Peak believes in the potential of every youth to contribute to our world.

Urban Peak was founded in 1988 by members of Denver's Capitol Hill community in response to the alarming numbers of homeless youth gathering in the neighborhood. What began as a drop-in center and street outreach program has evolved into a full service agency providing a continuum of services that range from street outreach to housing. Urban Peak is the only licensed homeless and runaway youth program in Colorado.

Each year, hundreds of youth come to Urban Peak for assistance. Urban Peak provides the services to help a young person move beyond life on the streets. These programs include education, job training, and housing assistance.

Additional information on Urban Peak of Denver can be found on their web page at: http://www.urbanpeak.org/

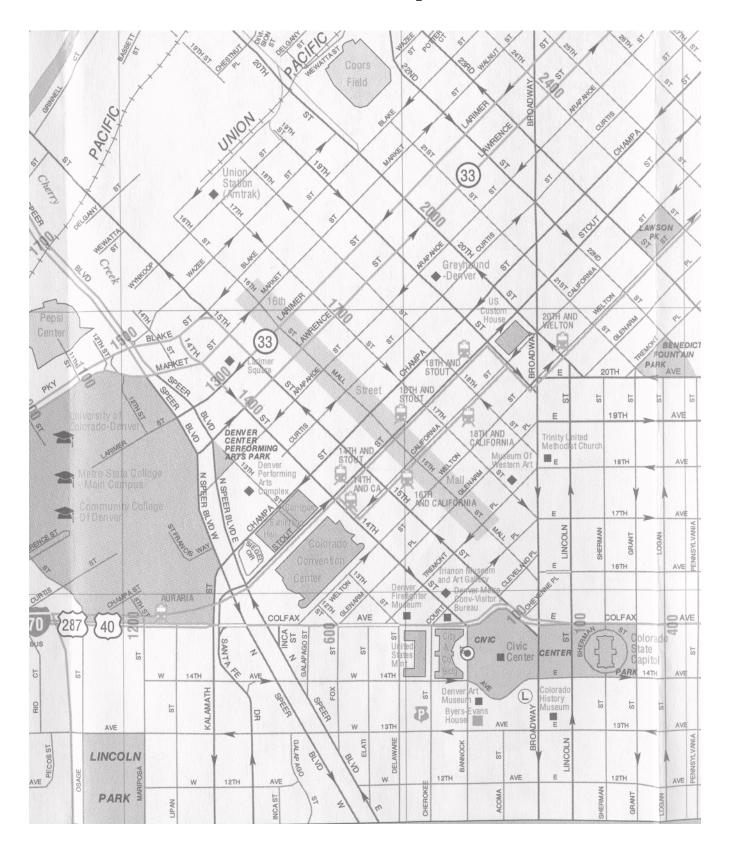
T-shirts

The Denver 2002 Academy of Management t-shirt will feature a full-color "Red Rocks" logo on a white t-shirt. For a better view of the logo, please visit our website: http://www.aom.pace.edu/meetings/2002/index_flash4.html and click on "Welcome to Denver" and then "T-Shirts." The t-shirts are \$10 each. Please be sure to order your shirts when you register in order to make sure that you don't miss out. Remember that sales will benefit Urban Peak of Denver, so please be sure to order t-shirts using the check-off on the registration form. We will have extra shirts available at the meeting, but you can help us better estimate the demand by ordering in advance. We're really hoping to set a record in our charitable contribution this year.

Shuttle Service and Accessibility

Because all of the venues at the Denver Meetings are in close proximity and there are no hills downtown, we have decided not to run a regular shuttle service. Please check the website: http:// www.aom.pace.edu/meetings/2002/index_flash4.html for detailed information on public transportation. There is a free shuttle bus that runs frequently on the 16th Street Mall. That will get you from Adam's Mark to within 2 blocks of the Convention Center, the Hyatt and the Marriott. All three of these venues are also on light rail, which runs at right angles to the Mall. We do plan to run shuttles between the Convention Center and the Adam's Mark Hotel for one hour before the Presidential Luncheon and one hour after in order to accommodate the large number of people who will be moving between those two sites at that time. Finally, if you have special mobility issues and these options don't serve your needs, there is a link on the website for you to contact us directly and we can make arrangements to provide taxicab vouchers on a case-bycase basis.

Denver Map



Local Arrangement Committee Tours and Entertainment

There is a wealth of entertainment opportunities within very close proximity to the Denver's conference hotels. Our goal this year is to give you as much information as possible and let you explore the options on your own. Please check the following website often for detailed information and updates on entertainment:

http://www.aom.pace.edu/meetings/2002/

We will be posting links to concert schedules for all of the major venues as soon as they become available. There are also links to a number of other entertainment opportunities including Coors Field (home of the Colorado Rockies), Six Flags Elitch Gardens (an amusement park within 2 miles of the Convention Center), Ocean Journey (a world-class aquarium, also within 2 miles of the Convention Center), the Art Institute, the Historical Museum, the Museum of Nature and Science, and the Denver Zoo. We have also posted information on biking, running, hiking, and kayaking opportunities. For those who would like to participate in more organized events, we have arranged four tours.

Sunday, August 11, 9:00am - 6:00pm

Colorado Springs Tour

The Garden of the Gods, the Olympic Training Center, Pikes Peak, the Famous Broadmoor Hotel, Old Colorado City, the Cave of the Winds and the Air Force Academy are some of the highlights a tour along the Front Range of the Rocky Mountains has to offer. The scenery in Colorado Springs is a combination of open plains and rugged mountain outcroppings and offers a different perspective of Colorado terrain. Great Events will custom design your tour to Colorado Springs.

Estimated tour time: 9 hours

You will depart from Denver around 9:00 am and travel on a deluxe motor coach. The first stop will be - if open to the public in August, the United States Air Force Academy and a tour of the beautiful Academy Chapel and Visitor's Center.

Next is a short drive to the ancient outcroppings of the Garden of the Gods with their eerie formations and balancing boulders. The Park's theater will show a dynamic 12-minute presentation that explains how those red rocks got there.

Then it's off to Pikes Peak and the Cog railway that brings you to the top! The roundtrip takes 3 hours and we will stay at the top for about 30-40 minutes. The railway begins its journey at the historic Manitou Springs depot. The vistas and changing natural settings - from canyons filled with dense pines and boulders to Alpine tundra above timberline - during this adventure are amazing. The sight from the top inspired Katherine Lee Bates to write "America the Beautiful."

Around 4:30 pm, we will head back to Denver where we will arrive around 6:00 pm.

Cost per person: \$95.50

This tour includes the following:

- Great Events guide
- Transportation by deluxe Motor Coach
- (Guided tour at the Air Force Academy)
- Garden of the Gods
- Pikes Peak Cog Railway
- Boxed lunch
- All sales taxes, tips and gratuities
- Planning and coordination by Great Events

Monday, August 12, 9:00am - 5:00pm

Rocky Mountain National Park

Get out of the city for a glimpse of what the Colorado Rocky Mountains are all about. On the way to the park, the crisp blue skies serve as a backdrop to white mountain peaks, while mountainsides covered with pines provide a spectacular visual appetizer to what's to come for your guests.

We will leave Denver in the direction of Boulder, which sits in the foothills and will bring us up to the Rocky Mountains. The drive to Estes Park will take at least 2 hours. Our tour will take us along a wonderful scenic canyon as we wind our way toward Estes Park.

We will briefly drive through the Estes Park Village shopping area before continuing into Rocky Mountain National Park. The scenery in the Park is nothing short of spectacular and there will be several photo-taking stops. The route will take us on Many Parks Curve, the second highest paved road in the nation. The first highest, Trail Ridge Road, may be closed depending on the weather. The accessible areas of the park and the number of photo stops will be determined by weather conditions.

We will also stop for lunch at the famous Stanley Hotel.

Cost per person: \$93.00 based upon a minimum of 20 participants

Dress warm in layers. The park and town can be surprisingly chilly in any season.

The Rocky Mountain National Park Tour includes the following:

- Round-trip transportation via deluxe motor coach
- Great Events guide on each motor coach
- Admission fee to Rocky Mountain National Park
- Tour of Stanley Hotel
- Planning and Coordination by Great Events
- Lunch at Stanley Hotel

Since you may not be used to the high altitude we'll make sure there's bottled water for everyone.

Tuesday, August 13, 2:00pm - 5:00pm

Coors Wellness Center and Brewery Tour

Come and experience one of the most renowned and copied wellness centers in corporate America. Coors wellness center has proven that keeping employee's fit will lower health insurance costs and increase worker productivity and satisfaction. The popular Coors brewery tour will follow. This tour is considered a must for visitors to Denver. Participants are allowed to indulge themselves with up to 3 beers at the end of the tour.

Saturday, Sunday, and Monday, August 10–12; times to be arranged

Denver Architecture Foundation Walking Tours

The Foundation has agreed to run these walking tours with anywhere from 10 to 50 participants. The cost is \$25 per person. Check the following website for times and meeting places for these tours:

http://www.aom.pace.edu/meetings/2002/

In order to keep the cost low, we will not be taking advance registration for the tours, but a guide will be available and you can pay show up and pay on site.

Historic Lodo (Lower Downtown), 2 Hours

Lodo is one of Denver's most prominent historic districts and most fashionable places to live, offering the hottest night life, best restaurants and the historical origins of the city. Denver's architectural beginnings date back to the 1880s. Many young architects of the "Chicago School" came to Denver seeking fame

and fortune, and found it here. Once a transportation hub between Chicago and San Francisco, Denver's original central business district has seen many uses over the past 100 years. Tour around this neighborhood and experience Denver's successful resurrection of old abandoned warehouses and buildings into the city's most prestigious address. You will discover many different styles of architecture from Beaux Arts to Art Deco to Chicago School.

Denver's Central Business District, 2 Hours

Once known as the "Wall Street of the Rockies", Denver's 17th Street has buildings whose architecture captures the energy growth boom in the 19th and 20th centuries. You will see many architectural styles ranging from the Neoclassical to the Post Modern. This is the core of Denver's beautiful skyline. Included are the Denver Performing Arts Complex, a historic office building renovated into low-income rental property, our own Campidoglio, modeled after the famous one in Venice, Italy, and two I. M. Pei buildings. Your guide will show you how Denver has integrated a wide range of housing into the core of the city.

All Around Civic Center, 2 Hours

The Civic Center is a Western version of The Mall in Washington, D.C. and Denver's governmental hub. It is surrounded by the State Capitol, the Denver Art Museum, the Public Library and several City and County Buildings including a major new structure just nearing completion. Its origins stems from 1893 when then-mayor Speer visited the World Columbian Exposition in Chicago and returned to Denver with a vision for the "City Beautiful" movement. The Civic Center master plan was on the boards by 1904 and served as the heart of City Beautiful movement that shaped so much of Denver.



"Creativity and Networks: A Story of Mutual Influence" (porcelain) Veronique Tran, University of Geneva



"Growing Up Too Soon" (pencil drawing) Teri Tompkins, Pepperdine U.



This form must be received by 5 p.m. MDT on July 9th, 2002. Please complete and return with full payment in U.S.dollars to: Great Events/TEAMS, 3401 Quebec St. # 4050, Denver CO, 80207 Phone (303) 394-2022, Fax (303) 394-3450

Official Tour Order Form

Name	E-mail			
Address	City	State		
Phone Fax		Zip		
Tour #1 Colorado Springs and Pikes Peak August 11 9 am - 6pm	Please order	tickets @ \$99.50 each = \$		
Four #2 Rocky Mountain National Park August 12 9 am - 5 pm	Please order	tickets @ \$93 each = \$		
Tour #3 Coors Fitness Center and Brewery August 13 2 pm - 5 pm	Please order	tickets @ \$25 each = \$		
	Total A	mount Due in U.S. Dollars =\$		
am paying by check # Make your chequ	ue payable to Great	Events		
credit card Visa MasterCard	American Express	expiry date		
card number				
Your credit card statement will reflect payme	ent to Great Events/	TEAMS		
Deadline for tour pre-registration is 5 pm MDT on July 9th, 2002. After that, reservations can be made on-site (space available) at	be refunded automatically within 30 days of the end of the meeting.			
the Academy of Management Tour Desk at the Colorado Convention Center.	No refunds will be issued on-site.			
On-site tickets will carry a \$5 per ticket surcharge. Your canceled check or charge is your receipt. Pick-up and/or purchase of tickets will be at the Academy of Management Tour Desk.	The listed tour descriptions are representative of the tenor of the tour. Great Events reserves the right to alter the order in which sites are visited and to substitute like venues to meet conditions at the time of the tour.			
Cancellation of any tour must be in writing. Applicable refunds will be processed within 30 days of the end of the meeting and will be returned minus a \$5 per person cancellation fee. Cancellations received after 5:00 pm on July 9th, 2002 will result in a \$20 per person cancellation fee. Any tour may be canceled due to lack of attendance. If a tour is canceled, your money will	All tours will depart from the Colorado Convention Center. Please arrive 15 minutes before the scheduled departure time to allow for boarding of the buses. Tours depart on time. There are no refunds for missed tours. Tours are under the professional guidance of Great Events, Inc.			
Liability Waiver		Signaturo		
I/we agree and acknowledge that I/we are undertaking such participat and activities of my own free will and intentional act and I/we are aw	are that possible physic	cal		
injury might occur to me as a result of my participation in these tours, give this acknowledgment freely and knowingly and I/we are, as a resı				
tours, events and activities and do hereby assume responsibilities are agree not to allow any other individual to participate in my	ility for my own well-be			

The Academy of Management's Annual Meeting, for the convenience of its attendees, is coupled with other events offered by various business entities. Absent a specific acknowledgement by the Academy, the Academy does not endorse nor take responsibility for the representations, action or inaction, of any third party providing/offering services/tours/events at or during the Academy's Annual Meeting. The Academy specifically disclaims any and all liability resulting from such activities and Academy registrants agree to waive any and all claims or actions against the Academy related to such activities.



This form must be received by July 25th, 2002.
Please complete and return with full payment in
U.S.dollars to: Academy of Management
Registration, PO Box 3020, Briarcliff Manor, NY
10510-8020 or you may fax this form to 914-923-2615

T-Shirt Order Form

100% cotton white T-shirt featuring the 2002 meeting Red Rocks logo

Name				Member ID # (optional)			
Address				City		State/Prov	
Phone		Fax		Country		Zip/Postal Code	
Email:							
Large T-Shi	rt	Please order_	T-shirt(s) @ \$10 U.S. ea	ach = \$		
Extra Large	T-Shirt	Please order_	T-shirt(s) @ \$10 U.S. ea	ach = \$		
				Due in U.S. Doll st accompany fo			
I am paying by	check #		-	e must be drawr of Managemen	-	S funds on a US bank and made payable	
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		exactly as it appe	ears on card)		card nu	mber	
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2002 University Meeting Sponsors

On behalf of our sponsors, welcome to Denver, and the 2002 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. Our sponsors this year represent a number of U.S. states and three countries, the U.S, Canada and China.

This year we have 16 sponsors whose institutions have combined to contribute \$38,000. The Academy is very grateful to the sponsors for the 2002 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, Texas Wesleyan University Director of Sponsorship

Gold Sponsors

Arizona State University

Arizona State University is a leading center for research and technological advancement in partnership with the global business community while advancing the economic competitiveness and quality of life in Arizona. The College of Business is an important part of ASU's strength thanks to its internationally-renowned faculty, research and programs.

The ASU MBA faculty is regularly ranked in the Top 20 for research productivity measured by publication in the most highly regarded scholarly journals. Further, in an international list of 50,000 publishing research economists, ASU MBA claims two of the top 100 professors - an accomplishment realized by only a handful of other business schools around the country. Three of the 33 charter members of the *Academy of Management Journal* Hall of Fame are professors from the Department of Management.

Ranked consistently among the top 50 worldwide, ASU MBA builds from the strength of the faculty, offering integrated specializations in supply chain management, services marketing and management, information management, financial management and markets, health services administration and sports business. The ASU BUSINESS undergraduate program offers one of the few honors programs in the country housed entirely within a business school. The ASU Business Honors Program is affiliated with ASU's renowned Barrett Honors College.

ASU BUSINESS is committed to realizing its vision of excellence by engaging the best scholars as teachers, researchers and leader, partnering with innovators in the corporate arena, and engaging the brightest minds as students and later alumni. This educational experience is carried out in an environment rich with technology resources that mirrors the corporate arena.

Boston College

Undergraduate: Boston College is a coeducational university with an enrollment of 9,000 undergraduate students representing every state in the U.S. and more than 95 countries. Founded in 1863, it is one

of the oldest Jesuit universities in the United States. The Carroll School of Management, offering a Bachelor of Science in Management, enrolls 2,189 students. The school was ranked 38th among national universities, #30 in Business Management Education and #20 in Finance by U.S. News and World Report.

Graduate: Boston College has a graduate enrollment of 4,500. The Carroll School of Management accounts for 692 part-time and 281 full-time students in its MBA, MSF, MSA and Ph.D. programs. On the graduate level, the school offers four degree programs:

- Master of Business Administration (MBA), emphasizing handson learning and a global outlook
- Master of Science in Finance (MSF), a rigorous ten-course curriculum providing advanced financial skills
- Master of Science in Accounting (MSA), the newest program, brings focus to the accounting profession
- Ph.D. in Management with Concentrations in Finance and Organization Studies

The Carroll School of Management MBA program was ranked #41 overall, and #5 in the country in graduates employed at graduation by *U.S. News and World Report. Forbes Magazine* "Return on Investment" rankings placed the Boston College Carroll School MBA program at #23.

A graduate-level professional development program, Leadership for Change, offers graduate credit to individuals interested in helping their organizations manage change while integrating social and financial goals.

China Europe International Business School (CEIBS)

The China Europe International Business School (CEIBS) is the only independent, stand-alone business school in China. It was established in 1994 under a joint venture agreement between the Chinese government and the European Union. It is based in Shanghai, with a branch campus in Beijing.

The school admits 128 full time MBA students and over 420 Executive MBA students, and provides executive training courses to thousands of managers and senior executives every year. The curricula are designed according to international standard, with a special focus on China, using teaching materials and techniques commonly used in top business schools in the West. The MBA program is taught entirely in English; the EMBA program is taught in both English and Chinese. The average GMAT score of the MBA class is 667.4, with an average working experience of 6.7 years. More than 50% of the EMBA students are company presidents and CEOs, with an average working experience of 12.5 years. CEIBS has exchange arrangement with 28 top business schools worldwide. In 2001, 37.8% of MBA students spent at least one module study abroad.

Composition of CEIBS faculty is one of the most international in the world. Eighty percent of its permanent and core faculty comes from outside of China. Most of them have been educated at top business schools in Europe, America and Asia, and have research

published in journals such Administrative Science Quarterly, Journal of Marketing Research, Academy of Management Review, Strategic Management Journal, Journal of International Business Studies, Harvard Business Review, etc. CEIBS also offers opportunities to a large number of visiting professors for short-term teaching and research positions.

The MBA and EMBA programmes of CEIBS ranked 92nd and 29th respectively in the 2001 worldwide ranking of business schools by the British based *Financial Times*. For more information: please visit www.ceibs.edu.

University of Colorado at Boulder

In October of 2001, the Leeds family of New York committed \$35 million to the University of Colorado at Boulder's business school, the 6th largest gift in history to a business school. This gift provides the resources to further support the Leeds School's dedication to the world's understanding of the impact business has on society. The school's mission is to develop individuals who can adapt to and lead change, are knowledgeable in the best business practices, think critically, communicate effectively, act ethically, value diversity and are competitive in the global economy. Its faculty and students conduct leading edge research that contributes to the world's understanding of the impact business has on society.

The school offers undergraduate, MBA, doctoral, and executive degree programs. These programs are taught by professors who are among the best in their field, including leaders of national professional associations, winners of numerous teaching awards, and recipients of major research grants. CU-Boulder, which recently celebrated its 125th year, ranked 10th among public research universities, and third among rising research universities in the public sector in a study called "The Rise of American Research Universities." Professors have won national awards including the John Von Neumann Theory Prize, the Nobel of the operations research and management science field. The Leeds School partners closely with the region's dynamic entrepreneurial and high-tech businesses. The combination of this partnering and its outstanding faculty was acknowledged with the MBA entrepreneurship program's 16th ranking in U.S. News & World Report.

University of Denver

The University of Denver is the oldest independent university in the Rocky Mountain region. The campus is just eight miles from downtown Denver and 15 miles from the mountains. Approximately 9,300 students are enrolled in the university's undergraduate, graduate and professional programs. The University offers a wide array of academic and professional studies at the graduate level. The tradition of academic excellence is made manifest in each of the Graduate Studies programs - two of which are proud sponsors of the 2002 Academy of Management Conference.

University College. An award-winning provider of adult education, University College offers six master's degrees and 39 certificate programs in topics related to today's growing and changing industries. University College courses provide hard-hitting education for today's professionals looking for career advancement or change. The curriculum is constantly evolving to parallel trends

in today's top industries. Instructors share their professional knowledge in areas such as Computer Information Systems, Technology Management, Telecommunications, Applied Communication, Geographic Information Systems, and Environmental Policy and Management.

Daniels College of Business. Founded in 1908, the Daniels College of Business is the eighth oldest U.S. business school. Its integrated business curriculum teaches business fundamentals in ways that allow students to apply what they learn. For example, the college has transformed its MBA into a national model that integrates disciplines and emphasizes ethics, communication skills and social responsibility. In addition to the MBA, specialized master's programs include areas such as accountancy, hotel, restaurant and tourism management, information technology and electronic commerce. Many of these programs, including the MBA, have been ranked in the top 25 listings of Forbes and U.S. News and World Report for regional business schools.

Please visit our website at: www.du.edu/grad/.

Simon Fraser University

Simon Fraser University, named after explorer Simon Fraser, has been consistently ranked as one of Canada's best comprehensive universities. The University has two campuses: the main Burnaby Mountain campus, and the Harbor Center campus in downtown Vancouver. The university has over 24,000 full- and part-time graduate and undergraduate students.

The Faculty of Business seeks to produce broadly educated, analytical, enterprising and socially responsible managers capable of making lasting contributions to business, government and society. The undergraduate program accepts about 500 students a year. At the graduate level, about 100 students are accepted into our various MBA programs and another 60 students enroll each year in either the weekend or weeknight cohorts of our 24-month EMBA program. Its MBA program has been ranked top in Western Canada. It is an ethnically diverse MBA program with 70 percent of the students born outside of Canada. To meet the needs of the community, the Faculty has developed several new programs. These include an MBA program that focuses on improving managerial skills in organizations that employ advanced technology and another that provides advanced strategic and managerial skills to accounting professionals. Its on-line graduate diploma program in business administration provides core business skills to working professionals. Research is the foundation on which the Faculty's teaching programs are based. The Faculty's teaching and research focus on eight areas: accounting, finance, international business, management and organizational studies, marketing, management and information systems, management science, and strategy and policy.

Silver Sponsors

University of Colorado at Denver

A warm welcome from your colleagues at the Business School at CU-Denver. One of four independent campuses of the CU System, the University of Colorado at Denver is an 11,000-student campus located in downtown Denver. CU-Denver is just steps away from

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the historic LoDo District and adjacent to the city's Performing Arts Center and professional sports complexes.

With over 1,300 graduate students, and 2,600 students overall, the Business School at CU-Denver is the largest graduate business program in the state and a top choice for working professionals seeking a quality graduate business education. Strong ties to the business community and a faculty of active scholars provide students the knowledge and skills they need to advance their careers. Our curriculum reflects our student's demands for business relevance, our faculty's insistence that the courses they teach stay on the cutting edge, and our business partners input which we actively and continuously seek. And, with seven specialized MS programs, ten focused MBA tracks and over eighty electives available each year, students can tailor their study to meet their personal career goals.

The Business School faculty consists of 65 scholars with a wide variety of interests and disciplinary backgrounds. They share a commitment to conducting high quality research and to finding ways to help students apply theory to practice.

While you are in town, hop on the 16th Street Shuttle, walk two blocks west (towards the mountains) on historic Larimer Street and enjoy a stroll through our campus. It is an oasis in the city.

University of New Mexico

The Robert O. Anderson School and Graduate School of Management at the University of New Mexico (UNM) seek to provide excellence in professional management education and service to the community. The Schools are consistently ranked among the top 10 business schools by Hispanic Business, and U.S. News and World Report has identified the Schools as a "best value" in business education. The Anderson School are an international leader in social management issues being cited as showing "significant activities" in the World Resources Institute and Aspen Institute Report Beyond Grey Pinstripes.

BBA, MBA, and EMBA Programs form the academic core at the Anderson Schools. Enrollments are 1,000 students at the undergraduate level and 600 students at the graduate level. Most classes are taught by full time Ph.D. faculty, even at the undergraduate level. The Schools possess a richly diverse population. Over 40% of the MBA students are women, and over 25% are members of minority groups. Almost 40% of the BBA students are Hispanic and 5% are Native American. In addition, almost 40% of full-time faculty members are women.

The Anderson Schools are at the cutting edge of technology commercialization, with an academic program backed by active partnerships with New Mexico's federal labs including Los Alamos National Laboratories, Sandia National Laboratories and Phillips Laboratory. Recent funding of a Chair in Microsystems, Technology, and Commercialization is expanding program offerings and strengthening the bond forged among the Schools, UNM's School of Engineering, and community partners.

Anderson Schools' alumni form the core of New Mexico's economy. They are found in all 50 states and 22 foreign countries. For more information on The Schools and their programs, visit our website at: www.mgt.unm.edu.

Host Sponsors

Benedictine University

U.S. News & World Report named Benedictine University among the top schools in the Midwest Region and ranked the school Top Ten in the Midwest for Campus Diversity in their 2002 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 professional journals and at associations, including conferences in 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.

Creighton University

Consistently ranked as the best comprehensive university in the Midwest, Creighton University is a diverse institution for its size (6,226 students; 1,361 faculty). In addition to a College of Arts and Sciences, Creighton has a College of Business Administration; Schools of Dentistry, Medicine, Law, Nursing, and Pharmacy and Allied Health Professions; and a Graduate School offering master and doctorate degrees. Founded in 1878, Creighton is private, Catholic, and coeducational, and operated by the Jesuit religious order.

The AACSB-accredited College of Business Administration at Creighton educates ethical and socially responsible business leaders for a dynamic world. It is home to about 11 percent of the student body. The College offers majors in accounting, economics, entrepreneurship, finance, information systems, international business, and marketing at the undergraduate level; graduate level programs include the traditional MBA, as well as Masters of Information Technology Management, Masters of Electronic

Commerce, and joint MBA-JD, Electronic Commerce-JD, and MBA-PharmD degrees. The College, set in a metropolitan area of nearly a million people, enjoys an excellent reputation with the thriving Omaha business community, and regularly places its graduates in the *Fortune* 100 and 500 companies headquartered there. The College and its four endowed chairholders host the Anna Tyler Waite Center for Leadership, the Joe Ricketts Center for Electronic Commerce, and a leading economic indicator for the region, the Midwest Purchasing Managers Index. A Center for Financial and Accounting Integrity is under development.

Colorado State University

The College of Business develops and disseminates educational and research programs of excellence demanded by our rapidly changing, information-driven, global community. The College offers an excellent applied educational experience to 2,300 undergraduates and 650 graduate students with an emphasis on technology, global enterprises and entrepreneurship. The College of Business is on the national "top 10 list" of several leading employers including Accenture, HP, Sun Microsystems and IBM.

A blend of business, education and service is part of the College's fabric. Our academic program includes service-learning objectives woven into the curriculum allowing students and faculty to make a difference beyond the classroom. A progressive faculty is comprised of 56 individuals, half of whom were recently added and three-quarters hail from Top 50 and 2nd tier premier doctoral universities.

Business administration accounts for the largest number of majors at Colorado State and has grown 46 percent in the past five years. Undergraduate concentrations are offered in six areas: Accounting, Computer Information Systems, Entrepreneurship, Finance and Real Estate, Management and Marketing. Admission standards require the highest index score (equivalent to a 3.0 GPA) within the University.

The College of Business is included in the top 25 percent of member business institutions that are accredited by AACSB International – The Association to Advance Collegiate Schools of Business. U.S. News & World Report's 2002 ranking of America's best colleges includes the College of Business among the Top 100 best business undergraduate programs.

The Graduate Program includes an Evening-Campus MBA, Distance MBA, Executive MBA, MS Accounting and MS in Computer Information Systems. The Distance MBA has earned a number of hallmarks of quality, including being named a "best buy" by Geteducated.com, a distance- education research firm (*New York Times*). The program was also denoted as a "big name" university offering a high quality degree (Kiplinger's Personal Finance magazine) and was identified as a model for a successful distance MBA delivery (The Chronicle of Higher Education).

University of Nebraska - Omaha

The University of Nebraska at Omaha (UNO) is located in the heart of Nebraska's largest city, and is proud to serve as the state's metropolitan university. UNO is proud to offer a wide variety of degrees at the baccalaureate and master's levels, as well as selected doctoral degree programs. UNO offers a learning environment that features the best of both worlds - a small-school atmosphere within

a thriving city where internship, employment and entertainment opportunities are plentiful.

Approximately 14,000 students are enrolled at UNO. Although many come from within a 100-mile radium of Omaha, fully one-third of the student population represents each state in the nation and 60 countries.

The UNO College of Business Administration aspires to be a leading urban-regional college of business by providing opportunities to each student for an exceptional education experience, by conducting quality research, and by providing service relating to the disciplines of the college. Our students can participate in the college's strong internship program, where they apply the knowledge they gain in the classroom to real-work situations in the Omaha business community. We are also proud of our Nebraska Business Development Center (NBDC), which is a cooperative program of the U.S. Small Business Administration and the University of Nebraska at Omaha. Through eight regional centers located in Nebraska, NBDC provides guidance for new business ventures or improvement projects for clients throughout the state.

The University of Nebraska at Omaha is a pacesetting, comprehensive metropolitan university, committed to a standard of excellence in its teaching, research and public service activities. UNO strives to anticipate and respond creatively to the emerging needs of the 21st century, while preparing students for a life-long commitment to learning and leadership roles in a constantly changing society.

Oklahoma State University

At the College of Business Administration at Oklahoma State University, more than 4,000 students are taking the important next step to career advancement and personal achievement. They're enrolling in one of the 15 undergraduate degree programs, six master's degree programs, or one of the several Ph.D. degree programs. These programs offer superior academic challenges and innovative research opportunities.

The College produces superior business leaders by incorporating the latest technology into the curriculum and seeking input from leaders in business and government to create industry-relevant degrees. More than 100 dedicated faculty members provide practical and progressive coursework that is enhanced by state-of-the art labs, real-world learning experiences and study-abroad opportunities.

Proud to be a sponsor of the Academy of Management, the Department of Management at OSU consists of 37 tenure-track faculty members committed to high levels of teaching and research scholarship, as well as service to the profession, the institution and the nation. The department offers four undergraduate programs (management, management information systems, management science and computer systems, and management with an option in human resource management), three master's programs (master of business administration, master of science in telecommunications management and a master of science in management information systems/accounting information systems), and a doctoral program.

All programs at the College of Business Administration are accredited by the Association to Advance College Schools of

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Business (AACSB), which means that they meet or exceed established standards for business schools internationally.

Oklahoma State University is a land-grant university with approximately 26,000 students on six campuses, the largest being in Stillwater.

Regis University

Regis University is proud to be a sponsor of the Academy of Management. One of 28 U.S. colleges and universities sharing a 500-year tradition of Jesuit/Catholic education, Regis University prepares men and women of all ages to take leadership roles and to make a positive impact in a changing society. Innovative business programs in all three schools of the University have grown out of this mission by incorporating questions of meaning, values and ethical behavior throughout the curriculum.

Business and management programs, undergraduate and graduate, account for the largest enrollment in the University. All three schools that comprise the University, Regis College, the School for Health Care Professions, and the School for Professional Studies, offer degrees in business and management tailored to the specific educational and professional needs of their distinctive groups of students. The University serves more than 12,000 undergraduate and graduate students in six Colorado locations and nationwide through online programs. Business and management programs include bachelor's degrees in accounting, business administration, health care administration, health information management, human resource management, marketing, and organization development. Graduate programs include master's degrees in business administration, management, nonprofit management, and health services administration. The Regis University online MBA program is the largest in the United States.

By incorporating questions of meaning, values and ethical behavior throughout the curriculum, Regis University places special emphasis on the implications of decision-making in business, the global and ethical dimensions of business, and the application of theory in practice. This practice challenges students to develop the skills and leadership abilities necessary for distinguished professional work and contributions to the improvement and transformation of society.

Regis University has been named one of the top universities in the West for seven consecutive years by U.S. News & World Report. Nationally recognized since the 1970s as a leader in adult higher education, Regis University has received the Peter F. Drucker Foundation Award for innovative programs and a national award from the Council for Adult and Experiential Learning (CAEL) for excellence in innovation and service to adult learners.

Thunderbird, The American Graduate School of International Management

Any MBA program will teach about the world of business. At Thunderbird, we teach about the world AND about business.

For more than 55 years, Thunderbird, The American Graduate School of International Management has offered a comprehensive education in managing business in a global context. Using a tripartite foundation of core business, language and communication, plus international studies, the Thunderbird curriculum integrates an

international perspective into every course. The Thunderbird graduate is a true specialist in international management with the additional opportunity to concentrate on a specific business discipline and focus on a specific region of the world. The Thunderbird graduate enters business environments throughout the world prepared to make an immediate contribution.

Students begin their studies either at the principal campus near Phoenix, Arizona in the U.S. or at Thunderbird Europe, strategically located just minutes from Geneva in the French-Swiss border community of Archamps, FR. Depending on the student's chosen course of study, he/she can spend as little as one or as many as three trimesters at either site. Thunderbird offers a one year (three semester) MBA in International Management program as well as its traditional four semester program for those interested in deeper regional and language studies.

The program also includes opportunities to study at Thunderbird facilities and partner programs throughout Europe, Asia or Latin America. As a Thunderbird student, one can have a truly multinational experience while earning an international business degree.

With a student body representing more than 70 nations, a faculty that comes from almost as many countries, and a global context woven into every course, at Thunderbird, everything is global.

University of Wyoming

Founded as a land-grant college in 1886, the University of Wyoming is the only accredited four-year institution of higher education in the state. Approximately 10,000 students are enrolled in undergraduate and graduate programs on the 785 acre campus in Laramie. Another 2000 are enrolled in off-campus programs scattered across 100,000 square miles of majestic mountains and striking high plains.

Business education has been present at the University of Wyoming since the 1890 legislation specifically identified "industrial and professional pursuits" as objects of the founding university mission. The College offers undergraduate majors in accounting, business administration, economics, finance, management and marketing. Graduate programs are offered in accounting, e-business, economics, finance and business administration (MBA). A Ph.D. program emphasizes resource economics. It reflects the historical interest in Wyoming and the West of balancing development and environmental concerns.

The College of Business, located just two hours north of Denver, is home to 1,300 students and 60 faculty members and was reaccredited by AACSB – International in 2000. The College takes pride in its student-oriented programs. Class size, faculty respect for students and instructional quality are academic qualities that distinguish our learning setting. Our graduates are proud of their accomplishments and the college's role in helping them meet their goals.

We are pleased to join with the Academy of Management in sponsoring their annual meeting in 2002 and encourage you to take a day trip to some of the finest recreational areas in the Rocky Mountain region located just minutes away from Laramie.

Special Thanks to the 2002 Exhibitor Sponsors



Perseus Publishing

Gold Sponsor of Interactive Paper Sessions

Perseus Publishing has a long tradition of excellence in the publishing of business books for a wide audience. The Perseus list includes such distinguished authors as Warren Bennis, Bill Bridges, Jerry Gilley, Christopher Locke, John Patrick, Jim Champy and many, many others.

This fall Perseus will launch its most ambitious project ever: BUSINESS: The Ultimate Resource. The most comprehensive volume ever published, BUSINESS will be a one-stop reference covering virtually every aspect of the world of business. With an introduction by Daniel Goleman, BUSINESS draws on the collected business intelligence of hundreds of marquis name contributors, offering the most current thinking in all fields, from marketing and finance, to strategic planning and human resources. Unprecedented in scope and featuring original best practice essays, a world almanac, a substantial source section and much more, BUSINESS will be the operating system for doing business in the 21st century. To learn more, please stop by our booth or visit our website at www.ultimatebusinessresource.com.

Perseus Publishing is a member of the Perseus Books Group, an independent family of publishers including Basic Books, Basic Civitas Books, PublicAffairs, Counterpoint Press, Da Capo Press, Westview Press, and the Running Press.

To find out more about the full range of titles we publish, please visit us at www.perseusbooksgroup.com.



Prentice Hall

Bronze Sponsor of Sunday Morning Break in Exhibits Area

Prentice Hall is a division of Pearson Education, the world's largest integrated education business, offering a full range of rich content across electronic and print media for all students everywhere - from early childhood to professional education and training. Pearson Education is the global leader in online learning through its 1,200 textbook companion Websites, NCS Learn, and the InformIT portal for technology professionals.

As the world of business education continues to expand and evolve, Prentice Hall remains dedicated to educating future business leaders through flexible solutions and innovative ideas. With our distinguished roster of authors who are the hallmark of business publishing, as well as our rich selection of textbooks, cases, simulations, online courses, web sites, and software products, we're proud to bring this world of education to you and your students...one classroom at a time! Please stop by our booth or visit us online at www.prenhall.com.



"Diversity Networking Matrix" (oil on canvas) Yehuda Baruch, U of Texas, Arlington

Placement Services

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 Director's Row H at the Adam's Mark on Saturday, August 10, from 6:00-7:00 pm and again on Sunday, August 11, from 1:00-2:00 pm. Pre-registration for Placement Services may be done online at http://www.aom.pace.edu/placement from Monday, June 3rd, until Saturday, July 27. Persons unable to

from Monday, June 3rd, until Saturday, July 27. 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 \$100. All Placement services and interview tables will be located in smaller meeting rooms at the Hyatt Regency. 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:

- 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
- 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.



"Born Global", Sara L. McGaughey, U. of New South Wales

2002 Placement Committee

Director

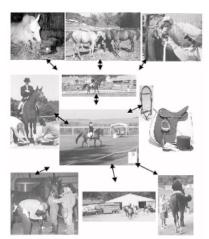
Nancy Leonard, West Virginia U.

Associate Director

Mary Jo Vaughan, Mercer U.

Assistant Director

Scott C. Douglas, Binghamton U.



"Networks of Performance: Dressage" Grace Ann Rosile, New Mexico State U. and Alexis Downs, U of Central Oklahoma

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Nailin Bu, Queen's U.

Shawn Carraher, Texas A&M U.

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2002 Exhibitors

Colorado Convention Center Ballroom

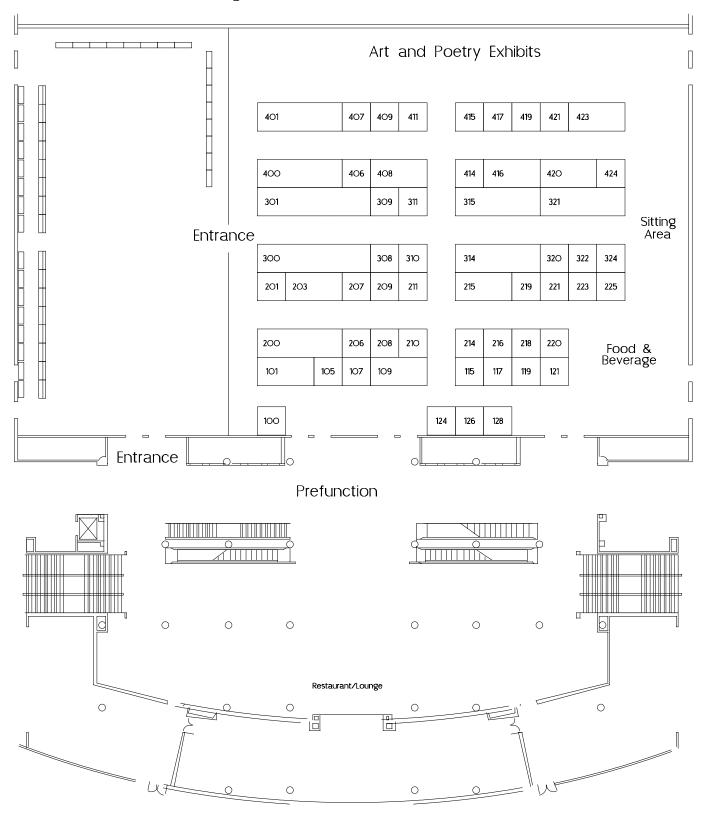
Sunday, August 11 – Tuesday, August 13

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Council for International Exchange of Scholars	
CRM Learning	
Davies-Black Publishing	324
Edward Elgar Publishing	308
Elsevier Science	315
Emerald	219
European Case Clearing House	417
Exhibitor Relations/George Washington Univ	105
Georgetown University Press	101
The Great Game of Business	107
HarperCollins Publishers	322
Harvard Business School Publishing	
Houghton Mifflin Company	420
Human Relations	320
Information Age Publishing	100
Interpretive Software Business Simulations	128
IP Publishing	101
Ivey Publishing	407
Jack Tesmer Institute	206
John Wiley & Sons/Jossey Bass	400
Kluwer Academic Publishers	311
Lawrence Erlbaum Associates, Inc.	408
M.E. Sharpe, Inc.	414
McGraw-Hill/Irwin	301
The MIT Press	209
Nicholas Brealey Publishing	101
Oxford University Press	416
Palgrave	211
Perseus Books Group	309

Exhibitor	Booth
Gold Sponsor of Interactive Paper Sessions	
Prentice Hall	300
Bronze Sponsor of Sunday Morning Break in Ballroom	
QSR International Pty Ltd.	225
Qualitative Data Analysis Group	109
Quorum Books/Greenwood Publishing Group	411
Random House, Inc.	215
Routledge	208
Sage Publications	314
Simon & Schuster	419
Society for Human Resource Management	421
South-Western, Thomson Learning	321
Stanford University Press	406
Taylor & Francis	210
Transaction Publishers, Rutgers	101
University of Chicago Press	101
University of Virginia	424
The Wall Street Journal	409
Xan Edu	423

Exhibitor Hours	
Sunday, August 11 9:	:00 a.m. – 5:00 p.m.
Monday, August 129:	:00 a.m. – 5:00 p.m.
Tuesday, August 13 9:	:00 a.m. – 11:45 a.m.
2:	:15 p.m. – 5:00 p.m.
Exhibits are closed Wednesday, Augu	ıst 14

2002 Exhibitors Map: Colorado Convention Center Ballroom



William H. Newman Award Nominees

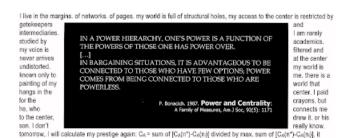
The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the past three years. Division program chairs may nominate one paper for this award. The Awards Committee, under the direction of the Chair, Sara Rynes (U. of Iowa), selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Here are this year's nominees.

- BPS The Role of Network Resources in Market Entry: Commercial Banks' Entry into Investment Banking. Michael Jensen, U. of Michigan
- CM Do I Need to be a Tough Negotiator all the Time?
 Relationship Between Negotiators and the Concession
 Timing Effect
 Seungwoo Kwon, Carnegie Mellon U.
- ENT Exploiting an Opportunity: Entrepreneurs' Assessment of Imitation Threat and Liability of Newness Young Rok Choi, Singapore Management U.
- GDO What Managers Seek from Their Careers: Expanding the Traditional Model of Career Satisfaction Kimberly Eddleston, Northeastern U.
- HCM Factors that Influence Line Managers' Perceptions of Hospital Performance Data Liane Soberman Ginsburg, U. of Calgary
- IM Knowledge "Spill-backs" to Foreign Market Participants:The Impact of Exporting on Firm InnovationRobert Salomon, New York U.
- MC Bridging the Worlds of Academia and Business:
 Understanding Organizational Success in a Management
 Consultancy Firm
 Véronique Ambrosini, Cranfield U.
- MED The Effects of Cognitive Style on the Research Supervision Process in Management Education Steven J. Armstrong, Hull U.
- MH The Theory of the Firm Meets the 17th Century: The Case of the Chartered Trading Companies

 Andrew von Nordenflycht, Massachusetts Institute of Technology
- MOC How Personality Drives Network Benefits: Need for Cognition, Social Networks, and Information Amount Marc H. Anderson, U. of Minnesota
- MSR Birthing New Worlds through Exceptional Responses to Challenging Circumstances Sangeeta Parameshwar, U. of Illinois, Springfield

- OB The Pervasive Effects of Network Content Brooke Harrington, Brown U.
- OCIS The Role of Exchange Processes, Inter-group Context and Identification in Knowledge Sharing
 Bernd Erhard Irmer, U. of Queensland
- ODC The Right Shock to Initiate Change: A Sense-making Perspective J. Bradley Morrison, Massachusetts Institute of Technology
- OM Just-in-Time in Practice at Toyota: Rules-in-Use for Building Self-Diagnostic, Adaptive Work-Systems Steven J. Spears, Harvard U.
- OMT Adaptation of Corporate Governance to Deregulation: A Longitudinal Study of the U.S. Banking Industry Kim Bongjin, Tilburg U.
- ONE Voluntary Environmental Initiatives as Signaling Mechanisms

 Bruce Paton, Silicon Valley Center for Innovation & Sustainability
- SIM Managing Public Affairs Through Storytelling Pursey Heugens, Concordia U.
- TIM Knowledge Creation, Social Networks, and Innovation: An Integrative Study David Obstfeld, U. of California, Irvine



"At the Margins" Benedict Kemmerer and Hans Hansen, U. of Kansas

Carolyn Dexter Award Nominees

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for the Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high calibre for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Each divisional program chair can nominate up to two papers to the chair of this year's Dexter Award Committee, Louise Fitzgerald (De Montfort U.). Here are this year's nominees:

BPS Governing the Corporation in Emerging Economies: A Principal-Principal Perspective Michael Young, Chinese U. of Hong Kong Mike W. Peng, Ohio State U. David Ahlstrom, Chinese U. of Hong Kong Garry D. Bruton, Texas Christian U.

Learning-by-Hiring: When is Mobility Useful for Inter-Firm Knowledge Transfer? Jaeyong Song, Yonsei U. Paul C. Almeida, Georgetown U. Geraldine Amber Wu, Columbia U.

CM Why Do Individuals Follow Cultural Norms? Need for Closure, Script-based Expectancies, and Conflict Ho-ying Fu, Nanyang Technological U. Michael Morris, Columbia U. Sau-lai Lee, U. of Hong Kong Chi-yue Chiu, U. of Hong Kong

ENT Opening the Black Box of Regional Culture: A Cross-Section of 54 Regions Sjoerd Beugelsdijk, Tilburg U. Niels Noorderhaven, Tilburg U. Anton van Schaik, Tilburg U.

> International Social Capital, Foreign Organizing Knowledge Acquisition and Technological Learning by Internationalizing Software Firms Erkko Autio, Helsinki U. of Technology Pia Arenius, Helsinki U. of Technology Harry J. Sapienza, U. of Minnesota

GDO Awareness of Racism as a Predictor in the Study of Occupations: A Cross-National Approach Maria Fernanda Garcia, Texas A&M U.

Individual and Contextual Factors Affecting Quality of Work Life and Work Attitudes of Gay Men Raymond Nam Cam Trau, Monash U. Charmine E. J. Hartel, Monash U.

HCM Professionalism and Organizational Citizenship Behavior: An Empirical Examination Among Israeli Nurses Aaron Cohen, U. of Haifa Yardena Kol, U. of Haifa

> A Study of Organizational Factors that Support Clinical Quality Improvement: The Case of Chronic Disease Management

Mattia J. Gilmartin, INSEAD

HR Determinants and Moderating Influences of U.S. and Foreign National Managers' Willingness to Assume a Global Assignment Robert Konopaske, U. of North Carolina, Wilmington John M. Ivancevich, U. of Houston

Cultural Values and Interviewer Judgments in the Cross-Border Employment Interview
Ghee Soon Lim, National U. of Singapore
Ann Marie Ryan, Michigan State U.

IM MNC Knowledge Transfer, Subsidiary Absorptive Capacity and HRM

> Dana Minbaeva, Copenhagen Business School Torben Pedersen, Copenhagen Business School Ingmar Bjorkman, Swedish School of Economics Carl Fey, Stockholm School of Economics Hyeon Jeong Park, Cornell U.

Change Management in MNC: How Global Convergence Intertwines with National Diversities
Mike Geppert, U. of Wales, Swansea
Dirk Matten, U. of Wales, Swansea
Karen Williams, U. of Wales, Swansea

MED The Cultural Imprint of Teaching-cases: A Comparative Study of the Best-selling MBA Cases in the U.S. and China

Neng Liang, China Europe International Business School/Peking U.

Jiaqian Wang, Peking U.

Teaching in China: Culture-based Challenges Herman Aguinis, U. of Colorado, Denver Heidi A. Roth, U. of Colorado, Denver

MH Corporate Governance, Business Strategy and the Characteristics of Networks: A Theoretical Model and Application to the British Cotton Industry, 1830-1980 Steve Toms, U. of Nottingham Igor Filatotchev, U. of Bradford

Jardine, Matheson & Company – The Role of the External Organization in Risk Reduction and Learning Carol Matheson Connell, Glasgow U.

Academy of Management 2002 Meeting

MSR Managerial Discernment: An Examination in the Case of Employee Appraisal
Vincent J. Duriau, U. of Maryland
Laurent Falque, EDHEC

A Buddhist Perspective on the Capitalist Iron Cage Siriwut Buranapin, Boston U.

OB Culture and Competitive Decision Making: The Mediating and Moderating Effects of Individualism Xiao-Ping Chen, U. of Washington, Seattle Shu Li, Nanyang Technology U.

Antecedents of Leader-Member Exchange and Explanation of its Relationship with Citizenship Behavior Samuel Aryee, Hong Kong Baptist U. Hwee-Hoon Tan, National U. of Singapore Pawan S. Budhwar, Cardiff U.

OCIS Outsourcing vs. Quasi-outsourcing: The Case of IT in France and Germany
Jerome Barthelemy, Audencia Nantes
Dominique Geyer, Audencia Nantes

Electronic Commerce in China: Theory and Cases Maris G. Martinsons, City U. of Hong Kong

ODC The Influence of Attitudes to Change of Adoption of an Integrated IT System
Allannah Rafferty, Queensland U. of Technology
Roland Hirokazu Simons, Queensland U. of Technology

Efficacy of Appreciative Inquiry in Building Relational Capital in a Transcultural Strategic Alliance Monty G. Miller, Pepperdine U. Stephen P. Fitzgerald, Collaborative Capacity Consulting Kenneth Murrell, U. of West Florida Joanne Preston

OM Relevance of Baldrige Criteria in an International Context: A Study of National Culture Barbara B. Flynn, Wake Forest U. Brooke Saladin, Wake Forest U.

> Manufacturing Transitions in Manufacturing Firms: A Cross-Cultural Comparison Linda Edelman, Bentley College Mark Frohlich, London Business School

OMT Calder and the Network: Towards Movement and Aesthetic Consideration in Network Theorizing David Barry, Victoria U, Wellington Claus Rerup, U. of Pennsylvania

Organizational Rules and Rule Histories: A Review of Rule-Based Models of Organizational Learning Martin Schulz, U. of British Columbia Nikolaus Beck, U. of Erfurt ONE Sustainable Development or Neo-Colonialism? Subhabrata Bobby Banerjee, U. of South Australia

Ireland's "Celtic Tiger" Economy through the Lens of Sustainable Development James J. Kennelly, Skidmore College Finbarr Bradley, Dublin City U.

RM The Identification of a Partial Metric Invariance Model for Multi-Group Studies Gordon Gheung, Chinese U. Hong Kong

To Text or Context? Comparing Endotextual and Exotextual Approaches to Narrative Organizational Research David Barry, Victoria U., Wellington Brigid Carrol, U. of Auckland

SIM Enabling Guanxi Management in China: A Hierarchical Stakeholder Model of Guanxi Management in China: A Hierarchical Stakeholder Model Chenting Su, U. of Victoria M. Joseph Sirgy, Virginia Polytechnic Institute and State U. Ronald K. Mitchell, U. of Victoria

Hans Hansen, U. of Kansas

Child Labor and International Business Ethics: The Case of the Brazilian Shoe Industry

J. Lawrence French, Virginia Polytechnic Institute and State

J. Lawrence French, Virginia Polytechnic Institute and State U.

Richard E. Wokutch, Virginia Polytechnic Institute and State U.

TIM Improving Patent Valuation Methods for Management -Validating New Indicators by Understanding Patenting Strategies

Markus Georg Reitzig, Munich School of Management

Is Investing in Innovation Unproductive? A Time to Sow and a Time to Reap *Pedro Conceicao*, *Instituto Superior Tecnico*

Francisco Veloso, U. Catolica Portuguesa

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The Academy of Management is a leading professional association of scholars dedicated to creating and disseminating knowledge about management and organizations. The Academy's central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy's membership consists of scholars at colleges, universities, and research institutions, as well as practitioners with scholarly interests from business, government, and not-for-profit organizations.

The Academy is committed to shaping the future of management research and education. Management is defined broadly to encompass all processes, structures, and behaviors that are related to the work of organizations, as well as the dynamics of industries, economies, cultures, and other environmental forces that affect organizations and their employees.

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Future Annual Meetings of the Academy of Management

2003 Seattle, Washington

August 1-6: Washington State Convention and Trade Center and Surrounding Hotels

2004 New Orleans, Louisiana

August 6-11: Sheraton New Orleans Hotel, New Orleans Marriott and Surrounding Hotels

2005 Honolulu, Hawaii

August 5–10: Hawaii Convention Center, Hilton Hawaiian Village and Sheraton Waikiki

2006 Atlanta, Georgia

August 11-16: Atlanta Marriott Marquis, Hyatt Regency Atlanta and Atlanta Hilton Hotel

2007 Philadelphia, Pennsylvania

August 3–8: Philadelphia Convention Center and Surrounding Hotels

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	reflect those at the time of presi	•		Brown, Alvin M.	
	Van de Ven, Andrew H			Moore, Franklin G	=
	Whetten, David A	9		Shuman, Ronald B	
	Huff, Anne S			Spriegel, William R	
	Starbuck, William H			Folts, Franklin E	
	Hitt, Michael A			Mee, John F	
	Mowday, Richard T	=		Newman, William H	
1994–1995	Von Glinow, Mary Ann Y			Jucius, Michael J	
		U.	1948–1949	Schell, Erwin H	
	Oldham, Greg R				of Technology
	Hambrick, Donald C			Davis, Ralph C.	
	Aldag, Ramon J			Brecht, Robert P	•
	Beyer, Janice M		1936–1940	Jamison, Charles L. (Founder)	. U. of Michigan
1989–1990	Kerr, Steven				
		California			
	Bedeian, Arthur G				
	Hellriegel, Don				
	Steers, Richard M	=			
	Luthans, Fred				
	Bartol, Kathryn M				
	Slocum Jr., John W				
	Duncan, Robert B				
	Wortman Jr., Max S				
	Cummings, Larry L.				
	Glueck, William F	=			
1978–1979	Pledger, Rosemary				
1077 1070		Lake			
	Miner, John B.	=			
	Kast, Fremont E.	=			
	Vance, Stanley C.				
	Hicks, Herbert G.				
	Porter, Lyman W.				
	Summer Jr., Charles E	_			
1971–1972	Steiner, George A				
1070 1071					
	Wolf, William B				
	Litterer, Joseph A				
	Gordon, Paul J.				
	Dale, Ernest	·			
	Richards, Max D Le Breton, Preston P	•			
		_			
	McFarland, Dalton E	9			
	Davis, Keith Koontz, Harold D				
1704-1703		Angeles			
1961–1962	Smiddy, Harold F	. General Electric Co.			
1960–1961	Terry, George R.	. Northwestern U.			
1959–1960	Towle, Joseph W	. Washington U.			
1958–1959	Mandeville, Merten J	. U. of Illinois			
1957–1958	Goetz, Billy E				
		of Technology			

2002 AoM Meeting Statistics

Table 1: 2002 Submissions by Division/Interest Group

Numbers reflect those submissions that were checked in and sent for review. In many cases, symposia were sent to multiple divisions.

Division/Interest Group	Papers	Symposia
AA	N/A	36
AP	39	N/A
BPS	467	18
CAR	56	5
CM	62	5
CMS	N/A	N/A
ENT	156	7
GDO	72	13
HCM	61	2
HR	174	15
IM	180	8
MC	48	3
MED	61	16
MH	77	2
MOC	70	5
MSR	34	3
OB	290	39
OCIS	93	6
ODC	84	9
OM	44	3
OMT	228	11
ONE	34	5
PNP	35	2
RM	53	3
SIM	91	8
TIM	182	11
Totals:	2691	226

Table 2: 2002 Papers, Symposia and Sessions

Submission	Total	Scheduled Number
Papers	2691	Accepted for Division
		Accepted for SIT
		Accepted for Interactive
		Total Papers Accepted 1434
		Accepted for Proceedings
Symposia	226	Jointly Sponsored
		Singly Sponsored
		Accepted for Showcase
		Accepted for All Academy 33
Sessions	1028	Paper Sessions
		Symposia
		Professional Development Workshops 260
		Other
Participants	_	On Program
-		As Reviewers

Table 3: Universities with 30+ Program Participants

Based on self-identified statistics. Data may be incomplete.

Count	Affiliation name
59	Harvard U.
48	Texas A&M U.
45	.U. of Michigan
44	U. of Pennsylvania
38	New York U.
36	Columbia U.
35	Pennsylvania State U.
33	INSEAD
32	Cornell U.
31	Case Western Reserve U.
31	National U. of Singapore
31	U. of Illinois, Urbana-Champaign

Table 4: Country Representation of Program Participants

Self-identified. Data may be incomplete. The Academy takes no position on national borders.

Country	Count	Country	Count
Argentina	2	New Zealand	20
Australia	104	Norway	16
Austria	5	Oman	2
Belgium	22	Pakistan	1
Brazil	12	Philippines	1
Bulgaria	1	Poland	1
Canada	178	Portugal	4
China	32	Russian Federation	3
Costa Rica	1	Saudi Arabia	1
Denmark	14	Scotland	2
Egypt	1	Singapore	56
Finland	9	Slovenia	1
France	74	South Africa	2
Germany	36	Spain	25
Hong Kong	39	Sweden	34
Hungary		Switzerland	32
India	2	Taiwan	8
Ireland	10	Thailand	2
Israel	34	Turkey	1
Italy	18	United Kingdom	174
Japan	11	United States	2699
Kazakhstan	1	United States	
Korea	1	Minor Outlying Islands	1
Korea, Republic of	17	Uruguay	
Malta	1	Vietnam	1
Mexico	3	Not provided	94
Netherlands	70	Other	1

12:00

12:30

Friday Morning, August 9, 2002

AM: Director's Row I ← AAC: Board of Governors` Meeting

MT: Matchless

OS: Off-Site ← IM: IM Division Rafting Trip

AAC: Board of Governors` Meeting

Tiphology

Ti

Friday Afternoon, August 9, 2002

		<i>J</i>		,	0	,			
	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
AM: Columbine	11 MED/	MH: Teaching and	21 MED	: Teaching under					
AM: Director's Row I	← AAC: Board of	Governors` Meeti	ng						
AM: Gov. Sq. 10	9 HR: HR	Education: A To	wn Meeting!						
AM: Gov. Sq. 12	15 PS: C	ollaborative Action	Learning						
AM: Gov. Sq. 16	13 MSR:	Doctoral Consortion	ım						
AM: Plaza Court 1					26 MED/	CAR/GDO: Trans	sitioning into Aca	ademia	
AM: Plaza Court 7	4 BPS an	d Cosponsors: Re	search & Pra	ctice PDW					
AM: Tower Court A					28 MSR/	RM: Spirituality:	Quant. Database	е	
AM: Tower Court B	5 BPS/ON	MT/TIM: Conversat	ions on Knov	vledge					
MT: Col. Ballrm Sal. A					29 ONE/	TIM: Hydrogen E	conomy Teach-	ln	
MT: Col. Ballrm Sal. B							30 CM: C	M Doctoral Conso	rtium
MT: Col. Ballrm Sal. C			20 MC:	Learning in a Virtual	World		32 ODC/	MC/BPS/IM: Intl. B	usiness
MT: Col. Ballrm Sal. D	14 ODC:	Struggling w/ Netv	vork Dilemma	as			31 ODC:	Entry Level OD Co	ompetencies
MT: Col. Ballrm Sal. F	7 ENT:	17 ENT/ON	IE/SIM/GDO/	PNP: Bill Drayton	24 ENT/S	SIM/PNP/ONE: E	Interprise		
MT: Col. Ballrm Sal. G		18 MC: Coi	nsulting Proc	ess			3-	4 MC: Executive C	coaching
MT: Col. Ballrm Sal. H	8 GDO: D	iversity Theory and	d Practice						
MT: Col. Ballrm Sal. I+J					22 CMS:	CMS Political Ed	conomy Tutorial		
MT: Denver Ballrm Ste I	10 MC/O	DC: Successful Co	onsulting						
MT: Denver Ballrm Ste IV					25 GDO:	GDO Doctoral C	Consortium	35 GDO: G	DO Doctoral
MT: Denver Ballrm Ste V		16 ENT: E-	Learning for I	Ent Educators	23 ENT/I	M: Globalization	and ENT Wome	en	
MT: Denver Ballrm Ste VI							33 TIM/C	CIS: TIM/OCIS Do	ctoral Consortiu
MT: Matchless	← ENT: Doctoral	Consortium							
MT: Mattie Silks		19 MC/OD	C/OMT: Cons	sulting and Academia	a				
MT: Nat Hill	12 MH: R	ailroads, Mining a	nd Colorado		27 MH: C	Colorado & Denve	er in History		
MT: Pomeroy	6 CAR: In	telligent Career Ca	ard Sort						
OS: Off-Site	← IM: IM Division	Rafting Trip							

Friday Evening, August 9, 2002

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	
AM: Gov. Sq. 11	39 PS: A	n Informal AR G	athering							
AM: Gov. Sq. 14	38 MSR:	Spirit and Mean								
AM: Gov. Sq. 16		55 MSR: Ken Wilber I: Framework								
AM: Gov. Sq. 9		48 AAC: Seattle 2003: Democracy Planning								
AM: Plaza Ballrm A			45 OB/OM	T/ODC: Docto	ral Student Cons	ortium				
AM: Plaza Court 1	37 MED:	Transition Econ	omies of Europe	47 MED:	Developing a Re	esearch Culture				
AM: Plaza Court 4	40 SIM: S	40 SIM: SIM Doctoral Consortium								
AM: Silver				46 BPS:	BPS Doctoral Co	onsortium				
AM: Terrace			44 OB/OM	T: Junior Facu	Ity Workshop					
AM: Tower Court B	← BPS/OMT/1	ΓΙΜ: Conversatio	ns							
MT: Col. Ballrm Sal. B	← CM: CM Do	ctoral Consortiu	m							
MT: Col. Ballrm Sal. C	← ODC/MC/BI	PS/IM: Intl. Busir	ness Consulting							
MT: Col. Ballrm Sal. D	← ODC: Entry	Level OD								
MT: Col. Ballrm Sal. G	← MC: Execut	tive Coaching	42 HCM: F	Reception and	Welcome to HCN	И				
MT: Col. Ballrm Sal. I	•	•	•		51 ODC:	International Rec	eption			

Friday Evening, August 9, 2002 (cont.) 5:30 6:00 6:30 7:00 7:30 8:00 9:00 ← CMS: CMS Political Economy MT: Col. Ballrm Sal. I+J MT: Denver Ballrm Ste II 36 ENT: New Faculty Consortium MT: Denver Ballrm Ste III 43 IM: IM Welcome and Academy Roadmap MT: Denver Ballrm Ste IV ← GDO: GDO Doctoral Consortium MT: Denver Ballrm Ste VI ← TIM/OCIS: TIM/OCIS Doctoral Consortium ← ENT: Doctoral Consortium MT: Matchless ← MC/ODC/OMT: Consulting and 41 CMS: CMS Reception MT: Mattie Silks 52 CMS: CMS Doctoral Workshop MT: Pomeroy ← CAR: Intelligent Career Card OS: Off-Site 54 IM: IM Dinner with the EC OS: Off-Site **50** GDO: GDO Doctoral Consortium Dinner OS: Off-Site 49 ENT: Doctoral Consort Dinner

Saturday Morning, August 10, 2002 7:30 8:00 8:30 9:00 9:30 10:00 11:30 11:00 AM: Director's Row H 99 AAC: Board of Governors' Meeting AM: Gov. Sq. 10 68 HR: HR Doctoral Student Consortium AM: Gov. Sq. 11 86 SIM: Rebuilding Social Capital AM: Gov. Sq. 12 107 PS: Accelerated Action Learning AM: Gov. Sq. 16 62 BPS: BPS New Faculty Consortium AM: Gov. Sq. 9 69 HR: HR Jr. Faculty Consortium AM: Plaza Ballrm A 81 OB/OMT/ODC: Doctoral Student Consortium AM: Plaza Ballrm D 98 NDSC: New Doctoral Student Consortium AM: Plaza Court 1 102 HR/CAR: Surviving Workaholism AM: Plaza Court 4 85 SIM: SIM Doctoral Consortium AM: Silver ← BPS: BPS Doctoral Consortium AM: Terrace 80 OB/OMT: Junior Faculty Workshop AM: Tower Court A 108 AAC: Newsletter Editor AM: Tower Court B 63 BPS/OMT/TIM: Conversations on Knowledge AM: Tower Court C 79 OB: International Strategies CC: A101 87 CAR/GDO: Becoming a Department Chair ← MED/OB: Learning through Film CC: A103 121 MED/IM/ITC: Innovative Distance Learning CC: A105 103 MED: Learning & Teaching via Internet CC: A107 105 MED/OB/OCIS: Teaching with Technology CC: A109 104 MED: Developing Doctoral Students CC: C101 76 MC/ODC: Successful Consulting CC: C102 61 AAC: Membership Committee Meeting CC: C103 82 OCIS/TIM: OCIS/TIM Jr Faculty Consortium CC: C104 75 MC: Teaching Management Consulting CC: C105 114 MOC: Organizational Identity, Image CC: C106 118 HCM: Junior Faculty Survival Skills CC: C107 77 MC/ODC/OMT: Consulting and Academia CC: C108 92 HCM/MED: Teaching Skills CC: C109 123 MC: Marketing U.-based CC: C110 117 HCM: Grad School Survival Skills CC: C112 78 MSR: **94** MSR: Spirit Practice CC: C202 96 RM: Regression Interactions CC: C206 73 IM/PNP/ONE: Behavioral Simulations for IM CC: C208 112 IAM: Globalization and Management 70 IAM/ENT: Iberoamerican Entrepreneurship CC: C209 84 RM/OB/BPS/OMT/IM: Social Network Workshop CC: C210 71 IM: Doctoral Consortium CC: C212 72 IM: IM Junior Faculty Consortium MT: Col. Ballrm Sal. A 95 ONE: ONE Doctoral Consortium MT: Col. Ballrm Sal. B 100 CM: CM Doctoral Consortium MT: Col. Ballrm Sal. C 74 MC: Process Consultation 106 ODC/MC: Five Approaches of Change MT: Col. Ballrm Sal. D 83 ODC/MED: Executive Doctoral Colloquium MT: Col. Ballrm Sal. F 66 ENT: Research Methods in Ent **109** ENT: Utilizing Effective Networks 119 ENT: Entrepreneurship Theory MT: Col. Ballrm Sal. G 90 GDO: GDO Doctoral Consortium 111 GDO: GDO Doctoral Consortium MT: Col. Ballrm Sal. H+I+J 91 GDO: Diversity Dialogues I MT: Denver Ballrm Ste I ← GDO: GDO MT: Denver Ballrm Ste II 89 ENT: New Faculty Consortium MT: Denver Ballrm Ste III 115 ONE: Evolution of ONE Research MT: Denver Ballrm Ste IV 116 TIM/BPS/OMT: Modeling Legacies and Shocks MT: Denver Ballrm Ste V 67 ENT: Community Based Ent **110** ENT/PNP/MED: Universities & Economic **120** ENT: NTA's: Current Practice MT: Denver Ballrm Ste V← TIM/OCIS: TIM/OCIS Doctoral Consortium ← ENT: Doctoral Consortium MT: Matchless MT: Mattie Silks 65 CMS: CMS 88 CMS: CMS 101 CMS: CMS & Postcolonial Theory 124 CMS: CMS & Case MT: Nat Hill 93 MH: New Member Workshop 113 MH: AACSB Changes and 122 MH: Time Management OS: Off-Site

OS: Off-Site

64 CAR: Career Journeys

97 SIM: SBE/SIM Joint Symposium

	Juide - Salurday	A 0				4.0	200		
	Saturday	Aft.	erno	on,	Augu	st 10	, 200	2	
									1.22
AM B: 4 1 B 11	12:00 12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
AM: Director's Row H	← AAC: Board of Governors' N								
AM: Gov. Sq. 10	← HR: HR Doctoral Student C	onsortium							
AM: Gov. Sq. 11	← SIM:				1: SIM Values S	tatement			
AM: Gov. Sq. 12			nternational	Action Researc	h	171 PS	: Comparative	Action Research	ch
AM: Gov. Sq. 16	← BPS: BPS New Faculty Cor								
AM: Gov. Sq. 9	← HR: HR Jr. Faculty Consort								
AM: Plaza Ballrm A	← OB/OMT/ODC: Doctoral St	udent Consor	tium						
AM: Plaza Ballrm D	← NDSC: New Doctoral Stude	ent Consortiur	n						
AM: Plaza Court 1	136 HR/MI	ED: Measure	Learning Effe	ectiveness		165 HR	MED/IM: Multi	inational HR R	
AM: Plaza Court 2				158 BP	S/IAM/TIM/AAN	I/IM: Internation	onalizing Resea	arch	
AM: Plaza Court 3	128 BPS/RM: Strategy ar	nd Simulation		159 BP	S/OMT/ONE/SI	M/IM: From Id	lea to Submissi	ion	
AM: Plaza Court 4	← SIM: SIM Doctoral Consorti	um							
AM: Plaza Court 5	134 AAC:	(TTC) The W	orld as Class	sroom					
AM: Plaza Court 6				162 ON	IT/OB: Qualitati	vely Different			
AM: Plaza Court 7	132 PNP: PNP Junior Fa	culty Consorti	ium						
AM: Plaza Court 8		149 PNP	: PNP Doctor	ral Consortium	l				
AM: Silver	← BPS: BPS Doctoral Consor								
AM: Terrace	← OB/OMT: Junior Faculty Wo	orkshop							
AM: Tower Court B	← BPS/OMT/TIM: Conversation	ons on Knowle	edge						
AM: Tower Court C			IS and OB N	etworking					
AM: Vail				cess View of S	rategy				
CC: A101			: Movin' On	ocoo view oi o	iatogy		173 CA	R: Academic D	ual Career
CC: A103	← MED/IM/ITC: Innovative			Ico of Art for To	om Dovolonmo	nt 169 ME			works & Critical
CC: A105	E MED/IM/11 O. IIIIIovaavo	144 MICD			igue Colloguiun		D/OCIS/OB/11	IVI/IVIOC. IT INE	WOIKS & CITICAL
CC: A107	434 MED/0010: Anima II	0 D		D. A Case Cili	ique Colloquiuli	I			
CC: A107	131 MED/OCIS: Anime II					470 MC	DIOMO: C-:-it	!:t O.::t:!	
	130 MED: Business Gam	es add Reallt	.y			170 WS	SR/CMS: Spiritu	Jailty: Critical	
CC: Ballroom	126 AAC: Registration								
CC: Ballroom	127 AAC: Membership ← MC/ODC: Successful Cons	ulting							
CC: C101	€ MC/ODC: Successiul Cons				= .				
CC: C102	OOLOTINA OOLOTINA L.E.			cal Health and	Well-Being				
CC: C103	← OCIS/TIM: OCIS/TIM Jr Fa								IODO IONIT
CC: C104			Consulting for						/ODC/OMT:
CC: C105		145 MOC	C/OCIS: Orga	nizational Men	nory	169 MC	C/RM: Cogniti	ve Mapping W	orkshop
CC: C106							177 HC	M: Skills for Ma	
CC: C107	← MC/ODC/OMT: Consulting	and Academi	a						
CC: C108		143 MED	/MSR: Leade	ership Develop	ment				
CC: C109	← MC:	141 MC:	Overcoming	Resentment		166 MC	C: Selling	1	84 MC: Appreciative
CC: C110							176 HC	M: Dissertation	Survival Skills
CC: C112		146 MSR	: Developing	Academic					185
CC: C201				161 MC	C/ODC/OB/ON	IT: Our Art , (Our Work		
CC: C202	← RM:					167 ME	D/IM: Strategio	Learning - US	A & Japan
CC: C204			154 ITO	C: International	Academic Care	ers			
CC: C205							181 ON	1: SCM Resear	ch
CC: C206	← IM/PNP/ONE: Behavioral	148 OM:	OM Doctoral	Student Cons	ortium				
CC: C208					larket Integratio	n	178 IAN	//IM: Cross-Cu	Itural Methodology
CC: C209	← RM/OB/BPS/OMT/IM: Socia	al Network W		.,,,	J				
CC: C210	← IM: Doctoral Consortium								
CC: C212	← IM: IM Junior Faculty Consc	ortium							
HY: Pikes Peak	125 AAC: Placement Rec								
MT: Col. Ballrm Sal. A	← ONE: ONE Doctoral Conso								
MT: Col. Ballrin Sal. A	← CM: CM Doctoral Consortiu								
	← ODC/MED: Executive Doctor		ım						
MT: Col. Ballrm Sal. D		•							
MT: Col. Ballrm Sal. E	135 ENT: I	Endowed Cha	airs Annual L	unch					

183 MOC: Coors Brewery

Saturday Afternoon, August 10, 2002 (cont.) 12:30 2:30 4:30 1:00 1:30 ← ENT: MT: Col. Ballrm Sal. F **140** ENT: Coaching the Ent Team 164 ENT: Writing for Rejection MT: Col. Ballrm Sal. G+H+I+J 129 GDO: Diversity Dialogues II MT: Denver Ballrm Ste II ← ENT: New Faculty Consortium MT: Denver Ballrm Ste IV 133 TIM: Challenges Teaching Innovation 172 TIM/OCIS/ONE: Publishing in the Journals MT: Denver Ballrm Ste V ← ENT: NTA's: 160 ENT: Entrepreneurship Innovations 175 ENT: Ent Pedagogy Award Winner ← TIM/OCIS: TIM/OCIS Doctoral Consortium MT: Denver Ballrm Ste VI ← ENT: Doctoral Consortium MT: Matchless MT: Mattie Silks ← CMS: CMS & 151 CMS: CMS Roundtables **174** CMS: CMS & MNCs MT: Nat Hill 157 MH: Meet Paul Hersey 180 MH: Jaques and Management MT: Pomeroy 156 MH: Dissertation Planning Workshop 179 MH: Managing the Dissertation OS: Off-Site ← CAR: Career Journeys

152 ENT: Field Trip: Service Project

Saturday Evening, August 10, 2002 5:00 5:30 6:00 7:30 8:00 8:30 6:30 7:00 AM: Columbine 199 SIM: SIM Distinguished Speaker AM: Director's Row F 186 AAC: Seattle 2003 AM: Gov. Sq. 10 ← HR: HR Doctoral AM: Gov. Sq. 11 189 HR: HR Reception AM: Gov. Sq. 12 ← PS: Comparative AM: Gov. Sq. 15 190 NDSC: All Doctoral Student Reception ← BPS: BPS New Faculty AM: Gov. Sq. 16 ← NDSC: New AM: Plaza Ballrm D ← BPS/IAM/TIM/AAM/IM: AM: Plaza Court 2 ← BPS/OMT/ONE/SIM/IM: From AM: Plaza Court 3 AM: Plaza Court 4 ← SIM: SIM Doctoral Consortium ← OMT/OB: Qualitatively Different AM: Plaza Court 6 AM: Plaza Court 7 ← PNP: PNP Junior Faculty AM: Silver ← BPS: BPS Doctoral Consortium AM: Tower Court A 191 AAC: How to Use AoM ← BPS/OMT: A Process View of AM: Vail CC: A101 ← CAR: Academic CC: A103 196 MED/IM: Internationalization of Faculty 202 MED: Qualitative Research and Music CC: A107 187 IM: Barry M. Richman Dissertation ← MC/ODC: Successful Consulting CC: C101 CC: C103 197 OCIS: OCIS Reception ← MC/ODC/OMT: Management and Consulting CC: C104 ← MOC/RM: CC: C105 ← MC/ODC/OMT: Consulting and Academia CC: C107 ← MC: Appreciative Inquiry CC: C109 CC: C112 ← MSR/MED: Spirituality at Work 203 MSR/PNP/GDO: Indigenous Spirituality CC: C201 ← MOC/ODC/OB/OMT: Our Art, Our Work CC: C205/207 200 IM: IM Division PDW Reception CC: C208 195 IAM: IAM Business Meeting ← ODC/MED: Executive Doctoral MT: Col. Ballrm Sal. D MT: Col. Ballrm Sal. G+H+I ← GDO: Diversity Dialogues II MT: Denver Ballrm Ste I 198 ODC: Doctoral Student Reception MT: Denver Ballrm Ste II ← ENT: New MT: Denver Ballrm Ste III 188 ONE: ONE Welcoming Reception MT: Denver Ballrm Ste IV 194 GDO: GDO PDW Social Event MT: Denver Ballrm Ste VI ← TIM/OCIS: TIM/OCIS Doctoral Consortium

OS: Off-Site

OS: Off-Site

Saturday Evening, August 10, 2002 (cont.) 5:00 6:00 6:30 7:00 7:30 8:00 8:30 MT: Matchless ← ENT: Doctoral ← CMS: CMS & MNCs MT: Mattie Silks 192 CMS/OCIS: CMS & Stan Deetz 201 CMS: CMS Social Hour ← MOC: Coors Brewery Tour OS: Off-Site OS: Off-Site 193 ENT: Entrepreneurship Social

Sunday Morning, August 11, 2002

	Sullday	141011	iiiig, 1	rugu	191 119	, 2002		
	7:30 8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
AM: Columbine		255 SIM/F	NP/ONE: Researc	h Roundtable:	3			
AM: Director's Row E	← AAC: Breakfast with Division Chairs			261 AAC	AME Writers` W	/orkshop		
AM: Director's Row F	209 AAC: AoM Affiliates & As	ssociates			277 AAC	: Current/Incoming	Heads & Member	'S
AM: Director's Row H		242 AAC:	Current Program	260 AAC	Incoming Chairs	s of Div/Int Grp	289 AAC: Di	ivision Treasurers
AM: Gov. Sq. 10	236 HR: HR	Doctoral Stud	ent Consortium					
AM: Gov. Sq. 11				268 OMT	/BPS/PNP: Cond	ducting Network Ro	esearch	
AM: Gov. Sq. 12					: Mentoring Netv			
AM: Gov. Sq. 14		254 PS: Ir	stitutional AR appr	oaches				
AM: Gov. Sq. 15		247 BPS/I	M/OMT: Managing	Your Disserta	ation			
AM: Gov. Sq. 16	← BPS: BPS Doctoral Consortium							
AM: Gov. Sq. 17	222 OB/OMT: Junior Faculty	Workshop						
AM: Gov. Sq. 9	216 HR: HR Jr. Faculty Cons							
AM: Plaza Ballrm A	223 OB/OMT/ODC: Doctoral		ortium					
AM: Plaza Court 1					272 AAC	: Eastern AoM Offi	icers	
AM: Plaza Court 2			256 AAC: E:	xecutive	273 AAC	: Midwest AoM Off	ficers	
AM: Plaza Court 3					274 AAC	: Southwest AoM (Officers	
AM: Plaza Court 4					276 AAC	: Western AoM Off	ficers	
AM: Plaza Court 5						: Southern AoM O		
AM: Plaza Court 6						: People of Color (
AM: Plaza Court 8		253 PNP:	PNP Doctoral Con	sortium II				
AM: Silver	210 BPS: BPS New Faculty (
AM: Terrace		0011001110111		267 OMT	/BPS: Craft of Re	eviewina		
AM: Tower Court A					News Editor for			
AM: Tower Court B		250 HR/M	ED: Building Resea					
AM: Tower Court C			EB. Ballalliq (1000)		Conversations w	ith OR Division		
AM: Tower Court D	235 HR: Inn	ovative Teachi	ng Practices	200 0D.	oonvoidationo w	ar ob biviolor		
AM: Vail	211 BPS/MED: Crafting Strat			263 BPS	TIM: Dvnamic R	esources/Capabili	ties	
CC: A101	212 CAR: Surviving by Your				•	: Career Research		
CC: A103	← MED: Business Games in Europe		CAR/GDO: Corpor	ate Women-C				
CC: A105	← MED: Management eMedia		o, 02 o. oo.po.		•	/AAC: Teaching in	Turbulent Times	
CC: A107	<u> </u>					OB/HR: The Auth		
CC: A108	230 CAR: C	areer Resiliend	re		20 -1 III.2.5	, OB, THE THO TEE	1010 Opean	
CC: A110/112	200 0, 11.	uroor recomone	259 MC: Ge	tting Hierarch	/ To Work			
CC: A113		246 AAM	Asian Managemer		y 10 VVOIR			
CC: A202/204	221 MSR:		Notali Managemen	it i toocaron	285 MSR	: Religious/Spiritu	al Tolerance	
CC: A206		k the Quantitat	ive Gurus	270 RM	Ask the Qualitati		di Foloranoc	
CC: A208	228 RM/ODC/BPS: Developi			ZIO I (IVI.	tok trie Quantati	VC EXPORTS		
CC: A210	ZZO NIVI/ODO/DI G. DEVEIODII		nternet Collaboration	nn .				
CC: Ballroom		243 AAC:		JII				-3
CC: Ballroom		244 AAC:						-3
CC: Ballroom			Membership					-3
CC: C102/104	225 OM: Integration in Teach		Membership					
CC: C103		Relevant Resea	arch Dart I		296 0019	S: Relevant Resea	roh Dart II	
CC: C105		Cognition in the	·		200 0010	b. Relevant Resea	ICII, FAILII	
CC: C106	234 HCM:	ognilion in the	Kougii					
CC: C100	234 NOW.			266 OM:	Service Manage	ment Teaching		
CC: C107	215 HCM: HCM: Continental			ZOU CIVI:	oei vice ivialiage	ment readiling		
CC: C108	∠ 13 HOW. HOW. CONUNENTAL	240 HOM	Research Skills		282 UCM	l: Publication Skills	2	
CC: C110	220 MeD. V		Management Path		ZOZ NUIV	i. i ubiication okliis	,	
CC: C206								
CC: C208	219 IM/PNP/ONE: Behaviora		UI IIVI					
CC: C208	218 IM: IM Teaching Best Pro							
	217 IM: International Research) o o o o rob					
CC: C212	220 IM/SIM/PNP/IAM: Doing		Research					

Sunday Morning, August 11, 2002 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30			
CC: Exhibit Break Area					2	71 AAC:						
MT: Col. Ballrm Sal. A	227 ONE	: Mitchell Young	Scholars Award	S								
MT: Col. Ballrm Sal. B		231 CM:	Applying Networ	ks to Conflict		280 CM:	80 CM: Conflicting Values Conflicts					
MT: Col. Ballrm Sal. C	226 ONE	E: Environ. Perfor	rmance Metrics									
MT: Col. Ballrm Sal. D	224 ODC	ODC/MED: Teaching Organization Change										
MT: Col. Ballrm Sal. F	214 ENT	/RM/BPS/IM: Re	tionalization and l	≣nt								
MT: Col. Ballrm Sal. G					269 ON	E/PNP/SIM: Grant	s for Environ. Re	esearch				
MT: Denver Ballrm Ste II		233 ENT	: New Faculty Co	onsortium								
MT: Denver Ballrm Ste IV	229 TIM/	BPS: Innovation	Research Metho	ds								
MT: Denver Ballrm Ste V	213 ENT	: Family Busines	s Issues	258 ENT	: Family Busine	ss Teaching						
MT: Matchless ← I	ENT: Doctoral (Consortium										
MT: Mattie Silks		232 CMS	S: CMS Coffee	257 CMS	S: CMS Doctoral	Research Worksh	nop 287 CMS	: CMS in Denver				
MT: Nat Hill		237 MH:	Getting Publishe	ed			288 MH:	Getting Involved	and			
MT: Pomeroy			248 GDC	kshp								

Sunday Afternoon, August 11, 2002

	•			,	0	,			
	12:00 12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
AM: Columbine	292 AAC: Incoming 2002	2-2003 PDW		306 OMA:	Administrative	Science Quart	erly		-
AM: Director's Row E	290 AAC: Incoming 2002	2-3 Program		304 AAC: A	NoM Review	310 AAC:	AoM Review	Incoming Boa	rd
AM: Director's Row F	291 AAC: AMR Writer's	Workshop					<u> </u>		
AM: Director's Row H	← AAC:						318 AAC	: HR Executiv	e Committee
AM: Director's Row I	299 AAC:	Ethics Commi	ttee Luncheon		<u>-</u>		<u> </u>		
AM: Gov. Sq. 10	295 AAC: AMJ Editors &	Reviewers					327 AAC	: OMT Execu	ive Commitee
AM: Gov. Sq. 11	297 OMA: JMI Board				<u>-</u>		328 AAC	: OB Executiv	e Meeting
AM: Gov. Sq. 12	298 AAC:	Mentoring Cor	nmittee Bus.						
AM: Gov. Sq. 14							311 AAC	: AoM Journa	Board Meeting
AM: Gov. Sq. 15				301 AAC: N	New Member (Orientation			
AM: Gov. Sq. 16							312 AAC	: BPS Execut	ve Committee
AM: Gov. Sq. 17		300 AAC:	How to Use		<u>-</u>		331 AAC	: PNP Execut	ive Committee
AM: Plaza Ballrm A+B+C				307	308 AA:	Decision Maki	ng & Contem	plation	
AM: Plaza Court 1	293 AAC: Academy of M	lanagement Co	ouncil						
AM: Plaza Court 2	294 AAC: International T	heme Commit	tee		·	·			
AM: Plaza Court 3		·-		·-			335 OM/	A: Editorial Bo	ard Meeting of
AM: Plaza Court 4				305 OMA:	M@n@gemer	t Editorial Boar	rd		
AM: Tower Court A		·-		302 AAC: A	AME Executive	Editorial Boar	d		
AM: Tower Court C	296 OMA: JAME Editori	al Board Meeti	ng						
AM: Tower Court D				303 AAC: A	NoM Learning	& Education			
CC: A101							334 AAC	: TIM Executi	ve Committee
CC: A202							313 AAC	: CAR Execut	ive Committee
CC: A204							314 AAC	: CM Executiv	re Committee
CC: A206							315 AAC	: ENT Execut	ve Committee
CC: A208							316 AAC	: GDO Execu	tive Committee
CC: A210							317 AAC	: HCM Execu	tive Committee
CC: A212							319 AAC	: IM Executive	Committee
CC: Ballroom	← AAC: Registration								
CC: Ballroom	← AAC: Exhibits								
CC: Ballroom	← AAC: Membership								
CC: C101							333 AAC	: SIM Executi	ve Committee
CC: C103							332 AAC	: RM Executiv	re Committee
CC: C105							329 AAC	: ONE Execut	ive Committee
CC: C107							330 AAC	: OCIS Execu	tive Committee
CC: C109							326 AAC	: ODC Execu	ive Committee

Sunday Afternoon, August 11, 2002 (cont.) 12:00 12:30 1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30 CC: C202 **320** AAC: MC Executive Committee CC: C204 325 AAC: OM Executive Committee CC: C206 324 AAC: MSR Executive Committee CC: C208 323 AAC: MOC Executive Committee CC: C210 322 AAC: MH Executive Committee CC: C212 321 AAC: MED Executive Committee **309** AAC: CC: Exhibit Break Area Sunday Evening, August 11, 2002 5:30 6:00 6:30 7:00 8:00 8:30 AM: Plaza Ballrm A+B+C 336 AA: AoM Convocation AM: Plaza Ballrm D+E & Exhibit Area 339 AA: Chris Daniels & AM: Plaza Ballrm D+E & Exhibit Area. 337 AA: Music and Conversation AM: Plaza Ballrm F 338 AA/AP: Art & Poetry Exhibition

← AAC: MC

CC: C202

Mo	nday Morning, Au	gust 12, 2002	
7:00 7:30	8:00 8:30 9:00 9:30	10:00 10:30 11:00	11:30 12:00
AM: Columbine	357 HR: Implications of P-O Fit	432 HR: Doing Relevant HR	
AM: Director's Row E	350 BPS: Ownership Structure & Governance	419 BPS: Executive Compensation	
AM: Director's Row F	395 SIT: Small Business Perspectives	470 SIT: Cracks in the Glass	
AM: Director's Row H	349 BPS: Contract Design	418 BPS: Strategic Outsourcing	
AM: Gov. Sq. 10	413 OB: OB Welcome	454 OB: Effective Networks for	
AM: Gov. Sq. 11		455 OB: Charismatic Leadership	
AM: Gov. Sq. 12		422 BPS/OMT/TIM: Organizational	
AM: Gov. Sq. 14	380 OB/HR: Beyond Social Exchange		
AM: Gov. Sq. 17	4 348 BPS: Competitive Advantage of Network	420 BPS: Exploiting Strategic	
AM: Plaza Ballrm A+B+C	347 AA: The Role of Networks	416 AA: Networks for Research	
AM: Plaza Ballrm D+E+F		415 AA: Global Compact as a	
AM: Plaza Court 7	400 PNP: NPO Management	466 PNP: Theory and Practice	
AM: Plaza Court 8		453 OB: Leadership Perspectives	
AM: Silver	386 OMT: OMT Distinguished Scholar		
AM: Terrace	358 HR: Employee Share Ownership	433 HR: Performance Management	
AM: Tower Court A		456 OB: Teams	
AM: Tower Court B		462 OMT: Culture: Process or	
AM: Tower Court D		463 OMT: Corporate Governance	
AM: Vail	359 HR: International HRM	434 HR: Disabilities and	
CC: A101/103	352 CAR/OB/HR: Unpacking Career Success	426 CM/SIM/OB: Abuse, Bullying, &	
CC: A102 342 MSR:		452 MSR: Spirituality and Research	
CC: A104	376 MH: Sit. Lead. Then and Now	450 MH: Scientific Management	
CC: A105	351 CAR: Constituencies and Commitment	423 CAR: Mentoring Effects	
CC: A106 T1	362 IPC: Strategy Process and Firm Growth	438 IPC: Board of Directors`	
CC: A106 T2	363 IPC: Key Firm Competencies in China	TOO II O. Board of Birodolo	
CC: A106 T3	365 IPC: Technology Strategy	440 IPC: Strategy, Innovation and	
CC: A106 T4	366 IPC: Knowledge and Learning	441 IPC: Corporate Level Strategy	
CC: A107	353 CM: Zen and Negotiation	425 CM: Conflict in Groups and	
CC: A108/110	379 OB/CM: Social Identity at Work	430 GDO/OB: Gender and	
CC: A109	355 GDO: Diversity Resistance	429 GDO: Racial and Sexual	
CC: A112	356 397 HCM: Quality in Healthcare	431 HCM: Leadership and	
CC: A113	374 MED: 408 MED: Henry Mintzberg	TO I FIGHT. Econology and	
CC: A201	387 OMT/ODC: Building Vital Networks	417 AA: The Presidents Speak	
CC: A202 340 GDO:	COT CHIT/ODG. Building Vital Networks	459 ODC: Is Change Manageable?	
CC: A204	382 OCIS: 410 OCIS: E-Working	458 OCIS: Information Systems	
CC: A205	383 OCIS/OMT/ODC: Reconciling Virtual Teams	464 OMT/OCIS/OB: Distance and	
CC: A206 343 SIM:	390 SIM: Organizational Ethics	469 SIM: Environment in CSR	
CC: A207	392 SIM/BPS/ONE: Organizational Slack and CSR	421 BPS/OMT: Discovering	
CC: A208	394 SIT: Merger Process and the Aftermath	471 SIT: Dot Coms and the New	
CC: A209	381 OB/OCIS: Cyberiustice	457 OB/ODC/MOC: Cognition and	
CC: A210	354 ENT: Theories	427 ENT: Decision Making	
CC: A212	CC 1 2111. 111001100	428 ENT: Strategic Alliances	
CC: A214 T1	367 IPC: CEOs. Governance and Performance		
CC: A214 T2	COL III O. OLOG, GOVERNANCE AND I CHOIMAINE	442 IPC: Complexity and	
CC: A214 T3	368 IPC: Governance and Succession	443 IPC: Social Relations and	
CC: A214 T4	370 IPC: Managing Diversity	439 IPC: Board Composition &	
CC: Ballroom	402 AAC: Registration	TOO II O. Board Composition Q	+
CC: Ballroom	403 AAC: Exhibits		→
CC: Ballroom 3	405 AP: Art & Poetry Exhibition		→
CC: Ballroom	404 AAC: Membership		→
CC: C101/103	375 MED/MC: Culture and the U.S. Military	449 MED/HR: Exec Ed: Living the	
CC: C102	406 IM: International Staffing	435 IM: Ethics and Morality	
CC: C104			
OO. O 104	360 IM: IM 407 IM: MNC Strategy	436 IM: Firm-Environment Interface	

	M	londa	y Mo	ornii	ng, A	ugus	st 12,	2002	2 (con	t.)	
	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00
CC: C105 T2			369 IPC:	Managing St	akeholder Rela	ations	437	IPC: Diversific	cation Risk,		
CC: C105 T3							444	IPC: Trust an	d Citizenship		
CC: C105 T4			371 IPC:	Motivation ar	nd Morale		445	IPC: Emotion	Creativity.		
CC: C106 T2			372 IPC:	Strategy Coo	nition Real Op	tions					
CC: C106 T3			364 IPC:	E-strategies							
CC: C106 T4			361 IPC:	Alliances, Le	arning & Know	ledge					
CC: C108			388 3	99 ONE: E	nvironmental S	takeholders	465	ONE: Negotia	ting Stakeholder		
CC: C109			391 SIM:	Stakeholder	Policies & Age	ndas	468	SIM: Ethics in	International		
CC: C110		341 MC:	373 MC: I	KM and cons	ulting		448	MC: Fostering	Knowledge-		
CC: C112			384 ODC	: 411 OD	C: Responses	to Change	460	ODC: Readin	ess for Change		
CC: C201			377	409 MC	C: Complex O	rganizational	451	MOC: Organi	zational		
CC: C204			393 SIT: (Organization	al Citizenship		472	SIT: Networks	s and Firm		
CC: C205 T1							446	IPC: Ventures	& Competitive		
CC: C205 T2							447	IPC: Corporat	te Venturing,		
CC: C206			385 3	98 OM: Sei	vice Issues		461	OM: Internation	onal Operations		
CC: C207		-	396 TIM/I	HR/OM: Inter	net in the Supp	oly Chain	475	TIM/BPS/OM	T: Firm Theory &		
CC: C208		344 TIM: V	Velcome				474	TIM: Insights	from Patent		
CC: C209	•		378 MSR	/ODC/MED:	Spirituality and	Performance	424				
CC: C210			389 RM: I	Measuremen	t and Analysis		467	RM: Narrative	Research		
CC: C212				412 TIM	1: Networks & I	Knowledge	473	TIM: Insights	into E-Commerce		

401 AAC: Placement Registration

414 AAC:

	IVIC	maay	AI	terne	oon	, Au	gusi	12,	Z UU2	_	
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
AM: Columbine		488 HR: HR	R and Firm	Performance		548 H	R: Empirical I	Macro HRM			
AM: Director's Row E		481 BPS: C	EO Compe	ensation		536 BI	PS: "Real Op	tions" Logic	594	4 BPS: Rea	Options &
AM: Director's Row F		523 SIT: Me	entoring and	d Social Capit	al	583 SI	IT: Managem	ent	638	3 SIT: Netw	orks
AM: Director's Row H		482 BPS: S	supply Chair	n Structure		538 BI	PS: Dynamic	s of Alliance	593	BPS: Com	nbining &
AM: Gov. Sq. 10						570 0	B: Collective	Efficacy	622	OB: Emoti	ions at Work
AM: Gov. Sq. 11		511 OB: Lea	ader-Memb	er Exchange		572 0	B: Turnover				
AM: Gov. Sq. 12		512 OB/HR	: Continger	nt Work					63 ⁻	OMT/HR/	CAR:
AM: Gov. Sq. 14		478 AA: ISC	O and Institu	utionalism		550 H	R/IM: Cross-0	Cultural	624	4 OB/HR: T	he Psych
AM: Gov. Sq. 15						532 A	A: The Great	Wall			
AM: Gov. Sq. 17		480 BPS: In	nternal & Ex	xternal Capabi	ilities	537 BI	PS: Capturing	y Value in	59	5 BPS: M& <i>A</i>	1
AM: Gov. Sq. 9		516 OMT: L	earning an	d Organization	ns				628	3 OMT: Cre	ativity,
AM: Plaza Ballrm A+B+C						531 A	A: AoM Awar	d Winners			
AM: Plaza Ballrm B+C+E+F									590	AA: Medit	ation Forms
AM: Plaza Ballrm D+E+F		479 AA: Lea	ading Towa	ard a Better Wo	orld?						
AM: Plaza Court 1						534 Al	P: Aesthetic I	nquiry: A			
AM: Plaza Court 3						535 BI	PS: Internal (Competition	590	BPS: Geo	graphic
AM: Plaza Court 7									634	4 PNP: Busi	iness
AM: Plaza Court 8									623	3 OB: Comr	nitment and
AM: Terrace		486 HR: e-l	HR and the	Future of the	HR	547 H	R: Virtual Tea	ams	603	3 HR: New I	Forms of
AM: Tower Court A						571 0	B: Justice an	d Fairness			
AM: Tower Court B		515 OMT: N	Vetworking	Across Bound	laries	577 0	MT: Network	s of	629	OMT: Stra	itegic
AM: Tower Court D		514 OMT: Id	dentity in O	rganizations		578 0	MT: Social C	apital and	630	OMT: Per	spectives on
AM: Vail		487 HR: Iss	sues in Con	npensation De	esign	549 H	R: Recruitme	nt and	602	2 HR: High	Performance
CC: A101/103		485 ENT/BF	PS/OMT: E	ntrepreneurs i	in Rock	546 H	CM/MED: Pe	rspectives	619	MOC/OB/	OMT: El and
CC: A102						569 M	SR: Guest S	peaker:	62°	MSR: Spir	ituality &
CC: A104		509 MH: Co	orp. Gov.	_		567 M	H: 30-year C	elebration	61	7 MH: Busin	ess Meeting
CC: A105		484 CAR: B	Boundaries.	24-7 & Virtua	lity	539 C	AR: Career S	uccess			

CC: Exhibit Break Area

HY: Pikes Peak

Monday Afternoon, August 12, 2002 (cont.) 1:00 2:30 3:00 5.00 558 IPC: Technology and CC: A106 T1 608 IPC: Research Design 495 IPC: Mimetic Behavior & Evolution CC: A106 T2 **493** IPC: Cooperative Relations 554 IPC: Unpacking Strategic 609 IPC: Cases and CC: A106 T3 **494** IPC: Multimarket Competition 560 IPC: Investors and Firm **607** IPC: Environment and CC: A106 T4 498 IPC: Research in Strategic 559 IPC: Resources and 610 IPC: Time and CC: A107 525 CM: Dispute Resolution in Orgs. 540 CM: Relational CC: A108/110 **518** OMT/PNP: Networks for Nation 545 GDO/HR/CAR: 600 GDO/SIM: Intimate CC: A109 528 GDO: Definitions of 544 GDO: A Discussion with 599 GDO: Learning from a CC: A112 601 HCM: Distinguished CC: A113 508 MED: Luncheon of Past MED Div. 615 MED: Leadership as CC: A201 **477** AA: Knowledge Networks 533 AA: Transnational IT **591** AA: International CC: A204 **513** OCIS: Establishing Research **574** OCIS: E-Communications 626 OCIS: OCIS Keynote CC: A205 507 MC/ODC: Network Analysis & 575 OCIS/OMT/HCM: 592 AA: Learning, CC: A206 520 SIM: Employee Stakeholder Relations 582 SIM: Networking for SIM CC: A207 483 BPS/IM/TIM: Global Wireless Strategy 543 ENT/PNP/SIM: Socially **633** ONE/SIM: CC: A208 637 SIT: Managerial **524** SIT: Demands for Justice 584 SIT: Pay Differences CC: A209 489 HR/MED/OB: 360 Degree Feedback 573 OB/GDO/MOC: Identity in 625 OB/MOC: 25 Years of CC: A210 541 ENT: Innovation & **597** ENT: Corporate CC: A212 542 ENT: Venture Capital **598** ENT: Satisfaction And CC: A214 T1 499 IPC: Strategic Technology 561 IPC: Knowledge and CC: A214 T2 500 IPC: Venture Capital and Strategy 562 IPC: Sense-making and 612 IPC: Strategy, CC: A214 T3 **496** IPC: Alliance Performance & Function 613 IPC: Manufacturing, CC: A214 T4 501 IPC: Measuring and Assessing Ethics 563 IPC: Social and CC: Ballroom ← AAC: Registration ← AAC: Exhibits CC: Ballroom ← AP: Art & Poetry Exhibition CC: Ballroom 3 ← AAC: Membership CC: Ballroom CC: C101/103 632 ONE/IM/CM: Pursuing 517 OMT/BPS: Beyond Individuals: 588 TIM/BPS/IM: Networking CC: C102 490 IM: Beyond Expatriation 552 IM: Governments and CC: C102/104 604 IM: IMD Distinguished Scholar CC: C104 491 IM: Managing in Uncertainty **551** IM: IJVs CC: C105 T2 502 IPC: Managing Innovation CC: C105 T1 503 IPC: Relation and Identity Issues 553 IPC: Governance and 606 IPC: Top CC: C105 T3 504 IPC: Occupational Concerns CC: C105 T4 **505** IPC: Change and Success CC: C106 T1 564 IPC: Methods and the CC: C106 T3 **555** IPC: Causal Ambiguity in CC: C106 T4 565 IPC: High Velocity CC: C108 **579** ONE: Extraordinary Firm CC: C109 636 SIM: Responsibility CC: C110 566 MC: Consultants: Witches 614 MC: Can CEOs CC: C112 529 ODC: Networks and **627** ODC: Technology and CC: C201 510 MOC: Effects of Affect 568 MOC: Attributions and 618 MOC: Distributed CC: C204 522 SIT: Variety in Teams CC: C205 T1 **506** IPC: Negotiation Strategies 556 IPC: Corporate CC: C205 T2 **497** IPC: Financial Measures and Strategy 557 IPC: A New Look at CC: C205 T4 611 IPC: A Long Term CC: C205 T5 605 IPC: Networks and CC: C206 530 OM: Past Chair Panel 576 OM: Discussion Groups 640 OM: OM Business CC: C207 492 IM/OB: Reconciling Culture 585 TIM: Radical Innovations 616 MED/ONE/ODC: CC: C208 586 TIM: Turbulent 526 TIM: Technology & Alliance CC: C209 521 SIM/BPS: Political Strategy & Perf. 581 RM/ODC/MOC: How Do 620 MOC/OB/OMT: CC: C210 519 RM: Grounded Inquiry 580 RM: Quantitative Analysis 635 RM: ORM Editorial Board Meeting CC: C212 **527** TIM: Government and Innovation 587 TIM: Effective Governance 639 TIM: Modularity and

Monday Afternoon, August 12, 2002 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00	
CC: Exhibit Break Area						5	89 AAC:					
HY: Moulin Rouge	476 O	MA: Journal o	of OB Lunch	eon								
HY: Pikes Peak	← AAC: P	lacement Red	nistration									

Monday Evening, August 12, 2002

		•		0,	O	•			
	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	
AM: Director's Row E	641 BPS: 9	Social 2: Mid-	Career Networkir	ng					
AM: Gov. Sq. 10			65	9 OB: Social	Hour				
AM: Gov. Sq. 14	648 OB: Di	vision Award	s						
AM: Plaza Ballrm E+F	645 HR: HI	R Division Ice	e Cream Social						
AM: Plaza Court 7	652 PNP: F	PNP Party							-
AM: Silver		653 OM	T: OMT Social Ho	our					
AM: Tower Court D	650 OMT:								
CC: A101				662 MS	R: MSR Social H	lour and			
CC: A102	647 MSR:	MSR Busines	ss Meeting &						
CC: A103			654 MC: MC S	ocial Hour					
CC: A104			657 MH: \$	Social Hour					
CC: A105	642 ENT: E	NT Busines	s Meeting						
CC: A107				660 EN	T: ENT Reception	n			
CC: A109	643 GDO:	GDO							
CC: A110			656 GDO	: GDO Social					
CC: A112	644 HCM:	Business Me	eting						
CC: A201			655 OM: 30th	Anniversary C	elebration				
CC: A202				661 HC	M: HCMD Rece	otion			
CC: A204	649 OCIS:	OCIS Divisio	on						
CC: A205			658 OCIS	: OCIS Social	Hour				
CC: C102/104	← IM: IMD Distinguishe	ed							
CC: C106				663 ON	E: ONE Social				
CC: C108	651 ONE:	ONE Busines	ss Meeting						
CC: C110	646 MC: M	С				664 MC	: MC Friends ar	nd Members Dinner	-
CC: C206	← OM: OM Business								
CC: C210	← RM: ORM Editorial								

Tuesda	y Morning, August 1	13, 2002
8:00	8:30 9:00 9:30 10:00	10:30 11:00 11:30
AM: Columbine	684 HR: Internat'l Diffusion of IR/HRM	748 HR: Strategic HR Management
AM: Director's Row E	673 BPS: Strategic Adaptation and Renewal	739 BPS: Middle Managers Networks
AM: Director's Row F	723 SIT: Emotions in Organizations	793 SIT: The Processes of Change
AM: Director's Row H	671 BPS: Executive Turnover	737 BPS: TMT Heterogeneity
AM: Gov. Sq. 10	709 OB: Research Workshop Networks	776 OB: Goal Setting
AM: Gov. Sq. 11		775 OB: New Approaches to Trust
AM: Gov. Sq. 12	675 BPS/ENT: Intuition in Decisions	796 TIM/OMT/MOC: Managing in Age Of
AM: Gov. Sq. 14		733 AA: Networks in Pluralistic World
AM: Gov. Sq. 17	672 BPS: Resource-Based Competition	738 BPS: Knowledge Integration &
AM: Gov. Sq. 9	714 OMT: Org Learning and Failure	787 OMT: Organizational Survival
AM: Plaza Court 3	674 BPS: R&D & Intellectual Property	736 BPS: Funding & Valuing R&D
AM: Plaza Court 7		789 PNP: Networks and Public
AM: Plaza Court 8	710 OB: Leadership in the Network Age	778 OB: Business Week
AM: Silver ← AA: Hour of	669 AA: Spirituality and Health	
AM: Terrace	685 HR: Compensation and Reactions	747 HR: Temp Agencies as Market Makers
AM: Tower Court A		777 OB: Virtual Workplace
AM: Tower Court B	716 OMT: Organizational Theorizing	786 OMT: Sensemaking, Enactment,
AM: Tower Court D	715 OMT: Uncovering Organizational Logics	785 OMT: Innovation and Organization
AM: Vail		746 HR: Multi-Level Safety
CC: A101/103	681 CM/OB: Injustice and Third Parties	742 ENT/OMT: Complexity &
CC: A102	708 MSR: Linking Spirit, Religion, & Work	
CC: A104	706 MH: Developmental Processes	773 MH: Sociocultural Trends
CC: A105	677 CAR: Careers Paths Outside N.A.	
CC: A106 T1	688 IPC: Organizations and Ethical Issues	752 IPC: Corporate Social Responsibility
CC: A106 T2	689 IPC: Business and Government	753 IPC: Managing in China
CC: A106 T3	690 IPC: High Performance Employees	754 IPC: Career Discussions and
CC: A106 T4	691 IPC: Part-Time Work and Retirement	755 IPC: Learning and Creativity
CC: A107	679 CM: Identity, Conflict, Diversity	741 CM: Justice and Injustice
CC: A108/110	717 OMT/OB/SIM: Organizational Virtues	788 OMT/MOC: Institutions and Cognition
CC: A109	726 GDO: Work-Life Quality and Diversity	743 GDO: Invisible Diversity
CC: A112	683 HCM: Network Development	745 HCM: Long Term Care
CC: A113	704 MED: Pedagogical Ideas in Action	772 MED: What is a Manager?
CC: A201	711 OB/HR: Shared Leadership in Teams	734 AA: People and Strategy
CC: A204		780 OCIS: E-Business
CC: A205	670 AA: Small World National Networks	735 AA: Creating International Networks
CC: A206	720 SIM: Stakeholder Models & Research	740 DDO/OMT/ENT E
CC: A207	676 BPS/SIM: Governments and Firms	740 BPS/OMT/ENT: Entrepreneurial
CC: A208	722 SIT: Leadership	792 SIT: Intercultural Dilemmas
CC: A209	712 OB/TIM/OCIS: Knowledge Sharing in R&D Teams	779 OB/OMT: The Sounds of Silence
CC: A212	682 ENT: Venturing in the Inner City	TET IDO: Desired Many
CC: A214 T1	692 IPC: Management Education	757 IPC: Project Management
CC: A214 T2	693 IPC: Firm Boundaries and Technology	758 IPC: Who Enters Foreign Markets?
CC: A214 T3 CC: A214 T4	694 IPC: Human Resources and Culture	759 IPC: Information Systems
CC: AZ14 14 CC: Ballroom	697 IPC: Quality in Healthcare	763 IPC: Information Systems
CC: Ballroom	728 AAC: Registration	
CC: Ballroom 3	729 AAC: Exhibits	
CC: Ballroom	731 AP: Art and Poetry Exhibition	
CC: C101/103	730 AAC: Membership	7.4.4 GDO/OMT/PM: Othernose at Large
CC: C102	705 MED/CAR: Networking in Our Own Backyard	744 GDO/OMT/RM: Otherness at Large
CC: C102	687 IM: International Cooperation	750 IM: Global Networks
CC: C104 CC: C105 T2	686 IM: Subsidiary Performance	749 IM: Internationalization Journey
CC: C105 12	698 IPC: Colleagiality and Careers	764 IPC: Celebrity Leaders and CEOs
OO. 0100 11	699 IPC: High Performance Systems	762 IPC: Diversity, Culture and HR

Tuesday Morning, August 13, 2002 (cont.) 8:00 8:30 9:00 9:30 10:00 11:30 CC: C105 T3 **701** IPC: Identification in Organizations 761 IPC: Gender and Diversity CC: C105 T4 765 IPC: Public and Nonprofit Sector CC: C106 T1 696 IPC: Networks and Legitimacy 766 IPC: Implementing Change CC: C106 T2 702 IPC: Empowerment and Grievances 767 IPC: Social Networks & Groups CC: C106 T3 695 IPC: Understanding E-Business 760 IPC: Spirituality in the Workplace CC: C106 T4 751 IPC: Unpacking Diversity CC: C108 718 ONE: Environmental Performance CC: C110 668 MC: The Consulting Business Model 771 MC: Behavior Change and Emotions CC: C112 782 ODC: Distinguished Speaker CC: C201 707 MOC: Sensemaking in the Field **774** MOC: Framing: Process and Outcome CC: C204 721 SIT: Project Teams 791 SIT: Downsizing and its Effects CC: C205 T1 768 IPC: Turnover & Work-Family Conflict CC: C205 T2 769 IPC: Incentives & Fairness in HRM CC: C205 T4 703 IPC: IT, Productivity and Memory 770 IPC: Effective Healthcare Management CC: C205 T5 700 IPC: Groups and Teams 756 IPC: Cross-Cultural Education CC: C206 713 OM: Cutting Edge New Product Develop 784 OM: Technology and Environment CC: C207 680 CM/HR: Labor-Management Partnerships 781 OCIS/ONE/SIM: CC: New Meanings & CC: C208 **724** TIM: New Contexts & Models for R&D 795 TIM: Technological Communities CC: C209 678 CAR/HR/OMT: Building the Fast Organization 783 ODC/MH/MC: Historical OD: Lewin's CC: C210 719 RM: Networks and Quasi-Objects 790 RM: OB Research CC: C212 **725** TIM: Managing Innovation 794 TIM: Acquisitions

727 AAC: Placement Registration

732 AAC:

	7	Tues	day A	After	noor	ı, Au	gust	13, 2	002		
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
AM: Columbine		<u>'</u>		<u> </u>	<u> </u>	820 HR	: Culture and	Compensation	·	<u> </u>	•
AM: Director's Row E						809 BP	S: Trust and C	pportunism	868	B BPS: Strateg	ic Alliance
AM: Director's Row F						858 SIT	T: Organization	al Innovation	92	2 SIT: Building	Effective
AM: Director's Row H						807 BP	S: Diversificati	on Discount	86	7 BPS: Diversi	fication
AM: Gov. Sq. 10						844 OB	: Discriminatio	n and	90	7 OB: Justice	
AM: Gov. Sq. 11						843 OB	: Psychologica	I Contracts	910	OB/MED/MC	: The
AM: Gov. Sq. 12						847 OB	I/IM: Which Dif	ferences	909	9 OB/HR/CM:	Emerging
AM: Gov. Sq. 14						804 AA	: The 21st Cer	itury	86	6 AA: Rememb	pering Richard
AM: Gov. Sq. 16						845 OB	B/BPS/IM: M&A	.s:			
AM: Gov. Sq. 17						808 BP	S: Organizatio	nal	869	9 BPS: Pionee	rs of Strategy
AM: Gov. Sq. 9						853 ON	IT: Friends and	d Foes of			
AM: Plaza Ballroom	← AA	: Presidential L	uncheon								
AM: Plaza Court 1						805 AA	C: Membershi	Debriefing			
AM: Plaza Court 3						810 BP	S: Performano	e and			
AM: Plaza Court 6								864 CMS	S: CMS Welco	ome	
AM: Plaza Court 7						856 PN	P: Collaboration	n?	91	7 PNP: PNP D	istinguished
AM: Plaza Court 8									900	6 OB: Organiza	ational Errors
AM: Silver						839 MH	I: AACSB				
AM: Terrace						819 HR	: Employee-Ci	ustomer	899	9 HR: Issues in	n Interviewing
AM: Tower Court A						842 OB	: OCB and He	Iping			
AM: Tower Court B						854 ON	IT: Institutiona	Variation &			
AM: Vail						821 HR	: HR and Trus	t	898	B HR: Persona	lity and
CC: A101/103						841 MC	OC/BPS: Organ	nizational	870	CAR/HR: Th	e Protean
CC: A104									904	4 MH: Memoria	
CC: A105						812 CA	R: Hughes Dis	tinguished			7
CC: A106 T1						826 IPO	C: Knowledge a	and Innovation	879	9 CAU: Leadin	g Change

CC: Exhibit Break Area

HY: Pikes Peak

Tuesday Afternoon, August 13, 2002 (cont.)

		J			,	8	,		(
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: A106 T2									88	CAU: Buildir	ng Effective
CC: A106 T3						825 IP0	C: Innovation in	Education	88	CAU: Struct	uration Theory
CC: A106 T4						827 IP	C: The Internet	and	882	2 CAU: Spiritu	ual Talk
CC: A107						813 CN	1: Social Contex	kt of			
CC: A108/110						823 IM	/HR: Effective H	IRM in IJVs	903	MED/ODC:	Action
CC: A109						816 GE	O: Discriminati	on at Work	890	GDO: Divers	sity and
CC: A112						818 HC	CM: Hospitals ar	nd Nursing	897	7 HCM: Service	ce Line
CC: A113						838 ME	ED: Integrating	Theory and	902	MED: Perso	nality and
CC: A201						801 AA	: Building Netw	orks Today	86	5 AA: Negativ	e Aspects of
CC: A204						848 00	CIS: Manageme	nt of IT	912	2 OCIS: Priva	cy & Ethics
CC: A205						802 AA	: Career Bridge	S	908	3 OB/HR: Em	otion
CC: A207						811 BP	S/OMT/SIM: No	ew Paradigms	89	5 ENT/OB: Th	ne OB of
CC: A208						860 SI	T: Paradoxes of	:	920	SIT: Environ	nmental
CC: A209						846 OE	3/HR: Expandin	g P-E Fit	91 ⁻	OB/RM: Mo	deling OB Over
CC: A210						814 EN	IT: Managemen	t and the IPO	893	BENT: Gover	nance
CC: A212						815 EN	IT: Motivations	For New	894	4 ENT: Growt	h
CC: A214 T1						828 IP0	C: An Historical		883	3 CAU: Tacit I	Knowledge
CC: A214 T2						829 IP0	C: Non-Anglo/A	merican	884	4 CAU: Teach	ning Strategic
CC: A214 T3						830 IP0	C: Learning in M	MNEs	88	5 CAU: Netwo	orks for
CC: A214 T4						831 IP0	C: Leadership T	heory and	88	CAU: Busin	ess Schools as
CC: A214 T5									887	7 CAU: Collab	oorative
CC: Ballroom					798 AAG	C: Registration	า				
CC: Ballroom					79	99 AAC: Exh	ibits				
CC: Ballroom 3						806 AF	: Art and Poetry	/ Exhibition			
CC: Ballroom					80	OO AAC: Mer	nbership				
CC: C101)
CC: C101/103						849 00	CIS/RM/OMT: D	iscursive	914	4 ODC/RM: Fi	irst Person
CC: C102									900	M: Managir	ng
CC: C104						822 IM	: Institutions		90 ⁻	IM: Network	S
CC: C105 T2									872	2 CAU: Facult	ty Evaluation
CC: C105 T1						832 IP0	C: Trust and Ch	inese	87	CAU: Techr	nologies in the
CC: C105 T3									873	3 CAU: AMJ E	Editor
CC: C105 T4						833 IP0	C: Alliances, Ne	tworks &	874	LCAU: Service	ce Sector Firms
CC: C106 T1									87	5 CAU: High S	Survey
CC: C106 T2						834 IP0	C: Reputation a	nd Brand	870	3 CAU: M&A I	Integration
CC: C106 T3						835 IP0	C: Training and	Team	877	7 CAU: Resea	arch in OM
CC: C106 T4									878	3 CAU: Inquir	y and
CC: C108						855 ON	NE: Environmen	tal Initiatives			
CC: C109									919	SIM: Chair`s	→
CC: C110						837 MC	C: R&D and Inno	ovation			
CC: C112						851 00	DC: NTL, ODN,	and the ODC	913	ODC: ODC	Awards and
CC: C201						840 MO	OC: Cognition a	nd	90	MOC: Netwo	orks and
CC: C204						859 SI	T: Work-Family	Trends	92 ⁻	SIT: Relation	nships and
CC: C205 T1						836 IP0	C: Venture Crea	ition and	888	3 CAU: Organ	nizational
CC: C205 T2						824 IP0	C: Managing Tu	rnover	889	CAU: Terms	s of Confusion
CC: C205 T3									890	CAU: The E	inron Debacle
CC: C205 T4									89 ⁻	CAU: Leade	ership Networks
CC: C205 T5									892	2 CAU: Re-Er	nvisioning the
CC: C206						852 ON	1: Supply Chain	Partnerships	91	M: Supplie	er Selection and
CC: C207						817 GE	OO/SIM/MED: A	Call to Action	924	I TIM/OMT/B	PS: Knowledge
CC: C208						862 TI	M: Capabilities a	and Change	923	3 TIM: TIM Di	stinguished
CC: C209						850 00	CIS/TIM: Exagge	eration and IT	910	ONE/MED/S	SIM:
CC: C210						857 RM	1: Social Netwo	rks Inquiry	918	RM: Celebra	ating Scholarship

Tuesday Afternoon, August 13, 2002 (cont)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00		
CC: C212						861 TIN	/I: Organizing for	or Innovation					
CC: Exhibit Break Area		863 AAC:											
HY: Moulin Rouge						803 AA	: Ties that Bind	l					
HY: Pikes Peak	← AA	C: Placement	Registration										

Tuesday Evening, August 13, 2002

1	J		ים	0	,	
5:30	6:00 6	5:30 7:00	7:30	8:00	8:30	
AM: Columbine	928 HR: HR Busin	ness Meeting	944 🖰	IR: HR Division So	cial Hour	
AM: Director's Row H	925 BPS: BPS Bu	usiness Meeting				
AM: Gov. Sq. 16			943 CM: CM D	ivision Social Hour	r	
AM: Gov. Sq. 17		935 E	BPS: BPS Social Ho	our		
AM: Plaza Court 1	934 CM:	: CM Business Meeting				
AM: Plaza Court 6	927 CMS: CMS B	usiness Meeting				
AM: Tower Court B		936	DMA: Human Relati	ions Reception		
CC: A105	926 CAR: CAR B	usiness Meeting				
CC: A106		937 (CAR: CAR Social H	our		
CC: A108			945 N	IED: MED Social		
CC: A113	929 MED: MED B	usiness Meeting				
CC: A205		939 (DDC: ODC Social F	lour		
CC: C101	931 RM: RMD Bu	siness Meeting				
CC: C102/104	933 IM: IM	Business Meeting				
CC: C103		940 F	RM: RMD Social an	d Party		÷
CC: C109	← SIM: Chair`s	941 8	SIM: SIM Social & E	3C Best Paper Awa	ard	
CC: C201	930 MOC: MOC E	Division				
CC: C207		938 N	MOC: MOC Division	n Social		
CC: C208	932 TIM: TIM Bus	iness				
CC: C212		942 T	TIM: The Best Socia	al Event in Town		

Wednesday Morning, August 14, 2002 10:00 10:30 8:00 8:30 9:00 9:30 11:00 11:30 AM: Director's Row E 949 BPS: Evolution of BPS Field 994 BPS: The Governance of Innovation AM: Director's Row F **1021** SIT: Psychological Contracts 978 SIT: Knowledge and Its Sharing AM: Director's Row H 951 BPS: The Effects of Prior Experience 993 BPS: Valuing Intellectual Capital AM: Gov. Sq. 10 966 OB: Teams AM: Gov. Sq. 11 965 OB: Integrating Trust Perspectives AM: Gov. Sq. 12 967 OB/CAR: Developing Managerial Talent AM: Gov. Sq. 15 952 BPS/IM: Global Knowledge Competition 996 BPS/MOC/OB: Managerial Perceptual AM: Gov. Sq. 17 948 BPS: Economic Underpinnings of RBV AM: Gov. Sq. 9 973 OMT: Institutional Networks **1016** OMT: Evolution or Ecology? AM: Plaza Court 3 950 BPS: Divestitures and Spin-Offs 992 BPS: Role of Reputation AM: Plaza Court 7 1017 PNP: Performance Management AM: Plaza Court 8 1011 OB: Culture AM: Tower Court B 1015 OMT: Powering Networks **972** OMT: Alliances and Embeddedness CC: A101/103 1000 GDO/HR/OB: Gender Inclusion & **958** GDO/CAR: Complicating the Conversation CC: A102 1010 MSR: Spirituality at Work CC: A104 963 MH: Quality Issues 1008 MH: People CC: A105 954 CAR: Gender and Career Judgments 997 CAR: Experiencing Networks & CC: A107 955 CM: Conflict Strategies in Teams CC: A108/110 962 MED/PNP/SIM: AOM Service-Learning Fellows 1001 GDO/HR/OB: Work-Life Interface: CC: A109 980 GDO: Sex v Gender CC: A112 985 HCM: Consumers 1003 HCM: Integrated Health Networks CC: A113 961 MED: Part-Time MBA Integration 1007 MED: Meeting Mintzberg's CC: A201 981 AA: Positive Professional Practice 991 AA: Entrepreneurial Networks CC: A204 1013 OCIS: Knowledge Sharing & 987 OCIS: Change in Communicative CC: A205 947 AA: Diversity Networks 990 AA: Public-Private Networks CC: A206 976 SIM: Approaches to SIM Research 1019 SIM: Nonmarket & Political CC: A207 953 BPS/IM: Renewal of Korean Firms 995 BPS/IM: Corporate Refocusing CC: A208 977 SIT: Decision Making 1020 SIT: Organizational Culture CC: A209 969 OB/SIM: Interwoven Relationships 1012 OB/GDO/RM: Team Diversity and CC: A210 957 ENT: Creating Networks 998 ENT: Cultural And Social Influences CC: A212 956 ENT: Opportunity Exploitation 999 ENT: Family Business CC: Ballroom 983 AAC: Registration CC: Ballroom. 984 AAC: Membership CC: C101/103 1002 GDO/OB/OMT: The Impact of CC: C102 1004 IM: IB Research 960 IM: Culture and Management CC: C104 959 IM: Cross-Border Acquisitions 1005 IM: Emerging Economies CC: C108 974 ONE: Environmental Information CC: C109 970 ODC: Managing Multiple Dimensions 1018 SIM: The Dark Side of Networks CC: C110 946 MC: Business and Academia Networking CC: C112 971 ODC: Strategic Change 1014 ODC: Organizational Learning CC: C201 986 MOC: Individual Identity and Fit 1009 MOC: Social Networks CC: C204 **979** SIT: National Culture 1022 SIT: Story-Telling and Narrative CC: C207 964 MH/MSR: Labor, Symbol & Allegory 1006 IM/OMT/RM: Globalization & CC: C208 988 TIM: Firm Boundaries 1024 TIM: New Product Development CC: C209 968 OB/HR: Perceived Support CC: C210 975 RM: Social Construction of Knowledge CC: C212 1023 TIM: eCommunities of Practice 989 TIM: IT and Performance HY: Pikes Peak 982 AAC: Placement Registration

	Wednesday Afternoon, August 14, 2002								
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	
AM: Gov. Sq. 11	M: Gov. Sq. 11 1030 OB: Workplace Deviance								
AM: Gov. Sq. 14	AM: Gov. Sq. 14 1031 OB/CM/HR: Destructive Leadership								
AM: Gov. Sq. 15	1027 ENT/BPS/MH: Research Pioneers								
AM: Plaza Court 7		1032 PNP: Expanding Public Management							
CC: A104	04 1029 MH: Organizational Issues								
CC: A201 1025 AA: Shifting Social Identities									
CC: A205		1026 AA: Reb	uilding Trust						
CC: C104		1028 IM: Mer	nber Feedback						



Notes

Academy/Affiliate Activities and Committees

Program Chair: Rosalie L. Tung, Simon Fraser U. Program Coordinator: Rita E. Collins, Simon Fraser U.

Professional Development Workshop Chair: Denise M. Rousseau, Carnegie Mellon U.

Coordinator: Andrea Rivero-Dabos, Carnegie Mellon U.

International Theme Committee Program Chair: Flemming Poulfelt, Copenhagen Business School Teaching Theme Committee's Practitioner Series Chair: Terry Orr, Columbia U.

Mentoring Committee PDW Workshop Co-Chair: Liz Borredon, EDHEC School of Management

Asia Academy of Management Chair: Hun-Joon Park, Yonsei U.

Iberoamerican Academy of Management Chair: Martin Larraza-Kintana, U. Publica De Navarra New Doctoral Student Consortium Chair: Grant H. Fenner, U. of Memphis

Day	Start	#	Location	Session Information
Fri	8:00am	1	AM:Director's Row I	Board of Governors` Meeting
	1:00pm	15	AM:Gov. Sq. 12	Collaborative Action Learning
	5:00pm	39	AM:Gov. Sq. 11	An Informal AR Gathering
	7:00pm	48	AM:Gov. Sq. 9	Seattle 2003: Democracy Planning Dinner
Sat	8:00am	70	CC:C208	(IAM): Iberoamerican Entrepreneurship
		61	CC:C102	Membership Committee Meeting
	8:45am	98	AM:Plaza Ballrm D	New Doctoral Student Consortium
	9:00am	99	AM:Director's Row H	Board of Governors' Meeting
		107	AM:Gov. Sq. 12	Accelerated Action Learning
	9:30am	108	AM:Tower Court A	Newsletter Editor
	10:00am	112	CC:C208	Globalization and Management
	11:00am	121	CC:A103	(ITC): Innovative Distance Learning
	12:00pm	125	HY:Pikes Peak	Placement Registration
		126	CC:Ballroom	Registration
		127	CC:Ballroom	Membership
	12:30pm	134	AM:Plaza Court 5	(TTC) The World as Classroom
_	1:00pm	150	AM:Gov. Sq. 12	International Action Research
	1:30pm	153	CC:C208	Strategy & Market Integration
		154	CC:C204	International Academic Careers
	2:00pm	158	AM:Plaza Court 2	(IAM): Internationalizing Research
	3:00pm	171	AM:Gov. Sq. 12	Comparative Action Research
	3:30pm	178	CC:C208	(IAM): Cross-Cultural Methodology
	5:00pm	186	AM:Director's Row F	Seattle 2003 Committee
	5:30pm	190	AM:Gov. Sq. 15	All Doctoral Student Reception
	6:00pm	191	AM:Tower Court A	How to Use AoM Placement Service
		195	CC:C208	IAM Business Meeting
Sun	7:30am	205	AM:Director's Row E	Breakfast with Division Chairs
	8:00am	209	AM:Director's Row F	AoM Affiliates & Associates
		220	CC:C212	(IAM): Doing International Research
	9:00am	242	AM:Director's Row H	Current Program Chairs 2001-2002
		246	CC:A113	Asian Management Research
		251	CC:A210	Internet Collaboration
		254	AM:Gov. Sq. 14	Institutional AR approaches
		243	CC:Ballroom	Registration
		244	CC:Ballroom	Exhibits
		245	CC:Ballroom	Membership
	9:30am	256	AM:Plaza Court 2	Executive Committee of Council
	10:00am	264	AM:Gov. Sq. 12	Mentoring Networks
		260	AM:Director's Row H	Incoming Chairs of Div/Int Grp
		261	AM:Director's Row E	AME Writers` Workshop
		262	AM:Tower Court A	News Editor for Div/Int Grp
	10:15am	271	CC:Exhibit Break Area	Conference Break

	10:30am	272	AM:Plaza Court 1	Eastern AoM Officers
		273	AM:Plaza Court 2	Midwest AoM Officers
		274	AM:Plaza Court 3	Southwest AoM Officers
		275	AM:Plaza Court 5	Southern AoM Officers
		276	AM:Plaza Court 4	Western AoM Officers
		277	AM:Director's Row F	Current/Incoming Heads & Members
		278	AM:Plaza Court 6	People of Color Committee
_		283	CC:A105	(TC): Teaching in Turbulent Times
_	11:30am	289	AM:Director's Row H	Division Treasurers' Meeting
	12:00pm	290	AM:Director's Row E	Incoming 2002-3 Program Chairs
		291	AM:Director's Row F	AMR Writer's Workshop
		292	AM:Columbine	Incoming 2002-2003 PDW Chairs
		293	AM:Plaza Court 1	Academy of Management Council
		294	AM:Plaza Court 2	International Theme Committee
_		295	AM:Gov. Sq. 10	AMJ Editors & Reviewers
	12:30pm	298	AM:Gov. Sq. 12	Mentoring Committee Bus. Meeting
_		299	AM:Director's Row I	Ethics Committee Luncheon
	1:00pm	300	AM:Gov. Sq. 17	How to Use AoM Placement Service
	2:00pm	301	AM:Gov. Sq. 15	New Member Orientation
		302	AM:Tower Court A	AME Executive Editorial Board
		303	AM:Tower Court D	AoM Learning & Education
_		304	AM:Director's Row E	AoM Review Outgoing Board Mtg.
	2:45pm	309	CC:Exhibit Break Area	Conference Break
	3:00pm	310	AM:Director's Row E	AoM Review Incoming Board Mtg.
	3:30pm	311	AM:Gov. Sq. 14	AoM Journal Board Meeting
		312	AM:Gov. Sq. 16	BPS Executive Committee
		313	CC:A202	CAR Executive Committee
		314	CC:A204	CM Executive Committee
		315	CC:A206	ENT Executive Committee
		316	CC:A208	GDO Executive Committee
		317	CC:A210	HCM Executive Committee
		318	AM:Director's Row H	HR Executive Committee
		319	CC:A212	IM Executive Committee
		320	CC:C202	MC Executive Committee
		321	CC:C212	MED Executive Committee
		322	CC:C210	MH Executive Committee
		323	CC:C208	MOC Executive Committee
		324	CC:C206	MSR Executive Committee
		325	CC:C204	OM Executive Committee
		326	CC:C109	ODC Executive Committee
		327	AM:Gov. Sq. 10	OMT Executive Commitee
		328	AM:Gov. Sq. 11	OB Executive Meeting
		329	CC:C105	ONE Executive Committee
		330	CC:C107	OCIS Executive Committee
		331	AM:Gov. Sq. 17	PNP Executive Committee
		332	CC:C103	RM Executive Committee
		333	CC:C101	SIM Executive Committee
		334	CC:A101	TIM Executive Committee
n	9:00am	401	HY:Pikes Peak	Placement Registration
		402	CC:Ballroom	Registration
		403	CC:Ballroom	Exhibits
_		404	CC:Ballroom	Membership
_	10:15am	414	CC:Exhibit Break Area	Conference Break
_	2:45pm	589	CC:Exhibit Break Area	Conference Break
	9:00pm	666	AM:Plaza Ballrm D+E	Reception, New & Int'l Members
е	9:00am	727	HY:Pikes Peak	Placement Registration
		728	CC:Ballroom	Registration
			CC-Pallraam	Evelibita
		729	CC:Ballroom	Exhibits

Academy/Affiliate Activities and Committees

	10:15am	732	CC:Exhibit Break Area	Conference Break
_	2:00pm	798	CC:Ballroom	Registration
_	2:15pm	799	CC:Ballroom	Exhibits
		800	CC:Ballroom	Membership
_	2:30pm	805	AM:Plaza Court 1	Membership Debriefing Meeting
_	3:15pm	863	CC:Exhibit Break Area	Conference Break
Wed	9:00am	982	HY:Pikes Peak	Placement Registration
		983	CC:Ballroom	Registration
		984	CC:Ballroom	Membership

Other Meetings & Activities

Program Chair: Rosalie L. Tung, Simon Fraser U. Program Coordinator: Rita E. Collins, Simon Fraser U.

Day	Start	#	Location	Session Information
Sun	12:00pm	296	AM:Tower Court C	JAME Editorial Board Meeting
		297	AM:Gov. Sq. 11	JMI Editorial Board Meeting
	2:00pm	305	AM:Plaza Court 4	M@n@gement Editorial Board Meeting
		306	AM:Columbine	Administrative Science Quarterly Editorial Board Meeting
	3:30pm	335	AM:Plaza Court 3	Editorial Board Meeting of LRP
Mon	12:00pm	476	HY:Moulin Rouge	Journal of OB Luncheon
Tue	6:30pm	936	AM:Tower Court B	Human Relations Reception



"Continuum" by Rita Collins (photograph), Simon Fraser University

All Academy

In Memory of: Richard M. Hodgetts

	Start	#	Location	Session Information
Sun	2:30pm	307	AM:Plaza Ballrm A+B+C	Welcome to the 2002 Meetings
	2:35pm	308	AM:Plaza Ballrm A+B+C	Decision Making & Contemplation
	5:00pm	336	AM:Plaza Ballrm A+B+C	AoM Convocation
	7:00pm	337	AM:Plaza Ballrm D+E & Exhibit Area.	Music and Conversation
		338	AM:Plaza Ballrm F	Art & Poetry Exhibition
	7:30pm	339	AM:Plaza Ballrm D+E & Exhibit Area	Chris Daniels & the Kings
Mon	8:30am	347	AM:Plaza Ballrm A+B+C	The Role of Networks
	10:40am	415	AM:Plaza Ballrm D+E+F	Global Compact as a Network
		416	AM:Plaza Ballrm A+B+C	Networks for Research
		417	CC:A201	The Presidents Speak
	12:20pm	477	CC:A201	Knowledge Networks
		478	AM:Gov. Sq. 14	ISO and Institutionalism
		479	AM:Plaza Ballrm D+E+F	Leading Toward a Better World?
	2:30pm	531	AM:Plaza Ballrm A+B+C	AoM Award Winners
		532	AM:Gov. Sq. 15	The Great Wall
		533	CC:A201	Transnational IT Networks
	4:10pm	590	AM:Plaza Ballrm B+C+E+F	Meditation Forms & Discipline
		591	CC:A201	International Management Teams
		592	CC:A205	Learning, Knowledge, Networks
Tue	7:30am	667	AM:Silver	Hour of Contemplation
	8:30am	669	AM:Silver	Spirituality and Health
		670	CC:A205	Small World National Networks
	10:30am	733	AM:Gov. Sq. 14	Networks in Pluralistic World
		734	CC:A201	People and Strategy
		735	CC:A205	Creating International Networks
	12:00pm	797	AM:Plaza Ballroom	Presidential Luncheon
	2:30pm	801	CC:A201	Building Networks Today
		802	CC:A205	Career Bridges
		803	HY:Moulin Rouge	Ties that Bind
		804	AM:Gov. Sq. 14	The 21st Century Corporation
	4:10pm	865	CC:A201	Negative Aspects of Networks
		866	AM:Gov. Sq. 14	Remembering Richard Hodgetts
Wed	8:30am	947	CC:A205	Diversity Networks
	9:00am	981	CC:A201	Positive Professional Practice
	10:40am	990	CC:A205	Public-Private Networks
		991	CC:A201	Entrepreneurial Networks
	12:20pm	1025	CC:A201	Shifting Social Identities
		1026	CC:A205	Rebuilding Trust

Showcase Symposia

Program Chair: Rosalie L. Tung, Simon Fraser U. Program Coordinator: Rita E. Collins, Simon Fraser U.

	Start	#	Location	Session Information
Mon	8:30am	396	CC:C207	SHCS: Internet in the Supply Chain
_		378	CC:C209	SHCS: Spirituality and Performance
	10:40am	422	AM:Gov. Sq. 12	SHCS: Organizational Search
		475	CC:C207	SHCS: Firm Theory & Modularity
_		424	CC:C209	SHCS: Managing Work and Home Domains
	12:20pm	512	AM:Gov. Sq. 12	SHCS: Contingent Work
		492	CC:C207	SHCS: Reconciling Culture Dimensions
_		521	CC:C209	SHCS: Political Strategy & Perf.
	2:30pm	575	CC:A205	SHCS: Coordination of Expertise
		585	CC:C207	SHCS: Radical Innovations
_	4:10pm	631	AM:Gov. Sq. 12	SHCS: Contingent Professional Work
		616	CC:C207	SHCS: Educating for Sustainability
		620	CC:C209	SHCS: Organizing for Resilience
Tue	8:30am	675	AM:Gov. Sq. 12	SHCS: Intuition in Decisions
		680	CC:C207	SHCS: Labor-Management Partnerships
		678	CC:C209	SHCS: Building the Fast Organization
_	10:30am	796	AM:Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		781	CC:C207	SHCS: CC: New Meanings & Methods
_		783	CC:C209	SHCS: Historical OD: Lewin's Influence
-	2:30pm	847	AM:Gov. Sq. 12	SHCS: Which Differences Matter When?
		845	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
		817	CC:C207	SHCS: A Call to Action
		850	CC:C209	SHCS: Exaggeration and IT
-	4:10pm	910	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
		909	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
		924	CC:C207	SHCS: Knowledge Flow Across Networks
		916	CC:C209	SHCS: Environmental Teaching
Wed	8:30am	967	AM:Gov. Sq. 12	SHCS: Developing Managerial Talent
		952	AM:Gov. Sq. 15	SHCS: Global Knowledge Competition
		964	CC:C207	SHCS: Labor, Symbol & Allegory
_	10:40am	996	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
-	12:20pm	1031	AM:Gov. Sq. 14	SHCS: Destructive Leadership
		1027	AM:Gov. Sq. 15	SHCS: Research Pioneers

Shared Interest Track

Program Chair: Denise M. Rousseau, Carnegie Mellon U.

Day		#	Location	Session Information
Mon	8:30am	393	CC:C204	SIT: Organizational Citizenship
		394	CC:A208	SIT: Merger Process and the Aftermath
_		395	AM:Director's Row F	SIT: Small Business Perspectives
_	10:40am	470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
		471	CC:A208	SIT: Dot Coms and the New Economy
_		472	CC:C204	SIT: Networks and Firm Performance
	12:20pm	522	CC:C204	SIT: Variety in Teams
		523	AM:Director's Row F	SIT: Mentoring and Social Capital
		524	CC:A208	SIT: Demands for Justice
_	2:30pm	583	AM:Director's Row F	SIT: Management Education
		584	CC:A208	SIT: Pay Differences
_	4:10pm	637	CC:A208	SIT: Managerial Wrong Doing
		638	AM:Director's Row F	SIT: Networks Variations
Tue	8:30am	721	CC:C204	SIT: Project Teams
		722	CC:A208	SIT: Leadership
		723	AM:Director's Row F	SIT: Emotions in Organizations
_	10:30am	791	CC:C204	SIT: Downsizing and its Effects
		792	CC:A208	SIT: Intercultural Dilemmas
		793	AM:Director's Row F	SIT: The Processes of Change
_	2:30pm	858	AM:Director's Row F	SIT: Organizational Innovation
		859	CC:C204	SIT: Work-Family Trends
		860	CC:A208	SIT: Paradoxes of Organizational Life
_	4:10pm	920	CC:A208	SIT: Environmental Performance
		921	CC:C204	SIT: Relationships and Helping
		922	AM:Director's Row F	SIT: Building Effective Networks
Wed	8:30am	977	CC:A208	SIT: Decision Making
		978	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
_	10:40am	1020	CC:A208	SIT: Organizational Culture
		1021	AM:Director's Row F	SIT: Psychological Contracts
		1022	CC:C204	SIT: Story-Telling and Narrative



"America Attacked: The loss of innocence and isolation." Watercolor. Gail McKee, Roanoke College

Interactive Papers

Program Chair: David Ahlstrom, Chinese U. of Hong Kong

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Day Start	#	Location	Session Information
Mon 8:30am	361	CC:C106 T4	IP: Alliances, Learning & Knowledge
	362	CC:A106 T1	IP: Strategy Process and Firm Growth
	363	CC:A106 T2	IP: Key Firm Competencies in China
	364	CC:C106 T3	IP: E-strategies
	365	CC:A106 T3	IP: Technology Strategy
	366	CC:A106 T4	IP: Knowledge and Learning
	367	CC:A214 T1	IP: CEOs, Governance and Performance
	368	CC:A214 T3	IP: Governance and Succession
	369	CC:C105 T2	IP: Managing Stakeholder Relations
	370	CC:A214 T4	IP: Managing Diversity
	371	CC:C105 T4	IP: Motivation and Morale
	372	CC:C106 T2	IP: Strategy Cognition Real Options
10:40am	437	CC:C105 T2	IP: Diversification Risk, Incentives
	438	CC:A106 T1	IP: Board of Directors` Activities
	439	CC: A214 T4	IP: Board Composition & Performance
	440	CC: A106 T3	IP: Strategy, Innovation and Change
	441	CC:A106 T4	IP: Corporate Level Strategy
	442	CC:A214 T2	IP: Complexity and Coevolution
	443	CC:A214 T3	IP: Social Relations and Performance
	444	CC:C105 T3	IP: Trust and Citizenship Behavior
	445	CC:C105 T4	IP: Emotion Creativity, Intelligence
	446	CC:C205 T1	IP: Ventures & Competitive Response
	447	CC:C205 T2	IP: Corporate Venturing, Competition
12:20pm	493	CC:A106 T2	IP: Cooperative Relations
	494	CC:A106 T3	IP: Multimarket Competition
	495	CC:A106 T1	IP: Mimetic Behavior & Evolution
	496	CC:A214 T3	IP: Alliance Performance & Function
	497	CC:C205 T2	IP: Financial Measures and Strategy
	498	CC:A106 T4	IP: Research in Strategic Management
	499	CC:A214 T1	IP: Strategic Technology Development
	500	CC:A214 T2	IP: Venture Capital and Strategy
	501	CC:A214 T4	IP: Measuring and Assessing Ethics
	502	CC:C105 T2	IP: Managing Innovation
	503	CC:C105 T1	IP: Relation and Identity Issues
	504	CC:C105 T3	IP: Occupational Concerns
	505	CC:C105 T4	IP: Change and Success
	506	CC:C205 T1	IP: Negotiation Strategies
2:30pm	553	CC:C105 T1	IP: Governance and Monitoring
	554	CC:A106 T2	IP: Unpacking Strategic Groups
	555	CC:C106 T3	IP: Causal Ambiguity in Strategy
	556	CC:C205 T1	IP: Corporate Governance
	557	CC:C205 T2	IP: A New Look at Alliances
	558	CC:A106 T1	IP: Technology and Operations
	559	CC A106 T4	IP: Resources and Knowledge Creation
	560	CC:A106 T3	IP: Investors and Firm Performance
	561	CC:A214 T1	IP: Knowledge and Networks
	562	CC A214 T2	IP: Sense-Making and Decision-Making
	563	CC:A214 T4	IP: Social and Organization Theory
	564	CC:C106 T1	IP: Methods and the Review Process
	565	CC:C106 T4	IP: High Velocity Environments

				Interactive	Papers
4∶1	0pm	605	CC:C205 T5	IP: Networks and Competition	
		606	CC:C105 T1	IP: Top Management Teams	
		607	CC:A106 T3	IP: Environment and Development	
		608	CC:A106 T1	IP: Research Design and Methods	
		609	CC:A106 T2	IP: Cases and Narratives	
		610	CC:A106 T4	IP: Time and Organizational Change	
		611	CC:C205 T4	IP: A Long Term View of Change	
		612	CC:A214 T2	IP: Strategy, Organizing Performance	
		613	CC:A214 T3	IP: Manufacturing, Quality & Change	
Tue 8:3	30am	688	CC:A106 T1	IP: Organizations and Ethical Issues	
		689	CC:A106 T2	IP: Business and Government	
		690	CC:A106 T3	IP: High Performance Employees	
		691	CC:A106 T4	IP: Part-Time Work and Retirement	
		692	CC:A214 T1	IP: Management Education	
		693	CC:A214 T2	IP: Firm Boundaries and Technology	
		694	CC:A214 T3	IP: Human Resources and Culture	
		695	CC:C106 T3	IP: Understanding E-Business	
		696	CC:C106 T1	IP: Networks and Legitimacy	
		697	CC:A214 T4	IP: Quality in Healthcare	
		698	CC:C105 T2	IP: Colleagiality and Careers	
		699	CC:C105 T1	IP: High Performance Systems	
		700	CC:C205 T5	IP: Groups and Teams	
		701	CC:C105 T3	IP: Identification in Organizations	
		702	CC:C106 T2	IP: Empowerment and Grievances	
		703	CC:C205 T4	IP: IT, Productivity and Memory	
10:3	30am	751	CC:C106 T4	IP: Unpacking Diversity	
		752	CC:A106 T1	IP: Corporate Social Reponsibility	
		753	CC:A106 T2	IP: Managing in China	
		754	CC:A106 T3	IP: Career Discussions and Mentoring	
		755	CC:A106 T4	IP: Learning and Creativity	
		756	CC:C205 T5	IP: Cross-Cultural Education	
		757	CC:A214 T1	IP: Project Management	
		758	CC:A214 T2	IP: Who Enters Foreign Markets?	
		759	CC:A214 T3	IP: Joint Ventures	
		760	CC:C106 T3	IP: Spirituality in the Workplace	
		761	CC:C105 T3	IP: Gender and Diversity	
		762	CC:C105 T1	IP: Diversity, Culture and HR	
		763	CC:A214 T4	IP: Information Systems	
		764	CC:C105 T2	IP: Celebrity Leaders and CEOs	
		765	CC:C105 T4	IP: Public and Nonprofit Sector	
		766	CC:C106 T1	IP: Implementing Change	
		767	CC:C106 T2	IP: Social Networks & Groups	
		768	CC:C205 T1	IP: Turnover & Work-Family Conflict	
		769	CC:C205 T2	IP: Incentives & Fairness in HRM	
		770	CC:C205 T4	IP: Effective Healthcare Management	
2:3	30pm	824	CC:C205 T2	IP: Managing Turnover	
	·	825	CC:A106 T3	IP: Innovation in Education	
		826	CC:A106 T1	IP: Knowledge and Innovation	
		827	CC:A106 T4	IP: The Internet and Innovation	
		828	CC:A214 T1	IP: A Historical Reassessment of OT	
		829	CC:A214 T2	IP: Non-Anglo/American Governance	
		830	CC:A214 T3	IP: Learning in MNEs	
		831	CC:A214 T3	IP: Leadership Theory and Research	
		832	CC:A214 14 CC:C105 T1	IP: Trust and Chinese Communities	
		833	CC:C105 T1		
		834	CC:C105 T4	IP: Alliances, Networks & Legitimacy	
		835	CC:C106 T2 CC:C106 T3	IP: Reputation and Brand Building IP: Training and Team Building	
		836		The state of the s	
		030	CC:C205 T1	IP: Venture Creation and Performance	

Caucuses

Caucuses Chair: Brad Shrader, Iowa State U.

Day Start	#	Location	Session Information
Tue 4:10pm	873	CC:C105 T3	CAU: AMJ Editor
	871	CC:C105 T1	CAU: Technologies in the Classroom
	872	CC:C105 T2	CAU: Faculty Evaluation Systems
	874	CC:C105 T4	CAU: Service Sector Firms
	879	CC:A106 T1	CAU: Leading Change
	880	CC:A106 T2	CAU: Building Effective Networks
	881	CC:A106 T3	CAU: Structuration Theory
	882	CC:A106 T4	CAU: Spiritual Talk
	883	CC:A214 T1	CAU: Tacit Knowledge
	884	CC:A214 T2	CAU: Teaching Strategic Management
	885	CC:A214 T3	CAU: Networks for Innovation
	886	CC:A214 T4	CAU: Business Schools as Networks
	888	CC:C205 T1	CAU: Organizational Citizenship
	889	CC:C205 T2	CAU: Terms of Confusion
	890	CC:C205 T3	CAU: The Enron Debacle
	891	CC:C205 T4	CAU: Leadership Networks
	892	CC:C205 T5	CAU: Re-envisioning the Ph.D.
	875	CC:C106 T1	CAU: High Survey Response Rates
	876	CC:C106 T2	CAU: M&A Integration
	877	CC:C106 T3	CAU: Research in OM
	878	CC:C106 T4	CAU: Inquiry and Reflection
	887	CC:A214 T5	CAU: Collaborative Learning

Art and Poetry: Building Effective Networks

Program Chair: Christian F. Poulson, II, California State Polytechnic U., Pomona

Day	Start	#	Location	Session Information	
Sun	7:00pm	338	AM∶Plaza Ballrm F	Art & Poetry Exhibition	
Mon	9:00am	405	CC:Ballroom 3	Art & Poetry Exhibition	
	2:30pm	534	AM∶Plaza Court 1	Aesthetic Inquiry: A Forum	
Tue	9:00am	731	CC:Ballroom 3	Art and Poetry Exhibition	
	2:30pm	806	CC:Ballroom 3	Art and Poetry Exhibition	

The Art & Poetry Division thanks its 20 Reviewers

Michel Avital, Case Western Reserve U.
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Haiku: Canadian Geese on Pennsylvania Pond

Deep ice cracking, crashing Booming sounds slicing morning air A promise of spring, and geese

Honking broadwings land Swimming, talking, storming, forming Then silence and suddenly, flight

Winds blowing intensely Churning swirls over pond surfaces A virtual winter storm in June

"Canadian Geese on Pennsylvania Pond" by Robert D'Intino, Pennsylvania State U.

Business Policy and Strategy

Program Chair: Javier Gimeno, INSEAD
Professional Development Workshop Chair: Margaret A. Peteraf, Dartmouth College

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
_		5	AM:Tower Court B	SPDW: Conversations on Knowledge
	4:00pm	32	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
_	6:30pm	46	AM:Silver	BPS Doctoral Consortium
Sat	7∶30am	57	AM:Silver	BPS Doctoral Consortium
-	8∶00am	84	CC:C209	SPDW: Social Network Workshop
		62	AM Gov. Sq. 16	BPS New Faculty Consortium
		63	AM:Tower Court B	SPDW: Conversations on Knowledge
-	10∶00am	116	MT∶Denver Ba∥rm Ste IV	SPDW: Modeling Legacies and Shocks
-	12:00pm	128	AM:Plaza Court 3	SPDW: Strategy and Simulation
-	1:00pm	137	AM:Vail	SPDW: A Process View of Strategy
-	2:00pm	159	AM:Plaza Court 3	SPDW: From Idea to Submission
		158	AM:Plaza Court 2	SPDW: Internationalizing Research
Sun	7∶30am	206	AM:Gov. Sq. 16	BPS Doctoral Consortium
-	8:00am	228	CC:A208	SPDW: Developing Case Study Skills
		211	AM∶Vail	SPDW: Crafting Strategy Courses
		214	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
		229	MT:Denver Ba∥rm Ste IV	SPDW: Innovation Research Methods
		210	AM:Silver	BPS New Faculty Consortium
-	9∶00am	247	AM:Gov. Sq. 15	SPDW: Managing Your Dissertation
-	10∶00am	263	AM:Vail	SPDW: Dynamic Resources/Capabilities
		267	AM:Terrace	SPDW: Craft of Reviewing
		268	AM:Gov. Sq. 11	SPDW: Conducting Network Research
-	10∶30am	281	MT:Col. Ballrm Sal. F	SPDW: Internationalization and Ent
Mon	8∶20am	345	AM:Gov. Sq. 17	BPS Welcome
-	8:30am	392	CC:A207	JS: Organizational Slack and CSR
		394	CC:A208	SIT: Merger Process and the Aftermath
		348	AM:Gov. Sq. 17	Competitive Advantage of Network
		349	AM:Director's Row H	Contract Design
		350	AM:Director's Row E	Ownership Structure & Governance
		361	CC:C106 T4	IP: Alliances, Learning & Knowledge
		362	CC:A106 T1	IP: Strategy Process and Firm Growth
		363	CC:A106 T2	IP: Key Firm Competencies in China
		364	CC:C106 T3	IP: E-strategies
		365	CC:A106 T3	IP: Technology Strategy
		366	CC:A106 T4	IP: Knowledge and Learning
		367	CC:A214 T1	IP: CEOs, Governance and Performance
		368	CC:A214 T3	IP: Governance and Succession
		369	CC:C105 T2	IP: Managing Stakeholder Relations

			Business Policy and Strategy
10:40am	422	AM:Gov. Sq. 12	SHCS: Organizational Search
	475	CC:C207	SHCS: Firm Theory & Modularity
	421	CC:A207	JS: Discovering Geography
	470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
	437	CC:C105 T2	IP: Diversification Risk, Incentives
	418	AM:Director's Row H	Strategic Outsourcing
	419	AM:Director's Row E	Executive Compensation and Risk
	420	AM:Gov. Sq. 17	Exploiting Strategic Networks
	438	CC:A106 T1	IP: Board of Directors` Activities
	439	CC:A214 T4	IP: Board Composition & Performance
	440	CC:A106 T3	IP: Strategy, Innovation and Change
	441	CC:A106 T4	IP: Corporate Level Strategy
	442	CC:A214 T2	IP: Complexity and Co-evolution
	443	CC:A214 T3	IP: Social Relations and Performance
	446	CC:C205 T1	IP: Ventures & Competitive Response
	447	CC:C205 T2	IP: Corporate Venturing, Competition
12:20pm	485	CC:A101/103	JS: Entrepreneurs in Rock and Roll
•	521	CC:C209	SHCS: Political Strategy & Perf.
	517	CC:C101/103	JS: Beyond Individuals: Structure
	483	CC:A207	JS: Global Wireless Strategy
	522	CC:C204	SIT: Variety in Teams
	493	CC:A106 T2	IP: Cooperative Relations
	494	CC:A106 T3	IP: Multimarket Competition
	480	AM:Gov. Sq. 17	Internal & External Capabilities
	481	AM:Director's Row E	CEO Compensation Determinants
	482	AM:Director's Row H	Supply Chain Structure Dynamics
	495	CC:A106 T1	IP: Mimetic Behavior & Evolution
	496	CC:A214 T3	IP: Alliance Performance & Function
	497	CC:C205 T2	IP: Financial Measures and Strategy
	498	CC:A106 T4	IP: Research in Strategic Management
	499	CC:A214 T1	IP: Strategic Technology Development
	500	CC:A214 T2	IP: Venture Capital and Strategy
2:30pm	588	CC:C101/103	JS: Networking in Biotechnology
	553	CC:C105 T1	IP: Governance and Monitoring
	583	AM:Director's Row F	SIT: Management Education
	554	CC:A106 T2	IP: Unpacking Strategic Groups
	555	CC:C106 T3	IP: Causal Ambiguity in Strategy
	535	AM:Plaza Court 3	Internal Competition
	536	AM:Director's Row E	"Real Options" Logic
	537	AM:Gov. Sq. 17	Capturing Value in M&A
	538	AM:Director's Row H	Dynamics of Alliance Networks
	556	CC:C205 T1	IP: Corporate Governance
	557	CC:C205 T2	IP: A New Look at Alliances
	558	CC:A106 T1	IP: Technology and Operations
	559	CC:A106 T4	IP: Resources and Knowledge Creation
	560	CC:A106 T3	IP: Investors and Firm Performance
	561	CC:A214 T1	IP: Knowledge and Networks
4:10pm	638	AM:Director's Row F	SIT: Networks Variations
	593	AM:Director's Row H	Combining & Mobilizing Knowledge
	594	AM:Director's Row E	Real Options & Diversification
	594 595	AM:Gov. Sq. 17	M&A Implementation
	596	AM:Plaza Court 3	Geographic Clusters
	605	CC:C205 T5	IP: Networks and Competition
	606	CC:C205 T5 CC:C105 T1	IP: Networks and Competition IP: Top Management Teams
	612	CC:C105 11 CC:A214 T2	IP: Top Management Teams IP: Strategy, Organizing Performance
5:30pm			
J.JUPIII	641	AM:Director's Row E	Social: Mid-Career Networking

Tue	ss Policy and Str 8:30am	676	CC:A207	JS: Governments and Firms
		675	AM:Gov. Sq. 12	SHCS: Intuition in Decisions
		671	AM:Director's Row H	Executive Turnover
		723	AM:Director's Row F	SIT: Emotions in Organizations
		672	AM:Gov. Sq. 17	Resource-Based Competition
		673	AM:Director's Row E	Strategic Adaptation and Renewal
		674	AM:Plaza Court 3	R&D & Intellectual Property
-	10:30am	740	CC:A207	JS: Entrepreneurial Failure
		791	CC:C204	SIT: Downsizing and its Effects
		736	AM:Plaza Court 3	Funding & Valuing R&D Strategies
		737	AM:Director's Row H	TMT Heterogeneity
		738	AM:Gov. Sq. 17	Knowledge Integration & Transfer
		739	AM:Director's Row E	Middle Managers Networks
		765	CC:C105 T4	IP: Public and Nonprofit Sector
_	2:30pm	841	CC:A101/103	JS: Organizational Identity Dynamics
	·	845	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
		811	CC:A207	JS: New Paradigms of Governance
		807	AM:Director's Row H	Diversification Discount
		858	AM:Director's Row F	SIT: Organizational Innovation
		808	AM:Gov. Sq. 17	Organizational Capabilities
		809	AM:Director's Row E	Trust and Opportunism
		810	AM:Plaza Court 3	Performance and Decision Framing
		833	CC:C105 T4	IP: Alliances, Networks & Legitimacy
_	4:10pm	924	CC:C207	SHCS: Knowledge Flow Across Networks
		867	AM:Director's Row H	Diversification Outcomes
		922	AM:Director's Row F	SIT: Building Effective Networks
		868	AM:Director's Row E	Strategic Alliance Consequences
		869	AM:Gov. Sq. 17	Pioneers of Strategy
_	5:30pm	925	AM:Director's Row H	BPS Business Meeting
_	6:30pm	935	AM:Gov. Sq. 17	BPS Social Hour
Wed	8:30am	948	AM:Gov. Sq. 17	Economic Underpinnings of RBV
		952	AM:Gov. Sq. 15	SHCS: Global Knowledge Competition
		953	CC:A207	JS: Renewal of Korean Firms
		949	AM:Director's Row E	Evolution of BPS Field
		977	CC:A208	SIT: Decision Making
		950	AM:Plaza Court 3	Divestitures and Spin-Offs
		951	AM:Director's Row H	The Effects of Prior Experience
_	10:40am	995	CC:A207	JS: Corporate Refocusing
		996	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
		1020	CC:A208	SIT: Organizational Culture
		992	AM:Plaza Court 3	Role of Reputation
		993	AM:Director's Row H	Valuing Intellectual Capital
		994	AM:Director's Row E	The Governance of Innovation
_	12:20pm	1027	AM:Gov. Sq. 15	SHCS: Research Pioneers

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Day	Start	#	Location	Session Information
Fri	1:00pm	6	MT:Pomeroy	Intelligent Career Card Sort
	3:00pm	26	AM:Plaza Court 1	SPDW: Transitioning into Academia
Sat	8:00am	64	OS:Off-Site 1	Career Journeys
	8:30am	87	CC:A101	SPDW: Becoming a Department Chair
	9:00am	102	AM:Plaza Court 1	SPDW: Surviving Workaholism
	1:00pm	138	CC:A101	Movin' On
		139	CC:C102	SPDW: Physical Health and Well-Being
	3:30pm	173	CC:A101	Academic Dual Career
Sun	8:00am	212	CC:A101	Surviving by Your Sabbatical
	8:30am	230	CC:A108	Career Resilience
	9:00am	252	CC:A103	SPDW: Corporate Women-Corporate Lives
	10:30am	279	CC:A101	Career Research Networks
Mon	8:30am	352	CC:A101/103	JS: Unpacking Career Success
		351	CC:A105	Constituencies and Commitment
		394	CC:A208	SIT: Merger Process and the Aftermath
	10:40am	424	CC:C209	SHCS: Managing Work and Home Domains
		423	CC:A105	Mentoring Effects
		470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
	12:20pm	484	CC:A105	Boundaries, 24-7 & Virtuality
		523	AM:Director's Row F	SIT: Mentoring and Social Capital
	2:30pm	539	CC:A105	Career Success
		545	CC:A108/110	JS: Demography in Mentor Networks
		584	CC:A208	SIT: Pay Differences
		565	CC:C106 T4	IP: High Velocity Environments
	4:10pm	631	AM:Gov. Sq. 12	SHCS: Contingent Professional Work
Tue	8:30am	678	CC:C209	SHCS: Building the Fast Organization
		705	CC:C101/103	JS: Networking in Our Own Backyard
		677	CC:A105	Careers Paths Outside N.A.
		691	CC:A106 T4	IP: Part-Time Work and Retirement
	10:30am	791	CC:C204	SIT: Downsizing and its Effects
		754	CC:A106 T3	IP: Career Discussions and Mentoring
	2:30pm	812	CC:A105	Hughes Distinguished Speaker
	4:10pm	870	CC:A101/103	JS: The Protean Executive
		921	CC:C204	SIT: Relationships and Helping
	5:30pm	926	CC:A105	CAR Business Meeting
	6:30pm	937	CC:A106	CAR Social Hour
Wed	8:30am	958	CC:A101/103	JS: Complicating the Conversation
		967	AM:Gov. Sq. 12	SHCS: Developing Managerial Talent
		954	CC:A105	Gender and Career Judgments
	10:40am	1021	AM:Director's Row F	SIT: Psychological Contracts
		997	CC:A105	Experiencing Networks & Careers
		-		

The Careers Division thanks its 73 Reviewers:

Ramon J. Aldag, U. of Wisconsin, Madison
Tammy Allen, U. of South Florida
Michael Arthur, Suffolk U.
Gayle Baugh, U. of West Florida
Jon Briscoe, Northern Illinois U.
Ronald Burke, York U.
Dirk Buyens, Vlerick Leuven Gent Mgmt School
Patricia M. Buzzanell, Northern Illinois U.
Kathleen Campbell, National U. of Singapore
William A. Carden, North Carolina Central U.
Shawn Carraher, Indiana State U.

S. Nihal Colakoglu, Drexel U.
Neil Conway, Birkbeck U. of London
Cynthia Cordes, U. of Miami
Madeline Crocitto, Old Westbury State U. of New
York
Kate Mackenzie Davey, Birkbeck U. of London
Thomas Dougherty, U. of Missouri
Karen O. Dowd, James Madison U.
Janelle Dozier, Tulane U.
Susan C. Eaton, Harvard U.
Kimberly Eddleston, Northeastern U.

Daniel Feldman, U. of South Carolina
Lisa M. Finkelstein, Northern Illinois U.
Dale Finn, U. of New Haven
Michael Flanagan, California State U., Bakersfield
Monica Forret, St. Ambrose U.
Phil Gardner, Michigan State U.
Linda Gibson, Pacific Lutheran U.
Cherlyn S. Granrose, Berry College
Martin Greller, U. of Wyoming
Hugh Gunz, U. of Toronto
Nina Gupta, U. of Arkansas

Section C

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Reviewers, continued

Lynn Harland, U. of Nebraska
Monica Higgins, Harvard U.
David Hunt, U. of Southern Mississippi
Ron Humphrey, Virginia Commonwealth U.
Kerr Inkson, Massey U.
C. Douglas Johnson, Winthrop U.
Robert G. Jones, Southwest Missouri State U.
Ayse Karaevli, Boston U.
Jenny Kidd, Birkbeck U. of London
James E. King, Samford U.
Zella King, King's College London
Mary Mallon, U. of Otago

Janet Marks, Fordham U.
Wolfgang Mayrhofer, Wirtschaftsuniverstaet
Jack McCarthy, Boston U.
Stacey McManus, Concordia U.
Dorothy P. Moore, Iowa State U.
Robert F. Morrison,
Paula C. Morrow, Iowa State U.
Troy R. Nielson, California State U., San Marcos
Polly Parker, U. of Auckland
Gayle Porter, Rutgers U.
A. Corinne Post, Rutgers U.
Premarajan, XLRI
J. Bruce Prince, Kansas State U.
Samuel Rabinowitz, Rutgers U.

Frieda Reitman, Pace U.
Barbara Ribbens, Western Illinois U.
Leisa Sargent, Queensland U. of Technology
René Schalk, Tilburg U.
Ruth Simpson, Brunel U.
Romila Singh, U. of Wisconsin, Miwaukee
Richard Stackman, U. of Washington
Lynda St. Clair, Bryant College
Gregory K. Stephens, Texas Christian U.
Judi Strauss, U. of Reno
Jane Sturges, The Open U.
Sherry Suillivan, Bowling Green State U.
Judith Tansky, Ohio State U.
Daniel Tzabbar, U. of Toronto
Monigue Valcour, Cornell U.

Conflict Management

Program Chair: Bruce Barry, Vanderbilt U. Professional Development Workshop Chair: Sally Blount-Lyon, New York U.

Day	Start	#	Location	Session Information
Fri	4:00pm	30	MT:Col. Ballrm Sal. B	CM Doctoral Consortium
Sat	9∶00am	100	MT:Col. Ballrm Sal. B	CM Doctoral Consortium
Sun	8:30am	231	MT:Col. Ballrm Sal. B	Applying Networks to Conflict
•	10:30am	280	MT:Col. Ballrm Sal. B	Conflicting Values Conflicts
Mon	8:30am	379	CC:A108/110	JS: Social Identity at Work
_		353	CC:A107	Zen and Negotiation
•	10:40am	426	CC:A101/103	JS: Abuse, Bullying, & Aggression
		425	CC:A107	Conflict in Groups and Teams
	12:20pm	524	CC:A208	SIT: Demands for Justice
		506	CC:C205 T1	IP: Negotiation Strategies
	12:30pm	525	CC:A107	Dispute Resolution in Orgs.
	2:30pm	540	CC:A107	Relational Interdependence
		563	CC:A214 T4	IP: Social and Organization Theory
	4:10pm	632	CC:C101/103	JS: Pursuing the Kyoto Protocol
		637	CC:A208	SIT: Managerial Wrong Doing
Tue	8:30am	680	CC:C207	SHCS: Labor-Management Partnerships
		681	CC:A101/103	JS: Injustice and Third Parties
		679	CC:A107	Identity, Conflict, Diversity
		700	CC:C205 T5	IP: Groups and Teams
		702	CC:C106 T2	IP: Empowerment and Grievances
	10:30am	741	CC:A107	Justice and Injustice
	2:30pm	813	CC:A107	Social Context of Negotiation
		824	CC:C205 T2	IP: Managing Turnover
	4:10pm	909	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
		920	CC:A208	SIT: Environmental Performance
	5:45pm	934	AM:Plaza Court 1	CM Business Meeting
	6:45pm	943	AM:Gov. Sq. 16	CM Division Social Hour
Wed	8:30am	955	CC:A107	Conflict Strategies in Teams
	10:40am	1020	CC:A208	SIT: Organizational Culture
	12:20pm	1031	AM:Gov. Sq. 14	SHCS: Destructive Leadership

The Conflict Management Division thanks its 93 Reviewers:

Saeid Al-Hajri, Majlis Ash Shura Keith Allred, Harvard U.

Oluremi (Remi) B. Ayoko, U. of Queensland Joe Banas, Washington U.

Lisa A. Barron, U. of California, Irvine

Zoe Barsness, U. of Washington

Bianca Beersma, U. of Amsterdam

Corinne Bendersky, Massachusetts Institute of Technology

Yoella Bereby-Meyer, Ben-Gurion U., Negev Ken Bettenhausen, U. of Colorado, Denver Kate Bezrukova, U. of Pennsylvania

Terry Boles, U. of Iowa

Joyce Bono, U. of Minnesota

Bill Bottom, Washington U.

Susan Brodt, Duke U.

Ethan Burris, Cornell U.

John Burrows, Tulane U.

Ronda Callister, Utah State U.

Debra Connelley, State U. of New York, Buffalo

Matt Cronin, Carnegie Mellon U.

Joseph Daly, Appalachian State U.

Martin Davidson, U. of Virginia

M. Isabel Delgado-Pina, Complutense U.

Kristina Diekmann, U. of Utah

Teri Domagalski, Florida Institute of Technology Lorna Doucet, U. of Illinois, Urbana-Champaign

Steven Farmer, Wichita State U.

Charles Finn, State U. of New York, Empire State College

Ray Friedman, Vanderbilt U.

Deanna Geddes, Temple U.

Michelle Gelfand, U. of Maryland

Donald Gibson, Fairfield U.

Ellen Giebels, U. of Groningen

Lucy Gilson, U. of Connecticut

Barry Goldman, U. of Arizona

Michael Gross, Colorado State U.

Claudia Hale, Ohio U.

David Hames, U. of Nevada, Las Vegas Leah Houde, Duke U.

Kristin Jackson, Cornell U.

Greg Janicik, New York U.

Sanda Kaufman, Cleveland State U. Deborah Kidder, U. of Connecticut

Peter Kim, U. of Southern California

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Shirli Kopelman, Northwestern U. Brian Klaas, U. of South Carolina

Laura Kray, U. of Arizona

Venkat Krishnan, Xavier Labor Relations Institute

Terri Kurtzberg, New York U.

Sujin Lee, Cornell U.

Edward Levine, U. of South Florida

Roy Lewicki, Ohio State U.

Terri Lituchy, California Polytechnic State U.

Dina Mansour-Cole, Indiana U./Purdue U., Fort Wavne

Mary Beth Marrs, U. of Missouri

Dennis Moberg, Santa Clara U.

Kelly Mollica, Wake Forest U.

Don Moore, Carnegie Mellon U.

Simone Moran, Ben Gurion U., Negev

Aukje Nauta, U. of Groningen

Joel Neuman, State U. of New York, New Paltz

Kathleen O'Connor, Cornell U.

Mara Olekalns, U. of Melbourne

Randall Peterson, London Business School

Robin Pinkley, Southern Methodist U.

Jeff Polzer, Harvard U.

Conflict Management

Reviewers, continued

Monika Renard, Florida Gulf Coast U. Chris Robert, U. of Missouri Jacques Rojot, U. of Paris Maurice Schweitzer, U. of Pennsylvania Debra Shapiro, U. of North Carolina, Chapel Hill Sammy Showail, Washington U. Tony Simons, Cornell U. Daniel Skarlicki, U. of British Columbia Faye Smith, Emporia State U. George Soto, New Worlds Enterprise Greg Stephens, Texas Christian U. Jasmine Tata, Loyola U., Chicago M. Susan Taylor, U. of Maryland Ann Tenbrunsel, U. of Notre Dame Melissa Thomas-Hunt, Cornell U. Simon Tidd, Vanderbilt U. Catherine Tinsley, Georgetown U.
Dean Tjosvold, Lingnan U.
Tom Tripp, Washington State U.
Arup Varma, Loyola U., Chicago
Eran Vigoda, U. of Haifa
Kimberly Wade-Benzoni, New York U.
Jim Wall, U. of Missouri
Laurie Weingart, Carnegie Mellon U.
Steve Weiss, York U.
Betsy Wesman, Syracuse U.
Hiroyuki Yamaguchi, Kyushu U.

Critical Management Studies

Program Chair: Paul Adler, U. of Southern California Professional Development Workshop Chair: Ralph Stablein, Massey U.

Day	Start	#	Location	Session Information
Fri	3:00pm	22	MT:Col. Ballrm Sal. I+J	CMS Political Economy Tutorial
	6:00pm	41	MT:Mattie Silks	CMS Reception
	7:30pm	52	MT:Mattie Silks	CMS Doctoral Workshop
Sat	8:00am	65	MT:Mattie Silks	CMS Continental Breakfast
	8:30am	88	MT:Mattie Silks	CMS Introduction
	9:00am	101	MT:Mattie Silks	CMS & Post-colonial Theory
	11:30am	124	MT:Mattie Silks	CMS & Case Teaching
	1:30pm	151	MT:Mattie Silks	CMS Roundtables
	3:00pm	170	CC:A109	SPDW: Spirituality: Critical Review
	3:30pm	174	MT:Mattie Silks	CMS & MNCs
	6:00pm	192	MT:Mattie Silks	SPDW: CMS & Stan Deetz
	7:30pm	201	MT:Mattie Silks	CMS Social Hour
Sun	8:30am	232	MT:Mattie Silks	CMS Coffee
	9:30am	257	MT:Mattie Silks	CMS Doctoral Research Workshop
	11:00am	287	MT:Mattie Silks	CMS in Denver
Tue	3:30pm	864	AM:Plaza Court 6	CMS Welcome
	5:30pm	927	AM:Plaza Court 6	CMS Business Meeting

Entrepreneurship

Program Chair: Kelly G. Shaver, College of William and Mary Professional Development Workshop Chair: Andrew Zacharakis, Babson College

Day 5	Start	#	Location	Session Information
Fri	12:00pm	3	MT:Matchless	Doctoral Consortium
· –	1:00pm	7	MT:Col. Ballrm Sal. F	Welcome
-	1:30pm	17	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
	•	16	MT:Denver Ballrm Ste V	E-Learning for Ent Educators
_	3:00pm	24	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
	In	23	MT:Denver Ballrm Ste V	SPDW: Enterprise Development SPDW: Globalization and Ent Women
_	5:00pm	36	MT:Denver Ballrm Ste II	New Faculty Consortium
-	7:00pm	49	OS:Off-Site 7	Doctoral Consort Dinner
Sat	7:30am	58	MT:Matchless	Doctoral Consortium
-	8:00am	66	MT:Col. Ballrm Sal. F	Research Methods in Ent
		70	CC:C208	SPDW: Iberoamerican Entrepreneurship
		67	MT:Denver Ballrm Ste V	Community Based Ent
-	8:30am	89	MT:Denver Ballrm Ste II	New Faculty Consortium
_	9:30am	109	MT:Col. Ballrm Sal. F	Utilizing Effective Networks
	•	110	MT:Denver Ballrm Ste V	SPDW: Universities & Economic Dev.
-	11:00am	119	MT:Col. Ballrm Sal. F	Entrepreneurship Theory
		120	MT:Denver Ballrm Ste V	NTA's: Current Practice
_	12:30pm	135	MT:Col. Ballrm Sal. E	Endowed Chairs' Annual Lunch
_	1:00pm	140	MT:Col. Ballrm Sal. F	Coaching the Ent Team
_	1:30pm	152	OS:Off-Site 8	Field Trip: Service Project
_	2:00pm	160	MT:Denver Ballrm Ste V	Entrepreneurship Innovations
_	2:30pm	164	MT:Col. Ballrm Sal. F	Writing for Rejection
-	3:30pm	175	MT:Denver Ballrm Ste V	Ent Pedagogy Award Winner
_	6:00pm	193	OS:Off-Site 9	Entrepreneurship Social
Sun	7:30am	207	MT:Matchless	Doctoral Consortium
_	8:00am	214	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
		213	MT:Denver Ballrm Ste V	Family Business Issues
_	8:30am	233	MT:Denver Ballrm Ste II	New Faculty Consortium
-	9:30am	258	MT:Denver Ballrm Ste V	Family Business Teaching
_	10:30am	281	MT:Col. Ballrm Sal. F	SPDW: Internationalization and Ent
Mon	8:30am	354	CC:A210	Theories
		395	AM:Director's Row F	SIT: Small Business Perspectives
_	10:40am	427	CC:A210	Decision Making
		428	CC:A212	Strategic Alliances
		472	CC:C204	SIT: Networks and Firm Performance
		446	CC:C205 T1	IP: Ventures & Competitive Response
		447	CC:C205 T2	IP: Corporate Venturing, Competition
	12:20pm	485	CC:A101/103	JS: Entrepreneurs in Rock and Roll
		522	CC:C204	SIT: Variety in Teams
		496	CC:A214 T3	IP: Alliance Performance & Function
		500	CC:A214 T2	IP: Venture Capital and Strategy
_		502	CC:C105 T2	IP: Managing Innovation
	2:30pm	543	CC:A207	JS: Socially Effective New Ventures
		541	CC:A210	Innovation & Learning
		554	CC:A106 T2	IP: Unpacking Strategic Groups
		542	CC:A212	Venture Capital Investments
_		565	CC:C106 T4	IP: High Velocity Environments
	4:10pm	597	CC:A210	Corporate Entrepreneurship
_		598	CC:A212	Satisfaction And Leadership
_	5:30pm	642	CC:A105	ENT Business Meeting
	7:00pm	660	CC:A107	ENT Reception

Tue	8:30am	682	CC:A212	Venturing in the Inner City
		675	AM:Gov. Sq. 12	SHCS: Intuition in Decisions
_		693	CC:A214 T2	IP: Firm Boundaries and Technology
	10:30am	742	CC:A101/103	JS: Complexity & Entrepreneurship
		740	CC:A207	JS: Entrepreneurial Failure
_	2:30pm	814	CC:A210	Management and the IPO
		815	CC:A212	Motivations for New Ventures
		836	CC:C205 T1	IP: Venture Creation and Performance
_	4:10pm	895	CC:A207	JS: The OB of Entrepreneurship
		921	CC:C204	SIT: Relationships and Helping
		893	CC:A210	Governance
		894	CC:A212	Growth
Wed	8:30am	977	CC:A208	SIT: Decision Making
		956	CC:A212	Opportunity Exploitation
_		957	CC:A210	Creating Networks
	10:40am	998	CC:A210	Cultural And Social Influences
		999	CC:A212	Family Business
_	12:20pm	1027	AM:Gov. Sq. 15	SHCS: Research Pioneers

Entrepreneurship Division thanks its 163 Reviewers:

Mel Adams, U. of Alabama, Huntsville Ramon J. Aldag, U. of Wisconsin, Madison James G. Almeida, Fairleigh Dickinson U. Fernando Alvarez, New York U.

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Jonathan R. Anderson, U. of Kentucky Alexandra L. Anna, Colorado College J. B. (Ben) Arbaugh, U. of Wisconsin, Oshkosh Richard J. Arend, U. of Nevada, Las Vegas Erkko Autio, CERN

Seung Bai Bach, U. of Tennessee, Knoxville Ted Baker, U. of Connecticut

Charles E. Bamford, Texas Christian U.

Anat BarNir, U. of North Texas Bat Batjargal, Stanford U.

J. Robert Baum, U. of Maryland Reginald M. Beal, Florida A&M U.

Amy V. Beekman, George Mason U.

Tom Begley, Northeastern U.

Barbara J. Bird, American U.

Karen Bishop, U. of Louisville Leonard Bisk, U. of Limerick

Patricia S. Borchert, U. of Minnesota Oana Branzei, U. of British Columbia

Jeff Brice, Jr., Mississippi State U.

Keith H. Brigham, Texas Tech U. Hans Bruining, Erasmus U.

Candida G. Brush, Boston U.

Lowell Busenitz, U. of Oklahoma

John E. Butler, Hong Kong Polytechnic U. Mary Wilson Callahan, Regis U.

Melissa S. Cardon, Case Western Reserve U.

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Jon C. Carr, U. of Southern Mississippi

Radha Chaganti, Rider U. Young Rok Choi, Hallym U.

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Mark A. Ciavarella, U. of Georgia

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Boyd D. Cohen, Instituto de Empresa

Andrew C. Corbett, Rensselaer Polytechnic

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C. Clay Dibrell, Oregon State U. Dante DiGregorio, U. of New Mexico

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Robert S. D'Intino, Pennsylvania State U. Irene M. Duhaime, Georgia State U.

Gary Dushnitsky, New York U.

Kimberly Eddleston, Northeastern U.

Linda F. Edelman, Bentley College

Prescott C. Ensign, U. of Montreal

Deborah R. Ettington, Eastern Michigan U.

Teppo Felin, U. of Utah Eileen Fischer, York U.

Cathleen Folker, U. of St. Thomas

Maw-Der Foo, National U. of Singapore Daniel Forbes, U. of Minnesota

Lene Foss, U. of Tromsø, Norway

Tiffany L. Galvin, U. of Utah William B. Gartner, U. of Southern California

Dennis M. Garvis, Washington and Lee U. Clark G. Gilbert, Harvard U.

Brett Anitra Gilbert, Indiana U. Armand Gilinsky, Sonoma State U.

Fernando A.P. Gimenez, U. Estadual de Maringá Patricia G. Greene, U. of Missouri, Kansas City

Denis Grégoire, U. of Colorado

Lisa Gundry, DePaul U. William Hahn, Southeastern College

Paula D. Harveston, Berry College Frederic J. Hebert, East Carolina U.

Ramona Heck, Baruch College

Jonathan D. Heller, U.S. Coast Guard Academy

Bob Hill, California State U. Ha Hoang, INSEAD

Benson Honig, U. of Haifa Susan Houghton, Georgia State U.

Jay J. Janney, U. of Dayton

Mariann Jelinek, College of William & Mary

Susan M. Jensen, U. of Nebraska

Tomas Karlsson, Jönköping International Business School

Thomas Keil, Helsinki U. of Technology Martin F. Kenney, U. of California, Davis Amy L. Kenworthy-U'Ren, Bond U. Bruce A. Kirchhoff, New Jersey Institute of Technology

Elmos Konis, Cyprus College Patrick M. Kreiser, U. of Alabama

Barbara A. Kuhns, DePaul U. Christian Lechner, Group ESC Toulouse

Joo-Heon Lee, U. of Virginia

Maria-Teresa Lepeley, U. of Connecticut

Moren Levesque, Case Western Reserve U.

Jianwen Liao, Northeastern Illinois U.

Benyamin Bergmann Lichtenstein, U. of Hartford

Becky Luce, Texas Christian U. Johanna Mair, IESE / U. of Navarra

Geri Markley, Capella U.

Brett P. Matherne, Georgia State U.

Charles H. Matthews, U. of Cincinnati

Markku Maula, Helsinki U. of Technology

Sara L. McGaughey, U. of New South Wales Rita Gunther McGrath, Columbia U.

Jeffery S. McMullen, U. of Colorado, Boulder

Teresa V. Menzies, Brock U.

Tracey Eira Messer, Case Western Reserve U. Yuri Mishina, U. of Illinois at Urbana, Champaign

Douglas D. Moesel, U. of Missouri, Columbia

Erik Monsen, U. of Colorado at Boulder

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Jennifer S. Mueller, Yale U.

Stephen L. Mueller, Texas Christian U. John W. Mullins, London Business School

Greg Murphy, U. of Evansville

Lilach Nachum, Cambridge U. Heidi Neck, Babson College

Lynn Neeley, Northern Illinois U. Robert D. Nixon, U. of Louisville

Terry W. Noel, Wichita State U.

Hugh M. O'Neill, U. of North Carolina John W. O'Neill, Pennsylvania State U.

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G. Tyge Payne, Texas Tech U.

Timothy S. Reed, Air Force Institute of Technology

A. Rebecca Reuber, U. of Toronto

Edward W. Rogers, U. of Alabama, Huntsville Michael Rubach, U. of Central Arkansas

Reviewers, continued

Matthew W. Rutherford, Gonzaga U. Yolanda Sarason, Colorado State U. Saras D. Sarasvathy, U. of Washington Leon Schjoedt, U. of Colorado Matthew Semadeni, Texas A&M U. Jason C. Senjem, Syracuse U. Greg Shailer, Australian National U. Pramodita Sharma, Wilfrid Laurier U. Peter Sherman, U. of Nebraska

David G. Sirmon, Arizona State U.
Timothy M. Stearns, California State U., Fresno
Robert Sullivan, U. of Paisley
Linda F. Tegarden, Virginia Tech
Stewart Thornhill, U. of Western Ontario
Jeff Trailer, California State U., Chico
R. Andrew Turner, Jr., U. of Alabama
Deniz Ucbasaran, U. of Nottingham
Tengiz Omer Ucok, Gazi U.
S. Ramakrishna Velamuri, U. of Virginia

George S. Vozikis, U. of Tulsa
Michael W. Wakefield, U. of Southern Colorado
David S. Watkins, Southampton U.
Dianne H.B Welsh, John Carroll U.
Friederike Welter, Rhine-Westphalia Institute for
Economic Research
Pamela M. Williams, Culver Stockton College
Robert Wiltbank, U. of Washington
Charles A. Wolfe, U. of Missouri, Columbia
Mike Wright, Nottingham U. Business School
Jun Yan, California State U., Long Beach
Ivo Zander, Institute of International Business
Alberto Zanzi, Suffolk U.

Gender and Diversity in Organizations

Program Chair: Elizabeth Cooper, U. of Rhode Island Professional Development Workshop Chair: Bernardo M. Ferdman, Alliant International U.

Day	Start	#	Location	Session Information
Fri	1:00pm	# 8	MT:Col. Ballrm Sal. H	Diversity Theory and Practice
	1:30pm	17	MT:Col. Ballim Sal. F	SPDW: Bill Drayton
-	3:00pm	25	MT:Denver Ballrm Ste IV	GDO Doctoral Consortium
	озбории	26	AM:Plaza Court 1	SPDW: Transitioning into Academia
-	4:30pm	35	MT:Denver Ballrm Ste IV	GDO Doctoral Consortium
-	7:00pm	50	OS Off-Site	GDO Doctoral Consortium Dinner
Sat	7:30am	50 	MT:Denver Ballrm Ste I	GDO Doctoral Consortium Blinner GDO Doctoral Consortium Bkfst
-	8:30am		CC:A101	
	0.50am	87	MT:Col. Ballrm Sal. G	SPDW: Becoming a Department Chair
		90 91		GDO Doctoral Consortium
-	10:00am	111	MT:Col. Ballrm Sal. H+I+J MT:Col. Ballrm Sal. G	Diversity Dialogues I
-	12:00pm	129		GDO Doctoral Consortium
_	6:00pm	194	MT:Col. Ballrm Sal. G+H+I+J MT:Denver Ballrm Ste IV	Diversity Dialogues II
-	7:30pm	203	CC:C112	GDO PDW Social Event
Sun	9:00am		CC:A103	SPDW: Indigenous Spirituality
Juli	9.00am	252 248		SPDW: Corporate Women-Corporate Lives
Mon	7:45am	340	MT:Pomeroy CC:A202	GDO Research/Networking Wkshp GDO Breakfast
-	8:30am	355	CC:A202	
	0.50am	394	CC:A208	Diversity Resistance
		394 395	AM:Director's Row F	SIT: Merger Process and the Aftermath SIT: Small Business Perspectives
		395 367	CC:A214 T1	IP: CEOs. Governance and Performance
-	10:40am	424	CC:C209	SHCS: Managing Work and Home Domains
	10.40411	430	CC:A108/110	JS: Gender and Leadership
		470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
		429	CC:A109	Racial and Sexual Harassment
-	12:20pm	523	AM:Director's Row F	SIT: Mentoring and Social Capital
		5 2 4	CC:A208	SIT: Demands for Justice
-	12:50pm	528	CC:A109	Definitions of Diversity
-	2:30pm	573	CC:A209	JS: Identity in Teams
	,	545	CC:A108/110	JS: Demography in Mentor Networks
		584	CC:A208	SIT: Pay Differences
		544	CC:A109	A Discussion with Anne S. Huff
		560	CC:A106 T3	IP: Investors and Firm Performance
-	4:10pm	600	CC:A108/110	JS: Intimate Partner Violence
		599	CC:A109	Learning from a Gendered Context
-	5:30pm	643	CC:A109	GDO Divisional Meeting
-	6:30pm	656	CC:A110	GDO Social
Tue	8:30am	701	CC:C105 T3	IP: Identification in Organizations
-	8:45am	726	CC:A109	Work-Life Quality and Diversity
-	10:30am	743	CC:A109	Invisible Diversity
		744	CC:C101/103	JS: Otherness at Large
		751	CC:C106 T4	IP: Unpacking Diversity
		761	CC:C105 T3	IP: Gender and Diversity
		762	CC:C105 T1	IP: Diversity, Culture and HR
-	2:30pm	817	CC:C207	SHCS: A Call to Action
		859	CC:C204	SIT: Work-Family Trends
		816	CC:A109	Discrimination at Work
		860	CC:A208	SIT: Paradoxes of Organizational Life
	4:10pm	896	CC:A109	Diversity and Communication
Wed	8:30am	958	CC:A101/103	JS: Complicating the Conversation
_	8:45am	980	CC:A109	Sex vs Gender

10:40am	1000	CC:A101/103	JS: Gender Inclusion & Advancement
	1001	CC:A108/110	JS: Work-Life Interface: Firm & Ind.
	1002	CC:C101/103	JS: The Impact of Gender Context
	1012	CC:A209	JS: Team Diversity and Performance

The Gender & Diversity in Organizational Division thanks its 135 Reviewers:

F. Pinar Acar, Texax Tech U. Chervl L. Adkins, Longwood College Mark D. Agars, California State U., San Bernardino

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Ioan Winn, U.of Denver Max Wortman, Iowa State U.

Cindy Wu, U. of Illinois

Health Care Management

Program Chair: Leonard H. Friedman, Oregon State U.

Professional Development Workshop Chair: Kathryn H. Dansky, Pennsylvania State U.

Day	Start	#	Location	Session Information
Fri	6:00pm	42	MT:Col. Ballrm Sal. G	Reception and Welcome to HCM
Sat	8:30am	92	CC:C108	SPDW: Teaching Skills
	10∶30am	117	CC:C110	Grad School Survival Skills
		118	CC:C106	Junior Faculty Survival Skills
	1:00pm	139	CC:C102	SPDW: Physical Health and Well-Being
-	3:30pm	176	CC:C110	Dissertation Survival Skills
		177	CC:C106	Skills for Managing P&T
Sun	8∶00am	215	CC:C108	HCM: Continental Breakfast
-	8∶30am	234	CC:C106	Feedback from Reviewers
-	9∶00am	249	CC:C110	Research Skills
-	10∶30am	282	CC:C110	Publication Skills
Mon	8:30am	356	CC:A112	Division Welcome
-	8:45am	397	CC:A112	Quality in Healthcare
-	10:40am	431	CC:A112	Leadership and Healthcare
		472	CC:C204	SIT: Networks and Firm Performance
-	2:30pm	575	CC:A205	SHCS: Coordination of Expertise
		546	CC:A101/103	JS: Perspectives on CEOs Learning
_		554	CC:A106 T2	IP: Unpacking Strategic Groups
	4:10pm	601	CC:A112	Distinguished Speaker
_		611	CC:C205 T4	IP: A Long Term View of Change
_	5:30pm	644	CC:A112	Business Meeting
	7:00pm	661	CC:A202	HCMD Reception
Tue	8:30am	683	CC:A112	Network Development
_		697	CC:A214 T4	IP: Quality in Healthcare
	10:30am	745	CC:A112	Long Term Care
		762	CC:C105 T1	IP: Diversity, Culture and HR
_		770	CC:C205 T4	IP: Effective Healthcare Management
	2:30pm	818	CC:A112	Hospitals and Nursing
_		824	CC:C205 T2	IP: Managing Turnover
	4:10pm	897	CC:A112	Service Line Management
Wed	9:00am	985	CC:A112	Consumers
	10:40am	1003	CC:A112	Integrated Health Networks

Health Care Management Divisions thanks its 67 Reviewers:

Judith Alexander, U. of South Carolina Ruth Anderson, Duke U. Margarete Arndt, Clark U. G. Ross Baker, U. of Toronto Edward Balotsky, Monmouth U. Barbara Bigelow, Clark U. James Bramble, Creighton U. Charley Braun, Marshall U. Beth Brooks, U. of Illinois, Chicago

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Joanne McElown, Jacksonville State U.

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Human Resources

Program Chair: Patrick Wright, Cornell U. Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

Day	Start	#	Location	Session Information
Fri	1:00pm	9	AM Gov. Sq. 10	HR Education: A Town Meeting!
Sat	8∶00am	68	AM:Gov. Sq. 10	HR Doctoral Student Consortium
_		69	AM Gov Sq 9	HR Jr. Faculty Consortium
_	9∶00am	102	AM∶P∣aza Court 1	SPDW: Surviving Workaholism
_	12:30pm	136	AM∶Plaza Court 1	SPDW: Measure Learning Effectiveness
_	3:00pm	165	AM∶P∣aza Court 1	SPDW: Multinational HR Research
-	5:30pm	189	AM:Gov. Sq. 11	HR Reception
Sun	8∶00am	216	AM:Gov. Sq. 9	HR Jr. Faculty Consortium
-	8∶30am	235	AM:Tower Court D	Innovative Teaching Practices
		236	AM:Gov. Sq. 10	HR Doctoral Student Consortium
-	9∶00am	250	AM:Tower Court B	SPDW: Building Research Networks
-	10∶30am	284	CC:A107	SPDW: The Authors Speak
Mon	8∶30am	380	AM:Gov. Sq. 14	JS: Beyond Social Exchange
		352	CC:A101/103	JS: Unpacking Career Success
		396	CC: C207	SHCS: Internet in the Supply Chain
		357	AM:Columbine	Implications of P-O Fit
		358	AM:Terrace	Employee Share Ownership
		359	AM:Vail	International HRM
		370	CC:A214 T4	IP: Managing Diversity
_		371	CC:C105 T4	IP: Motivation and Morale
	10:40am	424	CC:C209	SHCS: Managing Work and Home Domains
		449	CC:C101/103	JS: Exec Ed: Living the Learning
		432	AM:Columbine	Doing Relevant HR Research
		433	AM:Terrace	Performance Management Issues
_		434	AM:Vail	Disabilities and Accommodation
	12:20pm	489	CC:A209	JS∷ 360 Degree Feedback
		512	AM Gov Sq 12	SHCS: Contingent Work
		486	AM:Terrace	e-HR and the Future of the HR
		487	AM∶Vail	Issues in Compensation Design
_		488	AM:Columbine	HR and Firm Performance
	2:30pm	545	CC:A108/110	JS: Demography in Mentor Networks
		547	AM:Terrace	Virtual Teams
		550	AM Gov Sq 14	JS: Cross-Cultural Training
		548	AM Columbine	Empirical Macro HRM Research
		583	AM Director's Row F	SIT: Management Education
		549	AM:Vail	Recrutiment and Retention
-	4:10pm	560	CC:A106 T3	IP: Investors and Firm Performance
	4. ropin	631 634	AM Gov. Sq. 12	SHCS: Contingent Professional Work
		624 603	AM:Gov. Sq. 14	JS: The Psych Contract Construct
_		602 603	AM∶Vail AM∶Terrace	High Performance Work Systems
	5:30pm	645	AM: Ferrace AM: Plaza Ballrm E+F	New Forms of Organizing
Tue	8:30am	684		HR Division Ice Cream Social Internat`l Diffusion of IR/HRM
. 46	5.55am	680	AM:Columbine CC:C207	Internat Diπusion of IR/HRMI SHCS: Labor-Management Partnerships
		678	CC:C207	SHCS: Labor-Management Partnerships SHCS: Building the Fast Organization
		711	CC:A201	
		685	AM:Terrace	JS: Shared Leadership in Teams Compensation and Reactions
		690	CC:A106 T3	IP: High Performance Employees
		090	GG.A100 13	ir. High renomiance Employees

	10:30am	746	AM:Vail	Multi-Level Safety
		747	AM:Terrace	Temp Agencies as Market Makers
		748	AM:Columbine	Strategic HR Management
		762	CC:C105 T1	IP: Diversity, Culture and HR
		768	CC:C205 T1	IP: Turnover & Work-Family Conflict
		769	CC:C205 T2	IP: Incentives & Fairness in HRM
_	2:30pm	846	CC:A209	JS: Expanding P-E Fit Research
		819	AM:Terrace	Employee-Customer Relationship
		820	AM:Columbine	Culture and Compensation
		823	CC:A108/110	JS: Effective HRM in IJVs
		821	AM:Vail	HR and Trust
		832	CC:C105 T1	IP: Trust and Chinese Communities
_	4:10pm	908	CC:A205	JS: Emotion Recognition
		909	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
		870	CC:A101/103	JS: The Protean Executive
		898	AM:Vail	Personality and Performance
		899	AM:Terrace	Issues in Interviewing
	5:30pm	928	AM:Columbine	HR Business Meeting
_	7:00pm	944	AM:Columbine	HR Division Social Hour
Wed	8:30am	968	CC:C209	JS: Perceived Support
_	10:40am	1000	CC:A101/103	JS: Gender Inclusion & Advancement
		1001	CC:A108/110	JS: Work-Life Interface: Firm & Ind.
_	12:20pm	1031	AM:Gov. Sq. 14	SHCS: Destructive Leadership
_		1001	CC:A108/110	JS: Work-Life Interface: Firm & Ind.

The Human Resources Division thanks its 190 Reviewers:

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Human Resources

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Megan Werner, U. of Iowa

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Ellen M. Whitener, U. of Virginia

Margaret Williams, Virginia Commonwealth U.

Robert P. Wright, U. of Hong Kong

Ed Yost, Ohio U.

International Management

Program Chair: Sully Taylor, Portland State U. Professional Development Workshop Chair: Schon L. Beechler, Columbia U.

Dav	Start	#	Location	Session Information
Fri	8∶00am	2	OS:Off-Site	IM Division Rafting Trip
	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
•	3:00pm	23	MT:Denver Ballrm Ste V	SPDW: Globalization and Ent Women
•	4:00pm	32	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
•	6:00pm	43	MT:Denver Ballrm Ste III	IM Welcome and Academy Roadmap
•	8:00pm	54	OS:Off-Site	IM Dinner with the EC
Sat	8:00am	84	CC:C209	SPDW: Social Network Workshop
		71	CC:C210	Doctoral Consortium
		72	CC:C212	IM Junior Faculty Consortium
		73	CC:C206	SPDW: Behavioral Simulations for IM
•	11:00am	121	CC:A103	SPDW: Innovative Distance Learning
•	2:00pm	159	AM∶Plaza Court 3	SPDW: From Idea to Submission
_		158	AM:Plaza Court 2	SPDW: Internationalizing Research
•	3:00pm	165	AM∶Plaza Court 1	SPDW: Multinational HR Research
		167	CC:C202	SPDW: Strategic Learning - USA & Japan
_	3:30pm	178	CC:C208	SPDW: Cross-Cultural Methodology
	5:00pm	187	CC:A107	Barry M. Richman Dissertation
	6:00pm	196	CC:A103	SPDW: Internationalization of Faculty
	6:30pm	200	CC:C205/207	IM Division PDW Reception
Sun	8∶00am	214	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
		219	CC:C206	SPDW: Behavioral Simulations for IM
		217	CC:C210	International Research Network
		220	CC:C212	SPDW: Doing International Research
		218	CC:C208	IM Teaching Best Practices
	9∶00am	247	AM:Gov. Sq. 15	SPDW: Managing Your Dissertation
	10:30am	281	MT:Col. Ballrm Sal. F	SPDW: Internationalization and Ent
Mon	8:30am	360	CC:C104	IM Division Welcome
	9∶00am	406	CC:C102	International Staffing
		407	CC:C104	MNC Strategy
	10:40am	435	CC:C102	Ethics and Morality
		436	CC:C104	Firm-Environment Interface
	12.20	441	CC:A106 T4	IP: Corporate Level Strategy
	12:20pm	490	CC:C102	Beyond Expatriation
		492	CC:C207	SHCS: Reconciling Culture Dimensions
		483	CC:A207	JS: Global Wireless Strategy
		523 524	AM:Director's Row F CC:A208	SIT: Mentoring and Social Capital
				SIT: Demands for Justice
•	2:30pm	491 588	CC:C104 CC:C101/103	Managing in Uncertainty JS: Networking in Biotechnology
	2.000111	550	AM:Gov. Sq. 14	JS: Cross-Cultural Training
		551	CC:C104	IJVs
		552	CC:C102	Governments and Governance
•	4:10pm	632	CC:C101/103	JS: Pursuing the Kyoto Protocol
	r	604	CC:C102/104	IMD Distinguished Scholar
•	8:01pm	665	HY:Grand Ballrm	IM Division Dance
Tue	8:30am	722	CC:A208	SIT: Leadership
		686	CC:C104	Subsidiary Performance
		687	CC:C102	International Cooperation
		694	CC:A214 T3	IP: Human Resources and Culture

10	:30am		00.100	0.7.1.4.1.1.7.1.7.1.
10:	:30am	792	CC:A208	SIT: Intercultural Dilemmas
		749	CC:C104	Internationalization Journey
		750	CC:C102	Global Networks
		753	CC:A106 T2	IP: Managing in China
		758	CC:A214 T2	IP: Who Enters Foreign Markets?
		759	CC:A214 T3	IP: Joint Ventures
2:	:30pm	845	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
		847	AM:Gov. Sq. 12	SHCS: Which Differences Matter When?
		823	CC:A108/110	JS: Effective HRM in IJVs
		822	CC:C104	Institutions
		829	CC:A214 T2	IP: Non-Anglo/American Governance
		830	CC:A214 T3	IP: Learning in MNEs
4:	:10pm	900	CC:C102	Managing Internationally
		901	CC:C104	Networks
5:	:40pm	933	CC:C102/104	IM Business Meeting
Ved 8:	:30am	952	AM:Gov. Sq. 15	SHCS: Global Knowledge Competition
		953	CC:A207	JS: Renewal of Korean Firms
		978	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
		959	CC:C104	Cross-Border Acquisitions
		960	CC:C102	Culture and Management
10:	:40am	1006	CC:C207	JS: Globalization & Knowledge
		995	CC:A207	JS: Corporate Refocusing
		1004	CC:C102	IB Research
		1005	CC:C104	Emerging Economies
12:	:20pm	1028	CC:C104	Member Feedback
10:	:30am	933 952 953 978 979 959 960 1006 995 1004 1005	CC:C102/104 AM:Gov. Sq. 15 CC:A207 AM:Director's Row F CC:C204 CC:C104 CC:C102 CC:C207 CC:A207 CC:A207 CC:A207 CC:C102 CC:C102 CC:C102	IM Business Meeting SHCS: Global Knowledge Competition JS: Renewal of Korean Firms SIT: Knowledge and Its Sharing SIT: National Culture Cross-Border Acquisitions Culture and Management JS: Globalization & Knowledge JS: Corporate Refocusing IB Research Emerging Economies

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Management Consulting

Program Chair: Georges Trepo, HEC, France
Professional Development Workshop Chair: Rickie Moore, E.M. Lyon/ISEOR

Day	Start	#	Location	Session Information
Fri	1:00pm	10	MT:Denver Ballrm Ste I	SPDW: Successful Consulting
	1:30pm	19	MT:Mattie Silks	SPDW: Consulting and Academia
		18	MT:Col. Ballrm Sal. G	Consulting Process
_	2:00pm	20	MT:Col. Ballrm Sal. C	Learning in a Virtual World
_	4:00pm	32	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
_	4:15pm	34	MT:Col. Ballrm Sal. G	Executive Coaching
Sat	8:00am	76	CC:C101	SPDW: Successful Consulting
		77	CC:C107	SPDW: Consulting and Academia
		74	MT:Col. Ballrm Sal. C	Process Consultation Models
		75	CC:C104	Teaching Management Consulting
_	9:00am	106	MT:Col. Ballrm Sal. C	SPDW: Five Approaches of Change
_	11:15am	123	CC:C109	Marketing Ubased Consultants
_	1:00pm	141	CC:C109	Overcoming Resentment
		142	CC:C104	Consulting for Academia
_	3:00pm	166	CC:C109	Selling Consulting Services
_	4:00pm	182	CC:C104	SPDW: Management and Consulting
_	4:15pm	184	CC:C109	Appreciative Inquiry
Sun	9:30am	259	CC:A110/112	Getting Hierarchy To Work
Mon	8:00am	341	CC:C110	MC Welcome
_	8:30am	375	CC:C101/103	JS: Culture and the U.S. Military
_		373	CC:C110	KM and consulting
_	10:40am	448	CC:C110	Fostering Knowledge-Based Firms
_	12:20pm	507	CC:A205	JS: Network Analysis & Consulting
		503	CC:C105 T1	IP: Relation and Identity Issues
		505	CC:C105 T4	IP: Change and Success
	2:30pm	566	CC:C110	Consultants: Witches or Doctors?
	4:10pm	614	CC:C110	Can CEOs Change?
		613	CC:A214 T3	IP: Manufacturing, Quality & Change
	5:30pm	646	CC:C110	MC Business Meeting
	6:20pm	654	CC:A103	MC Social Hour
	8:00pm	664	CC:C110	MC Friends and Members' Dinner
Tue	8:10am	668	CC:C110	The Consulting Business Model
_	10∶30am	783	CC:C209	SHCS: Historical OD: Lewin`s Influence
		771	CC:C110	Behavior Change and Emotions
		752	CC:A106 T1	IP: Corporate Social Responsibility
_		755	CC:A106 T4	IP: Learning and Creativity
_	2:30pm	837	CC:C110	R&D and Innovation Management
	4:10pm	910	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
		922	AM:Director's Row F	SIT: Building Effective Networks
Wed	8:20am	946	CC:C110	Business and Academia Networking

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Management Education and Development

Program Chair: Regina Bento, U. of Baltimore Professional Development Workshop Chair: Carolyn Wiley, Mercer Ltd./UCD

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
		11	AM:Columbine	SPDW: Teaching and Case Methods
	2:00pm	21	AM:Columbine	Teaching under Tension/Terror
	3:00pm	26	AM:Plaza Court 1	SPDW: Transitioning into Academia
	5:00pm	37	AM:Plaza Court 1	Transition Economies of Europe
	6:30pm	47	AM:Plaza Court 1	Developing a Research Culture
Sat	7:00am	56	CC:A103	SPDW: Learning through Film
	8:00am	83	MT:Col. Ballrm Sal. D	SPDW: Executive Doctoral Colloquium
	8:30am	92	CC:C108	SPDW: Teaching Skills
	9:00am	103	CC:A105	Learning & Teaching via Internet
		105	CC:A107	SPDW: Teaching with Technology
		104	CC:A109	Developing Doctoral Students
	9:30am	110	MT:Denver Ballrm Ste V	SPDW: Universities & Economic Dev.
	11:00am	121	CC:A103	SPDW: Innovative Distance Learning
	12:00pm	131	CC:A107	SPDW: Anime II & Recruitment in Films
		130	CC:A109	Business Games Add Reality
	12:30pm	136	AM:Plaza Court 1	SPDW: Measure Learning Effectiveness
	1:00pm	143	CC:C108	SPDW: Leadership Development
		144	CC:A103	SPDW: Use of Art for Team Development
	1:30pm	155	CC:A105	A Case Critique Colloquium
	3:00pm	165	AM:Plaza Court 1	SPDW: Multinational HR Research
		168	CC:A103	SPDW: IT Networks & Critical Thinking
		167	CC:C202	SPDW: Strategic Learning - USA & Japan
	4:30pm	185	CC:C112	SPDW: Spirituality at Work Pedagogy
	6:00pm	196	CC:A103	SPDW: Internationalization of Faculty
Sun	7:30pm	202	CC:A103	Qualitative Research and Music
Sun	7:00am 7:30am	204	CC:A105	Management eMedia Networking
	8:00am	208	CC:A103	Business Games in Europe
	0.00am	211	AM:Vail	SPDW: Crafting Strategy Courses
	9:00am	224	MT:Col. Ballrm Sal. D	SPDW: Teaching Organization Change
	3.00am	250 252	AM:Tower Court B	SPDW: Building Research Networks
	10:30am	252 283	CC:A103 CC:A105	SPDW: Corporate Women-Corporate Lives SPDW: Teaching in Turbulent Times
	10.504111	284	CC:A105	SPDW: Teaching in Turbulent Times SPDW: The Authors Speak
Mon	8:30am	378	CC:C209	SHCS: Spirituality and Performance
	0.000	375	CC:C101/103	JS: Culture and the U.S. Military
		374	CC:A113	MED Division Welcome
		366	CC:A106 T4	IP: Knowledge and Learning
	9:00am	408	CC:A113	Henry Mintzberg
	10:40am	449	CC:C101/103	JS: Exec Ed: Living the Learning
	12:20pm	489	CC:A209	JS: 360 Degree Feedback
		508	CC:A113	Luncheon of Past MED Div. Chairs
	2:30pm	546	CC:A101/103	JS: Perspectives on CEOs Learning
		583	AM:Director's Row F	SIT: Management Education
	4:10pm	616	CC:C207	SHCS: Educating for Sustainability
		615	CC:A113	Leadership as Art
		637	CC:A208	SIT: Managerial Wrong Doing
		638 606	AM:Director's Row F CC:C105 T1	SIT: Networks Variations IP: Top Management Teams

				Management Education and Development
Tue	8:30am	705	CC:C101/103	JS: Networking in Our Own Backyard
		704	CC:A113	Pedagogical Ideas in Action
		692	CC:A214 T1	IP: Management Education
	10:30am	772	CC:A113	What is a Manager?
		755	CC:A106 T4	IP: Learning and Creativity
		756	CC:C205 T5	IP: Cross-Cultural Education
	2:30pm	817	CC:C207	SHCS: A Call to Action
		838	CC:A113	Integrating Theory and Practice
		825	CC:A106 T3	IP: Innovation in Education
		835	CC:C106 T3	IP: Training and Team Building
	4:10pm	903	CC:A108/110	JS: Action Learning Networks
		910	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
		916	CC:C209	SHCS: Environmental Teaching
		902	CC:A113	Personality and Mgmt Education
	5:30pm	929	CC:A113	MED Business Meeting
	7:00pm	945	CC:A108	MED Social
Wed	8:30am	961	CC:A113	Part-Time MBA Integration
		962	CC:A108/110	JS: AOM Service-Learning Fellows
	10:40am	1007	CC:A113	Meeting Mintzberg`s Challenge

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Jane Schmidt-Wilk, Maharishi U.

Cindy Schuster, U. of Baltimore

Flora Sfez, ESCEM

William C. Sharbrough, The Citadel

David Shaw, Hong Kong

Frank Shipper, Purdue U.

Management Education and Development

Reviewers, continued

Tracey Honeycutt Sigler, Northern Kentucky U. Randall G. Sleeth, Virginia Commonwealth U. Lidewey E.C. van der Sluis, Vrije Universiteit Amsterdam

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Jaye Smith, Pepperdine U.
William B. Snavely, Miami U.
Sandra Sparrius, Rhodes U.
James Spee, U. of Redlands
Gary Stark, Washburn U.
James A. F. Stoner, Fordham U.
Julia Storberg, U. Minnesota
Robert Sullivan, U. of Paisley
Cynthia Sutton, Metropolitan St College of

Denver
Joo-Seng Tan, Nanyang Technological U.
Cem Tanova, Eastern Mediterranean U.
Scott Taylor, Open U.
Julia Teahen, Baker College
Kenneth Thompson, DePaul U.
Teresa Torres, Rovira Virgili U
Donna Trent, Eckerd U.
Esteban Treviño, Monterrey
Mary L. Tucker, Ohio U.
Nicholas W. Twigg, Lamar U.
Rahul Varman, Indian Institute of Technology
Kanpur

Guilan Wang, Central Michigan U.

106

Ken Weidner, St. Joseph's U.

Patricia Wheeler, Harcourt Higher Education Carolyn Wiley, Mercer Ltd. Addie Perkins Williamson, Perkins Williamson Associates Joseph Wolfe, Experiential Adventures David Wylie, Babson College Elaine K. Yakura, Michigan State U. Shahid Yamin, Swinburne U. Lichia Yiu, Centre For Socio-Eco-Nomic Development Yuji Yoshida, Chiba U. of Commerce

Management History

Program Chair: Shawn M. Carraher, Texas A&M U. Professional Development Workshop Chair: Michele A. Govekar, Ohio Northern U.

Day		#	Location	Session Information
Fri	1:00pm	11	AM:Columbine	SPDW: Teaching and Case Methods
_		12	MT:Nat Hill	Railroads, Mining and Colorado
	3:00pm	27	MT:Nat Hill	Colorado & Denver in History
Sat	8:30am	93	MT:Nat Hill	New Member Workshop
_	10:00am	113	MT:Nat Hill	AACSB Changes and History
	11:00am	122	MT:Nat Hill	Time Management
	1:30pm	156	MT:Pomeroy	Dissertation Planning Workshop
		157	MT:Nat Hill	Meet Paul Hersey
	3:30pm	179	MT:Pomeroy	Managing the Dissertation
		180	MT:Nat Hill	Jaques and Management History
Sun	8:30am	237	MT:Nat Hill	Getting Published
	11:00am	288	MT:Nat Hill	Getting Involved and Accepted
Mon	8:29am	346	CC:A104	Welcome
- - -	8:30am	376	CC:A104	Sit. Lead. Then and Now
		393	CC:C204	SIT: Organizational Citizenship
	10:40am	450	CC:A104	Scientific Management
	12:20pm	509	CC:A104	Corp. Gov.
	2:30pm	567	CC:A104	30-year Celebration
_		563	CC:A214 T4	IP: Social and Organization Theory
_	4:10pm	606	CC:C105 T1	IP: Top Management Teams
		617	CC:A104	Business Meeting
	6:30pm	657	CC:A104	Social Hour
Tue	8:30am	706	CC:A104	Developmental Processes
_	10:30am	783	CC:C209	SHCS: Historical OD: Lewin's Influence
		773	CC:A104	Sociocultural Trends
_		764	CC:C105 T2	IP: Celebrity Leaders and CEOs
	2:30pm	828	CC:A214 T1	IP: An Historical Reassessment of OT
_		839	AM:Silver	AACSB
_	4:10pm	904	CC:A104	Memorial: Richard Hodgetts
Wed	8:30am	964	CC:C207	SHCS: Labor, Symbol & Allegory
		963	CC:A104	Quality Issues
_	10:40am	1008	CC:A104	People
_	12:20pm	1027	AM:Gov. Sq. 15	SHCS: Research Pioneers
		1029	CC:A104	Organizational Issues

Management History thanks its 81 Reviewers:

Mohammed Ahmed, Nova Southeastern U. Mohammed Arif, Texas A & M U. Bernardo Bátiz-Lazo, The Open U. Business School, Milton Keynes Gayle Baugh, U. of West Florida Anthony Beckett, U. of the West of England Charles Blackwell, Nova Southeastern U. Charles Booth, U. of the West of England Linda Brown, St. Ambrose U. Kyle Bruce, Griffith U. P. B. Buchan, Queen's U. Trevor Buck, Leicester Business School Michael R Buckley, U. of Oklahoma Cara L. Carraher, U. of Florida Charles E. Carraher, Florida Atlantic U. Sarah S. Carraher, Texas A & M U. Shawn M. Carraher, Texas A & M U. Kerry Carson, U. of Louisiana

Paula Carson, U. of Louisiana

Grasoon Changchaitum, Thammasat U. M. Glenn Cobb, Maxwell Air Force Base Conna Condon, Hofstra U. Bill Cooke, U. of Manchester Anabella Davila, Monterrey Tech. Chaitanya Dhulipalla, Texas A & M U. Robert J. Dickey, Kyongju U. Scott Douglas, U. of Montana Sujay Dutta, Louisiana State U. Tamela D. Ferguson, U. of Louisiana Tiffany Galvin, U. of Utah Mark Gambill, Nova Southeastern U. Jane Gibson, Nova Southeastern U. Ted Gorczyca, SP Corp. Michele Govekar, Ohio Northern U. Regina A. Greenwood, Kettering U. Shannon S. Gunter, AIM Investments Jonathon R. B. Halbesleben, U. of Oklahoma David W. Hays, Nova Southeastern U.

Jorge Herrera Raymond L. Hogler, Colorado State U. Jim Hoopes, Babson College Jill Hough, University of Tulsa John Humphreys Eastern New Mexico State U. Chen-Ying Huang, Soochow U. Kendra Ingram, Texas A & M U. Alvin J. Jackson, Texas A & M U. David Jacobs, American U. Ira T. Kaplan, Hofstra U. Caleb Kvale, Covenant College Heather Kvale, Covenant College Eileen Kelly, Ithaca College Tim Kiessling, U. of Oklahoma Lois L. Kurowski, Indiana U. Kokomo Jerri Lane, Texas A & M U. Terrell G. Manyak, Nova Southeastern U. Karl Moore, McGill U. Ed Murphy

Management History

Reviewers, continued

Satyanarayana Parayitam, Pete Petersen, Johns Hopkins U. Thida Phinpraphat, Chulalongkorn U. Michael J. Provitera, Nova Southeastern U. Sherri Rather, Delta Airlines Arthur A. Rasher, U. of Tulsa Joe Reddick
Rick Ringer, Illinois State U.
Betty Marie E. Ross, Illinois State U.
Michael Rowlinson, U. of North London
Andrew Schwarz, U. of Houston
Colleen Schwarz, U. of Houston
Cuthbert Scott, Indiana U., Northwest
Peter Sorensen, Benedictine U.

Chester Spell, Washington State U.
Blair Staley, Mary Washington College
Curt H. Stiles, Seton Hall U.
Sherry Sullivan, Bowling Green State U.
Julia A. Teahen, Baker College
John Thios, New Mexico Highlands U.
Ely Weitz, Tel Aviv U.
William Wolf, Cornell U.
Daniel A. Wren, U. of Oklahoma
Gillian H Wright, Liverpool Business School
Therese F. Yaeger, Benedictine U.

Management Spirituality and Religion

Program Chair: Sandra West King, California State Polytechnic U., Pomona Professional Development Workshop Chair: Marjolein Lips-Wiersma, U. of Canterbury

Day	Start	#	Location	Session Information
Fri	1:00pm	13	AM:Gov. Sq. 16	Doctoral Consortium
	3:00pm	28	AM:Tower Court A	SPDW: Spirituality: Quant. Database
	5:00pm	38	AM:Gov. Sq. 14	Spirit and Meaningful Research
	7:30pm	53	AM:Gov. Sq. 14	Meditation
	8:00pm	55	AM:Gov. Sq. 16	Ken Wilber I: Framework
Sat	8:00am	78	CC:C112	Meditation
	8:30am	94	CC:C112	Spirit Practice
	1:00pm	146	CC:C112	Developing Academic Community
		143	CC:C108	SPDW: Leadership Development
	3:00pm	170	CC:A109	SPDW: Spirituality: Critical Review
	4:30pm	185	CC:C112	SPDW: Spirituality at Work Pedagogy
	7:30pm	203	CC:C112	SPDW: Indigenous Spirituality
Sun	8:00am	221	CC:A202/204	Meditation
	8:30am	239	CC:C112	Ken Wilber II: Management Path
	10:30am	285	CC:A202/204	Religious/Spiritual Tolerance
Mon	8:00am	342	CC:A102	MSR Division Welcome
	8:30am	378	CC:C209	SHCS: Spirituality and Performance
	10:40am	452	CC:A102	Spirituality and Research
	2:30pm	569	CC:A102	Guest Speaker: Tami Simon
	4:10pm	621	CC:A102	Spirituality & Management
	5:30pm	647	CC:A102	MSR Business Meeting & Elections
	7:00pm	662	CC:A101	MSR Social Hour and Reception
Tue	8:30am	708	CC:A102	Linking Spirit, Religion, & Work
	10:30am	793	AM:Director's Row F	SIT: The Processes of Change
		760	CC:C106 T3	IP: Spirituality in the Workplace
	2:30pm	831	CC:A214 T4	IP: Leadership Theory and Research
Wed	8:30am	964	CC:C207	SHCS: Labor, Symbol & Allegory
	10:40am	1010	CC:A102	Spirituality at Work
		1021	AM:Director's Row F	SIT: Psychological Contracts

Management Spirituality & Religion thanks its 34 Reviewers:

Ben Arbaugh, U. of Wisconsin, Oshkosh Ruth Axelrod, George Washington U. Catharyn Baird, Regis U. Tim Barnett, Louisiana Tech U. Joel Bennett, Texas Christian U. Regina Bento, U. of Baltimore Jerry Biberman, U. of Scranton Norman Bryan, Georgia State U. Yeon Choi, Hongik U. Kent Faught, Quachita Baptist U. Charles Fornaciari, Florida Gulf Coast U. Paul Gibbons, Future Considerations Peter Heslin, U. of Toronto
Irene Houle, Clark U.
Jenny Knowles, New York U.
Lee Robbins, Golden State U.
Marjolein Lips-Wiersma, U. of Canterbury
Debbie Litvin, U. of New Haven
Charles Matthews, Florida Gulf Coast U.
Don McCormick, U. of Redlands
Marc Mentzer, U. of Saskatchewan
Gedeon Mudacumura, Penn State - Harrisburg U.
Moses Pava, Yeshiva U.

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David Schmidt, Cedarville U.
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Frank Toney, U. of Phoenix
David Trott, St. Edward's U.
Nicholas Twigg, Lamar U.
Ken Weidner, San Jose U.
Aimee Wheaton, Regis U.
John Young, U. of California, Los Angeles

Managerial and Organizational Cognition

Program Chair: Pamela S. Barr, Georgia State U. Professional Development Workshop Chair: Andrea Casey, George Washington U.

	Start	#	Location	Session Information
Sat	10∶00am	114	CC:C105	Organizational Identity, Image
-	1:00pm	145	CC:C105	SPDW: Organizational Memory
-	2:00pm	161	CC:C201	SPDW: Our Art, Our Work
-	3:00pm	169	CC:C105	SPDW: Cognitive Mapping Workshop
		168	CC:A103	SPDW: IT Networks & Critical Thinking
-	4:00pm	183	OS Off-Site	Coors Brewery Tour
Sun	8:30am	238	CC:C105	Cognition in the Rough
Mon	8:30am	377	CC:C201	MOC Welcome
		372	CC:C106 T2	IP: Strategy Cognition Real Options
-	9:00am	409	CC:C201	Complex Organizational Identity
-	10:40am	457	CC:A209	JS: Cognition and Affect
		451	CC:C201	Organizational Misbehavior
		446	CC:C205 T1	IP: Ventures & Competitive Response
-	12:20pm	510	CC:C201	Effects of Affect
-	2:30pm	573	CC:A209	JS: Identity in Teams
		581	CC:C209	JS: How Do We Know What We Know
		568	CC:C201	Attributions and Causality
		555	CC:C106 T3	IP: Causal Ambiguity in Strategy
-	4:10pm	619	CC:A101/103	JS: El and Leadership
		625	CC:A209	JS: 25 Years of Decision Biases
		620	CC:C209	SHCS: Organizing for Resilience
		618	CC:C201	Distributed Cognition/Networks
Tue	8∶30am	707	CC:C201	Sensemaking in the Field
		701	CC:C105 T3	IP: Identification in Organizations
_		702	CC:C106 T2	IP: Empowerment and Grievances
	10∶30am	788	CC:A108/110	JS: Institutions and Cognition
		796	AM:Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		774	CC:C201	Framing: Process and Outcome
_		767	CC:C106 T2	IP: Social Networks & Groups
	2:30pm	841	CC:A101/103	JS: Organizational Identity Dynamics
_		840	CC:C201	Cognition and Competition
_	4:10pm	905	CC:C201	Networks and Preparedness
_	5:30pm	930	CC:C201	MOC Division Business Meeting
	6:30pm	938	CC:C207	MOC Division Social Hour
Wed	8∶30am	977	CC:A208	SIT: Decision Making
-	9∶00am	986	CC:C201	Individual Identity and Fit
_	10:40am	996	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
		1009	CC:C201	Social Networks

The Managerial and Organizational Cognition Division thanks its 64 Reviewers:

William Acar, Kent State U.
Ray Aldag, U. of Wisconsin, Madison
William Anthony, Florida State U.
Neal Ashkanasy, U. of Queensland
Julia Balogun, Cranfield U.
Dick Blackburn, U. of North Carolina
William Bogner, Georgia State U.
Maree Boyle, U. of Queensland
Ben Bryant, London Business School
Scott Bryant, U. of Oregon
Pawan Budhwar, Cardiff U.
Kristin Byron, Georgia State U.
Jamie Callahan, Texas A & M U.
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Prithviraj Chattopahdyay, U. of Queensland Robert Cross, Boston U.

Marie Dasborough, U. of Queensland Alexis Downs, U, of Central Oklahoma Kenneth Dunegan, Cleveland State U.
Janet Durkrich, U. of Texas, Austin Colin Eden, U. of Strathclyde Frances Fabian, Tulane U.
Paul Fenema, Erasmus U.
Daniel Forbes, U. of Minnesota Elizabeth George, U. of New South Wales Joseph Gerard, U. of Georgia Mary Ann Glynn, Emory U.
Bernard Goitein, Bradley U.

Marie-Leandre Gomez, ESSEC
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Danna Greenberg, Babson College
Loren Gustafson, Seattle Pacific U.
Amy Hietapelto, Michigan Technological U.
Gerard Hodgkinson, Leeds U.
Andrea Hornett, Pennsylvania State U.
Susan Houghton, Georgia State U.
Edd Jentzsch, Master Konsult, Inc.
Peter Jordan, Griffeth U.
Ida Kutschera, U. of Oregon
Bard Kuvaas, Norwegian School of Management
Rafael Landaeta, U. of Central Florida

Reviewers, continued

Teresa Lant, New York U.
Susan Lippert, Drexel U.
Jeremy Marcel, Georgia State U.
Martin Martens, Concordia U.
Victoria McCarthy, Michigan Technological U.
Chet Miller, Wake Forest U.
Frances Milliken, New York U.

Sucheta Nadkarni, U. of Nebraska John Orr, Cameron U. Pedro Perez, Cornell U. Claus Rerup, U. of Pennsylvania Scott Reynolds, U. of Minnesota Patricia Rowe, U. of Queensland Duncan Shaw, Aston U. Frank Schultz, Michigan State U.

Managerial and Organizational Cognition

Kathleen Sutcliffe, U. of Michigan Roderick Swaab, U. of Amsterdam Filiz Tabak, Towson U. Karen Thompson, Sonoma State U. Jeff Tschetter, U. of Sioux Falls J. Joao Vieira da Cunha, Massachusetts Institute of Technology Timothy Vogas, U. of Michigan

Operations Management

Program Chair: Kenneth Boyer, Michigan State U. Professional Development Workshop Chair: Morgan Swink, Michigan State U.

Day	Start	#	Location	Session Information
Sat	1:00pm	148	CC:C206	OM Doctoral Student Consortium
	3:30pm	181	CC:C205	SCM Research
Sun	8:00am	225	CC:C102/104	Integration in Teaching
	10:00am	266	CC:C107	Service Management Teaching
Mon	8:30am	396	CC:C207	SHCS: Internet in the Supply Chain
		385	CC:C206	OM Division Welcome
	8:50am	398	CC:C206	Service Issues
	10:40am	461	CC:C206	International Operations Issues
		471	CC:A208	SIT: Dot Coms and the New Economy
	1:00pm	530	CC:C206	Past Chair Panel
	2:30pm	576	CC:C206	Discussion Groups
		559	CC:A106 T4	IP: Resources and Knowledge Creation
		563	CC:A214 T4	IP: Social and Organization Theory
	4:10pm	613	CC:A214 T3	IP: Manufacturing, Quality & Change
	4:50pm	640	CC:C206	OM Business Meeting
	6:20pm	655	CC:A201	30th Anniversary Celebration
Tue	8:30am	713	CC:C206	Cutting Edge New Product Develop
		695	CC:C106 T3	IP: Understanding E-Business
	10:30am	784	CC:C206	Technology and Environment
		792	CC:A208	SIT: Intercultural Dilemmas
	2:30pm	852	CC:C206	Supply Chain Partnerships
	4:10pm	915	CC:C206	Supplier Selection and Development
		920	CC:A208	SIT: Environmental Performance
Wed	8:30am	979	CC:C204	SIT: National Culture

The Operations Management Division thanks its 74 Reviewers:

Dan Heiser, DePaul U.

Jerry Allison, U. of Central Oklahoma Linda Angell, Victoria U., Wellington Anne Banks-Pidduck, U. of Waterloo Kim Bates, U. of Toronto Michael Bedell, California State U. Kate Blackmon, U. of Bath Cecil Bozarth, North Carolina State U. Karen Brown, U. of Washington Karen Chinander, U. of Miami Thomas Choi, Arizona State U. Lori Cook, DePaul U. Charles Corbett, U. of California Mark Cotteleer, Harvard U. Christopher Craighead, U. of North Carolina Sarv Devaraj, U. of Notre Dame Rebecca Duray, U. of Colorado, Colorado Springs Karen Eboch, Bowling Green State U. Stan Fawcett, Brigham Young U. Barb Flynn, Wake Forest U. Craig Froehle, U. of Cincinnati James Gilbert, Rollins College John Goodale, College of Business Bertie Greer

Jan Hartley, Bowling Green State U.

Michelle Heine, Bowling Green State U.

Daesik Hur, Bowling Green State U. Eric Jackson, Michigan State U. Ravi Kathuria, Saint Joseph's U. Hale Kaynak, U. of Texas Rob Klassen, U. of Western Ontario Daniel Krause, Arizona State U. Charles Lackey, U. of Texas Greg Magnan, Seattle U. Robert Marsh, North Central Michigan College Sara McComb, U. of Massachusetts Steve Melnyk, Michigan State U. Susan Meyer, U. of Minnesota Ric Morris Rocky Newman, Miami U. Scott O'Leary-Kelly, U. of Arkansas John Olson, DePaul U. Jess Overall, U. of Laverne Mark Pagell, Oregon State U. Karen Papke-Shields, Salisbury State U. Diane Parente, Pennsylvania State U., Erie Iames Patterson, Western Illinois U. Carl Pegels, State U. of New York Feraidoon Rafat, San Diego State U. Thierry Rakotobe-Joel, Ramapo College

Rachna Shah, U. of Minnesota Chung Kwan Shin, Electronics & Telecommunication Research Institute Steve Spear, Harvard U. Robert Sroufe, Boston College Greg Stock, Northern Illinois U. Jim Stoner, Fordham U. Laura Swanson, Southern Illinois U. Mohan Tatikonda, Indiana U. W. Andrew Taylor, U. of Bradford Mile Terziovski, U. of Melbourne Anita Tucker, Harvard U. Tim Vaughan, U. of Wisconsin Rohit Verma, U. of Utah Robert Vokurka, Texas A&M U. Peter Ward, Ohio State U. Nazli Wasti, Middle East Technical U. Jerry Wei, U. of Notre Dame Richard White, U. of North Texas Keith Willoughby, Bucknell U. Darryl Wilson, U. of Arkansas Mohamed Youssef, Norfolk State U. Amy Zeng, Worchester Polytechnic Institute George Zsidisin, Michigan State U.

Christopher Seow, U. of East London

Organization and Management Theory

Program Chair: Mary Jo Hatch, U. of Virginia Professional Development Workshop Chair: Tina Dacin, Queen's U.

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
		5	AM:Tower Court B	SPDW: Conversations on Knowledge
_	1:30pm	19	MT:Mattie Silks	SPDW: Consulting and Academia
_	6:00pm	44	AM:Terrace	SPDW: Junior Faculty Workshop
		45	AM∶Plaza Ballrm A	SPDW: Doctoral Student Consortium
Sat	8:00am	84	CC:C209	SPDW: Social Network Workshop
		80	AM∶Terrace	SPDW: Junior Faculty Workshop
		63	AM:Tower Court B	SPDW: Conversations on Knowledge
		77	CC:C107	SPDW: Consulting and Academia
_		81	AM∶Plaza Ballrm A	SPDW: Doctoral Student Consortium
_	10:00am	116	MT:Denver Ba∥rm Ste IV	SPDW: Modeling Legacies and Shocks
_	1:00pm	137	AM:Vail	SPDW: A Process View of Strategy
_	2:00pm	159	AM∶Plaza Court 3	SPDW: From Idea to Submission
		162	AM∶Plaza Court 6	SPDW: Qualitatively Different
_		161	CC:C201	SPDW: Our Art, Our Work
_	4:00pm	182	CC:C104	SPDW: Management and Consulting
Sun	8∶00am	222	AM:Gov. Sq. 17	SPDW: Junior Faculty Workshop
_		223	AM∶Plaza Ballrm A	SPDW: Doctoral Student Consortium
	9:00am	247	AM:Gov. Sq. 15	SPDW: Managing Your Dissertation
_	10∶00am	267	AM∶Terrace	SPDW: Craft of Reviewing
		268	AM:Gov. Sq. 11	SPDW: Conducting Network Research
Mon	8∶30am	383	CC:A205	JS: Reconciling Virtual Teams
		387	CC:A201	JS: Building Vital Networks
		386	AM:Silver	OMT Distinguished Scholar
		362	CC:A106 T1	IP: Strategy Process and Firm Growth
_		370	CC:A214 T4	IP: Managing Diversity
	10:40am	422	AM:Gov. Sq. 12	SHCS: Organizational Search
		475	CC:C207	SHCS: Firm Theory & Modularity
		464	CC:A205	JS: Distance and Group Work
		421	CC:A207	JS: Discovering Geography
		462	AM:Tower Court B	Culture: Process or Commodity?
		463	AM∶Tower Court D	Corporate Governance
_	10.00	471	CC:A208	SIT: Dot Coms and the New Economy
	12:20pm	485	CC:A101/103	JS: Entrepreneurs in Rock and Roll
		518	CC:A108/110	JS: Networks for Nation Building
		517	CC:C101/103	JS: Beyond Individuals: Structure
		514	AM:Tower Court D	Identity in Organizations
		515 510	AM:Tower Court B	Networking Across Boundaries
		516	AM:Gov. Sq. 9	Learning and Organizations
		497	CC:C205 T2	IP: Financial Measures and Strategy
-	2:30nm	500	CC:A214 T2	IP: Venture Capital and Strategy
	2:30pm	575 577	CC:A205 AM:Tower Court B	SHCS: Coordination of Expertise
		57 <i>1</i> 578	AM:Tower Court D	Networks of Creativity Social Capital and Its Effects
		578	CC:A106 T1	·
		560	CC:A106 T3	IP: Technology and Operations IP: Investors and Firm Performance
		561	CC:A100 T3	IP: Knowledge and Networks
		562	CC:A214 T2	IP: Sense-Making and Decision-Making
		563	CC:A214 T2	IP: Social and Organization Theory
		303	00.A214 14	ii . Godiai and Organization Theory

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	4:10pm	631	AM:Gov. Sq. 12	SHCS: Contingent Professional Work
		619	CC:A101/103	JS: El and Leadership
		620	CC:C209	SHCS: Organizing for Resilience
		628	AM:Gov. Sq. 9	Creativity, Humor, Irony at Work
		629	AM:Tower Court B	Strategic Organization
		630	AM:Tower Court D	Perspectives on Strategy
		637	CC:A208	SIT: Managerial Wrong Doing
		609	CC:A106 T2	IP: Cases and Narratives
		610	CC:A106 T4	IP: Time and Organizational Change
		612	CC:A214 T2	IP: Strategy, Organizing Performance
_		613	CC:A214 T3	IP: Manufacturing, Quality & Change
_	5:30pm	650	AM:Tower Court D	OMT Business Meeting
	6:00pm	653	AM:Silver	OMT Social Hour
Tue	8:30am	678	CC:C209	SHCS: Building the Fast Organization
		717	CC:A108/110	JS: Organizational Virtues
		722	CC:A208	SIT: Leadership
		714	AM:Gov. Sq. 9	Org. Learning and Failure
		715	AM:Tower Court D	Uncovering Organizational Logics
		716	AM:Tower Court B	Organizational Theorizing
		696	CC:C106 T1	IP: Networks and Legitimacy
		697	CC:A214 T4	IP: Quality in Healthcare
		698	CC:C105 T2	IP: Colleagiality and Careers
		699	CC:C105 T1	IP: High Performance Systems
		703	CC:C205 T4	IP: IT, Productivity and Memory
-	10:30am	779	CC:A209	JS: The Sounds of Silence
		744	CC:C101/103	JS: Otherness at Large
		788	CC:A108/110	JS: Institutions and Cognition
		796	AM Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		742	CC A101/103	JS: Complexity & Entrepreneurship
		740	CC:A207	JS: Entrepreneurial Failure
		785	AM:Tower Court D	Innovation and Organization
		786	AM:Tower Court B	Sensemaking, Enactment, Beliefs
		787	AM:Gov. Sq. 9	Organizational Survival
		764	CC C105 T2	IP: Celebrity Leaders and CEOs
		766	CC:C106 T1	IP: Implementing Change
-	2:30pm	849	CC:C101/103	JS: Discursive Approaches
	2.000	811	CC:A207	JS: New Paradigms of Governance
				-
		853 854	AM:Gov. Sq. 9	Friends and Foes of CEOs
		824	AM:Tower Court B CC:C205 T2	Institutional Variation & Change IP: Managing Turnover
		833 934	CC:C105 T4	IP: Alliances, Networks & Legitimacy
-	4:10pm	834	CC:C106 T2	IP: Reputation and Brand Building
	4. TOPITI	924	CC:C207	SHCS: Knowledge Flow across Networks
Ma 4	0.205	922	AM:Director's Row F	SIT: Building Effective Networks
Ned	8∶30am	972	AM:Tower Court B	Alliances and Embeddedness
_	10.40	973	AM:Gov. Sq. 9	Institutional Networks
	10:40am	1015	AM:Tower Court B	Powering Networks
		1006	CC:C207	JS: Globalization & Knowledge
		1002	CC:C101/103	JS: The Impact of Gender Context
		1016	AM:Gov. Sq. 9	Evolution or Ecology?
		1022	CC:C204	SIT: Story-Telling and Narrative

Organization and Management Theory thanks its 253 Reviewers:

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Organization and Management Theory

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Organization Development and Change

Program Chair: Chris Worley, Pepperdine U. Professional Development Workshop Chair: Gretchen Spreitzer, U. of Michigan

Day		#	Location	Session Information
Fri	1:00pm	4	AM∶Plaza Court 7	SPDW: Research & Practice PDW
		14	MT:Col. Ballrm Sal. D	Struggling w/ Network Dilemmas
_		10	MT:Denver Ba∥rm Ste I	SPDW: Successful Consulting
	1:30pm	19	MT:Mattie Silks	SPDW: Consulting and Academia
_	4:00pm	32	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
_		31	MT:Col. Ballrm Sal. D	Entry Level OD Competencies
	6:00pm	45	AM∶Plaza Ballrm A	SPDW: Doctoral Student Consortium
	7:00pm	51	MT:Col. Ballrm Sal. I	International Reception
Sat	8:00am	83	MT:Col. Ballrm Sal. D	SPDW: Executive Doctoral Colloquium
		76	CC:C101	SPDW: Successful Consulting
		77	CC:C107	SPDW: Consulting and Academia
_		81	AM∶Plaza Ballrm A	SPDW: Doctoral Student Consortium
_	9:00am	106	MT:Col. Ballrm Sal. C	SPDW: Five Approaches of Change
	2:00pm	161	CC:C201	SPDW: Our Art, Our Work
	4:00pm	182	CC:C104	SPDW: Management and Consulting
	6:00pm	198	MT:Denver Ba∥rm Ste I	Doctoral Student Reception
Sun	8:00am	228	CC:A208	SPDW: Developing Case Study Skills
		224	MT:Col. Ballrm Sal. D	SPDW: Teaching Organization Change
		223	AM∶Plaza Ballrm A	SPDW: Doctoral Student Consortium
Mon	8:30am	383	CC:A205	JS: Reconciling Virtual Teams
		378	CC:C209	SHCS: Spirituality and Performance
		387	CC:A201	JS: Building Vital Networks
		384	CC:C112	ODC Welcome
_		366	CC:A106 T4	IP: Knowledge and Learning
_	9:00am	411	CC:C112	Responses to Change
	10∶40am	459	CC:A202	Is Change Manageable?
		457	CC:A209	JS: Cognition and Affect
		470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
		471	CC:A208	SIT: Dot Coms and the New Economy
		441	CC:A106 T4	IP: Corporate Level Strategy
_		460	CC:C112	Readiness for Change
	12:20pm	507	CC:A205	JS: Network Analysis & Consulting
_		503	CC:C105 T1	IP: Relation and Identity Issues
_	1:00pm	529	CC:C112	Networks and Change
	2:30pm	581	CC:C209	JS: How Do We Know What We Know
		562	CC:A214 T2	IP: Sense Making and Decision Making
_		564	CC:C106 T1	IP: Methods and the Review Process
	4:10pm	616	CC:C207	SHCS: Educating for Sustainability
		607	CC:A106 T3	IP: Environment and Development
		609	CC:A106 T2	IP: Cases and Narratives
		627	CC:C112	Technology and Change
		610	CC:A106 T4	IP: Time and Organizational Change
		611	CC:C205 T4	IP: A Long Term View of Change
_	0.00	613	CC:A214 T3	IP: Manufacturing, Quality & Change
Tue	8:30am	721	CC:C204	SIT: Project Teams
		723	AM:Director's Row F	SIT: Emotions in Organizations
		698	CC:C105 T2	IP: Colleagiality and Careers

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_	10:30am	783	CC:C209	SHCS: Historical OD: Lewin's Influence		
		782	CC:C112	Distinguished Speaker		
		792	CC:A208	SIT: Intercultural Dilemmas		
		755	CC:A106 T4	IP: Learning and Creativity		
		766	CC:C106 T1	IP: Implementing Change		
_	2:30pm	851	CC:C112	NTL, ODN, and the ODC on Change		
	4:10pm	914	CC:C101/103	JS: First Person Research		
		903	CC:A108/110	JS: Action Learning Networks		
		913	CC:C112	ODC Awards and Business Meeting		
_	6:30pm	939	CC:A205	ODC Social Hour		
Wed	8:30am	970	CC:C109	Managing Multiple Dimensions		
		971	CC:C112	Strategic Change		
_	10:40am	1021	AM:Director's Row F	SIT: Psychological Contracts		
		1022	CC:C204	SIT: Story-Telling and Narrative		
		1014	CC:C112	Organizational Learning		

The Organization Development & Change Division thanks its 94 Reviewers:

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Organizational Behavior

Program Chair: Angelo De Nisi, Texas A&M U.
Professional Development Workshop Chair: Bruce J. Avolio, State U. of New York, Binghamton

Day	Start	#	Location	Session Information
Fri	6:00pm	44	AM:Terrace	SPDW: Junior Faculty Workshop
		45	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
Sat	7∶00am	56	CC:A103	SPDW: Learning through Film
_	8:00am	84	CC:C209	SPDW: Social Network Workshop
		79	AM:Tower Court C	International Strategies
		80	AM:Terrace	SPDW: Junior Faculty Workshop
		81	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
_	9∶00am	105	CC:A107	SPDW: Teaching with Technology
_	1:00pm	147	AM:Tower Court C	IS and OB Networking
		144	CC:A103	SPDW: Use of Art for Team Development
-	2:00pm	162	AM∶Plaza Court 6	SPDW: Qualitatively Different
		161	CC:C201	SPDW: Our Art, Our Work
_	3:00pm	168	CC:A103	SPDW: IT Networks & Critical Thinking
Sun	8:00am	222	AM:Gov. Sq. 17	SPDW: Junior Faculty Workshop
		223	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
_	10∶00am	265	AM:Tower Court C	Conversations with OB Division
_	10:30am	284	CC:A107	SPDW: The Authors Speak
Mon	8:30am	380	AM:Gov. Sq. 14	JS: Beyond Social Exchange
		352	CC:A101/103	JS: Unpacking Career Success
		381	CC:A209	JS: Cyberjustice
		379	CC:A108/110	JS: Social Identity at Work
		393	CC:C204	SIT: Organizational Citizenship
		394	CC:A208	SIT: Merger Process and the Aftermath
		370	CC:A214 T4	IP: Managing Diversity
		371	CC:C105 T4	IP: Motivation and Morale
_	9:30am	413	AM:Gov. Sq. 10	OB Welcome
_	10:40am	426	CC:A101/103	JS: Abuse, Bullying, & Aggression
		430	CC:A108/110	JS: Gender and Leadership
		457	CC:A209	JS: Cognition and Affect
		464	CC:A205	JS: Distance and Group Work
		453	AM∶Plaza Court 8	Leadership Perspectives
		454	AM:Gov. Sq. 10	Effective Networks for Women
		455	AM:Gov. Sq. 11	Charismatic Leadership
		456	AM:Tower Court A	Teams
		472	CC:C204	SIT: Networks and Firm Performance
		444	CC:C105 T3	IP: Trust and Citizenship Behavior
		445	CC:C105 T4	IP: Emotion Creativity, Intelligence
_	12:20pm	489	CC:A209	JS: 360 Degree Feedback
		492	CC:C207	SHCS: Reconciling Culture Dimensions
		512	AM:Gov. Sq. 12	SHCS: Contingent Work
		522	CC:C204	SIT: Variety in Teams
		511	AM:Gov. Sq. 11	Leader-Member Exchange
		523	AM Director's Row F	SIT: Mentoring and Social Capital
		524	CC:A208	SIT: Demands for Justice
		504	CC:C105 T3	IP: Occupational Concerns
		505	CC:C105 T4	IP: Change and Success
		506	CC:C205 T1	IP: Negotiation Strategies

Organizational B	ehavio	r
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2:30pm	573	CC:A209	JS: Identity in Teams
•	570	AM:Gov. Sq. 10	Collective Efficacy
	571	AM:Tower Court A	Justice and Fairness
	572	AM:Gov. Sq. 11	Turnover
	584	CC:A208	SIT: Pay Differences
	562	CC:A214 T2	IP: Sense Making and Decision Making
	564	CC:C106 T1	IP: Methods and the Review Process
4:10pm	619	CC:A101/103	JS: El and Leadership
	625	CC:A209	JS: 25 Years of Decision Biases
	620	CC:C209	SHCS: Organizing for Resilience
	624	AM:Gov. Sq. 14	JS: The Psych Contract Construct
	622	AM:Gov. Sq. 10	Emotions at Work
	623	AM:Plaza Court 8	Commitment and Identity
5:30pm	648		Division Awards
6:45pm	659	AM Gov. Sq. 14	
ue 8:30am		AM Gov. Sq. 10	Social Hour
ue o.soam	709	AM:Gov. Sq. 10	Research Workshop Networks
	717	CC:A108/110	JS: Organizational Virtues
	711	CC:A201	JS: Shared Leadership in Teams
	681	CC:A101/103	JS: Injustice and Third Parties
	712	CC A209	JS: Knowledge Sharing in R&D Teams
	710	AM:Plaza Court 8	Leadership in the Network Age
	721	CC:C204	SIT: Project Teams
	722	CC:A208	SIT: Leadership
	723	AM:Director's Row F	SIT: Emotions in Organizations
	690	CC:A106 T3	IP: High Performance Employees
	691	CC:A106 T4	IP: Part-Time Work and Retirement
	695	CC:C106 T3	IP: Understanding E-Business
	700	CC:C205 T5	IP: Groups and Teams
	701	CC:C105 T3	IP: Identification in Organizations
10:30am	702	CC:C106 T2	IP: Empowerment and Grievances
10.30am	775	AM:Gov. Sq. 11	New Approaches to Trust
	779	CC:A209	JS: The Sounds of Silence
	776	AM:Gov. Sq. 10	Goal Setting
	777	AM Tower Court A	Virtual Workplace
	778	AM:Plaza Court 8	Business Week
	793	AM:Director's Row F	SIT: The Processes of Change
	766	CC:C106 T1	IP: Implementing Change
	767	CC:C106 T2	IP: Social Networks & Groups
2:30pm	845	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
	847	AM:Gov. Sq. 12	SHCS: Which Differences Matter When?
	846	CC:A209	JS: Expanding P-E Fit Research
	859	CC:C204	SIT: Work-Family Trends
	842	AM:Tower Court A	OCB and Helping
	843	AM:Gov. Sq. 11	Psychological Contracts
	844	AM Gov. Sq. 10	Discrimination and Diversity
	860	CC:A208	SIT: Paradoxes of Organizational Life
	824	CC C205 T2	IP: Managing Turnover
	831	CC:A214 T4	IP: Leadership Theory and Research
	832	CC:C105 T1	IP: Trust and Chinese Communities
4:10pm	908	CC:A205	JS: Emotion Recognition
	895	CC:A207	JS: The OB of Entrepreneurship
	911	CC:A209	JS: Modeling OB Over Time
	910	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
	909	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
	906	AM:Plaza Court 8	Organizational Errors
	907	AM:Gov. Sq. 10	Justice
	901	AIVI GOV. SQ. TO	Sustice

				Organizational Benavior
Wed	8:30am	968	CC:C209	JS: Perceived Support
		967	AM:Gov. Sq. 12	SHCS: Developing Managerial Talent
		969	CC:A209	JS: Interwoven Relationships
		965	AM:Gov. Sq. 11	Integrating Trust Perspectives
		977	CC:A208	SIT: Decision Making
		978	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
		966	AM:Gov. Sq. 10	Teams
_	10:40am	1000	CC:A101/103	JS: Gender Inclusion & Advancement
		1001	CC:A108/110	JS: Work-Life Interface: Firm & Ind.
		1002	CC:C101/103	JS: The Impact of Gender Context
		1012	CC:A209	JS: Team Diversity and Performance
		996	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
		1011	AM:Plaza Court 8	Culture
		1021	AM:Director's Row F	SIT: Psychological Contracts
		1022	CC:C204	SIT: Story-Telling and Narrative
_	12:20pm	1031	AM:Gov. Sq. 14	SHCS: Destructive Leadership
		1030	AM:Gov. Sq. 11	Workplace Deviance

The Organizational Behavior Division thanks its 212 Reviewers:

Michael Abelson, Texas A&M U. Joseph Aguanno, Price Waterhouse Coopers Herman Aguinis, U. of Colorado, Denver Ray Aldag, U. of Wisconsin, Madison Tony Ammeter, U. of Missouri, Rolla Soon Ang, Nanyang Business School Sungu Armagan, U. of Utah Neal Ashkanasy, U. of Queensland Leanne Atwater, Arizona State U., West Bruce Avolio, State U. of New York, Binghamton Sigal Barsade, Yale U. Zoe Barsness, U. of Washington, Tacoma Jeff Bauer, U. of Cincinnati, Clermont Talya Bauer, Portland State U. Jon Beard, Southern Illinois U., Edwardsville Terry Beehr, Central Michigan U. Suzanne Bell, Texas A&M U. Maura Belliveau, Texas A&M U. Joel Bennett, Texas Christian U. Mindy Bergman, Texas A&M U. Alan Bluedorn, U. of Missouri Wendy Boswell, Texas A&M U. Jim Breaugh, U. of Missouri Joan Brett, Arizona State U., West Art Brief, Tulane U. Joel Brockner, Columbia U. Michael Burke, Tulane U. Kristin Byron, Georgia State U. Elizabeth Cabrera, U. Carlos III De Madrid Gilad Chen, Georgia Institute of Technology Xiao-Ping Chen, U. of Washington Bennett Cherry, California State U., San Marcos Jaepil Choi, Hong Kong U. of Science and

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Organizational Behavior

Reviewers, continued

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Organizational Communication and Information Systems

Program Chair: Cynthia M. Beath, U. of Texas, Austin Professional Development Workshop Chair: Laurie J. Kirsch, U. of Pittsburgh

Day S	Start	#	Location	Session Information
Fri	4:00pm	33	MT:Denver Ballrm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
Sat	7:30am	60	MT:Denver Ba⊞rm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
_	8∶00am	82	CC:C103	SPDW: OCIS/TIM Jr Faculty Consortium
_	9∶00am	105	CC:A107	SPDW: Teaching with Technology
_	12:00pm	131	CC:A107	SPDW: Anime II & Recruitment in Films
_	1:00pm	145	CC:C105	SPDW: Organizational Memory
		144	CC:A103	SPDW: Use of Art for Team Development
_	3:00pm	172	MT:Denver Ballrm Ste IV	SPDW: Publishing in the Journals
		168	CC:A103	SPDW: IT Networks & Critical Thinking
_	6:00pm	192	MT:Mattie Silks	SPDW: CMS & Stan Deetz
		197	CC:C103	OCIS Reception
Sun	8∶30am	240	CC:C103	Relevant Research, Part I
_	10∶30am	286	CC:C103	Relevant Research, Part II
Mon	8∶30am	383	CC:A205	JS: Reconciling Virtual Teams
		381	CC:A209	JS: Cyberjustice
		393	CC:C204	SIT: Organizational Citizenship
		364	CC:C106 T3	IP: E-strategies
		382	CC A204	OCIS Division Welcome
_		371	CC:C105 T4	IP: Motivation and Morale
_	9∶00am	410	CC A204	E-Working
	10∶40am	464	CC A205	JS: Distance and Group Work
_		458	CC A204	Information Systems Development
_	12:20pm	513	CC:A204	Establishing Research Networks
	2:30pm	575	CC:A205	SHCS: Coordination of Expertise
		574	CC:A204	E-Communications
_		561	CC:A214 T1	IP: Knowledge and Networks
_	4:10pm	626	CC:A204	OCIS Distinguished Speakers
_	5:30pm	649	CC:A204	OCIS Division Meeting
	6:30pm	658	CC:A205	OCIS Social Hour
Tue	8∶30am	712	CC:A209	JS: Knowledge Sharing in R&D Teams
		695	CC:C106 T3	IP: Understanding E-Business
		701	CC:C105 T3	IP: Identification in Organizations
_	10.00	703	CC:C205 T4	IP: IT, Productivity and Memory
	10∶30am	781	CC:C207	SHCS: CC: New Meanings & Methods
		792	CC:A208	SIT: Intercultural Dilemmas
		793	AM:Director's Row F	SIT: The Processes of Change
		780 763	CC:A204	E-Business
-	2:30pm	763	CC:A214 T4	IP: Information Systems
	2.30pm	849 850	CC:C101/103	JS: Discursive Approaches
		850 848	CC:C209	SHCS: Exaggeration and IT
		848 827	CC:A204 CC:A106 T4	Management of IT Services IP: The Internet and Innovation
		832	CC:C105 T1	IP: Trust and Chinese Communities
_	4:10pm	912		
Wed	9:00am		CC:A204	Privacy & Ethics
	10:40am	987	CC:A204	Change in Communicative Genres
	10.404111	1013	CC:A204	Knowledge Sharing & Learning

Organization and Communication and Information Systems Division thanks its 142 Reviewers:

Allyson Adrian, Georgetown U. Ritu Agarwal, U. of Maryland

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JoAnne Yates, Massachusetts Institute of

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Organizations and the Natural Environment

Program Chair: Carolyn Egri, Simon Fraser U. Professional Development Workshop Chair: Michael V. Russo, U. of Oregon

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
	1:30pm	17	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
	3:00pm	24	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
		29	MT:Col. Ballrm Sal. A	SPDW: Hydrogen Economy Teach-In
Sat	8:00am	73	CC:C206	SPDW: Behavioral Simulations for IM
	8:30am	95	MT:Col. Ballrm Sal. A	ONE Doctoral Consortium
	10:00am	115	MT:Denver Ballrm Ste III	Evolution of ONE Research
	2:00pm	159	AM:Plaza Court 3	SPDW: From Idea to Submission
	3:00pm	172	MT:Denver Ballrm Ste IV	SPDW: Publishing in the Journals
	5:00pm	188	MT:Denver Ballrm Ste III	ONE Welcome Reception
Sun	8:00am	226	MT:Col. Ballrm Sal. C	Environ. Performance Metrics
		227	MT:Col. Ballrm Sal. A	Mitchell Young Scholars Awards
		219	CC:C206	SPDW: Behavioral Simulations for IM
	9:00am	255	AM:Columbine	SPDW: Research Roundtables
	10:00am	269	MT:Col. Ballrm Sal. G	SPDW: Grants for Environ. Research
Mon	8:30am	392	CC:A207	JS: Organizational Slack and CSR
		388	CC:C108	ONE Interest Group Welcome
	8:50am	399	CC:C108	Environmental Stakeholders
	10:40am	465	CC:C108	Negotiating Stakeholder Networks
	2:30pm	579	CC:C108	Extraordinary Firm Performance
	4:10pm	616	CC:C207	SHCS: Educating for Sustainability
		633	CC:A207	JS: Stakeholders and Innovation
		632	CC:C101/103	JS: Pursuing the Kyoto Protocol
		607	CC:A106 T3	IP: Environment and Development
	5:30pm	651	CC:C108	ONE Business Meeting
	7:00pm	663	CC:C106	ONE Social
Tue	8:30am	718	CC:C108	Environmental Performance
		696	CC:C106 T1	IP: Networks and Legitimacy
	10:30am	781	CC:C207	SHCS: CC: New Meanings & Methods
		760	CC:C106 T3	IP: Spirituality in the Workplace
	2:30pm	855	CC:C108	Environmental Initiatives
	4:10pm	916	CC:C209	SHCS: Environmental Teaching
		920	CC:A208	SIT: Environmental Performance
Wed	8:30am	974	CC:C108	Environmental Information

Organizations and the Natural Environment Interest Group thanks its 58 Reviewers:

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Organizations and the Natural Environment

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Public and Nonprofit

Program Chair: Stephen P. Osborne, Aston U. Professional Development Workshop Chair: Matthew Liao-Troth, Western Washington U.

Day	Start	#	Location	Session Information
Fri	1:30pm	17	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
•	3:00pm	24	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
Sat	8:00am	73	CC:C206	SPDW: Behavioral Simulations for IM
•	9:30am	110	MT:Denver Ballrm Ste V	SPDW: Universities & Economic Dev.
•	12:00pm	132	AM:Plaza Court 7	PNP Junior Faculty Consortium
•	1:00pm	149	AM:Plaza Court 8	PNP Doctoral Consortium I
•	7:30pm	203	CC:C112	SPDW: Indigenous Spirituality
Sun	8:00am	219	CC:C206	SPDW: Behavioral Simulations for IM
		220	CC:C212	SPDW: Doing International Research
•	9:00am	255	AM:Columbine	SPDW: Research Roundtables
_		253	AM:Plaza Court 8	PNP Doctoral Consortium II
	10:00am	269	MT:Col. Ballrm Sal. G	SPDW: Grants for Environ. Research
		268	AM:Gov. Sq. 11	SPDW: Conducting Network Research
Mon	8:50am	400	AM:Plaza Court 7	NPO Management
	10:40am	466	AM:Plaza Court 7	Theory and Practice
	12:20pm	518	CC:A108/110	JS: Networks for Nation Building
	2:30pm	543	CC:A207	JS: Socially Effective New Ventures
	4:10pm	638	AM:Director's Row F	SIT: Networks Variations
_		634	AM:Plaza Court 7	Business Meeting
	5:30pm	652	AM:Plaza Court 7	PNP Party
Tue	8:30am	722	CC:A208	SIT: Leadership
	10:30am	791	CC:C204	SIT: Downsizing and its Effects
		789	AM:Plaza Court 7	Networks and Public Management
		765	CC:C105 T4	IP: Public and Nonprofit Sector
	2:30pm	860	CC:A208	SIT: Paradoxes of Organizational Life
		856	AM:Plaza Court 7	Collaboration?
		834	CC:C106 T2	IP: Reputation and Brand Building
	4:10pm	922	AM:Director's Row F	SIT: Building Effective Networks
		917	AM:Plaza Court 7	PNP Distinguished Speaker
Wed	8:30am	962	CC:A108/110	JS: AOM Service-Learning Fellows
	10:40am	1020	CC:A208	SIT: Organizational Culture
		1017	AM:Plaza Court 7	Performance Management
	12:20pm	1032	AM:Plaza Court 7	Expanding Public Management

Research Methods

Program Chair: Tojo Thatchenkery, George Mason U. Professional Development Workshop Chair: Philip L. Roth, Clemson U.

Day		#	Location	Session Information
Fri	3 00pm	28	AM:Tower Court A	SPDW: Spirituality: Quant. Database
Sat	8∶00am	84	CC:C209	SPDW: Social Network Workshop
•	8:30am	96	CC:C202	Regression Interactions
•	12:00pm	128	AM∶Plaza Court 3	SPDW: Strategy and Simulation
•	3:00pm	169	CC:C105	SPDW: Cognitive Mapping Workshop
Sun	8:00am	228	CC:A208	SPDW: Developing Case Study Skills
		214	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
•	8:30am	241	CC:A206	Ask the Quantitative Gurus
•	10:00am	270	CC:A206	Ask the Qualitative Experts
Mon	8∶30am	389	CC:C210	Measurement and Analysis
•	10:40am	467	CC:C210	Narrative Research
	12:20pm	519	CC:C210	Grounded Inquiry
	2:30pm	581	CC:C209	JS: How Do We Know What We Know
		580	CC:C210	Quantitative Analysis
		564	CC:C106 T1	IP: Methods and the Review Process
•	4:10pm	608	CC:A106 T1	IP: Research Design and Methods
		609	CC:A106 T2	IP: Cases and Narratives
		635	CC:C210	ORM Editorial Board Meeting
Tue	8∶30am	719	CC:C210	Networks and Quasi-Objects
		723	AM:Director's Row F	SIT: Emotions in Organizations
	10:30am	744	CC:C101/103	JS: Otherness at Large
		793	AM:Director's Row F	SIT: The Processes of Change
		790	CC:C210	OB Research
		761	CC:C105 T3	IP: Gender and Diversity
	2:30pm	849	CC:C101/103	JS: Discursive Approaches
		858	AM:Director's Row F	SIT: Organizational Innovation
		857	CC:C210	Social Networks Inquiry
	4:10pm	914	CC:C101/103	JS: First Person Research
		911	CC:A209	JS: Modeling OB Over Time
		918	CC:C210	Celebrating Scholarship
	5:30pm	931	CC:C101	RMD Business Meeting
	6:30pm	940	CC:C103	RMD Social and Party
Wed	8∶30am	978	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
		975	CC:C210	Social Construction of Knowledge
	10:40am	1006	CC:C207	JS: Globalization & Knowledge
		1012	CC:A209	JS: Team Diversity and Performance

Research Methods Division thanks its 131 Reviewers:

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Katherine Xin, China European International

Business School

Ali Yakhef, Stockholm University

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Binghamton

Leodones Yballe, Nazareth College of Rochester

Feirong Yuan, Texas A&M U.

Social Issues in Management

Program Chair: Melissa S. Baucus, Xavier U.
Professional Development Workshop Chair: Bryan W. Husted, ITESM/Instituto de Empresa

Day S		#	Location	Session Information
Fri	1:30pm	17	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
_	3:00pm	24	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
	5:00pm	40	AM:Plaza Court 4	SIM Doctoral Consortium
Sat	8:00am	85	AM:Plaza Court 4	SIM Doctoral Consortium
		86	AM:Gov. Sq. 11	Rebuilding Social Capital
	8:30am	97	OS:Off-Site 6	SBE/SIM Joint Symposium
_	2:00pm	159	AM:Plaza Court 3	SPDW: From Idea to Submission
		163	AM:Gov. Sq. 11	SIM Values Statement
_	6:00pm	199	AM:Columbine	SIM Distinguished Speaker
Sun	8:00am	220	CC:C212	SPDW: Doing International Research
_	9:00am	255	AM:Columbine	SPDW: Research Roundtables
_	10:00am	269	MT:Col. Ballrm Sal. G	SPDW: Grants for Environ. Research
Mon	8:00am	343	CC:A206	SIM Welcome Session
_	8:30am	392	CC:A207	JS: Organizational Slack and CSR
		390	CC:A206	Organizational Ethics
		391	CC:C109	Stakeholder Policies & Agendas
		393	CC:C204	SIT: Organizational Citizenship
		395	AM:Director's Row F	SIT: Small Business Perspectives
		363	CC:A106 T2	IP: Key Firm Competencies in China
		369	CC:C105 T2	IP: Managing Stakeholder Relations
		372	CC:C106 T2	IP: Strategy Cognition Real Options
_	10:40am	426	CC:A101/103	JS: Abuse, Bullying, & Aggression
		468	CC:C109	Ethics in International Context
		469	CC:A206	Environment in CSR research
		443	CC:A214 T3	IP: Social Relations and Performance
_	12:20pm	521	CC:C209	SHCS: Political Strategy & Perf.
		520	CC:A206	Employee Stakeholder Relations
		501	CC:A214 T4	IP: Measuring and Assessing Ethics
_	2:30pm	543	CC:A207	JS: Socially Effective New Ventures
		553	CC:C105 T1	IP: Governance and Monitoring
		582	CC:A206	Networking for SIM Community
		584	CC:A208	SIT: Pay Differences
	4:10pm	633	CC:A207	JS: Stakeholders and Innovation
		600	CC:A108/110	JS: Intimate Partner Violence
		636	CC:C109	Responsibility Management
		637	CC:A208	SIT: Managerial Wrong Doing
Tue	8:30am	717	CC:A108/110	JS: Organizational Virtues
		676	CC:A207	JS: Governments and Firms
		720	CC:A206	Stakeholder Models & Research
		688	CC:A106 T1	IP: Organizations and Ethical Issues
		689	CC:A106 T2	IP: Business and Government
_		690	CC:A106 T3	IP: High Performance Employees
	10:30am	781	CC:C207	SHCS: CC: New Meanings & Methods
_		752	CC:A106 T1	IP: Corporate Social Reponsibility
	2:30pm	811	CC:A207	JS: New Paradigms of Governance
		817	CC:C207	SHCS: A Call to Action
		859	CC:C204	SIT: Work-Family Trends
_		860	CC:A208	SIT: Paradoxes of Organizational Life
_	4:10pm	916	CC:C209	SHCS: Environmental Teaching
		919	CC:C109	Chair's Address/Business Meeting
		921	CC:C204	SIT: Relationships and Helping

_	6:30pm	941	CC:C109	SIM Social & BC Best Paper Award
Wed	8:30am	962	CC:A108/110	JS: AOM Service-Learning Fellows
		969	CC:A209	JS: Interwoven Relationships
		976	CC:A206	Approaches to SIM Research
_	10:40am	1018	CC:C109	The Dark Side of Networks
		1019	CC:A206	Nonmarket & Political Strategies
		1022	CC:C204	SIT: Story-Telling and Narrative

The Social Issues in Management Division thanks its 126 Reviewers:

Brad Agle, U. of Pittsburgh Ramon Aldag, U. of Wisconsin Barbara Altman, U. of North Texas Lynne Andersson, Temple U. Jeff Bailey, U. of Idaho Gail Ball, Pennsylvania State U. Jeffrey Barach, Tulane U. James Barker, U.S. Air Force Academy Tim Barnett, Louisiana Technology Kenneth Bass, East Carolina U. Laquita Blockson, Florida International U. Tim Blumentritt, Marquette U. Frances Bowen, Sheffield U. Norman Bowie, U. of Minnesota Steven Brenner, Portland State U. Jon Briscoe, Northern Illinois U. Mike Brown, Pennsylvania State U. Ann Buchholtz, U. of Georgia Brian Burton, Western Washington U. Ken Butterfield, Washington State U. Craig Caldwell, U. of Pittsburgh Jerry Calton, U. of Hawaii, Hilo Gerald Cavanagh, U. of Detroit, Mercy Sandra Christensen, Eastern Washington U. Judy Clair, Boston College Lynnette Claire, U. of Oregon Phil Cochran, Pennsylvania State U. Tom Comstock, Pennsylvania State U. Bill Cooke, U. of Manchester Mark Cordano, Wright State U. Bryan Dennis, U. of Georgia Robbin Derry, Appalachian State U. Meinolf Dierkes, Science Center, Berlin Dawn Elm, St. Thomas U. Steve Frankforter, Winthrop U. Dave Fritzsche, Pennsylvania State U. Jeffrey Gale, Loyola Marymount U. Virginia Gerde, U. of New Mexico Kathy Getz, American U. Dan Gilbert, Gettysburg College Janet Gillespie, Xavier U. Michele Govekar, Ohio Northern U.

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Technology and Innovation Management

Program Chair: James Wade, U. of Wisconsin, Madison Professional Development Workshop Chair: Laura B. Cardinal, U. of North Carolina, Chapel Hill

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
		5	AM:Tower Court B	SPDW: Conversations on Knowledge
	3:00pm	29	MT:Col. Ballrm Sal. A	SPDW: Hydrogen Economy Teach-In
	4:00pm	33	MT:Denver Ballrm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
Sat	7:30am	60	MT:Denver Ballrm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
•	8:00am	82	CC:C103	SPDW: OCIS/TIM Jr. Faculty Consortium
		63	AM:Tower Court B	SPDW: Conversations on Knowledge
	10:00am	116	MT:Denver Ballrm Ste IV	SPDW: Modeling Legacies and Shocks
	12:00pm	133	MT:Denver Ballrm Ste IV	Challenges Teaching Innovation
	2:00pm	158	AM:Plaza Court 2	SPDW: Internationalizing Research
	3:00pm	172	MT:Denver Ballrm Ste IV	SPDW: Publishing in the Journals
		168	CC:A103	SPDW: IT Networks & Critical Thinking
Sun	8:00am	229	MT:Denver Ballrm Ste IV	SPDW: Innovation Research Methods
	10:00am	263	AM:Vail	SPDW: Dynamic Resources/Capabilities
Mon	8:00am	344	CC:C208	Welcome (Continental Breakfast)
•	8:30am	396	CC:C207	SHCS: Internet in the Supply Chain
		365	CC:A106 T3	IP: Technology Strategy
	9:00am	412	CC:C212	Networks & Knowledge Creation
•	10:40am	422	AM:Gov. Sq. 12	SHCS: Organizational Search
		475	CC:C207	SHCS: Firm Theory & Modularity
		471	CC:A208	SIT: Dot Coms and the New Economy
		473	CC:C212	Insights into E-Commerce
		474	CC:C208	Insights from Patent Analyses
		442	CC:A214 T2	IP: Complexity and Coevolution
	12:20pm	483	CC:A207	JS: Global Wireless Strategy
		522	CC:C204	SIT: Variety in Teams
		502	CC:C105 T2	IP: Managing Innovation
	12:30pm	526	CC:C208	Technology & Alliance Formation
		527	CC:C212	Government and Innovation
	2:30pm	588	CC:C101/103	JS: Networking in Biotechnology
		585	CC:C207	SHCS: Radical Innovations
		586	CC:C208	Turbulent Environments
		587	CC:C212	Effective Governance Structures
		558	CC:A106 T1	IP: Technology and Operations
		559	CC:A106 T4	IP: Resources and Knowledge Creation
	4:10pm	638	AM:Director's Row F	SIT: Networks Variations
		639	CC:C212	Modularity and Standards
		612	CC:A214 T2	IP: Strategy, Organizing Performance
Tue	8:30am	724	CC:C208	New Contexts & Models for R&D
		712	CC:A209	JS: Knowledge Sharing in R&D Teams
		721	CC:C204	SIT: Project Teams
		725	CC:C212	Managing Innovation
		693	CC:A214 T2	IP: Firm Boundaries and Technology
		695	CC:C106 T3	IP: Understanding E-Business
	10:30am	796	AM:Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		794	CC:C212	Acquisitions
		795	CC:C208	Technological Communities
		757	CC:A214 T1	IP: Project Management
		763	CC:A214 T4	IP: Information Systems

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-	2:30pm	850	CC:C209	SHCS: Exaggeration and IT	
		858	AM:Director's Row F	SIT: Organizational Innovation	
		861	CC:C212	Organizing for Innovation	
		862	CC:C208	Capabilities and Change	
		826	CC:A106 T1	IP: Knowledge and Innovation	
		827	CC:A106 T4	IP: The Internet and Innovation	
		828	CC:A214 T1	IP: A Historical Reassessment of OT	
_	4:10pm	924	CC:C207	SHCS: Knowledge Flow Across Networks	
		923	CC:C208	TIM Distinguished Speaker: Andy Van De Ven	
_	5:30pm	932	CC:C208	TIM Business Meeting	
_	6:30pm	942	CC:C212	The Best Social Event in Town	
Wed	9:00am	988	CC:C208	Firm Boundaries	
-		989	CC:C212	IT and Performance	
	10:40am	1023	CC:C212	eCommunities of Practice	
		1020	CC:A208	SIT: Organizational Culture	
		1024	CC:C208	New Product Development	
				•	

Technology & Innovation Management Division thanks its 223 Reviewers:

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Technology and Innovation Management

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Emery Yao, U. of Pittsburgh

Sai Yayavaram, U. of Texas, Austin

Tien Hua Yim-Teo, Nanyang Technological U.

Friday, August 9, 2002

Friday 8:00AM

1: (AAC) Board of Governors' Meeting

8:00- 5:00 Adam's Mark: Director's Row I

Organizer: Jean M. Bartunek, Boston College

2 **:** (////) International Management Division White Water Rafting Adventure

8:00- 5:00 Off-Site

This event is limited to IM Division members. Pre-registration and a fee to cover transportation and the rafting are required. Places are limited and registrations will be accepted on a first-come first-served basis. We will be leaving early on Friday (exact time to be announced later), so make sure you book your flight to arrive on Thursday. For further information, contact Professor Schon Beechler at slb7@columbia.edu.

Organizer: Schon L. Beechler, Columbia U.

Friday 12:00PM

3: (ENT) Entrepreneurship Division Doctoral Consortium

12:00- 6:00 Marriott: Matchless

Contact Ben Oviatt (benoviatt@gsu.edu) or Shaker Zahra (szahra@gsu.edu) for more info.

Coordinators: Ben Oviatt, Georgia State U.; Shaker A. Zahra, Georgia State U.

Friday 1:00PM

4 □ SPDW: (BPS, MED, ODC, OMT, ONE, IM, TIM) The Intersection Between Research and Practice in Management Scholarship

1:00- 4:00 Adam's Mark: Plaza Court 7

Pre-registration is required. Please contact Rita Gunther McGrath rdm20@columbia.edu

Organizer: Rita Gunther McGrath, Columbia U.

Presenters: Clark Gilbert, Harvard U.; Melanie Karbe, Booz-Allen & Hamilton

5 ❖ SPDW: (BPS, OMT, TIM) Cranfield and Sam Walton Conversations on Organizational Knowledge

1:00- 6:00 Adam's Mark: Tower Court B

Pre-registration is needed to participate. Contact person is Vikas Anand, Sam Walton College of Business, U. of Arkansas (vikas@walton.uark.edu).

Organizers: Mark R. Meckler, U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of Arkansas; Candace Jones, Boston College

Moderators: William H. Glick, Arizona State U.; Elaine Romanelli, Georgetown U.; Monica C. Higgins, Harvard U.; Bill McEvily, Carnegie Mellon U.; Jonathan Lewis Johnson, U. of Arkansas; Raghu Garud, New York U.; Michelle Gittelman, New York U.; Gerard P. Hodgkinson, Leeds U.

6 ❖: (CAR) An "Intelligent Career" Approach to Network Research

1:00- 6:00 Marriott: Pomeroy

The workshop will last for the full Friday afternoon session (13:00-18:00). Pre-registration required. For registration and inquiries email PollyParker (p.parker@auckland.ac.nz) or Michael Arthur (marthur@suffolk.edu).

Organizers: Polly Parker, Auckland U.; Michael B. Arthur, Suffolk U.

7: (ENT) Welcome to Entrepreneurship PDW

1:00- 1:30 Marriott: Col. Ballrm Sal. F

Professional Development Workshop Chair: **Andrew Zacharakis**, Babson College

8 **②**: (GDO) Diversity and Diversimilarity: Exploring the Journey from Theory to Practice

1:00- 4:00 Marriott: Col. Ballrm Sal. H

Pre-registration is encouraged but not mandated. There will be a limit of 30 participants to permit a high level of interaction and involvement. Please contact Joseph Ofori-Dankwa, Saginaw Valley State U., e-mail: oforidan@svsu.edu, if at all possible by July 29th. Organizer: Joseph Ofori-Dankwa, Saginaw Valley State U. Presenters: David L. Ford, Jr., U. of Texas, Dallas; Robin D. Johnson, U. of California, Los Angeles; Joseph Ofori-Dankwa, Saginaw Valley State U.

9 🕮 ©: (HR) HR Education: Is It Dead or Just Sleeping? A Town Meeting

1:00- 5:00 Adam's Mark: Gov. Sq. 10

This is the first town hall-type meeting of the HR Division, and the topic is the role of HR education in business schools. Twenty-three HR educators will act as session leaders, and all members of the HR profession are invited to participate. Anyone interested in the state of HR education should attend! For more information, contact Vida Scarpello (mgtvvs@langate.gsu.edu). No pre-registration required — walk-ins welcome!

Organizer: Vida Scarpello, Georgia State U.

Facilitators: Thomas A. Mahoney, Vanderbilt U.; Eugene F. Stone-Romero, U. of Central Florida; Dianna L. Stone, U. of Central Florida; Debra J. Cohen, George Washington U.; Nancy Bereman, Witchita State U.; Herman A. Theeke, Central Michigan U.; David B. Balkin, U. of Colorado, Boulder; Vida Scarpello, Georgia State U.; H. John Bernardin, Florida Atlantic U.; Eduardo Salas, U. of Central Florida; Lynn M. Shore, Georgia State U.; Sara L. Rynes, U. of Iowa; Mary E. Graham, Clarkson U.; Thomas Bergmann, U. of Wisconsin, Eau Claire; Donna Ledgerwood, North Texas U.; Rebecca A. Thacker, Ohio U.; Greg S. Hundley, Purdue U.; Wayne F. Cascio, U. of Colorado, Denver; Luis R. Gomez-Mejia, Arizona State U.; Theresa M. Welbourne, U. of Michigan; Larry McKibbin, Washburn U.

Presenter: Tammy J. Davis, Jacksonville U.

Moderator: Vida Scarpello, Georgia State U.

Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

10 SPDW: (MC, ODC) Developing the Practice of Consulting: Critical Concepts and Skills

1:00- 8:00 Marriott: Denver Ballrm Ste I

This workshop contains a number of different sessions and will conclude with an interactive consulting clinic. Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. Participation fee (contributes to the cost of notebook and handouts for sessions, beverages, snacks and equipment rental) - \$ 20 for Friday, \$25 for Saturday, \$40 for both days. Participants are encouraged to network for lunch and dinner.

Presenters: Rickie Moore, E.M. Lyon/ISEOR; Richard Dunford, Macquarie U.; Carol Gorelick, SOLUTIONS Inc./ Pace U.; Suzanne L. Geigle, Pricewaterhouse Coopers; Robert F. Jenefsky, Ecole Hoteliere de Lausanne; James M. Hunt, Babson College; Joseph R. Weintraub, Babson College; H. William Vroman, Morgan State U. / Strategic Planning Inc.; Leon de Caluwe, Free U., Amsterdam; Johannes Vermaak, Twynstra Management Consultants; Michael Nippa, Freiberg U. of Mining and Technology; Thomas H. Olson, U. of Southern California; Tracey Carsten Roll, Experian North America; Tenny Poole, Experian Information Systems; Magoroh Maruyama, Interactive Heterogenetics

11 SPDW: (MED, MH) Building Effective Networks through a Teaching and Case Method Symposium

1:00- 2:00 Adam's Mark: Columbine

Open to all. The only expense is for the book (approximately \$27 U.S. dollars). Contact Michael Provitera at e-mail: docprov@msn.com

Organizer: Michael J. Provitera, Saint Peter's College Facilitator: Michael J. Provitera, Saint Peter's College

12 : (MH) Managerial Capitalism, Railroads, Mining and Colorado

1:00- 3:00 Marriott: Nat Hill

Share, discuss and learn key developments in management history that happened in Colorado. Email m-govekar@onu.edu for details. Participant: Paul L. Govekar, Independent Scholar Professional Development Workshop Chair: Michele A. Govekar, Ohio Northern U.

13 ©: (MSR) Doctoral Consortium

1:00- 3:00 Adam's Mark: Gov. Sq. 16

Facilitator: Andre L. Delbecq, Santa Clara U.
Coordinator: Lee Perry Robbins, Golden Gate U.
Discussants: Judi Neal, Association for Spirit at Work; Marjolein
Lips-Wiersma, U. of Canterbury; Ian Mitroff, U. of Southern
California; David C. Trott, St. Edwards U.; Jerry Biberman, U. of
Scranton; Jerry Biberman, U. of Scranton

14 ♥ ❖: (ODC) Struggling with Network Dilemmas: Implications for Management, Moderation and Consulting 1:00- 3:45 Marriott: Col. Ballrm Sal. D

Organizers: Matthias Meyer, Chemnitz U.of Technology; Ralf Wetzel, Chemnitz U.of Technology; Jens Aderhold, Chemnitz U.of Technology

15 **© ❖**: (PS) Advances in Academic-Practitioner Collaborative Action Learning

1:00- 5:00 Adam's Mark: Gov. Sq. 12

People participating in this workshop series are strongly recommended to bring descriptive project materials and summary information on accomplishments, issues, and lessons for cross-project learning. Please contact Terry Orr mto10@columbia.edu or Lyle Yorks yorks@exchange.tc.columbia.edu for further information. Welcome: Lyle Yorks, Columbia U.

Facilitators: Rita Kowalski, U.S. Dept. of Veterans Affairs; David Coghlan, U. of Dublin; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Rupert F. Chisholm Jr., Pennsylvania State U.; Joel I. Harmon, Fairleigh Dickinson U.; Lena Neal, CSC Consulting; Gregory Hammill, Fairleigh Dickinson U.; Jeana Wirtenberg, Public Service Enterprise Group

Presenter: **Daniel F. Twomey**, Fairleigh Dickinson U. *Professional Development Workshop Chair:* **Terry Orr**, Columbia U.

Friday 1:30PM

16 (ENT) New Pathways in E-learning: Issues and Opportunities for Entrepreneurship Educators

1:30- 3:00 Marriott: Denver Ballrm Ste V

Speakers: Nan Gottfried, XanEdu; Amy Boyd, XanEdu; Edward Cooper, Regis U.

Moderator: Jill R. Kickul, DePaul U.

17 © SPDW: (ENT, ONE, SIM, GDO, PNP) Social Entrepreneurship Distinguished Speaker — Bill Drayton, Founder of Ashoka

1:30- 3:00 Marriott: Col. Ballrm Sal. F

Organizer: Norris F. Krueger Jr., Boise State U.

18 ©: (MC) The Consulting Process - Essential Skills

1:30- 4:00 Marriott: Col. Ballrm Sal. G

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.

Presenters: Richard Dunford, Macquarie U.; Carol Gorelick, SOLUTIONS Inc./ Pace U.; Suzanne L. Geigle, Pricewaterhouse Coopers; Robert F. Jenefsky, Ecole Hoteliere de Lausanne

19 ☐ SPDW: (MC, ODC, OMT) Developing the Discipline of Consulting: Challenges, Pedagogy, Research and Reflection

1:30- 6:00 Marriott: Mattie Silks

This workshop contains a number of different sessions. Please preregister by July 19, 2002, with Vincent Favre at mcdpdw2002@emlyon.com.

Presenters: Judith Gebhardt, Pepperdine U.; Roderick French, Office of the Dept. of the Navy, Chief Information Office; Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.; Brigitte Winkler, A47 Consulting; Anthony F. Buono, Bentley College; Alberto Zanzi, Suffolk U.; Flemming Poulfelt, Copenhagen Business School; Marc Bonnet, ISEOR/U. of Lyon; Terry R. Armstrong, Armstrong Consulting; Rickie Moore, E.M. Lyon/ ISEOR; Kurt Motamedi, Pepperdine U.; Aaron J. Nurick, Bentley College; Timothy Clark, U. of London; Richard Dunford, Macquarie U.; Elliott Jaques, George Washington U.; Randall B.

Hayes, Central Michigan U.; Susan M. Adams, Bentley College; Thomas H. Olson, U. of Southern California; Larry E. Greiner, U. of Southern California; William B. Werther, Jr., U. of Miami; Wayne P. Jones, U. of Louisville; Michael W. Stebbins, California Polytechnic State U., San Luis Obispo; Marilyn E. Harris, CMU/ HSCC; Debra McGilsky, Central Michigan U.; Kevin G. Love, Central Michigan U.; Larry Lepisto, Central Michigan U.; Mahmood Bahaee, Central Michigan U.

Friday 2:00PM

20 ©: (MC) Learning in a Virtual World

2:00- 3:45 Marriott: Col. Ballrm Sal. C

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.

Presenters: Judith Gebhardt, Pepperdine U.; Roderick French, Office of the Dept. of the Navy, Chief Information Office; Brian McElyea, Naval Hospital, Jacksonville; Alex Bennet, Office of the Dept. of the Navy, Chief Information Office / Federal KM Working

21 🕮 🖭: (MED) Teaching in the Balkans: An American Professor Dealing with War, Terrorism, and Ethnic Tension

2:00- 3:00 Adam's Mark: Columbine

contact Ellen Greenberg at email: egreenberg@mbox.cit.bg Organizer: Ellen Greenberg, American U., Bulgaria Presenter: Ellen Greenberg, American U., Bulgaria

Friday 3:00PM

22: (CMS) CMS Tutorial: Fundamentals of Political **Economy**

3:00- 6:00 Marriott: Col. Ballrm Sal. I+J Chair: Ralph Stablein, Massey U.

23 © SPDW: (ENT, IM) Globalization and Entrepreneurial Women Around the World

3:00- 4:30 Marriott: Denver Ballrm Ste V

Speakers: Maria-Teresa Lepeley, U. of Connecticut; Xiaohong He, Quinnipiac U.: Mava Reddi. TeamNet Solutions Inc.: Chervl Murray, The Metro-Harford Chamber of Commerce

24 SPDW: (ENT, SIM, PNP, ONE) Building Networks for **Enterprise Development**

3:00- 4:30 Marriott: Col. Ballrm Sal. F

Organizer: Norris F. Krueger Jr., Boise State U.

Speakers: Keith F. Ward, Boise State U.; Erik R. Pages, NCOE; Ami Doshi, Ewing Marion Kauffman Foundation; Patricia G. Greene, U. of Missouri, Kansas City; Rick Ritter, Boise State U.; James Hogge, Boise State U.; Christopher Hertz, Idaho National Energy & Environmental Labs; Gautam Pillay, Inland Northwest Research Alliance

25 ❖: (GDO) Gender and Diversity in Organizations **Doctoral Consortium Session I: Finding Your Network**

3:00- 4:30 Marriott: Denver Ballrm Ste IV

All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail:

kthomas@arches.uga.edu) as soon as possible.

Chair: Kecia M. Thomas, U. of Georgia

Presenters: Derek R. Avery, St. Joseph's U.; C. Douglas Johnson, Winthrop U.; Patrick F. McKay, U. of Wisconsin, Milwaukee; Audrey J. Murrell, U. of Pittsburgh; Marcus M.

Stewart, U. of Georgia

26 SPDW: (MED, CAR, GDO) Our First Years:

Transitioning into Academia

3:00- 5:00 Adam's Mark: Plaza Court 1

Organizer: Ian O. Williamson, U. of Maryland

Presenters: Gwendolyn M. Coombs, U. of Nebraska, Lincoln; dt ogilvie, Rutgers U., Newark; Laquita C. Blockson, Florida International U.; Patricia G. Martinez, U. of Texas, San Antonio; Ian O. Williamson, U. of Maryland

27 : (MH) Colorado & Denver in Management History

3:00- 5:00 Marriott: Nat Hill

One of the most popular speakers on Colorado history. Organizer: Michele A. Govekar, Ohio Northern U. Presenter: Tom Noel, U. of Colorado, Denver

28 SPDW: (MSR, RM) Building an Effective Network for Web-Based Research: A Quantitative Database

3:00- 5:00 Adam's Mark: Tower Court A Coordinator: Joel B. Bennett, OWLS

Presenters: Judi Neal, Association for Spirit at Work; David C. Trott, St. Edwards U.; Terence C. Krell, Western Illinois U., Quad

29 🕮 👽 💠 SPDW: (ONE, TIM) Hydrogen Economy Teach-In

3:00- 5:00 Marriott: Col. Ballrm Sal. A

Presenter: Jason Denner. Rocky Mountain Institute

Friday 4:00PM

30 🕮 🖭: (CM) Conflict Management Doctoral Consortium

4:00- 6:00 Marriott: Col. Ballrm Sal. B

Organizer: Sally Blount-Lyon, New York U.

31 (ODC) Testing and Evaluating the Application of **Entry Level Organization Development Competencies in Graduate OD Programs**

4:00- 6:00 Marriott: Col. Ballrm Sal. D

Organizer: Glenn H. Varney, Bowling Green State U.

32 O >> SPDW: (ODC, MC, BPS, IM) Perspectives On International Business Consulting

4:00- 7:00 Marriott: Col. Ballrm Sal. C

Facilitators: Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.; Brigitte Winkler, A47 Consulting

33 PDW: (TIM, OC/S) TIM/OCIS Doctoral Consortium

4:00- 8:30 Marriott: Denver Ballrm Ste VI

Pre-registration is required. Applications will be accepted until June 1, 2002. The consortium will employ a rolling admissions policy; we'll try to notify you of your acceptance as soon as possible. We are taking electronic applications for 2002. To apply, please electronically send a one-page statement explaining why you would like to attend and a current curriculum vita to <PDW-TIM@bschool.unc.edu>. For a detailed schedule and list of

participating faculty, please use this e-mail.

Organizers: Laura B. Cardinal, U. of North Carolina, Chapel Hill;

Laurie J. Kirsch, U. of Pittsburgh

Speakers: Richard A. Bettis, U. of North Carolina, Chapel Hill; Michael A. Hitt, Arizona State U.; Mariann Jelinek, College of William and Mary; David Mowery, U. of California, Berkeley; Marshall Scott Poole, Texas A&M U.; Christopher L. Tucci, New York U.

Friday 4:15PM

34 ©: (MC) Coaching Executives

4:15- 6:00 Marriott: Col. Ballrm Sal. G

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.

Presenters: **James M. Hunt**, Babson College; **Joseph R. Weintraub**, Babson College

Friday 4:30PM

35 **○ ❖**: (GDO) GDO Doctoral Consortium Session II: Finding Your Place in the Job Market

4:30- 6:30 Marriott: Denver Ballrm Ste IV

All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.

Chair: Kecia M. Thomas. U. of Georgia

Presenters: Stacy Blake-Beard, Harvard U.; Scott B. Button, Personnel Decisions Research Institutes, Inc.; dt ogilvie, Rutgers U., Newark; Marian N. Ruderman, Center for Creative Leadership; Kecia M. Thomas, U. of Georgia

Friday 5:00PM

36: *(ENT)* Entrepreneurship Division New Faculty Consortium

5:00- 6:30 Marriott: Denver Ballrm Ste II

Contact David Deeds for more info deeds@po.cwru.edu Coordinators: David L. Deeds, Case Western Reserve U.; Anne McCarthy, Colorado State U.; Barbara Jean Bird, American U.

37 ©: (MED) The Joint Vienna Institute: Effective Networking and Collaboration among Six International Organizations in Providing Training for the Transition Economies of Central and Eastern Europe and the Former Soviet Union

5:00- 6:30 Adam's Mark: Plaza Court 1

Organizer: Kenneth P. Pasternak, InterAssociates Ltd./Joint Vienna Institute

Presenter: **Kenneth P. Pasternak**, InterAssociates Ltd./Joint Vienna Institute

38 ©: (MSR) Spirituality, Religion, and Meaningful Research

5:00- 6:00 Adam's Mark: Gov. Sq. 14

Facilitator: Paul Raimond, City U., London

39 **⋄ ❖**: (PS) Networking Academic-Practitioner Experiences: Wine and Cheese Gathering

5:00- 7:00 Adam's Mark: Gov. Sq. 11

Presiding: Rupert F. Chisholm Jr., Pennsylvania State U. Welcome: Joel I. Harmon, Fairleigh Dickinson U. Hosts: Terry Orr, Columbia U.; Lyle Yorks, Columbia U.

40 : (S/M) SIM Doctoral Consortium

5:00- 9:00 Adam's Mark: Plaza Court 4

For a complete list of participants, see the Saturday program.

Organizers: Ann K. Buchholtz, U. of Georgia; Daniel R. Gilbert,

Gettysburg College

Friday 6:00PM

41 : (CMS) CMS Reception for Arriving Critters

6:00- 7:30 Marriott: Mattie Silks

If you are new, meet members of the CMS workshop. Say hi. Meet up with others for dinner, etc.

Hosts: Paul Adler, U. of Southern California; James R. Barker, U.S. Air Force Academy; Raymond Louis Hogler, Colorado State U.; Ralph Stablein, Massey U.

42 : (HCM) Reception and Welcome to HCM: Skills for Managing a Successful Academic Career

6:00- 8:00 Marriott: Col. Ballrm Sal. G

Organizer: Kathryn H. Dansky, Pennsylvania State U.

43 ❖: (//M) Welcome to the IM Division and Road Map to the IM Division Sessions at the AoM Conference

6:00- 8:00 Marriott: Denver Ballrm Ste III

Program Chair: Sully Taylor, Portland State U.

Division Chair: Srilata Zaheer, U. of Minnesota

Host: Farok J. Contractor, Rutgers U.

Speakers: Anne-Wil Harzing, U. of Melbourne; Svjetlana Madzar, Gustavus Aldolphus College

Professional Development Workshop Chair: Schon L. Beechler, Columbia U.

Division Chair-Elect.: Joseph L.C. Cheng, U. of Illinois

44 ❖ SPDW: (OB, OMT) Junior Faculty Workshop

6:00- 9:00 Adam's Mark: Terrace

Workshop is designed for junior faculty to help them develop networks in the Academy. The program is broken into 5 sessions. The Friday session addresses having an impact as a teacher. Organizers: Kenneth R. Thompson, DePaul U.; Brian Uzzi, Northwestern U.

Presenters: Allen C. Bluedorn, U. of Missouri, Columbia; Kimberly D. Elsbach, U. of California, Davis; Martin Gargiulo, INSEAD; Tal Simons, Columbia U.; William B. Snavely, Miami U., Ohio

45 SPDW: (OB, OMT, ODC) Doctoral Student Consortium

6:00- 8:00 Adam's Mark: Plaza Ballrm A

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Editors' panel in conjunction with people attending the Junior Faculty Consortium.

Coordinators: Ronald E. Purser, San Francisco State U.; Paul Ingram, Columbia U.; Angelo J. Kinicki, Arizona State U. Speakers: Maureen L. Ambrose, U. of Central Florida; Hilary Bradbury, Case Western Reserve U.; Dov Eden, Tel Aviv U.; Mariann Jelinek, College of William and Mary; Timothy A. Judge,

U. of Florida; John Freeman, U. of California, Berkeley; William Ocasio, Northwestern U.; Quy Nguyen-Huy, INSEAD; Hayagreeva Rao, Emory U.; Tal Simons, Columbia U.; Jesper B. Sorensen, Massachusetts Institute of Technology; Olav Sorenson, U. of California, Los Angeles; Ramkrishnan V. Tenkasi, Benedictine U.; Mary J. Waller, U. of Illinois; Richard W. Woodman, Texas A&M U.; Francis J. Yammarino, State U. of New York, Binghamton

Friday 6:30PM

46 ⊕ €: (BPS) Business Policy and Strategy Doctoral Consortium

6:30- 9:00 Adam's Mark: Silver

Introduction: Jeff Dyer, Brigham Young U.

Presenters: Will Mitchell, Duke U.; Kathleen Eisenhardt, Stanford

U.; Jay Barney, Ohio State U.

47 ☐ ❖: (MED) The Development of a Research Culture in a Newly Established University: The Use of Publication Syndicates

6:30- 8:00 Adam's Mark: Plaza Court 1

Organizer: Barbara Myers, Auckland Technological U. Presenter: Barbara Myers, Auckland Technological U.

Friday 7:00PM

48: (AAC) Seattle 2003: Democracy Planning Dinner

7:00- 10:00 Adam's Mark: Gov. Sq. 9

Organizer: **Andrea Rivero-Dabos**, Carnegie Mellon U. *Presenter:* **Denise M. Rousseau**, Carnegie Mellon U.

49 : (ENT) Entrepreneurship Doctoral Consortium Dinner — Offsite

7:00- 10:00 Off-Site

Organizers: **Ben Oviatt**, Georgia State U.**; Shaker A. Zahra**, Georgia State U.

50 ❖: (GDO) Gender and Diversity in Organizations Doctoral Consortium Dinner

7:00- 9:30 Off-Site

Location and cost will be announced at the afternoon session of the doctoral consortium.

Organizer: Kecia M. Thomas, U. of Georgia

51 →: (ODC) Reception to Welcome International Academy Members

7:00- 9:00 Marriott: Col. Ballrm Sal. I

Program Chair: Chris Worley, Pepperdine U.

Division Chair: Peter Sorensen, Benedictine U.

Professional Development Workshop Chair: Gretchen Spreitzer, U.

of Michigan

Friday 7:30PM

52: (CMS) CMS Doctoral Workshop

7:30- 9:00 Marriott: Mattie Silks

Coordinators: David Jacobs, American U.; Naomi R. Olson, Boston College; Terry B. Porter, U. of Massachusetts, Amherst Speakers: Erica Gabrielle Foldy, Harvard U.; David Jacobs,

American U.; Ralph Stablein, Massey U.

53: (MSR) Meditation

7:30- 8:00 Adam's Mark: Gov. Sq. 14

Coordinator: Jerry Biberman, U. of Scranton

Friday 8:00PM

54 ❖: (////) Dinner on the Town with the IM Division Executive Committee Members

8:00- 10:00 Off-Site

Meet the Executive Committee members at the New and International Members Welcome and Road Map session at 8:00 PM to convene and go to dinner. Advance registration is not necessary. Program Chair: Sully Taylor, Portland State U.

Division Chair: Srilata Zaheer, U. of Minnesota

Hosts: Farok J. Contractor, Rutgers U.; Anne-Wil Harzing, U. of Melbourne; Mikael Sondergaard, U. of Southern Denmark Professional Development Workshop Chair: Schon L. Beechler, Columbia U.

Division Chair-Elect.: Joseph L.C. Cheng, U. of Illinois

55 ©: (MSR) Ken Wilber's Theory Frame and the Implications for Management, Spirituality and Religion

8:00- 10:00 Adam's Mark: Gov. Sq. 16

Facilitators: Thierry C. Pauchant, HEC, Montreal; Ian Mitroff, U. of Southern California

Coordinator: Lee Perry Robbins, Golden Gate U.

Speakers: Dale E. Fitzgibbons, Illinois State U.; Judi Neal, Association for Spirit at Work; David S. Steingard, St. Joseph's U.; John E. Young, U. of New Mexico

Saturday, August 10, 2002

Saturday 7:00AM

56 □SPDW: (MED, OB) From Titans To Dissidents: Leveraging Learning through Film

7:00- 9:00 Convention Center: A103

Participants should bring video assignments they have created for use in management courses to share with other workshop participants. Participants will receive a collection of numerous videobased assignments/worksheets developed for use in the classroom by the workshop organizers. Several sample movie analysis sheets similar to those that will be distributed to workshop participants will be e-mailed to you separately. Copies will also be faxed along with the signed permission forms.

Organizer: Amy B. Hietapelto, Michigan Technological U. Presenters: Amy B. Hietapelto, Michigan Technological U.; Sonia M. Goltz, Michigan Technological U.; Sharon Tyrell, Michigan Technological U.

Saturday 7:30AM

57 □ ♥: (BPS) Business Policy and Strategy Doctoral Consortium

7:30- 6:00 Adam's Mark: Silver

Organizer: Jeff Dyer, Brigham Young U.

Presenters: **Brian Silverman**, U. of Toronto; **Jay Barney**, Ohio State U.; **Kathleen Eisenhardt**, Stanford U.; **Will Mitchell**, Duke U.; **Jan W. Rivkin**, Harvard U.; **Harbir Singh**, U. of Pennsylvania

58 : (ENT) Entrepreneurship Division Doctoral Consortium

7:30- 5:30 Marriott: Matchless

Contact Ben Oviatt (benoviatt@gsu.edu) or Shaker Zahra (szahra@gsu.edu) for more info.

Coordinators: **Ben Oviatt**, Georgia State U.; **Shaker A. Zahra**, Georgia State U.

59: (GDO) GDO Doctoral Consortium Breakfast

7:30- 8:30 Marriott: Denver Ballrm Ste I

All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.

Host: Kecia M. Thomas, U. of Georgia

60 \square SPDW: (TIM, OC/S) TIM/OCIS Doctoral Consortium

7:30- 8:00 Marriott: Denver Ballrm Ste VI

Pre-registration is required. Continuation of Doctoral Consortium that begins on Friday. See earlier session for registration details. Organizers: Laura B. Cardinal, U. of North Carolina, Chapel Hill; Laurie J. Kirsch, U. of Pittsburgh

Speakers: Richard A. Bettis, U. of North Carolina, Chapel Hill; Michael A. Hitt, Arizona State U.; Mariann Jelinek, College of William and Mary; David Mowery, U. of California, Berkeley; Marshall Scott Poole, Texas A&M U.; Christopher L. Tucci, New York U.

Saturday 8:00AM

61 : (AAC) Membership Committee Opening Meeting and Breakfast

8:00- 10:00 Convention Center: C102

Organizer: Jane Whitney Gibson, Nova Southeastern U.

62: (BPS) Business Policy and Strategy New Faculty Consortium

8:00- 6:00 Adam's Mark: Gov. Sq. 16

The session requires pre-registration. Contact Person: Suresh Kotha. University of Washington Business School, 320 Mackenzie, 353200, Seattle, WA 98115. skotha@u.washington.edu. Phone: (206)-543-4466

Organizers: **Suresh B. Kotha**, U. of Washington; **Gautam Ahuja**, U. of Michigan

Presenters: Michael A. Hitt, Arizona State U.; Ming-Jer Chen, U. of Virginia; Raghu Garud, New York U.; Kathleen Eisenhardt, Stanford U.; William D. Guth, New York U.; Nandini Rajagopalan, U. of Southern California; Kevin Steensma, U. of Washington; Melissa Schilling, New York U.; Joanne E. Oxley, U. of Michigan; Thomas W. Lee, U. of Washington; Edward Zajac, Northwestern U.

63 ❖ SPDW: *(BPS, OMT, TIM)* Cranfield and Sam Walton Conversations on Organizational Knowledge

8:00- 2:00 Adam's Mark: Tower Court B

Pre-registration is needed to participate. Contact person is Vikas Anand, Sam Walton College of Business, University of Arkansas (vikas@walton.uark.edu).

Organizers: Mark R. Meckler, U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of Arkansas; Candace Jones, Boston College

Moderators: William H. Glick, Arizona State U.; Elaine Romanelli, Georgetown U.; Monica C. Higgins, Harvard U.; Bill McEvily, Carnegie Mellon U.; Jonathan Lewis Johnson, U. of Arkansas; Raghu Garud, New York U.; Gerard P. Hodgkinson, Leeds U.

64 ❖: (CAR) Getting High: Career Journeys in the Rocky Mountains National Park

8:00- 5:00 Off-Site

Outdoor experience, but not real hiking or intensive sport activity. Need to register in advance with y.baruch@uta.edu by 31 May or y.baruch@uea.ac.uk after 1st June 2002.

Organizers: Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington; Cherlyn S. Granrose, Berry College; Patricia Ann Baccili, Claremont Graduate U.

65 : (CMS) Continental Breakfast

8:00- 8:30 Marriott: Mattie Silks

Hosts: Paul Adler, U. of Southern California; Ralph Stablein, Massey U.

66 **⊚**: *(ENT)* Being Sisyphus; Becoming Parsival: Overcoming Myths About "Unconventional" Research Methods

8:00- 9:30 Marriott: Col. Ballrm Sal. F

Registration required. Contact Saras D. Sarasvathy, University of Washington, saras@u.washington.edu.

Speaker: **Thomas W. Lee**, U. of Washington, Seattle *Moderator:* **Saras D. Sarasvathy**, U. of Washington

67 **©**: (ENT) The Organization of Community-Based Entrepreneurial Development

8:00- 9:30 Marriott: Denver Ballrm Ste V *Michael Christie m.christie@qut.edu.au*

Host: Michael Christie, Queensland U. of Technology
Speakers: Benson Honig, Haifa U.; Frank Hoy, U. of Texas, El
Paso; Leigh Sear, Durham U.; David Pickernell, U. of Glamorgan

68 □ ©: (HR) HR Doctoral Student Consortium

8:00- 5:30 Adam's Mark: Gov. Sq. 10

This is a developmental workshop aimed at helping advanced doctoral students (ABDs) hone the skills necessary to succeed in an academic career. Pre-registration required; contact Robert. Cardy@asu.edu.

Organizers: Robert L. Cardy, Arizona State U.; Janice S. Miller, U. of Wisconsin, Milwaukee; Elissa Perry, Columbia U. Distinguished Speaker: Wayne F. Cascio, U. of Colorado, Denver Presenters: Sara L. Rynes, U. of lowa; Edward J. Conlon, U. of Notre Dame; Rodger W. Griffeth, Georgia State U.; K. Michele Kacmar, Florida State U.; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill: Larry J. Williams, Organizational Research Methods; John R. Hollenbeck, Michigan State U.; Sheldon Zedeck, U. of California, Berkeley; Mark Huselid, Rutgers U.; Richard W. Woodman, Texas A&M U.; John E. Sawyer, U. of Delaware: Marc J. Wallace. Center for Workforce Effectiveness: Dianna L. Stone, U. of Central Florida; Hal G. Gueutal, State U. of New York, Albany; Eduardo Salas, U. of Central Florida; Donna Maria Blancero, Arizona State U.; Melissa W. Barringer, U. of Massachusetts, Amherst; Janice S. Miller, U. of Wisconsin, Milwaukee; Miriam Erez, Technion-Israel Institute of Technology; Michael A. Hitt, Arizona State U.; Blaine McCormick, Baylor U.; Rebecca A. Thacker. Ohio U.: Charlie Trevor. U. of Wisconsin: Cynthia L. Sutton, Metropolitan State College, Denver; Greg L. Stewart, Brigham Young U.; Sarah J. Freeman, U. of Wisconsin, Milwaukee; Craig J. Russell, U. of Oklahoma; Robert L. Cardy, Arizona State U.

Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

69: (HR) HR Junior Faculty Consortium

8:00- 5:00 Adam's Mark: Gov. Sq. 9

This is a developmental workshop aimed at helping junior faculty members (first three years as Assistant Prof.) navigate the challenges associated with building a successful academic career. Pre-registration required; contact Cynthia Stevens at CStevens@rhsmith.umd.edu.

Organizers: Cynthia Kay Stevens, U. of Maryland; Adrienne Colella, Texas A&M U.; Alan M. Saks, U. of Toronto Presenters: Alan M. Saks, U. of Toronto; Adrienne Colella, Texas A&M U.; Joann Krauss Williams, Jacksonville State U.; Deborah S. Noble, U. of Missouri; Scott J. Behson, Fairleigh Dickinson U.;

Timothy DeGroot, McMaster U.; Amy L. Kristof-Brown, U. of Iowa; Steve Werner, U. of Houston; Mary A. Gowan, U. of Central Florida; Howard J. Klein, Ohio State U.; Cynthia Kay Stevens, U. of Maryland; Judy Tansky, Ohio State U.

Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

70 **©**SPDW: (IAM, ENT) Entrepreneurship in the Iberoamerican Context

8:00- 9:30 Convention Center: C208

Organizer: Martin Larraza-Kintana, U. Pública de Navarra Presenters: André Carlos M. Menck, U. Federal de Uberlandia; Jennifer Spencer, George Washington U.; Maria Jose Pinillos-Costa, U. Rey Juan Carlos; Carolina Gomez, Florida International U.; Luis Pereiro, U. Torcuato Di Tella; Martin Larraza-Kintana, U. Pública de Navarra

71 ☐ ❖: (///) International Management Division Doctoral Consortium

8:00- 5:00 Convention Center: C210

Coordinator: Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology Presenters: Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology; Thomas W. Lee, U. of Washington; P. Christopher Earley, Indiana U.; Andrew Delios, National U. of Singapore; Robert E. Hoskisson, U. of Oklahoma; Livia Markoczy, U. of California, Riverside; Susan C. Schneider, U. of Geneva; Anne S. Tsui, Hong Kong U. of Science

72 ☐ ❖: (////) International Management Junior Faculty Consortium

and Technology; Harry G. Barkema, Tilburg U.

8:00- 5:00 Convention Center: C212

Participants must apply and pre-register for this consortium. This consortium is open to invited participants only. Please contact Professor Tom Murtha at TMURTHA@csom.umn.edu for further information.

Coordinator: Thomas P. Murtha, U. of Minnesota
Presenters: Thomas P. Murtha, U. of Minnesota; Andrew Inkpen,
Thunderbird, The American Graduate School of International
Management; John Mezias, U. of Miami; Kazuhiro Asakawa, Keio
U.; Yves Doz, INSEAD; Cristina B. Gibson, U. of Southern
California; Tarun Khanna, Harvard U.; Vladimir Pucik,
International Institute for Management Development; J. Myles
Shaver, U. of Minnesota; Peter S. Ring, Loyola Marymount U.;
Stephen B. Tallman, U. of Utah; Mary Ann Von Glinow, Florida
International U.; Georg Von Krogh, U. of St. Gallen

73 ☐ ❖ SPDW: (IM, PNP, ONE) Behavioral Simulations and Interactive Exercises for International Management

8:00- 1:00 Convention Center: C206

Participants must pre-register for either one or both sessions and space is limited. For additional information, contact the session organizer, Professor Martha Maznevski at maznevski@imd.ch.
Organizers: Martha L. Maznevski, International Institute for Management Development; Mikael Sondergaard, U. of Southern Denmark

Facilitators: Allan W. Bird, U. of Missouri, St. Louis; Joyce Osland, U. of Portland; Jeanne M. McNett, Assumption College; Ann

Gregory, Memorial U.; **Elina Ibrayeva**, Southwest State U.; **Mark Mendenhall**, U. of Tennessee, Chattanooga; **Malika Richards**, Drexel U.; **Sully Taylor**, Portland State U. *Presenter:* **Winfried Ruigrok**, U. of St. Gallen

74: (MC) Process Consultation

8:00- 9:00 Marriott: Col. Ballrm Sal. C

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.

Presenter: **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

75 🕮 ©: (MC) Designing and Teaching Curricula in Management Consulting

8:00- 11:00 Convention Center: C104

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.

Presenters: Larry E. Greiner, U. of Southern California; Alberto Zanzi, Suffolk U.; Randall B. Hayes, Central Michigan U.; Thomas H. Olson, U. of Southern California; Susan M. Adams, Bentley College; Anthony F. Buono, Bentley College; Michael W. Stebbins, California Polytechnic State U., San Luis Obispo; Flemming Poulfelt, Copenhagen Business School; Marc Bonnet, ISEOR/U. of Lyon; Richard Dunford, Macquarie U.; Kurt Motamedi, Pepperdine U.; Marilyn E. Harris, CMU/HSCC; Debra McGilsky, Central Michigan U.; Kevin G. Love, Central Michigan U.; Larry Lepisto, Central Michigan U.; Mahmood Bahaee, Central Michigan U.

76 ©SPDW: *(MC, ODC)* Developing the Practice of Consulting: Critical Concepts and Skills

8:00- 8:00 Convention Center: C101

This workshop contains a number of different sessions and will conclude with an interactive consulting clinic. Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. Participation fee (contributes to the cost of notebook and handouts for sessions, beverages, snacks and equipment rental) - \$ 20 for Friday, \$25 for Saturday, \$40 for both days. Participants are encouraged to network for lunch and dinner.

Presenters: Rickie Moore, E.M. Lyon/ISEOR; Richard Dunford, Macquarie U.; Carol Gorelick, SOLUTIONS Inc./ Pace U.; Suzanne L. Geigle, Pricewaterhouse Coopers; Robert F. Jenefsky, Ecole Hoteliere de Lausanne; James M. Hunt, Babson College; Joseph R. Weintraub, Babson College; H. William Vroman, Morgan State U. / Strategic Planning Inc.; Leon de Caluwe, Free U., Amsterdam; Johannes Vermaak, Twynstra Management Consultants; Michael Nippa, Freiberg U. of Mining and Technology; Thomas H. Olson, U. of Southern California; Tracey Carsten Roll, Experian North America; Tenny Poole, Experian Information Systems; Magoroh Maruyama, Interactive Heterogenetics

77 © SPDW: (MC, ODC, OMT) Developing the Discipline of Consulting: Challenges, Pedagogy, Research and Reflection

8:00- 8:00 Convention Center: C107

This workshop contains a number of different sessions. Pre-register by July 19, 2002 with Vincent Favre at mcdpdw2002@em-lyon.com.

Presenters: Judith Gebhardt, Pepperdine U.; Roderick French, Office of the Dept. of the Navy, Chief Information Office; Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.; Brigitte Winkler, A47 Consulting; Anthony F. Buono, Bentley College; Alberto Zanzi, Suffolk U.; Flemming Poulfelt, Copenhagen Business School; Marc Bonnet, ISEOR/U. of Lyon; Terry R. Armstrong, Armstrong Consulting; Rickie Moore, E.M. Lyon/ ISEOR; Kurt Motamedi, Pepperdine U.; Aaron J. Nurick, Bentley College; Timothy Clark, U. of London; Richard Dunford, Macquarie U.; Elliott Jaques, George Washington U.; Randall B. Hayes, Central Michigan U.; Susan M. Adams, Bentley College; Thomas H. Olson, U. of Southern California; Larry E. Greiner, U. of Southern California; William B. Werther, Jr., U. of Miami; Michael W. Stebbins, California Polytechnic State U., San Luis Obispo; Wayne P. Jones, U. of Louisville; Marilyn E. Harris, CMU/ HSCC; Debra McGilsky, Central Michigan U.; Kevin G. Love, Central Michigan U.; Larry Lepisto, Central Michigan U.; Mahmood Bahaee, Central Michigan U.

78: (MSR) Meditation

8:00- 8:30 Convention Center: C112

Coordinator: Jerry Biberman, U. of Scranton

79 → ❖: (OB) International Research in Organizational Behavior: Strategies for Global Collaboration

8:00- 12:00 Adam's Mark: Tower Court C

We want to provide a forum for the discussion of research agendas and ideas from different regions of the world that will enable U.S. members to become aware of and involved in OB issues. We want to provide non-U.S. members with the opportunity to become more involved in OB issues addressed in the U.S. This may have the further benefit of strengthening the representation of international scholars in the OB division.

Presenters: **Robert E. Wood**, Australian Graduate School of Management; **Carrie R. Leana**, U. of Pittsburgh

80 SPDW: (OB. OMT) Junior Faculty Workshop

8:00- 5:00 Adam's Mark: Terrace

Workshop is designed for junior faculty to help them develop networks in the Academy. The Saturday session runs from 8am to 5pm, beginning with breakfast. There are four major topics covered in this session including: Having an impact as a scholar, maintaining professional balance, grant writing, and sustaining motivation across the career.

Organizers: **Kenneth R. Thompson**, DePaul U.; **Brian Uzzi**, Northwestern U.

Presenters: Raymond Aldag, U. of Wisconsin; Sigal G. Barsade, Yale U.; Anne M. O'Leary-Kelly, U. of Arkansas; Fred Luthans, U. of Nebraska, Lincoln; William H. Starbuck, New York U.; Jennifer M. George, Rice U.; Pamela R. Haunschild, Stanford U.; Nic Mathys, DePaul U.; Richard T. Mowday, U. of Oregon; Mary Ann Von Glinow, Florida International U.; John L. Naman, N/A; Sheena S. Iyengar, Columbia U.; Mary Ann Glynn, Emory U.; Heather Haveman, Columbia U.

81 SPDW: (OB, OMT, ODC) Doctoral Student Consortium

8:00- 5:00 Adam's Mark: Plaza Ballrm A

Editors' panel in conjunction with people attending the Junior Faculty Consortium.

Coordinators: Ronald E. Purser, San Francisco State U.; Paul

Ingram, Columbia U.; Angelo J. Kinicki, Arizona State U. Speakers: Maureen L. Ambrose, U. of Central Florida; Hilary Bradbury, Case Western Reserve U.; Dov Eden, Tel Aviv U.; Mariann Jelinek, College of William and Mary; Timothy A. Judge, U. of Florida; John Freeman, U. of California, Berkeley; William Ocasio, Northwestern U.; Quy Nguyen-Huy, INSEAD; Hayagreeva Rao, Emory U.; Tal Simons, Columbia U.; Jesper B. Sorensen, Massachusetts Institute of Technology; Olav Sorenson, U. of California, Los Angeles; Ramkrishnan V. Tenkasi, Benedictine U.; Mary J. Waller, U. of Illinois; Richard W. Woodman, Texas A&M U.; Francis J. Yammarino, State U. of New York, Binghamton

82 SPDW: *(OCIS, TIM)* **OCIS/TIM Junior Faculty Consortium** 8:00-5:00 Convention Center: C103

Participants are requested to pre-register for this activity by emailing Prof. V. Sambamurthy (smurthy@rhsmith.umd.edu) so that we can get an accurate headcount for catering purposes.

Organizers: V. Sambamurthy, U. of Maryland; Raghu Garud, New York U.

Presenters: Ann Majchrzak, U. of Southern California; Alain Pinsonneault, McGill U.; Noshir Contractor, U. of Illinois; Martin F. Kenney, U. of California, Davis; Lynda Aiman-Smith, North Carolina State U.

83 © SPDW: (ODC, MED) Executive Doctoral Colloquium 8:00- 6:00 Marriott: Col. Ballrm Sal. D

Organizers: John D. Aram, Case Western Reserve U.; Mark Jenkins, Cranfield U.; David R. Schwandt, George Washington U.; Therese F. Yaeger, Benedictine U.; Peter Sorensen, Benedictine U.

84 SPDW: (RM, OB, BPS, OMT, IM) Social Network Research Workshop

8:00- 5:00 Convention Center: C209

Registration required including a fee of \$45 dollars to cover cost of software and CD-ROMs.

Presenters: Nicholas Athanassiou, Northeastern U.; Stephen P. Borgatti, Boston College; Daniel J. Brass, U. of Kentucky; Julie M. Hite, Brigham Young U.; David Krackhardt, Carnegie Mellon U.

85: (S/M) SIM Doctoral Consortium

8:00- 6:00 Adam's Mark: Plaza Court 4

Organizers: **Ann K. Buchholtz**, U. of Georgia; **Daniel R. Gilbert**, Gettysburg College

Presenters: Bradley R. Agle, U. of Pittsburgh; Laquita C. Blockson, Florida International U.; Craig P. Dunn, San Diego State U.; Steve Feldman, Case Western Reserve U.; Ann E. Feyerherm, Pepperdine U.; R. Edward Freeman, U. of Virginia; Virginia Woods Gerde, U. of New Mexico; Jennifer Griffin, George Washington U.; Jeffrey S. Harrison, U. of Central Florida; Patsy Lewellyn, U. of South Carolina, Aiken; Jeanne M. Logsdon, U. of New Mexico; John F. Mahon, U. of Maine; Mary J. Mallott, U. of Hawaii, West Oahu; Joshua D. Margolis, Harvard U.; Douglas R. May, U. of Nebraska, Lincoln; Kathryn S. Rogers, Pitzer College; Lori Verstegen Ryan, San Diego State U.; Craig V. VanSandt, Augustana College; Sandra Waddock, Boston College; Gary R. Weaver, U. of Delaware; Stephanie Welcomer, U. of Maine; Andrew C. Wicks, U. of Washington; Marshall J. Schminke, U. of Central Florida; Pursey Heugens, Concordia U.

86 : (S/M) Rebuilding: The Role of Social Capital and Social Networks

8:00- 12:30 Adam's Mark: Gov. Sq. 11

Organizers: Kathleen A. Getz, American U.; Jerry M. Calton, U. of

Hawaii, Hilo

Presenters: Tim Rowley, U. of Toronto; Duane Windsor, Rice U.

Saturday 8:30AM

87 SPDW: (CAR, GDO) On Becoming a Department Chair (and Further)

8:30- 10:00 Convention Center: A101

Presenter: Jeffrey A. Mello, Towson U.

Speakers: David B. Balkin, U. of Colorado, Boulder; Erik Winslow,

George Washington U.; Joy Schneer, Rider U.

88 : (CMS) Introducing the People and the Program

8:30- 9:00 Marriott: Mattie Silks

Chair: Ralph Stablein, Massey U.

89 : (ENT) Entrepreneurship Division New Faculty Consortium

8:30- 5:30 Marriott: Denver Ballrm Ste II

Contact David Deeds for more info deeds@po.cwru.edu

Coordinators: David L. Deeds, Case Western Reserve U.; Anne

McCarthy, Colorado State U.; Barbara Jean Bird, American U.

90 : (GDO) GDO Doctoral Consortium Session III: Finding a Place for Your Scholarship

8:30- 10:00 Marriott: Col. Ballrm Sal. G

All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.

Chair: Kecia M. Thomas, U. of Georgia

Presenters: Donna Chrobot-Mason, U. of Colorado, Denver; Erika Hayes James, U. of Virginia; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Peggy Stockdale, Southern Illinois U., Carbondale

8:30- 12:00 Marriott: Col. Ballrm Sal. H+I+J

This workshop continues in the afternoon. Attendance all day is preferred but not required. All Academy members are welcome. Preregistration is highly encouraged (though not required), to allow better planning for and use of the day. Contact Bernardo M. Ferdman, Alliant International U., bferdman@alliant.edu, preferably by July 8th.

Organizer: Bernardo M. Ferdman, Alliant International U. Facilitators: S. Gayle Baugh, U. of West Florida; Stacy Blake-Beard, Harvard U.; Ronald J. Burke, York U.; Donna Chrobot-Mason, U. of Colorado, Denver; Parshotam Dass, U. of Manitoba; Martin N. Davidson, U. of Virginia; Marta M. Elvira, INSEAD/U. of California, Irvine; Robin Ely, Harvard U.; Erika Hayes James, U. of Virginia; Audrey J. Murrell, U. of Pittsburgh; Joseph Ofori-Dankwa, Saginaw Valley State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Peggy Stockdale, Southern Illinois U., Carbondale; Jasmine Tata, Loyola U., Chicago; Kecia M. Thomas, U. of Georgia; Carolyn M. Wiethoff, Indiana U., Bloomington;

Elaine Yakura, Michigan State U.

Professional Development Workshop Chair: **Bernardo M. Ferdman**, Alliant International U.

92 SPDW: (HCM, MED) Teaching Skills for the 21st Century

8:30- 10:30 Convention Center: C108

Chair: Mindi McKenna, Rockhurst U.

Presenters: **Dewey E. Johnson**, California State U., Fresno; **Keith J. Benson**, Winthrop U.; **Robert C. Myrtle**, U. of Southern

California

93 : (MH) New Member Workshop: Introduction to the Academy, the MH Division and the Annual Meeting

8:30- 10:00 Marriott: Nat Hill

Presenters: Andrew H. Van de Ven, U. of Minnesota; Jorge M. Herrera, CultureSense International, Inc.; Shawn M. Carraher, Texas A&M U.

94 ©: (MSR) Action Research as Spiritual Practice

8:30- 12:00 Convention Center: C112 *Presenter:* **Peter Reason**, U. of Bath

95 □ • ÷: (ONE) ONE Doctoral Consortium

8:30- 5:00 Marriott: Col. Ballrm Sal. A

Organizers: Mark B. Milstein, U. of North Carolina, Chapel Hill;

Anne S. York, U. of North Carolina, Chapel Hill

Facilitators: Pratima Bansal, U. of Western Ontario; Mary Yoko Brannen, San Jose State U.; Petra Christmann, U. of Virginia; Stuart Hart, U. of North Carolina, Chapel Hill; David A. Hofmann, U. of North Carolina, Chapel Hill; Andrew King, New York U.; Michael Lenox, New York U.; Abagail McWilliams, U. of Illinois, Chicago; Sanjay Sharma, Wilfrid Laurier U.; David A. Whetten, Brigham Young U.; Mark P. Sharfman, U. of Oklahoma

96 : *(RM)* Estimating Interaction Effects Using Multiple Regression.

8:30-12:30 Convention Center: C202
Introductory graduate level statistics and research methods required. \$35 fee required by July 15.

Presenter: Herman Aguinis, U. of Colorado, Denver

97 : (S/M) Philosophers and Social Scientists on Business Ethics: Two Solitudes or Theoretical Mosaic?

8:30- 10:00 Off-Site

This event will be held in conjunction with the Society of Business Ethics meeting at the Westin Tabor Center.

Organizer: Gary R. Weaver, U. of Delaware

Participants: Norman E. Bowie, U. of Minnesota; George Brenkert, Georgetown U.; James F. Weber, Duquesne U.; Richard P. Nielsen, Boston College; Archie B. Carroll, U. of Georgia

Saturday 8:45AM

98 : (NDSC) New Doctoral Student Consortium

8:45- 5:30 Adam's Mark: Plaza Ballrm D

Sponsored by China Europe International Business School (CEIBS). The New Doctoral Student Consortium (NDSC) is designed for first- and second-year doctoral students. It provides an opportunity for new students to meet each other and learn more

about succeeding in their doctoral programs and in academia. Such topics as strategies for launching a successful publication record, how to conduct exemplary research, ways to develop mentoring relationships, building teaching excellence and getting involved in your Academy will be addressed. Pre-registration is required since space is limited. Pre-registration will open on March 1, 2002, and can be performed by accessing our website at www.aom.pace.edu/ndsc.

Organizers: Grant H. Fenner, U. of Memphis; Manuela N. Hoehn, Boston U.; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Bo Nielsen, Copenhagen Business School; Tyrone S. Pitsis, U. of Technology, Sydney

Presenters: Denise M. Rousseau, Carnegie Mellon U.; Peter J. Lane, Arizona State U.; Jane Whitney Gibson, Nova Southeastern U.; Glen E. Kreiner, U. of Cincinnati; Candida G. Brush, Boston U.; Stewart Clegg, U. of Technology, Sydney; Terri A. Scandura, U. of Miami; Jason A. Colquitt, U. of Florida; Edwin A. Locke, U. of Maryland; Kimberly D. Elsbach, U. of California, Davis; Gregory B. Northcraft, U. of Illinois; Peter J. Frost, U. of British Columbia; Larry E. Greiner, U. of Southern California

Saturday 9:00AM

99: (AAC) Board of Governors' Meeting

9:00- 5:00 Adam's Mark: Director's Row H

Organizer: Jean M. Bartunek, Boston College

100 (□ ©: (CM) Conflict Management Doctoral Student Consortium

9:00- 5:00 Marriott: Col. Ballrm Sal. B

Interested doctoral students and/or their advisors should contact Sally Blount (NYU) at sblount@stern.nyu.edu by June 15, 2002. Organizer: Sally Blount-Lyon, New York U.

Speakers: Steven Blader, New York U.; Corinne Bendersky, Massachusetts Institute of Technology; Peter H. Kim, U. of Southern California; Don Moore, Carnegie Mellon U.; Ya-Ru Chen, New York U.; Kathleen Valley, Harvard U.; Terry L. Boles, U. of Iowa; Donald E. Conlon, Michigan State U.; Laura Kray, U. of Arizona; Kimberly A. Wade-Benzoni, New York U.; Gregory B. Northcraft, U. of Illinois; Roy J. Lewicki, Ohio State U.; Margaret A. Neale, Stanford U.; Max H. Bazerman, Harvard U.

101: *(CMS)* Postcolonialism and Organizational Analysis: Theory, Research, Practice

9:00- 11:30 Marriott: Mattie Silks

Chairs: **Anshuman Prasad**, U. of New Haven; **Pushkala Prasad**, Skidmore College

Speakers: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College; Raza A. Mir, Monmouth U.; Ali H. Mir, Monmouth U.

102 © SPDW: *(HR, CAR)* Surviving Workaholism: Yours, Mine, and Theirs

9:00- 12:00 Adam's Mark: Plaza Court 1

This workshop will help participants learn how to deal with those "inefficient, nitpicking, control freaks" they have to interact with in their workplace. Exercises, discussion, and self-assessment will be used to investigate a broad range of implications. Pre-registration is recommended but walk-ins welcome if space is available; contact

Gayle Porter (gporter@camden.rutgers.edu). Organizer: Mary R. Watson, New School U.

Facilitator: Gayle Porter, Rutgers U., Camden

Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

103 (MED) Learning and Teaching via the Internet: What Do We Know?

9:00- 11:00 Convention Center: A105

Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh

Presenters: Leigh Stelzer, Seton Hall U.; J. B. Arbaugh, U. of

Wisconsin, Oshkosh

104 (MED) Developing Doctoral Students - A **Generational Perspective**

9:00- 11:00 Convention Center: A109

Distinguished Speaker: Paul S. Goodman, Carnegie Mellon U. Presenters: Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Nancy Rothbard, U. of Pennsylvania

105 SPDW: (MED, OB, OC/S) Teaching Management with Technology: You Need a Network to Teach without a Net

9:00- 12:00 Convention Center: A107

Contact Randall G. Sleeth at email: rsleeth@vcu.edu Organizer: Randall G. Sleeth, Virginia Commonwealth U. Presenters: Randall Dunham, U. of Wisconsin, Madison; Joseph E. Garcia, Western Washington U.; Robert David Marx, U. of Massachusetts, Amherst; Randall G. Sleeth, Virginia Commonwealth U.; Joan Weiner, Drexel U.; Joseph E. Champoux, U. of New Mexico

106 SPDW: (ODC, MC) The Five Approaches of Change

9:00- 12:00 Marriott: Col. Ballrm Sal. C

Organizers: Leon de Caluwe, Free U., Amsterdam; Johannes Vermaak, Twynstra Management Consultants

107 € ❖: (PS) Accelerated Action Learning through Real-Time Academic-Practitioner Action Research

9:00- 12:00 Adam's Mark: Gov. Sq. 12

This workshop is designed for practitioner-based action research/ learning projects to make progress on their own action research, with input from academic and practice-based experts. Project participants should come ready to work on their projects, either in making progress or setting the stage for the next round of AR. Chair: Daniel F. Twomey, Fairleigh Dickinson U.

Facilitators: Terry Orr, Columbia U.; Lyle Yorks, Columbia U.; Victoria Jean Marsick, Columbia U.; Gregory Hammill, Fairleigh Dickinson U.; Rupert F. Chisholm Jr., Pennsylvania State U.; Joel I. Harmon, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Rita Kowalski, U.S. Dept. of Veterans Affairs; Lena Neal, CSC Consulting; Jeana Wirtenberg, Public Service Enterprise Group

Saturday 9:30AM

108 : (AAC) Newsletter Editor

9:30- 11:00 Adam's Mark: Tower Court A

Organizer: Norman B. Bryan, Georgia State U.

109 ❖: (ENT) Utilizing Effective Networks in **Entrepreneurship Curriculum**

9:30- 11:00 Marriott: Col. Ballrm Sal. F

Speakers: Kelly G. Shaver, College of William and Mary; McRae C. Banks, Worcester Polytechnic Institute; Gina Betti, Worcester Polytechnic Institute

Moderator: Brian B. McKenzie, Victoria U.

110 @SPDW: (ENT, PNP, MED) How Universities Can Assist **Economic Development**

9:30- 11:00 Marriott: Denver Ballrm Ste V

Presenters: Alan L. Carsrud, U. of California, Los Angeles; Hugh D. Sherman, Ohio U.; Norris F. Krueger Jr., Boise State U.; Newell Gough, Boise State U.

Saturday 10:00AM

111 ❖: (GDO) GDO Doctoral Consortium Session IV: Finding Your Place in the Network of Diversity Scholars

10:00- 12:00 Marriott: Col. Ballrm Sal. G

All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.

Chair: Kecia M. Thomas, U. of Georgia

Presenters: Jeanette N. Cleveland, Pennsylvania State U.; David L. Ford, Jr., U. of Texas, Dallas; Jasmine Tata, Loyola U., Chicago; David A. Thomas, Harvard U.

112 ©: (/AM) Management in a Globalized World: **Applications for Iberoamerican Countries**

10:00- 11:30 Convention Center: C208

Contact person: Carlos Alsua. No pre-registration required. Chair: Carlos Alsua, U. of Alaska, Anchorage Presenters: John Sargent, U. of Texas, Pan American; Linda Matthews, U. of Texas, Pan American; Eric J. Romero, West Texas A&M U.; Carlos Alsua, U. of Alaska, Anchorage; Carolina Gomez, Florida International U.

113 (MH) AACSB and Management Education: Are **Changes Consistent with AACSB History?**

10:00- 11:00 Marriott: Nat Hill

Organizer: Michele A. Govekar, Ohio Northern U. Presenters: Milton R. Blood. AACSB International-Association to Advance Collegiate Schools of Business; Terry L. Maris, Ohio Northern U.; Nicholas S. Miceli, Ohio Northern U.

114 □ • : (MOC) Organizational Identity and Image: **Research Methods at Work**

10:00- 12:00 Convention Center: C105

Preregistration strongly encouraged. Please contact Jan Christine at jchristi@fast.net or Andrea Casey at acasey@gwu.edu Presenters: Timothy J. Tobin, George Washington U.; Janet M. **Dukerich**. U. of Texas. Austin: **Dennis A. Gioia**. Pennsylvania State U.; Mary Jo Hatch, U. of Virginia; Majken Schultz, Copenhagen

Business School; David A. Whetten, Brigham Young U. Program Coordinator: Jan Christine, George Washington U.

115 • *: (ONE) Evolution of ONE Research Networks: Connecting Past, Present, & Future ONE Scholars and Scholarship

10:00- 12:00 Marriott: Denver Ballrm Ste III

Presenters: Sanjay Sharma, Wilfrid Laurier U.; Mark Starik, George Washington U.

116 □ • SPDW: (TIM, BPS, OMT) Modeling Legacies and Shocks

10:00- 12:00 Marriott: Denver Ballrm Ste IV

Pre-registration is not required, but is encouraged. Contact Mike Lawless at lawless@duke.edu.

Chairs: Michael W. Lawless, Duke U.; Philip C. Anderson, **INSEAD**

Speakers: Raghu Garud, New York U.: Daniel Levinthal, U. of Pennsylvania

Saturday 10:30AM

117 ❖: (HCM) Skills for Managing the Transition through **Graduate School**

10:30- 12:00 Convention Center: C110

Chair: Timothy Hoff, State U. of New York, Albany

Presenters: Louise Meret-Hanke, Pennsylvania State U.; Darrell Burke, Virginia Commonwealth U.: Jullet A. Davis, U. of Alabama.

118 : (HCM) Skills for Managing the Transition through **Junior Faculty Status**

10:30- 12:00 Convention Center: C106

Chair: Camille K. Barsukiewicz, U. of Memphis

Presenters: James D. Bramble, Creighton U.; Nicole L. Dubbs, Columbia U.; Robert J. Weech-Maldonado, Pennsylvania State U.

Saturday 11:00AM

119 ©: (ENT) Building Theory for the Entrepreneurship Domain: Should We Pursue a Unified Theory?

11:00- 12:30 Marriott: Col. Ballrm Sal. F

Presenters: Per Davidsson, Jönköping International Business School; Frederic Delmar, Stockholm School of Economics; William B. Gartner, U. of Southern California

Moderators: Page West, Wake Forest U.; Lowell Busenitz, U. of Oklahoma

120 (ENT) Non-traditional Academics in **Entrepreneurship: Current Practice and Critical Issues**

11:00- 12:30 Marriott: Denver Ballrm Ste V

For more information contact McRae C. Banks, Department of Management, WPI, 100 Institute Road, Worcester MA 01609, 508-831-5218, macb@wpi.edu OR James B. Sanders, The Columbia Group, isanders@home.com.

Chairs: McRae C. Banks, Worcester Polytechnic Institute; James Sanders, U. of Maryland; Jack Kaplan, Columbia U.

121 SPDW: (MED, IM, ITC) Innovative Distance Learning Web-Enabled Course Designs

11:00- 1:00 Convention Center: A103

Chair: Juan Florin, Bryant College

Presenters: John Burrows, Tulane U.; Suzanne C. de Janasz,

Section D

James Madison U.; Louise Kelly, Alliant International U.; Harsh K. Luthar, Bryant College; Juan Florin, Bryant College; Virginia Taylor, William Paterson U.; David J. Ackerman, U. of Alaska Southeast Office of Distance Education

122 : (MH) Strategic Time Management for the Doctoral Student

11:00- 12:00 Marriott: Nat Hill

Presenters: Jane Whitney Gibson, Nova Southeastern U.; Regina A. Greenwood, Kettering U.; Michele A. Govekar, Ohio Northern U.

Saturday 11:15AM

123 □ ♥: (MC) Marketing for University-based **Consultants**

11:15- 12:15 Convention Center: C109

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.

Presenter: Wayne P. Jones, U. of Louisville

Saturday 11:30AM

124 : (CMS) Contributions from the Critical: Innovation in Case Study Teaching

11:30- 12:30 Marriott: Mattie Silks

Chair: Paul Adler, U. of Southern California

Saturday 12:00PM

125 : (AAC) Placement Registration

12:00- 5:00 Hyatt: Pikes Peak

Organizer: Nancy H. Leonard, West Virginia U.

126: (AAC) Registration

12:00- 5:00 Convention Center: Ballroom

Organizer: Nancy Urbanowicz, Academy of Management

127: (AAC) Membership

12:00- 5:00 Convention Center: Ballroom

Discover the benefits of membership, update member information, find out how to get involved.

Organizer: Jane Whitney Gibson, Nova Southeastern U.

128 SPDW: (BPS, RM) Applying Simulation to Strategy

12:00- 2:00 Adam's Mark: Plaza Court 3

This workshop is free and open to all AOM members. Contact

person: Quintus R. Jett (jettq@rice.edu)

Presenters: Quintus R. Jett, Rice U.; Corinne A. Coen, State U. of New York, Buffalo: Alan B. Eisner, Pace U.: Alva Taylor. Dartmouth College

129 **♦ ♦**: (GDO) Building Community & Inclusion II: The **Dialogue Continues**

12:00- 6:00 Marriott: Col. Ballrm Sal. G+H+I+J

This workshop is a continuation of the morning session, and includes a light lunch. All Academy members are welcome. Preregistration is highly encouraged (though not required), to allow better planning for and use of the day. Contact Bernardo M.

Ferdman, Alliant International U., bferdman@alliant.edu, preferably by July 8th.

Organizer: Bernardo M. Ferdman, Alliant International U. Facilitators: S. Gayle Baugh, U. of West Florida; Stacy Blake-Beard, Harvard U.; Ronald J. Burke, York U.; Donna Chrobot-Mason, U. of Colorado, Denver; Parshotam Dass, U. of Manitoba; Martin N. Davidson, U. of Virginia; Marta M. Elvira, INSEAD/U. of California, Irvine; Robin Ely, Harvard U.; Erika Hayes James, U. of Virginia; Audrey J. Murrell, U. of Pittsburgh; Joseph Ofori-Dankwa, Saginaw Valley State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Peggy Stockdale, Southern Illinois U., Carbondale; Jasmine Tata, Loyola U., Chicago; Kecia M. Thomas, U. of Georgia; Carolyn M. Wiethoff, Indiana U., Bloomington; Elaine Yakura, Michigan State U.

130 (MED) Business Games: Reality What an Interesting Concept. ... Even Global

12:00- 1:30 Convention Center: A109

Learning can be fun, come play a business game, domestic or international

Presenter: A. Andrea Licari, St. John's U.

131 □SPDW: (MED, OCIS) Films and Cinema in Teaching (Animated Film as a Continuing Teaching Resource)

12:00- 1:30 Convention Center: A107

Open to all.

Organizer: Joseph E. Champoux, U. of New Mexico
Presenters: Jon Billsberry, Open U., U.K.; Joseph E. Champoux,
U. of New Mexico

132 (PNP) Public and Nonprofit Division Junior Faculty Consortium

12:00- 6:00 Adam's Mark: Plaza Court 7

Pre-registration required. Contact Jennifer Wade or Judith Miller. Organizers: Jennifer A. Wade, U. of Colorado, Denver; Judith L. Miller, Ohio U.

133 □: (TIM) Teaching Challenges in Innovation and Technology Management

12:00- 3:00 Marriott: Denver Ballrm Ste IV

While registration is not required to attend this PDW, you may wish to ensure that you are able to receive a copy of the handouts. Please register with Donald E. Hatfield https://documents.org/register-with-point-the-meetings. Be sure to include the subject line of "TIM PDW" in your email.

Organizers: Ron Sanchez, International Institute for Management Development; Donald E. Hatfield, Virginia Polytechnic Institute and State U.

Speakers: Arnold C. Cooper, Purdue U.; Allan N. Afuah, U. of Michigan; Ron Adner, INSEAD; Chet Miller, Wake Forest U.

Saturday 12:30PM

134 🕮 ©: (AAC) Teaching Theme Committee (TTC) The World as Classroom: Pedagogies of Engagement

12:30- 4:00 Adam's Mark: Plaza Court 5 *Luncheon and refreshments included*

Organizers: Laurie N. DiPadova, U. of Utah; David Jamieson, Pepperdine U.; John A. Miller, Bucknell U.; Joan Weiner, Drexel U.

135 ©: (ENT) Council of Endowed Chairs' Annual Luncheon

12:30- 2:00 Marriott: Col. Ballrm Sal. E

Limited to 30; admission by pre-registration only. Cost of \$25. Register with Mac Banks (macb@wpi.edu)

Organizer: McRae C. Banks, Worcester Polytechnic Institute

136 SPDW: (HR, MED) Does Innovative Teaching Work? Evaluating Learning Effectiveness and Publishing the Results

12:30- 2:30 Adam's Mark: Plaza Court 1

Pre-registration is recommended but walk-ins welcome if space is available; contact amy_kenworthy_uren@bond.edu.au

Organizer: Mary R. Watson, New School U.

Chair: Amy L. Kenworthy-U'Ren, Bond U.

Facilitators: Brooks C. Holtom, Marquette U.; Tim O. Peterson, Oklahoma State U.; James (Ben) Shaw, Bond U.; Ian O. Williamson, U. of Maryland; Amy L. Kenworthy-U'Ren, Bond U.; Mary R. Watson, New School U.; Dale E. Fitzgibbons, Illinois State U.; Roy J. Lewicki, Ohio State U.; Barbara B. Flynn, Wake Forest U.

Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

Saturday 1:00PM

137 SPDW: (BPS, OMT) A Process View of Strategy: Exploiting the Duality of Content and Process

1:00- 6:00 Adam's Mark: Vail

Presenters: Yves Doz, INSEAD; Joe Porac, Emory U.; Gabriel

Szulanski, U. of Pennsylvania

138 : (CAR) "Movin' On - or - What's Next After an Academic Career?"

1:00- 3:00 Convention Center: A101

Organizers: **Judi S. Strauss**, Benedictine U.**; Razelle Frankl**, Rowan U.

139 SPDW: (CAR, HCM) Ask the Experts: Issues Surrounding Employee Physical Health and Well-Being

1:00- 3:00 Convention Center: C102

Organizer: Thomas A. Wright, U. of Nevada, Reno Speakers: Blake E. Ashforth, Arizona State U.; Roderick D. Iverson, Simon Fraser U.; James Campbell Quick, U. of Texas, Arlington; Barry M. Staw, U. of California, Berkeley; Russell Cropanzano, Colorado State U.; John Diamond, Triad Medical Center

140 ©: (ENT) Coaching the Leadership Team: When Entrepreneurs Need Developmental Support

1:00- 2:30 Marriott: Col. Ballrm Sal. F

No registration required. Contact Person: Deborah Butler, Georgia State University, 404.651-0767. dbutler@gsu.edu.

Speaker: Mark D. Cannon, Vanderbilt U.

Moderator: Deborah S. Butler, Georgia State U.

141 ©: (MC) Overcoming Resentments Against Management Consultants in Client Organizations

1:00- 2:45 Convention Center: C109

Please pre-register by July 19, 2002, with Vincent Favre at

mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.

Presenter: Michael Nippa, Freiberg U. of Mining and Technology

142 (MC) Using Consulting for Scholarly Research

1:00-4:00 Convention Center: C104

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.

Presenters: Anthony F. Buono, Bentley College; Rickie Moore, E.M. Lyon/ISEOR; Alberto Zanzi, Suffolk U.; Flemming Poulfelt, Copenhagen Business School; Marc Bonnet, ISEOR/U. of Lyon; Terry R. Armstrong, Armstrong Consulting; Larry E. Greiner, U. of Southern California; William B. Werther, Jr., U. of Miami; Richard Dunford, Macquarie U.; Timothy Clark, U. of London; Kurt Motamedi, Pepperdine U.; Aaron J. Nurick, Bentley College

143 SPDW: (MED, MSR) Moving from Manager to Humanager - Holistic "Mind-Bypass" Activities for Leadership Development

1:00- 2:30 Convention Center: C108

Organizer: Erella Shefy, Humanager Consultants Facilitator: Jerry Biberman. U. of Scranton

144 @SPDW: (MED, OCIS, OB) The Use of Art, Drama, Poetry and Storytelling for Team Development: Reframing the Way We Look at Teams in Organisations

1:00- 3:00 Convention Center: A103

Organizer: Lichia Yiu, Centre for Socio-Economic Development Presenters: William P. Ferris, Western New England College; Nick Nissley, U. of St. Thomas; William Van Buskirk, La Salle U.; Lichia Yiu, Centre for Socio-Economic Development

145 SPDW: (MOC, OC/S) Organizational Memory: Conceptualizing It in the Tower, Using It in the Field

1:00- 3:00 Convention Center: C105

Pre-registration is not required but appreciated. Please contact Fernando Olivera at folivera@ivev.uwo.ca

Chairs: Fernando Olivera, U. of Western Ontario; Andrea Casey, George Washington U.

Coordinator: Linda Byington, George Washington U. Speakers: Vikas Anand, U. of Arkansas; Robert L. Cross, U. of Virginia; Diane Rulke, U. of London; Eric W. Stein, Pennsylvania State U.

146 : (MSR) Beyond Networks to Community: Spiritual Foundations for Developing Academic Community

1:00- 2:30 Convention Center: C112

Presenters: Rita Weathersby, U. of New Hampshire; Judith A. White, Santa Clara U.

147 ♥ ❖: (OB) Networking of Organizational Behavior and **Information Systems Researchers**

1:00- 3:00 Adam's Mark: Tower Court C

This workshop focuses on how OB and IS can work together to facilitate the integration and use of advanced information technology.

Presenter: **Surinder Kahai**, Binghamton U.

148 : (OM) Doctoral Student Consortium - Research Incubator

1:00- 5:00 Convention Center: C206

Moderator: Rebecca Duray, U. of Colorado, Colorado Springs

149 (PNP) Public and Nonprofit Division Doctoral Student Consortium (Day 1)

1:00- 5:00 Adam's Mark: Plaza Court 8

Preregistration required. Continued on Sunday.

Organizers: Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis; Mary Kittleson Kirlin, Indiana U./Purdue U., Indianapolis

Presenters: Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis; Joseph J. Galaskiewicz, U. of Arizona; Robert T. Golembiewski, U. of Georgia; Mary E. Guy, Florida State U.; James L. Perry, Indiana U.; Jennifer A. Wade, U. of Colorado, Denver

150 **№** . (PS) International Comparisons of Academic-**Practitioner AR**

1:00- 3:00 Adam's Mark: Gov. Sq. 12

This workshop is a continuation of the Practitioner Series on Collaborative Action Research. Participants are strongly encouraged to engage in discussions with projects internationally and draw lessons for their own projects and on-going workshop discussions. Chair: Victoria Jean Marsick, Columbia U.

Presenters: Peter Reason, U. of Bath; Morten Levin, Norweign U.; David Coghlan, U. of Dublin; Peter Totterdell, U. of Sheffield; Thoralf Ulrik Qvale, Work Research Institute Discussant: Joel I. Harmon, Fairleigh Dickinson U.

Saturday 1:30PM

151: (CMS) New Directions in Research: Roundtables

1:30- 3:30 Marriott: Mattie Silks Organizer: Ann L. Cunliffe, California State U., Hayward Presenters: Charles Booth, U. of the West of England; John Brocklesby, Victoria U., Wellington; Wendy Cukier, Ryerson U.; Robert S. D'Intino, Pennsylvania State U.; Eduardo Davel, Ecole des HEC, Montreal / Tele-universite; Rick Delbridge, Cardiff U.; Jeanie M. Forray, Western New England College; Yvonne Benschop, U. of Nijmegen; Bill Harley, U. of Melbourne; Cynthia Hardy, U. of Melbourne; John Hassard, U. of Manchester Institute of Science & Technology; Michael Rowlinson, U. of North London; Richard N. Hayes, Northwestern U.; Heather Joy Hopfl, U. of Northumbria; Dave M. Boje, New Mexico State U.; Grace Ann Rosile. New Mexico State U.: Alexis Downs. U. of Central Oklahoma; Mary Mallon, Massey U., Palmerston North; Catherine Middleton, Ryerson U.; Jonathan Murphy, Kazakhstan Institute of Management; Chris Thomas Nyland, Monash U.; Kathryn Mary Pavlovich, U. of Waikato; Kate Kearins, U. of Waikato; Maria Jose Tonelli, Fundacao Getulio Vargas; Peter Turnbull, Cardiff U.; Stephanie Welcomer, U. of Maine: Rafael Alcadipani. Escola de Administração de Empresas de São Paulo; Barbara Townley, U. of Edinburgh

152 ©: (ENT) Field Trip: Service Project

1:30- 5:00 Off-Site

Contact Norris Krueger (208) 426-3573, nkrueger@boisestate.edu Organizer: Norris F. Krueger Jr., Boise State U.

153 →: (IAM) Firm Strategy and Changes in the Institutional Environment: What to Do in the Face of Market Integration

1:30- 3:00 Convention Center: C208

Contact Person: Alvaro Cuervo-Cazurra.

Organizer: Alvaro Cuervo-Cazurra, U. of Minnesota

Presenters: Alvaro Cuervo-Cazurra, U. of Minnesota; Ana Teresa Tavares, U. de Porto; Tarun Khanna, Harvard U.; Omar Toulan, McGill U.

154 □ • ∴ (/TC) International Academic Careers: Vehicles for Building Effective Networks

1:30-5:00 Convention Center: C204

Chair: Winfried Ruigrok, U. of St. Gallen

Presenters: Henrik Holt Larsen, Copenhagen Business School: Flemming Poulfelt, Copenhagen Business School; Susan M. Adams, Bentley College; Nancy J. Adler, McGill U.

155 🕮: (MED) A Case Critique Colloquium

1:30- 5:00 Convention Center: A105

You are cordially invited to participate in the Eleventh Case Critique Colloquium. Several cases will be discussed by a panel of experts to show you and their authors how to improve their case research for effective teaching and publication. Open, no restriction on participation, but preregistration encouraged to get cases for advance preparation; contact Tim W. Edlund (Morgan State U) at email: tedlund@morgan.edu

Organizers: Timothy W. Edlund, Morgan State U.; John F. Mahon, U. of Maine

Speakers: John F. Mahon, U. of Maine; John A. Seeger, Bentley College; Joan Winn, U. of Denver; Deborah R. Ettington, Eastern Michigan U.; Margaret J. Naumes, U. of New Hampshire; Timothy W. Edlund, Morgan State U.; Steven Maranville, U. of Houston, Downtown

156: (MH) Planning Your Dissertation Workshop

1:30-3:00 Marriott: Pomeroy

Organizer: Jorge M. Herrera, CultureSense International, Inc.

157 (MH) Management History Live: Meeting Paul Hersey

1:30- 3:30 Marriott: Nat Hill

Presiding: Charles W. Blackwell , Nova Southeastern U. Presenter: Paul Hersey, Center for Leadership Studies

Saturday 2:00PM

158 SPDW: (BPS, IAM, TIM, AAM, IM) Building International Bridges in Strategy Research

2:00- 6:00 Adam's Mark: Plaza Court 2

Please register sending an e-mail to Maurizio.Zollo@insead.fr

Organizer: Maurizio Zollo, INSEAD

Presenters: Andrew M. Pettigrew, Warwick U.; Rita Gunther McGrath, Columbia U.; Will Mitchell, Duke U.; Harry G. Barkema, Tilburg U.; Sea-Jin Chang, Korea U.; John Hagedoorn, Maastricht U.

159 ❖ SPDW: (BPS, OMT, ONE, SIM, IM) From Idea to **Submission: Developing Theoretical and Empirical** Research

2:00- 6:00 Adam's Mark: Plaza Court 3

Participants will be required to pre-register by a set date (June 30), and are encouraged to read two sets of publications suggested by

Chairs: Ming-Jer Chen, U. of Virginia; Albert A. Cannella Jr., Texas A&M U.

Speakers: Gautam Ahuja, U. of Michigan; R. Duane Ireland, U. of Richmond: Paul M. Hirsch. Northwestern U.: Paul Beamish. U. of Western Ontario; Margaret A. Peteraf, Dartmouth College

160 ☐: (ENT) What's New, Interesting and Innovative in **Entrepreneurship Undergraduate Education?**

2:00- 3:30 Marriott: Denver Ballrm Ste V

Contact person: Jill Kickul, DePaul University, jkickul@depaul.edu, 312.362.6786

Moderators: Robert S. D'Intino, Pennsylvania State U.; Jill R. Kickul, DePaul U.

161 SPDW: (MOC, ODC, OB, OMT) Our Art, Our Work

2:00- 6:30 Convention Center: C201

Preregisgtration is required. Please contact Hans Hansen at Hans@ku.edu. Participants are asked to email a brief of a current research or organizational issue they're working on or interested in working on. Materials fee: \$5.00

Chair: Hans Hansen, U. of Kansas

Speakers: Mary Jo Hatch, U. of Virginia; David Barry, Victoria U., Wellington; Gail Whiteman, Erasmus U.; Tara Werner, Auckland U.; Stephen Taylor, Manchester Metropolitan U.; Michael B. Elmes, Worcester Polytechnic Institute

162 ❖ SPDW: (OMT, OB) Qualitatively Different: Creating **Networked Communities of Practice for Qualitative** Research

2:00- 6:00 Adam's Mark: Plaza Court 6

Organizer: Katherine A. Lawrence, U. of Michigan Presenters: Martha S. Feldman, U. of Michigan; Katherine A. Lawrence, U. of Michigan; Dvora Yanow, California State U., Hayward; Monica C. Worline, U. of Michigan; Hilary Bradbury. Case Western Reserve U.

163: (S/M) SIM Proposed Values Statement and Strategic **Objectives**

2:00- 4:00 Adam's Mark: Gov. Sq. 11

All members of the Division are encouraged to attend this important

Organizers: Jeanne M. Logsdon, U. of New Mexico; Edwin M. Epstein, St. Mary's College

Saturday 2:30PM

164 ©: (ENT) Writing for Rejection

2:30- 4:30 Marriott: Col. Ballrm Sal. F

Contact Person: Kelly G. Shaver, Department of Psychology, College of William & Mary, P.O. Box 8795, Williamsburg, VA 23187-8795. Phone 757-221-3885; Fax 757-221-3896; E-mail at either kgshav@attglobal.net or kgshav@netscape.net .

Speakers: Candida G. Brush, Boston U.; Per Davidsson, Jönköping International Business School; Anne McCarthy, Colorado State U.; Shaker A. Zahra, Georgia State U. *Moderator*: Kelly G. Shaver, College of William and Mary

Saturday 3:00PM

165 ❖ SPDW: (HR, MED, IM) Facilitating Multinational HR Collaboration, Research, and Networking

3:00- 5:00 Adam's Mark: Plaza Court 1

This workshop will help attendees cope with some of the nuances of international research; i.e., how to conduct large-scale international research projects with multiple collaborators; publish international and cross-cultural research; and participate in international activities of professional HR associations. No pre-registration required — walk-ins welcome! For more information, contact Randall Schuler (schuler@rci.rutgers.edu).

Organizer: Mary R. Watson, New School U.

Chair: Randall S. Schuler, Rutgers U.

Facilitators: James C. Sesil, Rutgers U.; Paul R. Sparrow, U. of Manchester; Michael J. Morley, U. of Limerick

Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

166 ©: (MC) Selling and Marketing Consulting Services

3:00- 4:00 Convention Center: C109

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.

Presenter: Thomas H. Olson, U. of Southern California

167 □ ❖ SPDW: (MED, IM) Management Education for Strategic Organizational Learning: Comparative Research in American and Japanese Major Companies

3:00- 5:00 Convention Center: C202

The contact person is Yuji Yoshida, Professor, Chiba University of Commerce

Organizer: Yuji Yoshida, Chiba U. of Commerce

Presenters: Yuji Yoshida, Chiba U. of Commerce; Kevin C. Banning, Auburn U., Montgomery; Thomas C. Cross, Drake U.; Koji Kudo, Chiba U. of Commerce; Yoshiharu Kuwana, Chiba U. of Commerce

168 □ ❖ SPDW: *(MED, OCIS, OB, TIM, MOC)* Using Computer Networks in Management Education to Develop Higher-Order Critical Thinking Skills

3:00- 5:00 Convention Center: A103

Organizer: Leigh Stelzer, Seton Hall U.

Presenters: Leigh Stelzer, Seton Hall U.; Jason Z. Yin, Seton Hall

169 □ SPDW: (MOC, RM) Mapping Cognition: Research Design and Methods

3:00- 5:30 Convention Center: C105

Preregistration is strongly encouraged. Please contact Margaret Gorman at mgorman@gwu.edu.

Chair: Margaret D. Gorman, George Washington U.

Presenters: Kathleen Carley, Carnegie Mellon U.; Colin Eden, U. of Strathclyde; Mauri O. Laukkanen, U. of Kuopio; Raymond C.

Maietta, Research Talk Inc.

170 ❖ SPDW: (MSR, CMS) The State of the Debate: A Critical Review and Future Directions Re. Spirituality in the Workplace

3:00- 4:30 Convention Center: A109

Speakers: Linda Smircich, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst; Gordon Dehler, U. of Dayton; Jerry Biberman, U. of Scranton; Nada Korac Kakabadse, Cranfield U.

Discussant: Marjolein Lips-Wiersma, U. of Canterbury

171 **© ❖**: (*PS*) Comparative Learning in Collaborative Action Research

3:00- 5:30 Adam's Mark: Gov. Sq. 12

This workshop builds upon the three previous Practitioner Series workshops on Friday and Saturday, and is a cumulative experience. See the first workshop for a list of facilitators.

Chair: Terry Orr, Columbia U.

Facilitators: Daniel F. Twomey, Fairleigh Dickinson U.; Rita Kowalski, U.S. Dept. of Veterans Affairs; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; David Coghlan, U. of Dublin; Rupert F. Chisholm Jr., Pennsylvania State U.; Joel I. Harmon, Fairleigh Dickinson U.; Lena Neal, CSC Consulting; Judith A. O'Neil, N/A; Gregory Hammill, Fairleigh Dickinson U.; Jeana Wirtenberg, Public Service Enterprise Group

172 SPDW: (TIM, OCIS, ONE) "Straight Talk" on Publishing in the Journals

3:00- 5:00 Marriott: Denver Ballrm Ste IV

Registration is not required. If you have questions about the workshop please contact Jon W. Beard <jbeard@sive.edu>.

Organizer: Laura B. Cardinal, U. of North Carolina, Chapel Hill Chair: Jon W. Beard, Southern Illinois U., Edwardsville Speakers: Richard A. Bettis, U. of North Carolina, Chapel Hill; Michael A. Hitt, Arizona State U.; Donald Palmer, U. of California, Davis; Marshall Scott Poole, Texas A&M U.; Sim B. Sitkin, Duke U. / Duke Corporate Education, Inc.; Ken G. Smith, U. of Maryland Discussant: Mariann Jelinek, College of William and Mary

Saturday 3:30PM

173: (CAR) Academic Dual Career

3:30- 5:30 Convention Center: A101

Presenters: Milton Mayfield, Texas A&M International U.; Jacqueline Rowley Mayfield, Texa A&M International U.

174: (CMS) Contested Governance: Critical Perspectives on the Multinational Corporation

3:30- 6:00 Marriott: Mattie Silks

Chairs: **David L. Levy**, U. of Massachusetts; **Diana Rosemary Sharpe**. Warwick U.

Presenters: David L. Levy, U. of Massachusetts; Diana Rosemary Sharpe, Warwick U.; Bobby Banerjee, U. of South Australia; Raza A. Mir, Monmouth U.; Ali H. Mir, Monmouth U.

175 (ENT) The Irwin – McGraw-Hill Innovation in Entrepreneurship Pedagogy Award Winner

3:30- 5:00 Marriott: Denver Ballrm Ste V *Organizer:* **Jill R. Kickul**, DePaul U.

176: (HCM) Skills for Surviving a Dissertation

3:30- 5:00 Convention Center: C110

Chair: Camille K. Barsukiewicz, U. of Memphis

Presenters: Linda Searle Leach, California State U., Fullerton;

Myron D. Fottler, U. of Central Florida; Eric W. Ford,

Pennsylvania State U.

177 : (HCM) Skills for Managing the P& T Process

3:30-5:00 Convention Center: C106

Chair: Jane Banaszak-Holl, U. of Michigan

Presenters: Diane Brannon, Pennsylvania State U.; Robert C. Myrtle, U. of Southern California; Sharon Topping, U. of Southern

Mississippi

178 SPDW: (IAM, IM) Methodological Issues in Cross-Cultural Research

3:30- 5:00 Convention Center: C208

Contact person: Herman Aguinis. Please bring your methodological questions to this interactive session.

Chair: Herman Aguinis, U. of Colorado, Denver

Speakers: Gordon W. Cheung, Chinese U. of Hong Kong; Miguel R. Olivas-Luján, U. of Pittsburgh/ITESM, Monterrey; Robert J. Vandenberg, U. of Georgia; Herman Aguinis, U. of Colorado, Denver

179: (MH) Managing the Dissertation Process

3:30- 5:00 Marriott: Pomeroy

Presenters: Paul L. Govekar, Independent Scholar; Julia Teahen, Baker College; Charles W. Blackwell, Nova Southeastern U.; Daniel A. Wren, U. of Oklahoma, Norman

180 □ **©**: *(MH)* Elliott Jaques- Connections in Management History

3:30- 5:00 Marriott: Nat Hill

Speakers: Shawn M. Carraher, Texas A&M U.; Michele A. Govekar, Ohio Northern U.; Nicholas S. Miceli, Ohio Northern U.

181 : • (*OM*) At the Intersections of the Disciplines: Supply Chain Management Research Part II - Practitioners'

3:30- 5:00 Convention Center: C205

Presenters: Diane H. Parente, Pennsylvania State U., Erie; Aleda V. Roth, U. of North Carolina, Chapel Hill; Michael Ishman, Niagra U.; Peggy Daniels Lee, Pennsylvania State U., Erie

Saturday 4:00PM

182 □ SPDW: *(MC, ODC, OMT)* Have Management and Management Consultancy Headed Down a Dead-End Road?

4:00- 7:00 Convention Center: C104

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.

Presenter: Elliott Jaques, George Washington U.

183: (MOC) Networking through History: Tour of the Coors Brewery and Exhibition Center

4:00- 6:30 Off-Site

Preregistration is required and attendance is limited. Please contact Deborah Williams at deb.williams@attbi.com by 8/8/02. Coordinator: Deborah Williams, U. of Queensland

Saturday 4:15PM

184 ©: (MC) Using Appreciative Inquiry for Conducting Consulting Engagements

4:15- 6:15 Convention Center: C109

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.

Presenters: **Tracey Carsten Roll**, Experian North America; **Tenny Poole**, Experian Information Systems

Saturday 4:30PM

185 SPDW: (MSR, MED) Spiritual and Religious Experience in Organizations: How Do I Discuss It with Students?

4:30- 6:00 Convention Center: C112

Facilitators: Charles Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, John Cook School of Business

Saturday 5:00PM

186: (AAC) Seattle 2003 Organizing Committee

5:00- 6:00 Adam's Mark: Director's Row F

Organizer: Denise M. Rousseau, Carnegie Mellon U.

187: *(IM)* Barry M. Richman Dissertation Award Finalists Presentations

5:00- 6:30 Convention Center: A107

Chair: Farok J. Contractor, Rutgers U.

Professional Development Workshop Chair: Schon L. Beechler, Columbia U.

188 ©: (ONE) ONE Welcome Reception

5:00- 7:00 Marriott: Denver Ballrm Ste III

Organizer: Michael V. Russo, U. of Oregon

Saturday 5:30PM

189 : (HR) HR Division Pre-Conference Reception

5:30- 7:00 Adam's Mark: Gov. Sq. 11

The HR division welcomes all HR consortia and PDW participants, as well as all other HR members, to come to a brief reception to kick off the 2002 conference!

Organizer: Diana L. Deadrick, Old Dominion U.

190 : (NDSC) All Doctoral Student Reception

5:30- 7:30 Adam's Mark: Gov. Sq. 15

Organizer: Grant H. Fenner, U. of Memphis

Saturday 6:00PM

191: (AAC) How to Use AoM Placement Services

6:00- 7:00 Adam's Mark: Tower Court A

Organizer: Nancy H. Leonard, West Virginia U.

192 SPDW: (CMS, OC/S) Places to Go After the "Linguistic Turn"

6:00- 7:30 Marriott: Mattie Silks

Chair: Ralph Stablein, Massey U.

Distinguished Speaker: Stanley Deetz, U. of Colorado, Boulder

193 : (ENT) Entrepreneurship Division Social: Denver Museum of Nature and Science

6:00- 10:00 Off-Site

Pre-registration is required. Buses leave from the Marriott at 6PM sharp. Contact Zacharakis@Babson.edu to register. For more info on the museum, see http://faculty.babson.edu/zacharakis/PDW-AOM.htm.

Professional Development Workshop Chair: Andrew Zacharakis, Babson College

194 : (GDO) Celebrating Community & Inclusion: Gender and Diversity in Organizations Social Event

6:00- 7:30 Marriott: Denver Ballrm Ste IV

Preconference attendees are invited to stay and celebrate the accomplishments of a long and productive day with refreshments and conviviality.

Host: Bernardo M. Ferdman. Alliant International U.

195 : (/AM) Iberoamerican Academy of Management Business Meeting

6:00- 8:00 Convention Center: C208

All members and prospective members are welcomed!

Presiding: Luis R. Gomez-Mejia, Arizona State U.

Professional Development Workshop Chair: Martin LarrazaKintana, U. Pública de Navarra

196

♣ SPDW: (MED, IM) Issues in International

Management Education: Internationalization of

Curriculum and Faculty through Teaching Abroad

Experiences - Lessons from France, Greece and Canada

6:00- 7:30 Convention Center: A103

Organizer: **Patrice Houdayer**, Audencia Nantes. Ecole de Management

Presenters: Patrice Houdayer, Audencia Nantes. Ecole de Management; Pierre-guy Hourquet, EDHEC; Flora Sfez, ESCEM; Jerome Meric, CERMAT-IAE de Tour

197: (OC/S) OCIS Pre-Conference Reception

6:00- 8:00 Convention Center: C103

If you're an OCIS member who is in town for the conference, and especially if you're attending one of the OCIS sponsored preconference events, such as the OCIS/TIM doctoral consortium, the OCIS/TIM junior faculty workshop, or the new doctoral students workshop, please join us at this reception.

Organizer: Laurie J. Kirsch, U. of Pittsburgh

198: (ODC) ODC Reception for Doctoral Students

6:00- 8:00 Marriott: Denver Ballrm Ste I

Program Chair: Chris Worley, Pepperdine U. Division Chair: Peter Sorensen. Benedictine U.

Professional Development Workshop Chair: **Gretchen Spreitzer**, U. of Michigan

199: (SIM) SIM Distinguished Speaker: When "Doing Good" Appears to be More than Reputation Burnishing

6:00- 9:00 Adam's Mark: Columbine

This session is sponsored jointly by SIM and the Society for Business Ethics.

Organizers: Judith A. Clair, Boston College; Kelly Strong, Michigan Technological U.

Distinguished Speaker: David A. Whetten, Brigham Young U.

Saturday 6:30PM

200 ❖: (////) International Management Division Professional Development Workshops Reception

6:30- 8:00 Convention Center: C205/207

Professional Development Workshop Chair: **Schon L. Beechler**, Columbia U.

Saturday 7:30PM

201: *(CMS)* Social Hour and Poster Presentations on "What's New in Critical Management Studies"

7:30- 8:30 Marriott: Mattie Silks

Hosts: Paul Adler, U. of Southern California; Ralph Stablein, Massey U.

202 : (MED) Performing Qualitative Research: Results of Research Presented through Music

7:30- 9:00 Convention Center: A103

Come prepared to share songs that have had an impact on you both positively and negatively. What are the themes and common threads of those songs.

Organizer: Dorothy Marcic, Vanderbilt U. Presenter: Dorothy Marcic, Vanderbilt U.

203 © SPDW: (MSR, PNP, GDO) 'Tutu Ana Te Puehu' - To Seek, to Know, to Resolve: The Religious Spirit in Organization

7:30- 9:30 Convention Center: C112

Presenters: **Manuka Henare**, Auckland U.; **Manley Begay**, Arizona U.

Sunday, August 11, 2002

Sunday 7:00AM

204 📖 👽 🌣 : (MED) Management eMedia Networking

7:00- 9:00 Convention Center: A105

Organizer: Charles Wankel, St. John's U.

Speakers: Charles Wankel, St. John's U.; David G. Allen, U. of Memphis; Regina Bento, U. of Baltimore; Alan B. Eisner, Pace U.; Fabio Fonti, U. of Illinois, Urbana-Champaign; Bernard Forgues, U. of Paris 12; Jeanie M. Forray, Western New England College; Mark Allen Fuller, Washington State U.; Eric Goodman, Colorado Technical U.: Mary E. Graham. Clarkson U.: Hugh Gunz. U. of Toronto; Terence C. Krell, Western Illinois U., Quad Cities; Sarfraz A. Mian, State U. of New York, Oswego; Paul Miesing, State U. of New York, Albany; Kelly A. Mollica, Wake Forest U.; Laurel Newman, U. of Illinois, Springfield: E Brian Peach, U. of West Florida; Thierry Rakotobe-Joel, Ramapo College; William Daniel Schulte, St. John's U.; Tagi Sagafi-Nejad, Loyola College; Pamela Specht, U. of Nebraska, Omaha; Matt L. Suppa, Academy of Management; Luis L. Martins, Georgia Institute of Technology; Leigh Stelzer, Seton Hall U.

Sunday 7:30AM

205 : (AAC) Breakfast Meeting with Current Division/ Interest Group Chairs (2001-2002)

7:30- 9:00 Adam's Mark: Director's Row E

Organizer: Jone L. Pearce, U. of California, Irvine

206 (BPS) Business Policy and Strategy Doctoral Consortium

7:30- 12:00 Adam's Mark: Gov. Sq. 16

Organizer: Jeff Dyer, Brigham Young U.

Presenters: **Brian Silverman**. U. of Toronto: **Jav Barnev**. Ohio State U.; Kathleen Eisenhardt, Stanford U.; Will Mitchell, Duke U.; Jan W. Rivkin, Harvard U.; Harbir Singh, U. of Pennsylvania

207 : (ENT) Entrepreneurship Division Doctoral Consortium

7:30- 12:00 Marriott: Matchless

Contact Ben Oviatt (benoviatt@gsu.edu) or Shaker Zahra (szahra@gsu.edu) for more info.

Coordinators: Ben Oviatt, Georgia State U.; Shaker A. Zahra, Georgia State U.

208 (MED) Business Games in Europe

7:30- 9:00 Convention Center: A103

Organizer: **John Handley**, Cranfield U.

Presenters: Fulvio Ulessi, M&U Milan; John Handley, Cranfield U.

Sunday 8:00AM

209: (AAC) Officers of AoM Affiliates and Associates

8:00- 10:00 Adam's Mark: Director's Row F

Organizer: Jean M. Bartunek, Boston College

210 □ • : (BPS) Business Policy and Strategy New **Faculty Consortium**

8:00- 12:00 Adam's Mark: Silver

Pre-registration is required. Contract Person: Suresh Kotha, skotha@u.washington.edu, (206) 543-4466

Organizers: Suresh B. Kotha, U. of Washington; Gautam Ahuja, U. of Michigan

Presenters: Michael A. Hitt, Arizona State U.; Ming-Jer Chen, U. of Virginia; Raghu Garud, New York U.; Kathleen Eisenhardt, Stanford U.; William D. Guth, New York U.; Nandini Rajagopalan, U. of Southern California; Kevin Steensma, U. of Washington; Melissa Schilling, New York U.; Joanne E. Oxley, U. of Michigan; Edward Zajac, Northwestern U.; Donald D. Bergh, Pennsylvania State U.

211 SPDW: (BPS, MED) Crafting Strategy Courses 8:00- 10:00 Adam's Mark: Vail

We strongly recommend, but do not require, that participants register in advance. It would be especially helpful if each participant could send a copy of his or her current course syllabus and a short description of pressing course-design issues to Gautam Ahuja (gahuja@bus.umich.edu). Copies of submitted syllabi will be circulated to registered participants.

Organizers: Gautam Ahuja, U. of Michigan; Jan W. Rivkin, Harvard U.

Speakers: Will Mitchell, Duke U.; Michael A. Roberto, Harvard U. Gabriel Szulanski, U. of Pennsylvania

212 : (CAR) Surviving by Your Sabbatical: How to Outwit. Outplay and Outlast the Common Pitfalls

8:00- 10:30 Convention Center: A101

Organizers: Sherry E. Sullivan, Bowling Green State U.; Madeline M. Crocitto, State U. of New York, Old Westbury

213 ©: (ENT) An Examination of Family Business Issues: Theory and Reality

8:00- 9:30 Marriott: Denver Ballrm Ste V

Contact Person: Susan Duffy, 202-994-7375, sqd@qwu.edu Speakers: George T. Solomon, George Washington U.; Susan Gail Duffy, George Washington U.; Sandra West King, California State Polytechnic U., Pomona; Erik Winslow, George Washington U.; Janet Nixdorff, George Washington U.

214 ©SPDW: (ENT, RM, BPS, IM) Entrepreneurship **Research in Transition Economies**

8:00- 10:30 Marriott: Col. Ballrm Sal. F

Contact person is Klaus Uhlenbruck. No registration required but advanced sign-up appreciated

Speakers: Michael A. Hitt, Arizona State U.; Mike W. Peng, Ohio State U.; Mike Wright, U. of Nottingham; Sheila M. Puffer, Northeastern U.

Moderator: Klaus Uhlenbruck, Texas A&M U.

215: (HCM) HCM: Continental Breakfast

8:00- 9:00 Convention Center: C108

Please pre-register with Kathryn Dansky at kxd9@psu.edu Organizer: Kathryn H. Dansky, Pennsylvania State U.

216: (HR) HR Junior Faculty Consortium

8:00- 12:00 Adam's Mark: Gov. Sq. 9

This is a continuation of a developmental workshop aimed at helping junior faculty members (first three years as Assist. Prof.) navigate the challenges associated with building a successful academic career. Pre-Registration required; contact Cynthia Stevens at CStevens@rhsmith.umd.edu.

Organizers: Cynthia Kay Stevens, U. of Maryland; Adrienne Colella, Texas A&M U.; Alan M. Saks, U. of Toronto Presenters: M. Susan Taylor, U. of Maryland; Eduardo Salas, U. of Central Florida; Donald P. Schwab, U. of Wisconsin; Angelo S. DeNisi, Texas A&M U.; Talya N. Bauer, Portland State U.; K. Michele Kacmar, Florida State U.; Alan M. Saks, U. of Toronto Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

217 🌣: (////) Building International Research Networks

8:00- 12:00 Convention Center: C210

Please contact the workshop organizer, Professor John Mezias at jmezias@miami.edu for more information about the pre-conference web site and posting directions.

Organizer: John Mezias, U. of Miami

Speakers: **Mary B. Teagarden**, Thunderbird, The American Graduate School of International Management; **Robert J. House**, U. of Pennsylvania

218 □ ❖: (///) Teaching International Management: Best Practices from Our Faculty

8:00- 12:00 Convention Center: C208

Organizer: Schon L. Beechler, Columbia U.

Presenters: Svjetlana Madzar, Gustavus Aldolphus College; Colette A. Frayne, California Polytechnic State U., San Luis Obispo; Michael Geringer, California Polytechnic State U., San Luis Obispo; Vladimir Pucik, International Institute for Management Development; Guenter K. Stahl, INSEAD

219 SPDW: (IM, PNP, ONE) Behavioral Simulations and Interactive Exercises for International Management

8:00- 12:00 Convention Center: C206

Participants must pre-register for either one or both sessions and space is limited. For additional information, contact the session organizer, Professor Martha Maznevski at maznevski@imd.ch.
Organizers: Mikael Sondergaard, U. of Southern Denmark; Martha L. Maznevski, International Institute for Management Development Facilitators: Allan W. Bird, U. of Missouri, St. Louis; Joyce Osland, U. of Portland; Jeanne M. McNett, Assumption College; Ann Gregory, Memorial U.; Elina Ibrayeva, Southwest State U.; Mark Mendenhall, U. of Tennessee, Chattanooga; Malika Richards, Drexel U.; Winfried Ruigrok, U. of St. Gallen; Sully Taylor, Portland State U.

220 SPDW: (IM, SIM, PNP, IAM) Doing International Research: Problems and Solutions

8:00- 12:00 Convention Center: C212

Pre-registration strongly encouraged. Contact: annewil@harzing.com. Walk-in participants will be admitted on a first come first served basis only if space is still available. In addition to presentations that will cover the main issues in doing international research at least an hour of the workshop will be devoted to

"networking". We therefore ask participants to indicate with their registration whether: a. they would be interested in collaborating in an international project (and specify the area), b. they have an idea for an international research project they would like to set up. We will collate all the data and distribute them to participants before the workshop. Mid-morning drinks and snacks are sponsored by Blackwell Publishers.

Organizer: Anne-Wil Harzing, U. of Melbourne
Presenters: Miguel R. Olivas-Luján, U. of Pittsburgh/ITESM,
Monterrey; Gerhard Fink, Wirtschaftsuniversitaet Wien; Wolfgang
Mayrhofer, Vienna U. of Economics and Business Administration;

Alexander Thomas, U. of Regensburg; Rebecca Marschan-

Piekkari, U. of Sheffield

221 : (MSR) Meditation

8:00- 8:30 Convention Center: A202/204 *Coordinator:* **Jerry Biberman**, U. of Scranton

222 ❖ SPDW: (OB, OMT) Junior Faculty Workshop

8:00- 10:30 Adam's Mark: Gov. Sq. 17

Workshop is designed for junior faculty to help them develop networks in the Academy. This workshop begins at 8am with a continental breakfast. The focus of this workshop is to meet the editors of the major journals in our field.

Organizer: Kenneth R. Thompson, DePaul U.

Presenters: Brian Uzzi, Northwestern U.; Edward J. Conlon, U. of Notre Dame; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Robert C. Ford, U. of Central Florida; Roy J. Lewicki, Ohio State U.; Marshall J. Schminke, U. of Central Florida; John Slocum, Southern Methodist U.; Edward Zajac, Northwestern U.; Sheldon Zedeck, U. of California, Berkeley

223 SPDW: *(OB, OMT, ODC)* **Doctoral Student Consortium** 8:00- 12:00 Adam's Mark: Plaza Ballrm A

Editors' panel in conjunction with people attending the Junior Faculty Consortium.

Coordinators: Ronald E. Purser, San Francisco State U.; Paul Ingram, Columbia U.; Angelo J. Kinicki, Arizona State U. Speakers: Maureen L. Ambrose, U. of Central Florida; Hilary Bradbury, Case Western Reserve U.; Dov Eden, Tel Aviv U.; Mariann Jelinek, College of William and Mary; Timothy A. Judge, U. of Florida; John Freeman, U. of California, Berkeley; William Ocasio, Northwestern U.; Quy Nguyen-Huy, INSEAD; Hayagreeva Rao, Emory U.; Tal Simons, Columbia U.; Jesper B. Sorensen, Massachusetts Institute of Technology; Olav Sorenson, U. of California, Los Angeles; Ramkrishnan V. Tenkasi, Benedictine U.; Mary J. Waller, U. of Illinois; Richard W. Woodman, Texas A&M U.; Francis J. Yammarino, State U. of New York, Binghamton

224 SPDW: (ODC, MED) Engaging Students in the Classroom: Techniques to Teach Organization Change Issues

8:00- 12:00 Marriott: Col. Ballrm Sal. D

Organizers: Lynda M. Kilbourne, Xavier U.; Eric Goodman, Colorado Technical U.

Presenters: Lynda M. Kilbourne, Xavier U.; Karen S. Whelan-Berry, Texas Wesleyan U.; Chet Miller, Wake Forest U.; Steven H. Cady, Bowling Green State U.

225 (OM) Are You Ready to Swim? Assessing Readiness for Integration in Teaching

8:00- 12:00 Convention Center: C102/104

Moderator: Diane H. Parente, Pennsylvania State U., Erie

226 (ONE) Environmental Performance Metrics

8:00- 10:00 Marriott: Col. Ballrm Sal. C

Organizer: Niran Harrison, U. of Oregon

227 (ONE) Mitchell Young Scholars Awards

8:00- 12:00 Marriott: Col. Ballrm Sal. A

Organizer: Mary Lucille Hastings, Houston Advanced Research

Center

228 SPDW: (RM, ODC, BPS) Developing Case Studies: Building Skills to Write Cases for Teaching and Research

8:00- 12:00 Convention Center: A208

Presenters: Joan Winn, U. of Denver; William Naumes, U. of New

Hampshire; David Wylie, Babson College

229 ©SPDW: *(TIM, BPS)* Innovations in Researching Innovative Capabilities

8:00- 10:00 Marriott: Denver Ballrm Ste IV *Chair:* **Peter J. Lane**. Arizona State U.

Speakers: Paul C. Almeida, Georgetown U.; Joanne E. Oxley, U.

of Michigan; Frank T. Rothaermel, Michigan State U.

Sunday 8:30AM

230 ©: (CAR) Career Resilience

8:30- 10:00 Convention Center: A108

Presenters: **Yochanan H. Altman**, U. of North London; **Yehuda Baruch**, U. of East Anglia/U. of Texas, Arlington

231 ♥ ❖: (CM) Teaching Old Dogs New Tricks: Network Methods in the Study of Conflict

8:30- 10:00 Marriott: Col. Ballrm Sal. B

Organizers: Terry L. Boles, U. of Iowa; Zoe Barsness, U. of

Washington, Tacoma

Speakers: Kathleen Carley, Carnegie Mellon U.; Raymond A. Friedman, Vanderbilt U.; Gregory A. Janicik, New York U.; Priti

Pradhan Shah, U. of Minnesota

232: (CMS) CMS Coffee

8:30- 9:30 Marriott: Mattie Silks

Come along for a coffee and chat to start your day.

Organizer: Ralph Stablein, Massey U.

233 : (ENT) Entrepreneurship Division New Faculty Consortium

8:30- 12:00 Marriott: Denver Ballrm Ste II

Contact David Deeds for more info deeds@po.cwru.edu Coordinators: David L. Deeds, Case Western Reserve U.; Anne McCarthy, Colorado State U.; Barbara Jean Bird, American U.

234 : (HCM) Publishing Your Research: Feedback from Reviewers

8:30- 9:00 Convention Center: C106

You must pre-register for this session and you must submit your paper electronically to the assigned reviewer by June 30. Contact

Kathryn Dansky, kxd9@psu.edu, for more information or to preregister.

Facilitator: Jane Banaszak-Holl, U. of Michigan

235 (HR) Innovative Teaching Practices: An Experiential Approach to Teaching HRM Competencies

8:30- 12:00 Adam's Mark: Tower Court D

This workshop provides a "hands-on" opportunity to learn how to teach HRM competencies; there will also be discussion time with a publisher's rep. Pre-registration is recommended but walk-ins welcome if space is available; contact Rebecca Thacker at thacker@ohiou.edu.

Organizer: Mary R. Watson, New School U.

Chair: Rebecca A. Thacker, Ohio U.

Facilitators: Donna Maria Blancero, Arizona State U.; Blaine McCormick, Baylor U.; Jeff Shelstad, Prentice-Hall; Charles

McCormick, Jr., South-Western Publishing Co.

Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

236 (HR) HR Doctoral Student Consortium

8:30- 12:00 Adam's Mark: Gov. Sq. 10

This is a continuation of a developmental workshop aimed at helping advanced doctoral students (ABDs) hone the skills necessary to succeed in an academic career. Pre-registration required; contact Robert. Cardy@asu.edu.

Organizers: Robert L. Cardy, Arizona State U.; Janice S. Miller, U. of Wisconsin, Milwaukee; Elissa Perry, Columbia U.

Presenters: Larry J. Williams, Organizational Research Methods; Gregory B. Northcraft, U. of Illinois; Margaret A. Neale, Stanford U.; Mary A. Gowan, U. of Central Florida; Lynn M. Shore, Georgia State U.; Howard J. Klein, Ohio State U.; Timothy A. Judge, U. of Florida; Carol T. Kulik, Arizona State U.; Greg R. Oldham, U. of Illinois; Cheri Ostroff, Columbia U.; David A. Harrison, Pennsylvania State U.; Teresa J. Rothausen, U. of St. Thomas; Ellen Ernst Kossek, Michigan State U.; Mark A. Mone, U. of Wisconsin, Milwaukee; Rodger W. Griffeth, Georgia State U.; Talya N. Bauer, Portland State U.; Angelo S. DeNisi, Texas A&M

Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

237 : (MH) Getting Published: The Experts Speak

8:30- 11:00 Marriott: Nat Hill

Organizer: Shawn M. Carraher, Texas A&M U.

Presenters: Daniel A. Wren, U. of Oklahoma, Norman; Robin Peterson, New Mexico State U.; Susan Petrie, Sloan Management Review; Diana Reed, Drake U.; Dewey E. Johnson, California State U., Fresno

238 : (MOC) Cognition in the Rough V

8:30- 12:00 Convention Center: C105

Pre-register by June 1 (CIR5@coe.tamu.edu) by sending: 1) name, affiliation, position, and contact information; 2) a brief abstract (not to exceed 150 words) and up to four keywords; 3) an overview of your research (not to exceed 1500 words) that includes: research topic, conceptual framework, research questions, methods, anticipated contributions to research/practice, and key findings (if research is complete); challenges (the area on which you would like to focus discussion (not to exceed 250 words) and references.

Facilitators: Elena P. Antonacopoulou, U. of Manchester; Neal M. Ashkanasy, U. of Queensland; Pamela S. Barr, Georgia State U.; Michel Bougon, Bryant College; Andrea Casey, George Washington U.; Janet M. Dukerich, U. of Texas, Austin; Colin Eden, U. of Strathclyde; Dov Eden, Tel Aviv U.; Marlena Fiol, U. of Colorado, Denver; Dennis A. Gioia, Pennsylvania State U.; William H. Glick, Arizona State U.; Gerard P. Hodgkinson, Leeds U.; George P. Huber, U. of Texas, Austin; Lynn A. Isabella, U. of Virginia; Gerry Johnson, U. of Strathclyde; Frances J. Milliken, New York U.; Rhonda K. Reger, U. of Maryland, College Park; Susan C. Schneider, U. of Geneva; Majken Schultz, Copenhagen Business School; Sim B. Sitkin, Duke U. / Duke Corporate Education, Inc.; Kathleen M. Sutcliffe, U. of Michigan Coordinators: Jamie L. Callahan, Texas A&M U.; Frank C. Schultz, Michigan State U.; Luis L. Martins, Georgia Institute of Technology; Polly M. Silva, Virginia Polytechnic Institute and State

239 ©: (MSR) Post-Visit Discussion of Ken Wilber: Implications for Management and Spirituality

8:30- 10:00 Convention Center: C112

Facilitators: Thierry C. Pauchant, HEC, Montreal; Ian Mitroff, U. of Southern California

Coordinator: Lee Perry Robbins, Golden Gate U.

Speakers: Dale E. Fitzgibbons, Illinois State U.; Judi Neal, Association for Spirit at Work; David S. Steingard, St. Joseph's U.; John E. Young, U. of New Mexico

240 : (OC/S) The Relevant Researcher's Dilemma: Differentiating Expectations for Academic vs. Practice Articles

8:30- 10:00 Convention Center: C103

Organizers: Jeanne W. Ross, Massachusetts Institute of Technology; Robert W. Zmud, U. of Oklahoma

Presenters: Ann Majchrzak, U. of Southern California; M. Lynne Markus, City U. of Hong Kong; Daniel Robey, Georgia State U.; James Brancheau, Gartner

241 : (RM) Pose Your Methods Questions to the **Quantitative Gurus**

8:30- 10:00 Convention Center: A206

No registration required. Everyone is welcome.

Presenters: Mark B. Gavin, Oklahoma State U.; David A. Hofmann, U. of North Carolina, Chapel Hill; Nate Bennett, Georgia Tech. U.; Mark A. Griffin, Queensland U. of Technology; Charles Lance, U. of Georgia; Stephanie L. Castro, Florida Atlantic U.; Fred Switzer, Clemson U.; Robert J. Vandenberg, U. of Georgia; Gordon W. Cheung, Chinese U. of Hong Kong; Philip L. Roth, Clemson U.: Philip Bobko. Gettysburg College

Sunday 9:00AM

242 : (AAC) Current Program Chairs (2001-2002)

9:00- 10:00 Adam's Mark: Director's Row H

Organizer: Rosalie L. Tung, Simon Fraser U.

243: (AAC) Registration

9:00- 5:00 Convention Center: Ballroom

Organizer: Nancy Urbanowicz, Academy of Management

244 : *(AAC)* Exhibits

9:00- 5:00 Convention Center: Ballroom

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

245 : (AAC) Membership

9:00- 5:00 Convention Center: Ballroom

Discover the benefits of membership, update member information, find out how to get involved.

Organizer: Jane Whitney Gibson, Nova Southeastern U.

(AAC) Placement Registration

9:00- 5:00 Hvatt: Pikes Peak

Organizer: Nancy H. Leonard, West Virginia U.

246 → ❖: (AAM) Asian Management Research Roundtable: Issues, Ideas, and Networks

9:00- 12:00 Convention Center: A113

Organizer: Hun-Joon Park, Yonsei U.

Facilitators: Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology; Francoise Chevalier, Groupe HEC Graduate School of Management; James Sun, Renmin U.

Presenters: Zhong-Ming Wang, Zhejiang U.; Bernardo C. Garcia, Ph.D., Global Leadership Resources; Eric W. K. Tsang, Wayne State U.; Hyukrae Kim, Yonsei U.; Shigemi Yoneyama, Musashi U.; Ingyu Oh, Ritsumeikan Asia Pacific U.; Paul C. Hong, U. of Toledo; Dora C. Lau, Chinese U. of Hong Kong

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

9:00- 12:00 Adam's Mark: Gov. Sq. 15

If you are interested in attending, please contact Belen Villalonga at bvillalonga@hbs.edu or 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.

Organizers: Belen Villalonga, Harvard U.; Alvaro Cuervo-

Cazurra. U. of Minnesota

Presenter: Richard Makadok, Emory U.

Speakers: Heather Berry, U. of Pennsylvania; David Robinson, Texas Tech U.; Bongjin Kim, Tilburg U.; Namgyoo K. Park, U. of Miami; Albert A. Cannella Jr., Texas A&M U.; Michael Lubatkin, U. of Connecticut: Bill McKelvev. U. of California, Los Angeles: Will Mitchell, Duke U.; John E. Prescott, U. of Pittsburgh; Gabriel Szulanski, U. of Pennsylvania

248 : (GDO) Two Heads are Better than One: Research and Networking Workshop

9:00- 12:00 Marriott: Pomeroy

Sponsored by GDO mentoring committee. Please feel free to contact co-chairs. Ellen Ensher (eensher@lmu.edu). Ellen Fagenson-Eland (efagenso@gmu.edu) and Belle Rose Ragins (ragins@uwm.edu) for more information.

Chairs: Ellen Ensher, Loyola Marymount U.; Ellen Fagenson Eland, George Mason U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

Facilitators: Max Wortman, Iowa State U.; Stacy Blake-Beard, Harvard U.

Professional Development Workshop Chair: Bernardo M. Ferdman, Alliant International U.

249 ©: (HCM) Research Skills for the 21st Century: The Use of Practice as a Source of Knowledge Creation

9:00- 10:30 Convention Center: C110

Chair: Kathleen Montgomery, U. of California, Riverside Presenters: Sharon Topping, U. of Southern Mississippi; Margarete Arndt, Clark U.; Reuben R. McDaniel, U. of Texas, Austin; Stephen S. Mick, Virginia Commonwealth U.

250 ❖ SPDW: (HR, MED) Building Effective Research Networks: Capitalizing on Who You Know

9:00- 12:00 Adam's Mark: Tower Court B

If you want to increase your research productivity by building effective research partnerships, this workshop is for you! Contact Christina Stamper to sign-up for a research table and find out more about this workshop. Pre-registration is recommended but walk-ins welcome if space is available; contact

Christina. Stamper@wmich.edu.

Organizer: Mary R. Watson, New School U.

Chair: Christina L. Stamper, Western Michigan U.

Facilitators: Rebecca J. Bennett, U. of Toledo; Kenneth G. Brown, U. of Iowa; Ethlyn Anne Williams, U. of South Florida; Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Joel H. Neuman, State U. of New York, New Paltz; Mark V. Roehling, Michigan State U.; Mary R. Watson, New School U. Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

251 □ • : (/TC) International Internet Collaboration

9:00- 12:00 Convention Center: A210

Chair: Charles Wankel, St. John's U.

Presenters: MaryAnne Hyland, Adelphi U.; Susan H. Godar, William Paterson U.; Ernest R. Cadotte, U. of Tennessee; David A. Lamond, U. of Western Sydney; Mike Davis, Edge Hill U. College; Nancy E. Landrum, Morehead State U.; Graeme Martin, U. of Abertay Dundee; Sanjay T. Menon, Louisiana State U.,Shreveport; Eleanor O'Higgins, U. College, Dublin; Miguel R. Olivas-Luján, U. of Pittsburgh/ITESM, Monterrey; Thomas Krichel, Long Island U.; Janet L. Barnes-Farrell, U. of Connecticut; Charles Wankel, St. John's U.

9:00- 11:00 Convention Center: A103

Participants should read the book ahead of time. The book is entitled Our Separate Ways: Black and White Women and the Struggle for Professional Identity (Harvard Business School Press, 2001).

Facilitators: Stella M. Nkomo, U. of South Africa; Ella L. Bell, Dartmouth College

253 (PNP) Public and Nonprofit Division Doctoral Student Consortium (Day 2)

9:00- 12:00 Adam's Mark: Plaza Court 8

Preregistration required. Continued from Saturday.

Organizers: Wolfgang Bielefeld, Indiana U./Purdue U.,
Indianapolis; Mary Kittleson Kirlin, Indiana U./Purdue U.,

Indianapolis

Presenters: Lisa Berlinger, Yale U.; Ralph S. Brower, Florida

State U.; Mary Kittleson Kirlin, Indiana U./Purdue U., Indianapolis; Matthew Liao-Troth, Western Washington U.; Donijo Robbins, Grand Valley State U.

254 **② ❖**: (PS) Cross-Institutional Approaches to Collaborative Action Research/Learning

9:00- 12:00 Adam's Mark: Gov. Sq. 14

This workshop is aimed at both academics and practitioners to focus on the academic/institutional groundings of various action research approaches. While this workshop is linked to the three-day practitioner series, it provides a broader perspective and opportunity for reflection on the state and art of action research/learning. Chair: Lyle Yorks, Columbia U.

Presenters: Daniel F. Twomey, Fairleigh Dickinson U.; Victoria Jean Marsick, Columbia U.; Judith McMorland, Auckland U.; Ann W. Martin, Cornell U.; Rupert F. Chisholm Jr., Pennsylvania State U.

Discussant: Rupert F. Chisholm Jr., Pennsylvania State U.

255 ❖ SPDW: (SIM, PNP, ONE) Advancing Our Scholarly Networks: Research Roundtables

9:00- 12:00 Adam's Mark: Columbine

Pre-registration with the session organizers is recommended, but walk-ins will be welcome.

Organizers: **Judith A. Clair**, Boston College; **Kelly Strong**, Michigan Technological U.

Facilitators: James F. Weber, Duquesne U.; Kathleen A. Getz, American U.; Sara A. Morris, Old Dominion U.; Sandra Waddock, Boston College; Gordon P. Rands, Western Illinois U.; Jennifer Griffin, George Washington U.; Anne T. Lawrence, San Jose State U.; Jane Beckett-Camarata, Kent State U.; Stelios C. Zyglidopoulos, Rochester Institute of Technology; Pursey Heugens, Concordia U.

Sunday 9:30AM

256 : (AAC) Executive Committee of Council

9:30- 10:30 Adam's Mark: Plaza Court 2

Organizer: **Raymond Saner**, Centre for Socio-Eco-Nomic Development

257: (CMS) Doctoral Workshop: Research

9:30- 11:00 Marriott: Mattie Silks

Coordinators: David Jacobs, American U.; Naomi R. Olson, Boston College; Terry B. Porter, U. of Massachusetts, Amherst Speakers: Ann L. Cunliffe, California State U., Hayward; Dave M. Boje, New Mexico State U.; Martin J. Kilduff, Pennsylvania State U.; Ralph Stablein, Massey U.; Diane L. Swanson, Kansas State U.; Barbara Townley, U. of Edinburgh

258 (ENT) Family Business Teaching, Research and Outreach: A Survival Guide

9:30- 11:00 Marriott: Denver Ballrm Ste V *Contact: Nancy Upton, Baylor U.*

Speakers: Sandra West King, California State Polytechnic U., Pomona; Greg McCann, Stetson U.; Ramona Heck, Baruch College

Moderator: Nancy Upton, Baylor U.

259 ©: (MC) Teamwork! When Will We Learn How To Get It from the Top?

9:30- 12:00 Convention Center: A110/112

Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com.

Presenters: Samuel A. Culbert, U. of California, Los Angeles; Walter Nord, U. of South Florida; H. William Vroman, Morgan State U. / Strategic Planning Inc.; Oscar Ortsman, Ecole Centrale Paris

Sunday 10:00AM

260 : (AAC) Incoming Chairs of Division and Interest Group (2002-2003)

10:00- 11:30 Adam's Mark: Director's Row H *Organizer:* **Rosalie L. Tung**, Simon Fraser U.

261: (AAC) AME Writers' Workshop

10:00- 12:00 Adam's Mark: Director's Row E *Organizer:* **Robert C. Ford**, U. of Central Florida

262 : (AAC) Newsletter Editors for Divisions and Interest Groups

10:00- 11:00 Adam's Mark: Tower Court A

Organizer: Norman B. Bryan, Georgia State U.

263 SPDW: (BPS, TIM) Conversations About the Dynamics of Strategy: Integrating Resources, Capabilities, Routines, Knowledge

10:00- 12:00 Adam's Mark: Vail

Organizers: Constance E. Helfat, Dartmouth College; Alvaro

Cuervo-Cazurra, U. of Minnesota

Presenters: Linda Argote, Carnegie Mellon U.; Anne Marie Knott, U. of Pennsylvania; Daniel Levinthal, U. of Pennsylvania; Marvin B. Lieberman, U. of California, Los Angeles; Sidney G. Winter, U. of Pennsylvania

264 **② ❖**: (MEN) Are Many Mentors Better Than One? The Research and Practice of Mentoring Networks

10:00- 12:00 Adam's Mark: Gov. Sq. 12

Participants: Monica C. Higgins, Harvard U.; Kathy E. Kram, Boston U.

Professional Development Workshop Chairs: **Troy R. Nielson**, California State U., San Marcos; **Liz Borredon**, EDHEC

265 © ❖: (OB) Conversations with the OB Division's Leadership

10:00- 12:00 Adam's Mark: Tower Court C

This is a workshop where leaders in the OB division can solicit feedback on new directions for the division to pursue and for participants to help shape future directions.

Organizer: Bruce J. Avolio, State U. of New York, Binghamton Presenters: Terence R. Mitchell, U. of Washington, Seattle;

Angelo S. DeNisi, Texas A&M U.; Angelo J. Kinicki, Arizona State U.; Carolyn M. Wiethoff, Indiana U., Bloomington; Allen C. Bluedorn, U. of Missouri, Columbia; Sigal G. Barsade, Yale U.; Kenneth R. Thompson, DePaul U.

266: *(OM)* New Teaching Resources for Service Management

10:00- 12:00 Convention Center: C107 *Chair:* **Rohit Verma**, U. of Utah

Speakers: Larry Menor, U. of Western Ontario; Rich Metters, Emory U.; Madeline Pullman, Colorado State U.; Scott Young, U. of Utah; William Youngdahl, Thunderbird, The American Graduate School of International Management

267 > SPDW: (OMT, BPS) Craft of Reviewing

10:00- 12:00 Adam's Mark: Terrace

Organizers: **Hettie A. Richardson**, Louisiana State U.; **Lucy R. Ford**, Virginia Commonwealth U.

Presenters: **Arthur G. Bedeian**, Louisiana State U.; **Joyce S. Falkenberg**, Norwegian School of Economics and Business Administration; **Karen D. Locke**, College of William and Mary; **William S. Schulze**, Case Western Reserve U.

268 ❖ SPDW: (OMT, BPS, PNP) Conducting Network Research in Different Sectors: Issues and Opportunities

10:00- 12:00 Adam's Mark: Gov. Sq. 11

Organizer: Keith G. Provan, U. of Arizona

Presenters: **Keith G. Provan**, U. of Arizona; **Joseph J. Galaskiewicz**, U. of Arizona; **Sherrie E. Human**, Xavier U.; **Richard N. Osborn**, Wayne State U.

269 SPDW: (ONE, PNP, SIM) Green for Green: Locating Sources of Grants & Securing Funding for Environmentally-Oriented Research

10:00- 12:00 Marriott: Col. Ballrm Sal. G

Presenters: Tima Bansal, U. of Western Ontario; Mark P. Sharfman, U. of Oklahoma

270: *(RM)* "Tripping" on Qualitative Research: Ask the Experts

10:00- 12:00 Convention Center: A206

Presenters: Ali H. Mir, Monmouth U.; Marta B. Calas, U. of Massachusetts, Amherst; Raza A. Mir, Monmouth U.; Linda Smircich, U. of Massachusetts, Amherst; Kamala Visweswaran, U. of Texas, Austin

Sunday 10:15AM

271 : (AAC) Conference Break

10:15- 10:45 Convention Center: Exhibit Break Area

Join us for refreshments. Morning break sponsored by Prentice Hall. Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Sunday 10:30AM

272 : (AAC) Eastern Academy of Management Officers 10:30-12:00 Adam's Mark: Plaza Court 1

Organizer: Joel I. Harmon, Fairleigh Dickinson U.

273 : (AAC) Midwest Academy of Management Officers

10:30- 12:00 Adam's Mark: Plaza Court 2

Organizer: Robert H. Moorman, Creighton U.

274: (AAC) Southwest Academy of Management Officers

10:30- 12:00 Adam's Mark: Plaza Court 3

Organizer: Donde P. Ashmos, U. of Texas, San Antonio

275 : (AAC) Southern Academy of Management Officers

10:30- 12:00 Adam's Mark: Plaza Court 5

Organizer: Donna Ledgerwood, North Texas U.

276 : (AAC) Western Academy of Management Officers

10:30- 12:00 Adam's Mark: Plaza Court 4 Organizer: Joyce Osland, U. of Portland

277: (AAC) Current & Incoming Heads and Members of **Academy Committees**

10:30- 12:00 Adam's Mark: Director's Row F

Organizer: Jone L. Pearce, U. of California, Irvine

278: (AAC) People of Color Committee Meeting

10:30- 12:00 Adam's Mark: Plaza Court 6

Organizer: lan O. Williamson, U. of Maryland

279 : (CAR) Understanding and Building Collaborative Careers Research Networks

10:30- 12:00 Convention Center: A101

Presenters: Leisa Sargent, Queensland U. of Technology; Lea

Elizabeth Waters. U. of Melbourne

280 ♥ ❖: (CM) Friends, Strangers, and Enemies: Confronting Ethnic and Ideologically-Based Conflicts

10:30- 12:00 Marriott: Col. Ballrm Sal. B

Organizers: Terry L. Boles, U. of Iowa; Zoe Barsness, U. of

Washington, Tacoma

Speakers: Max H. Bazerman, Harvard U.; Bruce Barry, Vanderbilt U.: Karen A. Jehn. U. of Pennsylvania: Linda L. Putnam. Texas A&M U.; Tom Tyler, New York U.

281 @SPDW: (ENT, IM, BPS) Internationalization and Entrepreneurship: Current Status and Research Agenda

10:30- 12:00 Marriott: Col. Ballrm Sal. F

Speakers: Gerard George, U. of Wisconsin, Madison; Robert E. Hoskisson, U. of Oklahoma; R. Duane Ireland, U. of Richmond; Michael A. Hitt, Arizona State U.

Moderator: Shaker A. Zahra, Georgia State U.

282: (HCM) How to Get Published Early and Often

10:30- 12:00 Convention Center: C110

Chair: Eric S. Williams, U. of Alabama, Tuscaloosa

Presenters: Barbara Bigelow, Clark U.; Kyle L. Grazier, U. of Michigan; John D. Blair, Texas Tech U.; Myron D. Fottler, U. of

Central Florida

283 SPDW: (MED, AAC) Teaching in Turbulent

Times: A Discussion Forum and Workshop

10:30- 12:00 Convention Center: A105

Open to all. Bring short descriptive cases from your own experience to share if possible. Contact cfpoulson@csupomona.edu if you have any questions. This is an interactive discussion forum and workshop focused on learning from each others; experiences and the development of support networks — bring your own cases.

Organizer: Christian F. Poulson, II, California State Polytechnic U., Pomona

Presenters: Christian F. Poulson, II, California State Polytechnic U., Pomona; Bryan Mundell, SDA Bocconi U.

284 □ ❖ SPDW: (MED, OB, HR) The Authors Speak:

Influencing Management Education and Learning through **Textbook Publishing and Writing**

10:30- 12:00 Convention Center: A107

Presenters: Ricky W. Griffin, Texas A&M U.; Stephen P. Robbins, San Diego State U.; Wayne F. Cascio, U. of Colorado, Denver; Ellen Ernst Kossek, Michigan State U.; Richard Block, Michigan State U.; Benjamin Wolkinson, Michigan State U.

285 ©: (MSR) Fostering Religious/Spiritual Tolerance in the Workplace: An Appreciative Inquiry

10:30- 12:00 Convention Center: A202/204 Facilitator: V. Nilakant, U. of Canterbury

286 : (OC/S) The Relevant Researcher's Dilemma: **Designing Research for Practice and Academic** Contributions

10:30- 12:00 Convention Center: C103

Organizers: Jeanne W. Ross, Massachusetts Institute of

Technology; Robert W. Zmud, U. of Oklahoma

Presenters: Ann Majchrzak, U. of Southern California; M. Lynne Markus, City U. of Hong Kong; Daniel Robey, Georgia State U.;

James Brancheau, Gartner

Sunday 11:00AM

287: (CMS) CMS in Denver

11:00- 12:00 Marriott: Mattie Silks Chair: Ralph Stablein, Massey U.

288 : (MH) Getting Involved in Professional Organizations and Getting Your Work Accepted: A Stakeholder **Approach**

11:00- 12:00 Marriott: Nat Hill

Organizer: Charles Booth, U. of the West of England

Presenters: John Francis Wilson, Nottingham U.; K. Thomas Chandy, State U. of New York, Binghamton; Charles Booth, U. of

the West of England

Sunday 11:30AM

289: (AAC) Division Treasurers' Meeting

11:30- 12:30 Adam's Mark: Director's Row H

Organizers: Rosalie L. Tung, Simon Fraser U.; Heather Crowe,

Academy of Management

Sunday 12:00PM

290 : (AAC) Incoming 2002-2003 Program Chairs

12:00- 1:30 Adam's Mark: Director's Row E

Organizer: Denise M. Rousseau, Carnegie Mellon U.

291: (AAC) AMR Writer's Workshop

12:00- 2:00 Adam's Mark: Director's Row F

Organizer: Ramona L. Paetzold, Texas A&M U.

292: (AAC) Incoming 2002-2003 PDW Chairs

12:00- 1:30 Adam's Mark: Columbine

Organizer: TBA

293 : (AAC) Academy of Management Council

12:00- 2:00 Adam's Mark: Plaza Court 1

Organizer: Raymond Saner, Centre for Socio-Eco-Nomic

Development

294 : (AAC) International Theme Committee

12:00- 2:00 Adam's Mark: Plaza Court 2

Organizer: Flemming Poulfelt, Copenhagen Business School

295 : (AAC) Improving the Reviewing of Empirical Manuscripts: A Roundtable Meeting with Editors and Associate Editors of the Academy of Management Journal

12:00- 2:00 Adam's Mark: Gov. Sq. 10

Pre-registration required: Contact Don Bergh at ddb2@psu.edu (# of particpants limited).

Facilitators: Maureen L. Ambrose, U. of Central Florida; Harry G. Barkema, Tilburg U.; Angelo S. DeNisi, Texas A&M U.; Dov Eden, Tel Aviv U.; Michael A. Hitt, Arizona State U.; Thomas W. Lee, U. of Washington; Richard T. Mowday, U. of Oregon; Gregory B. Northcraft, U. of Illinois; Sara L. Rynes, U. of Iowa; Anne S. Tsui, Hong Kong U. of Science and Technology; Marshall J. Schminke, U. of Central Florida

Coordinator: Donald D. Bergh, Pennsylvania State U.

296 : (OMA) Journal of Applied Management and Entrepreneurship Annual Editorial Board Meeting

12:00- 2:00 Adam's Mark: Tower Court C

Organizer: Jane Whitney Gibson, Nova Southeastern U.

297 : (OMA) JMI Editorial Board Meeting

12:00- 2:00 Adam's Mark: Gov. Sq. 11

Organizer: Kimberly B. Boal, Texas Tech U.

Sunday 12:30PM

298 : (AAC) Mentoring Committee Business Meeting

12:30- 2:00 Adam's Mark: Gov. Sq. 12

Organizers: Lisa K. Gundry, DePaul U.; Joycelyn Finley-Hervey, Jackson State U.

299 : (AAC) Ethics Committee Luncheon

12:30- 2:00 Adam's Mark: Director's Row I

Organizer: Elena P. Antonacopoulou, U. of Manchester

Sunday 1:00PM

300 : (AAC) How to Use AoM Placement Services

1:00- 2:00 Adam's Mark: Gov. Sq. 17

Organizer: Nancy H. Leonard, West Virginia U.

Sunday 2:00PM

301: (AAC) New Member Orientation

2:00- 3:30 Adam's Mark: Gov. Sq. 15

Organizer: Jane Whitney Gibson, Nova Southeastern U.

302 : *(AAC)* Academy of Management Executive Editorial Board Meeting

2:00- 3:30 Adam's Mark: Tower Court A

Organizer: Robert C. Ford, U. of Central Florida

303: (AAC) Academy of Management Learning and Education

2:00- 3:30 Adam's Mark: Tower Court D

Organizer: Roy J. Lewicki, Ohio State U.

304: (AAC) Academy of Management Review Outgoing Board Meeting

2:00- 3:00 Adam's Mark: Director's Row E

Organizer: Edward J. Conlon, U. of Notre Dame

305 : (OMA) M@n@gement Editorial Board Meeting

2:00- 3:30 Adam's Mark: Plaza Court 4

Chairs: Martin G. Evans, U. of Toronto; Bernard Forgues, U. of

Paris 12

160

306: *(OMA)* Administrative Science Quarterly Editorial Board Meeting

2:00- 4:00 Adam's Mark: Columbine *Organizer:* **Christine Oliver**, York U.

Sunday 2:30PM

307: (AA) Welcome to the 2002 Annual Meetings

2:30- 2:35 Adam's Mark: Plaza Ballrm A+B+C

Welcome: Rosalie L. Tung, Simon Fraser U.

Sunday 2:35PM

308 € ♦: (AA) Exploring the Foundation of the Practice Through the Lens of Three Religious/Wisdom Traditions: Connecting to the "Lived Experience" of the Contemporary CEO

2:35- 4:30 Adam's Mark: Plaza Ballrm A+B+C

Please join us for this very special All Academy session to kick off the 2002 Conference! The contemporary leadership challenge is increasingly complex. Leadership decisions are more than rational/ technical challenges. They involve complex organizational contexts with diverse stakeholders. Action paths encompass long and not easily integrated chains of causation. In the nexus of this complexity stand organizational leaders who need to be grounded in the truth of reality, capable of providing focus through clarity of vision, sensitive to wisdom as well as knowledge, and steadfast through implementation setbacks. Thus contemporary leadership requires personality integration and a high level of moral functioning, absent of control by a false/shadow self that distorts the inner compass. The classical spiritual discipline across religious/wisdom traditions most associated with the diminishment of the false self and leading to the ability to reside in truth without distortion is Meditation/ Contemplative practice. In this session three world recognized spiritual leaders from Christian. Jewish and Buddhist traditions will discuss the foundation of contemplative/meditation practice. They will set forth how their tradition conceives of the practice, how the discipline might shape the spiritual journey of a leader, and what behavioral "fruits" one would look for in a leader shaped by their tradition's practice. Subsequently three CEOs will discuss their

personal meditation practice and provide exemplification of how they experience their practice influences their executive decisions. Chair: Andre L. Delbecq, Santa Clara U.

Speakers: Father Laurence Freeman, O.S.B., World Community of Christiam Meditation; Rabbi Zalman Schachter-Shalomi, Nairopa Institute; Norman Fisher, Zen Center; Ricardo B. Levy, Catalytica Energy Systems Inc.; Esslie Hughes, (Formerly) Bank of New York; Robert Shapiro, Hana Foundation

Sunday 2:45PM

309 : (AAC) Conference Break

2:45- 3:15 Convention Center: Exhibit Break Area

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Sunday 3:00PM

310 : (AAC) Academy of Management Review Incoming Board Meeting

3:00- 4:30 Adam's Mark: Director's Row E *Organizer:* **Arthur P. Brief**, Tulane U.

Sunday 3:30PM

311 : (AAC) Academy of Management Journal Board Meeting

3:30- 5:00 Adam's Mark: Gov. Sq. 14

Organizer: Thomas W. Lee, U. of Washington

312: (AAC) BPS Executive Committee Meeting

3:30- 5:00 Adam's Mark: Gov. Sq. 16

Chair: Albert A. Cannella Jr., Texas A&M U.

313: (AAC) CAR Executive Committee Meeting

3:30- 5:00 Convention Center: A202

Chair: Maury Peiperl, London Business School

314: (AAC) CM Executive Committee Meeting

3:30- 5:00 Convention Center: A204

Chair: Judi McLean Parks, Washington U.

315 : (AAC) ENT Executive Committee Meeting

3:30- 5:00 Convention Center: A206

Chair: Thomas J. Dean, U. of Colorado, Boulder

316: (AAC) GDO Executive Committee Meeting

3:30-5:00 Convention Center: A208

Chair: Ellen Ernst Kossek, Michigan State U.

317: (AAC) HCM Executive Committee Meeting

3:30- 5:00 Convention Center: A210

Chair: Sharon Topping, U. of Southern Mississippi

318: (AAC) HR Executive Committee Meeting

3:30- 5:00 Adam's Mark: Director's Row H *Chair:* **Lois E. Tetrick**, U. of Houston

319: (AAC) IM Executive Committee Meeting

3:30- 5:00 Convention Center: A212

Chair: Srilata Zaheer, U. of Minnesota

320: (AAC) MC Executive Committee Meeting

3:30- 5:30 Convention Center: C202

Chair: H. William Vroman, Morgan State U. / Strategic Planning Inc.

321: (AAC) MED Executive Committee Meeting

3:30- 5:00 Convention Center: C212

Chair: Robert J. DeFillippi, Suffolk U.

322: (AAC) MH Executive Committee Meeting

3:30- 5:00 Convention Center: C210

Chair: Jorge M. Herrera, CultureSense International, Inc.

323: (AAC) MOC Executive Committee Meeting

3:30-5:00 Convention Center: C208

Chair: Neal M. Ashkanasy, U. of Queensland

324: (AAC) MSR Executive Committee Meeting

3:30- 5:00 Convention Center: C206

Chair: Judi Neal, Association for Spirit at Work

325 : (AAC) OM Executive Committee Meeting

3:30- 5:00 Convention Center: C204

Chair: Thomas Y. Choi, Arizona State U.

326: (AAC) ODC Executive Committee Meeting

3:30- 5:00 Convention Center: C109

Chair: Peter Sorensen, Benedictine U.

327: (AAC) OMT Executive Committee Meeting

3:30- 5:00 Adam's Mark: Gov. Sq. 10

Chair: Eric Abrahamson, Columbia U.

328 : (AAC) OB Executive Committee Meeting

3:30- 5:00 Adam's Mark: Gov. Sq. 11

Chair: Terence R. Mitchell, U. of Washington, Seattle

329: (AAC) ONE Executive Committee Meeting

3:30- 5:00 Convention Center: C105

Chair: Gordon P. Rands, Western Illinois U.

330 : (AAC) OCIS Executive Committee Meeting

3:30- 5:00 Convention Center: C107 *Chair:* **Mark Keil**, Georgia State U.

331 : (AAC) PNP Executive Committee Meeting

3:30- 5:00 Adam's Mark: Gov. Sq. 17

Chair: Michael A. Card. South Dakota U.

332: (AAC) RM Executive Committee Meeting

3:30- 5:00 Convention Center: C103

Chair: Dave M. Boje, New Mexico State U.

333: (AAC) SIM Executive Committee Meeting

3:30- 5:00 Convention Center: C101

Chair: Jeanne M. Logsdon, U. of New Mexico

334 : (AAC) TIM Executive Committee Meeting

3:30- 5:00 Convention Center: A101

Chair: Philip C. Anderson, INSEAD

335: (OMA) Editorial Board Meeting of Long Range Planning

3:30- 5:00 Adam's Mark: Plaza Court 3

Organizer: Charles Baden-Fuller, City U., London

Sunday 5:00PM

336 : (AA) Academy of Management Convocation/ Distinguished Executive Speaker

5:00- 7:00 Adam's Mark: Plaza Ballrm A+B+C

Presiding: **Jean M. Bartunek**, Boston College *Welcome:* **Rosalie L. Tung**, Simon Fraser U.

The State of the Academy of Management | **Jean M. Bartunek**, Boston College

All-Academy Awards and Celebration: Presentation of the Newman, Dexter, and Outstanding Mentoring Practice Awards | Lisa K. Gundry, DePaul U.; Joycelyn Finley-Hervey, Jackson State U.; Sara L. Rynes, U. of Iowa; Louise Fitzgerald, De Montfort U.

Keynote Speaker: Russell T. Lewis, The New York Times Company

Sunday 7:00PM

337 : (AA) All-Academy Reception: Music and Conversation

7:00- 9:00 Adam's Mark: Plaza Ballrm D+E & Exhibit Area Sponsored by Simon Fraser University, University of Denver, Arizona State University, and University of Colorado, Boulder. The Denver Organizing Committee welcomes you to the annual meeting with an opportunity to enjoy collegial conversations and strengthen/renew the friendship that keeps our community strong. To celebrate the 2002 Meetings, we offer you a special performance by Chris Daniels and the Kings at 7:30 PM.

Hosts: Rosalie L. Tung. Simon Fraser U.: Rita E. Collins. Simon Fraser U.; Denise M. Rousseau, Carnegie Mellon U.; Andrea Rivero-Dabos, Carnegie Mellon U.; Stephen J. Havlovic, U. of Wisconsin, Whitewater; David Ahlstrom, Chinese U. of Hong Kong; Christian F. Poulson, II, California State Polytechnic U., Pomona; Charles B. Shrader, Iowa State U.; Dennis H. Nagao, Georgia Institute of Technology; Karen S. Whelan-Berry, Texas Wesleyan U.; Geralyn McClure Franklin, U. of Texas, Permian Basin; Nancy H. Leonard, West Virginia U.; Eleanor O'Higgins, U. College, Dublin; Jane Whitney Gibson, Nova Southeastern U.; 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; **Annmarie Koory**, Academy of Management Coordinators: Kang Rae Cho, U. of Colorado, Denver; Blair Gifford, U. of Colorado, Denver; Eric Goodman, Colorado Technical U.; Kurt Heppard, U.S. Air Force Academy; David Hopkins, U. of Denver; William Stephen Silver, U. of Denver; Aimee Wheaton, Regis U.; Christopher Edwards, U. of Denver; James R. Barker, U.S. Air Force Academy; Lawrence Plummer, U. of Denver; Robert Gumbrecht, U. of Denver; Joseph G. Rosse, U. of Colorado, Boulder: Bahman P. Ebrahimi, U. of Denver Local Arrangements Chair: Richard Kettner-Polley, U. of Denver

338 : (AA, AP) Art & Poetry Exhibition

7:00- 9:00 Adam's Mark: Plaza Ballrm F

Join us for the opening of the Art and Poetry Exhibition. On Monday and Tuesday, the exhibition can be viewed in Exhibit Hall (Convention Center) from 9:00 AM to 5:00 PM.

Organizer: Christian F. Poulson, II, California State Polytechnic U., Pomona

- I Got Your Back!! Affinity Groups as Effective Networks | C. Douglas Johnson, Winthrop U.
- → International Explorations | Eric J. Romero, West Texas A&M
- Serial Number 9-11-01, September 11, 2001: Voices in the Workplace A Performance in Three Acts | Michaela C. Driver, East Tennessee State U.
- From Industrial to Leisure Revolution: Networks of England | Robert Towler, Schlumberger Geoquest; Annette Jane Towler, U. of Colorado, Denver
- Diversity Networking Matrix | Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington
- Gwen on Salma's Crutches | David J. O'Connell, St. Ambrose U.
- Fabric Grigot: A Network in Textiles | Ann Rippin, U. of the West of England; Charles Booth, U. of the West of England
- Creativity and Networks: A Story of Mutual Influence | Veronique Tran, U. of Geneva
- Cross-Cultural Collaboration | Linda MacGrain Herkenhoff, St. Mary's College
- ❖ At the Margins | Benedict Kemmerer, U. of Kansas; Hans Hansen, U. of Kansas
- The Greatest Leader Who Wasn't | Charles C. Manz, U. of Massachusetts, Amherst
- The Ultimate Network | Mark P. Kriger, Norweigan School of Management
- → ♣ A Fisherman's Song: Catching a Network of Couplings | Chee Kong Ho, National U. of Singapore; Chay Hoon Lee, Nanyang Technology U.
- ❖ That's What Friends R For | Merel Kats, Goois Lyceum Bussum; Hetty Van Emmerik, Utrecht U.
- Networks of Performance: Dressage | Grace Ann Rosile, New Mexico State U.; Alexis Downs, U. of Central Oklahoma
- ☐ Give Me Some Leverage: An Artistic Approach to Understanding the Use of Organizational Resources | Barbara J. Allison, Troy State U.; Richard Steven Voss, Troy State U.

Shadows of the Night | Gail H. McKee, Roanoke College America Attacked: The Loss of Innocence and Isolation | Gail H. McKee, Roanoke College

- The Mountains. The Stars. / One with the Warm Summer Night. / Are We? Are We? Ha! | Pedro David Perez, Cornell U.
- Dreaming of Executive Success | **C. Douglas Johnson**, Winthrop U.

Macro Network Manifestations | Dennis A. Gioia, Pennsylvania State U.

Organized Anarchy | Dennis A. Gioia, Pennsylvania State U.

- Network Fluidity: A Water Fountain | Mark Pruett, George Mason U.
- ❖ Tears for Fears: A Water Fountain | Mark Pruett, George Mason U.

Rhubarb Pie | Samuel Phineas Upham, U. of Pennsylvania

- The Advent of E-Grief: Informal Network Support in a Crisis | Ana Sierra Leonard, U. of Cincinnati
- Passing on the Love: The Network of Adoption. Poem and Pencil Drawings by Teri C. Tompkins | Teri C. Tompkins, Pepperdine U.

Max Weber's Prediction: Economic Emotions | Anastasia M. Luca, U. of California, Los Angeles

Urbanization: Sun of the Uncity City of LA | Anastasia M. Luca, U. of California, Los Angeles

Questioning | Dina Mansour-Cole, Indiana U./Purdue U., Fort Wayne

- → Born Global | Sara L. McGaughey, U. of New South Wales Canadian Geese on Pennsylvania Pond | Robert S. D'Intino, Pennsylvania State U.
- → Children of the "Chicken Village." | Christian F. Poulson, II, California State Polytechnic U., Pomona
- → Three Studies in Light and Color | Christian F. Poulson, II, California State Polytechnic U., Pomona

Sunday 7:30PM

339: (AA) Chris Daniels & the Kings

7:30- 8:20 Adam's Mark: Plaza Ballrm D+E & Exhibit Area

This All-Academy event will feature music by Chris Daniels and the Kings, "The coolest seven piece 'horn band' in the US and Europe with two top ten songs on the American Radio charts playing funk, r&b, blues, & swing! `An American Tragedy' from the new CHOICE CUTS CD and `Is My Love Enough' have both made it to the top of the charts for Adult Contemporary Radio." Check out their web page and listen to some of their music at www.chrisdaniels.com. Come join us on Sunday evening for a great time.

Local Arrangements Chair: Richard Kettner-Polley, U. of Denver



"Visit the Exhibit: Art and Poetry 2002" by Chris Poulson, California State Polytechnic U., Pomona

Monday, August 12, 2002

Monday 7:45AM

340 : (GDO) GDO Breakfast: Welcome New Members

7:45- 8:20 Convention Center: A202

 $\textit{Welcomes:} \textbf{Elizabeth Cooper}, \, \textbf{U}. \, \text{of Rhode Island;} \, \textbf{Ellen Ensher},$

Loyola Marymount U.

Monday 8:00AM

341: *(MC)* Management Consulting Division Welcome and Introduction

8:00- 8:29 Convention Center: C110

Program Chair: Georges Trepo, HEC, France

Division Chair: H. William Vroman, Morgan State U. / Strategic

Planning Inc.

342 : (MSR) MSR Welcome

8:00- 8:29 Convention Center: A102

Division Chairs: Sandra West King, California State Polytechnic U.,

Pomona; Judi Neal, Association for Spirit at Work

Division Chair-Elect.: Lee Perry Robbins, Golden Gate U.

343 □ ♥: (S/M) Social Issues in Management Welcome

8:00- 8:29 Convention Center: A206

Welcoming session for new and returning members of SIM. Program Chair: Melissa S. Baucus, Xavier U.

344 : (T/M) Welcome (Continental Breakfast)

8:00- 8:50 Convention Center: C208

In this session we welcome new and reurning members to the

Technology and Innovation Management Division.

Program Chair: James Wade, U. of Wisconsin, Madison

Division Chair: Philip C. Anderson, INSEAD Division Chair-Elect.: Raghu Garud, New York U.

Monday 8:20AM

345 : (BPS) Business Policy and Strategy: Welcome

8:20- 8:29 Adam's Mark: Gov. Sq. 17

Program Chair: Javier Gimeno, INSEAD

Monday 8:29AM

346 : (MH) Welcome

8:29- 8:30 Convention Center: A104

Sponsored by Nova Southeastern University and the Journal of

Applied Management and Entrepreneurship

Welcome: Shawn M. Carraher, Texas A&M U.

Monday 8:30AM

347 **○ ❖**: (AA) The Making of a Legend: The Role of Networks

8:30- 10:20 Adam's Mark: Plaza Ballrm A+B+C

This symposium features Mr. Liu Chuanzhi, co-founder of Legend Holdings, Ltd., who also held the position of CEO of the group until June, 2001. Legend Holdings is a Chinese home-grown multinational with headquarters in Beijing, China. Legend is the largest PC manufacturer in Asia and is among the top ten in the world. In 2000, Legend's PC shipments totalled 2.8 million units. Legend has been ranked as the best managed company in China in 2001. In June 2001, Legend entered into a joint venture with AOL Time Warner Inc. to provide internet services in China. Mr. Liu's vision and contributions have won him many awards, including the titles of "Star of Asia" by BUSINESS WEEK; "Asian Businessman of the Year" by FORTUNE; and the chief protagonist in the 2001 HBS case, "A Technology Legend in China". The ECONOMIST has also credited him as "leading a corporate cultural revolution in China". Chairs: Rosalie L. Tung, Simon Fraser U.; Neng Liang, China European International Business School / Peking U. Distinguished Speaker: Chuanzhi Liu, Legend Holdings Ltd. Discussant: Neng Liang, China European International Business School / Peking U.

348 ❖: (Paper Session) - (BPS) The Competitive Advantage of Networks

8:30- 10:20 Adam's Mark: Gov. Sq. 17

Chair: Joan E. Ricart, U. of Navarra

- ❖ The Competitive Advantage of Interconnected Firms: An Extension of the Resource-Based View □ | Dovev Lavie, U. of Pennsylvania
- Syncretic Competitive Advantage in Project Based Enterprises: Systemic Capabilities and Cooperation | Paul Skilton, Grand Valley State U.
- Business Model Design, and Firm Performance: Evidence From Emerging Growth Public Firms | Christoph Zott, INSEAD; Raphael H. Amit, U. of Pennsylvania

Dynamic Capabilities, Social Capital, & Rent Appropriation: Ties That Split Pies | Russell Coff, Emory U.; Maureen Blyler, Emory U.

Discussant: Gautam Ahuja, U. of Michigan

349 : (Paper Session) - (BPS) Contract Design in Interfirm Relations: Shaping Incentives in Incomplete Contracts

8:30- 10:20 Adam's Mark: Director's Row H

Chair: Tailan Chi, U. of Illinois, Urbana-Champaign

BPS: Property Rights Theory, Transaction Costs Theory and Agency Theory: An Economic Approach to Strategy | Jongwook Kim, U. of Illinois, Urbana-Champaign; Joseph Mahoney, U. of Illinois, Urbana-Champaign

- BPS: Relationships, Incentives and Measurement: An Analysis of Contract Choice in Information Technology | Kyle J. Mayer, U. of Southern California; Arturs T. Kalnins, U. of Southern California
- **BPS:** The Role of Industry Management Standards in Solving Problems of Asymmetric Information | **Ann Terlaak**, U. of California, Santa Barbara
- **BPS:** Collaborative Planning, Forecasting and Replenishment (CPFR) as a Relational Contract: Incomplete Contracts Perspectives on Information Technology | **Sung-Min Kim**, U. of Illinois, Urbana-Champaign

Discussant: Michael J. Leiblein, Ohio State U.

350 : (Paper Session) - (BPS) Ownership Structure and Corporate Governance: Can We Generalize from U.S. Evidence?

8:30- 10:20 Adam's Mark: Director's Row E *Chair:* **Annette L. Ranft**, Wake Forest U.

- BPS: A Nationally Embedded Corporate Governance Model Using U.S., Swedish, and French Historical Institutional Data | Michael Lubatkin, U. of Connecticut; Peter J. Lane, Arizona State U.; Philippe Very, EDHEC; Sven-olof Collin, Lund U.
- **BPS:** Ownership Structure, Expropriation, and Performance of Group-Affiliated Companies in Korea | **Sea-Jin Chang**, Korea U.
- → BPS: Governing the Corporation in Emerging Economies:
 A Principal-Principal Perspective D | Michael Young,
 Chinese U. of Hong Kong; Mike W. Peng, Ohio State U.; David
 Ahlstrom, Chinese U. of Hong Kong; Garry D. Bruton, Texas
 Christian U.
- → BPS: Ownership Structure and Firm Performance in East Asia | Xuesong Geng, National U. of Singapore; Kulwant Singh, National U. of Singapore; Clement K. Wang, National U. of Singapore
- BPS: Meta-Analyses of Financial Performance and Equity: Fusion or Confusion? | Dan R. Dalton, Indiana U.; Catherine M. Daily, Indiana U.; S. Trevis Certo, Texas A&M U.; Rungpen Roengpitya, Indiana U.

Discussant: Mike Wright, U. of Nottingham

351 ❖: (CAR) Building Relational Networks to Enhance Commitment to the Organization

8:30- 10:20 Convention Center: A105

Chairs: **Wendy J. Casper**, U. of Tulsa; **Kevin E. Fox**, U. of Tulsa Job and Organizational Determinants of Affective

Organizational Commitment | Wendy J. Casper, U. of Tulsa

Affect as an Antecedent to an Employee's Commitment to Multiple Constituencies | **Kevin E. Fox**, U. of Tulsa

The Impact of Mentoring on Organizational Commitment and Turnover Intentions | **Ann Huffman**, Texas A&M U.

The Relationships Among Multiple Constituency Commitment and Interpersonal Courtesy and Altruism | Chris Wright, Corporate Survey.Com

Discussant: Robert Tett, U. of Tulsa

352 JS: *(CAR, OB, HR)* Unpacking and Reconceptualizing Career Success

8:30- 10:20 Convention Center: A101/103

Chairs: Peter A. Heslin, U. of Toronto; Hugh Gunz, U. of Toronto Conceptualizing and Evaluating Career Success | Peter A. Heslin, U. of Toronto

Psychological Success: When the Career is a Calling | **Douglas T. Hall**, Boston U.

Playing to Win: Trade-Offs, Traps and Resolutions | Nigel Nicholson, London Business School

Who are the Gatekeepers of "Career Success"? | Michael B. Arthur, Suffolk U.

Discussant: Barbara S. Lawrence, U. of California, Los Angeles

353: (Paper Session) - (CM) Zen and the Art of Negotiation 8:30-10:20 Convention Center: A107

Chair: Susan E. Brodt. Duke U.

- CM: The Shadow of the Past: How Past Negotiation Performance Affects Future Negotiation Performance | Kathleen O'Connor, Cornell U.; Josh Arnold, California State U., Long Beach
- CM: From Self-Prediction to Self-Defeat: The Effect of Expecting a Competitive Opponent on Negotiator Predictions, Behaviors, and Outcomes [2] | Kristina Diekmann, U. of Utah; Ann E. Tenbrunsel, U. of Notre Dame; Adam Galinsky, Northwestern U.
- CM: When Self-Interest Leads to Group Benefit: Power, Orientation, and Integrative Agreements | Alison Fragale, Stanford U.; Peter H. Kim, U. of Southern California; Margaret A. Neale, Stanford U.
- CM: Interpersonal Perception in Negotiations: The Velvet Glove, Accuracy, and Kelley & Stahelski Revisited | J. Mark Weber, Northwestern U.; Jeffrey Loewenstein, Northwestern U.; Leigh Thompson, Northwestern U.

354 : (Paper Session) - (ENT) Theoretical Approaches To Entrepreneurship

8:30- 10:20 Convention Center: A210

Chair: Ellen Foster Curtis, Pennsylvania State U.

- ENT: Structuration Theory: A Framework for Exploring the Entrepreneurship Domain | Yolanda A. Sarason, Colorado State U.; Jesse F. Dillard, U. of Central Florida; Thomas J. Dean, U. of Colorado, Boulder
- ENT: A Process Framework of Entrepreneurship: From Exploration, Through Exploitation, to Exit | Soon Lee Eugene Kang, Texas A&M U.; Klaus Uhlenbruck, Texas A&M U.
- **ENT:** Toward a Theory of Entrepreneurial Action: Detecting and Evaluating Opportunities | **Jeffery S. McMullen**, U. of Colorado, Boulder; **Dean Shepherd**, U. of Colorado, Boulder
- ENT: Failing Firms and Successful Entrepreneurs: Serial Entrepreneurship as a Simple Machine | Saras D.
 Sarasvathy, U. of Washington

355 □ ♥: (GDO) Diversity Resistance: Individual and Organizational. Subtle and Overt

8:30- 10:20 Convention Center: A109

Chair: Kecia M. Thomas, U. of Georgia

"Racial Harassment Isn't a Problem Where I Work" | **Donna**Chrobot-Mason, U. of Colorado, Denver

Diversity Resistance: Tales from the Front Line | Richelle Southwick, Southern Company

Traditional Selection Methods as Resistance to Diversity in Organizations | Patrick F. McKay, U. of Wisconsin, Milwaukee Influence of Climate for Diversity Training Transfer on the Effectiveness of Diversity Training | Loriann Roberson, Arizona State U.

Discussant: Arthur P. Brief, Tulane U.

356: (HCM) Health Care Management Division Welcome

8:30- 8:45 Convention Center: A112

Program Chair: Leonard H. Friedman, Oregon State U.

357 : (HR) Person-Organization Fit: Balancing Its Constructive and Destructive Forces

8:30- 10:20 Adam's Mark: Columbine

Chair: Marcus W. Dickson, Wayne State U.

Speakers: Steven D. Caldwell, Georgia Institute of Technology; Harold W. Goldstein, Baruch College; Tomas R. Giberson, Infinite Learning, LLC; Linda Bajdo, Wayne State U.; Kevin C. Ruminson, California State U., Chancellor's Office; Kenneth P. Yusko, Arlington County Govt, VA; Christian J. Resick, Wayne State U.; Marcus W. Dickson, Wayne State U.

Discussant: Amy L. Kristof-Brown, U. of Iowa

358 : (HR) Theoretical and Empirical Research in Stock Based Compensation

8:30- 10:20 Adam's Mark: Terrace *Chair:* **Jim Sesil**, Rutgers U.

Speakers: Matt Bloom, U. of Notre Dame; Maya Kroumova, New York Institute of Technology; Paul R. Sparrow, U. of Manchester; Denise M. Rousseau, Carnegie Mellon U.

Discussant: Paul S. Goodman, Carnegie Mellon U.

359 : (Paper Session) - (HR) International/Global Issues in HRM

8:30- 10:20 Adam's Mark: Vail

Chair: John Purcell, U. of Bath

- → HR: Cultural Values and Interviewer Judgments in the Cross-Border Employment Interview | Ghee Soon Lim, National U. of Singapore; Ann Marie Ryan, Michigan State U.
- HR: Determinants and Moderating Influences of Managers' Willingness to Assume a Global Assignment | Robert Konopaske, U. of North Carolina, Wilmington; John M. Ivancevich, U. of Houston
- ➡ ★ HR: IHRM Strategy and Practice Decisions: What Difference do Culture and Institutional Pressures Make? | Shannon Lloyd, Monash U.; Charmine E.J. Hartel, Monash U.
- ▶ HR: Predicting Cross-Cultural Training Performance: The Validity of Four Different Selection Tools | Filip Lievens, Ghent U.; Michael Harris, U. of Missouri, St. Louis

Discussant: Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington

Section D

360: (/M) IM Division Welcome

8:30- 8:59 Convention Center: C104

Welcome: Srilata Zaheer, U. of Minnesota, Farok Contractor, Rutgers U.; Joseph L. C. Cheng, U. of Illinois; Sully Taylor, Portland State U.; Schon Beechler, Columbia U.

Chair: Srilata Zaheer, U. of Minnesota

361 : (Paper Session) - (IPC) Strategic Alliances, Learning and Knowledge

8:30- 10:20 Convention Center: C106 T4 Facilitator: Yves Doz, INSEAD

BPS: Coordination and Protection Abilities: Determinants of Learning in Alliances | Miguel Rivera, HEC, France; Pierre Dussauge, HEC, France

- ❖ BPS: Learning by Collaboration: Roles of Interfirm Networks in Enhancing Knowledge Advantage | Devi R. Gnyawali, Virginia Polytechnic Institute and State U.
- → BPS: Learning and Knowledge Transfer in Strategic Alliances: A Social Exchange View | Senthil K. Muthusamy, Bowling Green State U.
- BPS: Structuring Learning Alliances: Achieving Learning Objectives While Minimizing Undesired Knowledge Transfer | Sofy Carayannopoulos, York U.
- **BPS**: The Scope and Governance of Knowledge-Sharing Alliances | **Joanne E. Oxley**, U. of Michigan; **Rachelle Sampson**, New York U.

362: (Paper Session) - (IPC) Examining Strategy Processes and Modes of Growth

8:30- 10:20 Convention Center: A106 T1

Facilitator: Stephen Mezias, New York U.

BPS: Explaining Sustained Profitable Growth | B. S.
Chakravarthy, U. of Minnesota; Hee-Jae Cho, International Institute for Management Development

- →BPS: Strategy Creation in Practice Adaptive and Creative Learning Dynamics | Patrick Regnér, Stockholm School of Economics
- OMT: Surviving the Internet Bubble: Examining the Links
 Between Modes of Growth and Commercial Success | Wm.
 Gerard Sanders, Brigham Young U.; Steven R. Boivie, U. of
 Texas, Austin

363: (Paper Session) - (IPC) Guanxi and Key Firm Competencies in China

8:30- 10:20 Convention Center: A106 T2

Facilitator: Irene Hau-Siu Chow, Chinese U. of Hong Kong

- → BPS: Guanxi Capitalism? The Diversification Strategies of China's New Entrepreneurs | Zhixing Xiao, INSEAD; Rupert Hoogewerf, Cambridge U.
- →BPS: The Battle of Competences: Lessons From the Evolution of Competition in China | Ming Zeng, INSEAD; Peter Williamson, INSEAD
- → SIM: Enabling Guanxi Management in China: A Hierarchical Stakeholder Model of Guanxi | Chenting (Eric) Su, Victoria U.; M. Joseph Sirgy, Virginia Polytechnic Institute and State U.; Ron K. Mitchell, Victoria U.

364 : (Paper Session) - (IPC) Strategies in New Economy Firms? Examining E-strategies

8:30- 10:20 Convention Center: C106 T3

Facilitator: Violina Rindova, U. of Maryland

- BPS: Dot-Competition: Intended Strategies, Imitability, and Performance | Bruce Walters, Louisiana Tech U.; Mark Kroll, Louisiana Tech U.; Peter Wright, U. of Memphis
- OCIS: What Drives Electronic Commerce? A Theory of Planned Behavior Perspective Paul A. Pavlou, U. of Southern California

Winner of Best Interactive Paper Award

- → BPS: Managing Profitable International Growth of Digital Information Good Providers | Volker Mahnke, Copenhagen Business School; Markus Venzin, Bocconi U.
- **BPS:** Gaining Competitive Advantage in Electronic Markets: Business-Level Strategies for Online Brokerage | **Jennifer Oetzel**, American U.

365 : *(Paper Session) - (IPC)* **Technology Strategy: Increasing Returns and Information Industries**

8:30- 10:20 Convention Center: A106 T3

Facilitator: Ruth S. Raubitschek, U.S. Deptartment of Justice

- BPS: Dynamic Capabilities in Technological Innovation:
 Opportunities for Later Adopters on the Internet | Carmen Weigelt, Duke U.
- ❖BPS: Open Standard: Role of Externalities and Impact on the Industry Structure | Xavier Lecocq, IAE - USTL; Benoit Demil, U. of Lille 1
- → ***TIM**: Exploring the Open Source Software Phenomenon: Issues for Organization Science | **Eric von Hippel**, Massachusetts Institute of Technology; **Georg Von Krogh**, U. of St. Gallen
- ❖BPS: Industries, Information, and the Internet: An Information-Oriented Perspective of Industries | Chitu Okoli, Louisiana State U.

366: (Paper Session) - (IPC) Unpacking Organizational Knowledge and Learning

8:30- 10:20 Convention Center: A106 T4

Facilitator: William H. Starbuck, New York U.

- BPS: Leveraging Knowledge Integration Through Social Identity: A Knowledge Theory of the Firm Perspective | Annick Willem, Vlerick Leuven Gent Management School
- BPS: Measuring Organizational Learning Capability | Jay Weerawardena, U. of Queensland; Len Coote, U. of Queensland
- ODC: Coaching Behaviors That Encourage Client Learning | Sandy Kristin Piderit, Case Western Reserve U.; Tony Lingham, Case Western Reserve U.

367 : (Paper Session) - (IPC) CEOs, Corporate Governance and Firm Performance

8:30- 10:20 Convention Center: A214 T1

Facilitator: Michael Young, Chinese U. of Hong Kong

BPS: CEO Information Seeking Behavior and Firm Performance | Vikas Anand, U. of Arkansas; Charles C. Manz, U. of Massachusetts, Amherst; Peter Hom, Arizona State U.

- **BPS:** CEO Centrality and the Intraorganizational Network | **Elie Matta**, U. of Western Ontario; **Glenn Rowe**, U. of Western Ontario; **Nada Farah**, McGill U.
- GDO: Women as CEO Successors: The Impact of Context on Performance | James J. Hoffman, Texas Tech U.; Redie Smith, John C. Smith U.; David Dawley, West Virginia U.

368 : (Paper Session) - (IPC) Corporate Governance and Executive Succession

8:30- 10:20 Convention Center: A214 T3

Facilitator: Ann C. Mooney, Stevens Institute of Technology

- **BPS:** A Longitudinal Study of Leader Succession, Tenure, and Performance in the NBA | **Robert C. Giambatista**, Texas Tech
- BPS: Executive Slack: A Conceptual Introduction and Explanation for CEOs' Outside Board Seats | Ann C. Mooney, Stevens Institute of Technology; Sydney Finkelstein, Dartmouth College
- BPS: When Firms Do Not Designate Heirs Apparent:
 Understanding the Role of Organizational Adaptation,
 Power and Managerial Labor Markets | Yan Zhang, Rice U.;
 Nandini Rajagopalan, U. of Southern California
- **BPS**: Does Executive Succession Matter? Comparing Apples and Oranges: A Meta-Analytic Review of Empirical Evidence | **Tzabbar Daniel**, U. of Toronto

369: (Paper Session) - (IPC) Managing Stakeholder Relations: Stewardship, Corporate Governance and Investor Activism

8:30- 10:20 Convention Center: C105 T2

Facilitator: Lori Verstegen Ryan, San Diego State U.

- SIM: Agents, Owners and Stakeholders: The Lack of Diversification in Managerial Portfolios and its Impact | Philip L. Cochran, Pennsylvania State U.; Melissa S. Baucus, Xavier U.; Thomas G. Comstock, Pennsylvania State U.; Joseph P. Kane, Pennsylvania State U.
- © SIM: Investor Activism, Managerial Responsiveness, and Corporate Social Performance: Do Managers Listen to Shareholders? | Parthiban David, U. of Notre Dame; Matt Bloom, U. of Notre Dame
- SIM: Institutional Ownership and Corporate Social
 Performance: The Moderating Effect of Investment Horizon
 | Shaker A. Zahra, Georgia State U.; Donald Neubaum, U. of
 Central Florida
- **BPS**: A Resource-Based View of Governance: Imitability and Substitutability of Governance Mechanisms | **Douglas J. Miller**, Tulane U.

370: (Paper Session) - (IPC) Challenges in Managing Diversity and Different Social Groups within Organizations

8:30- 10:20 Convention Center: A214 T4

Facilitator: Adrienne Colella, Texas A&M U.

OMT: Dollars and Difference: Value Diversity and Financial Performance in Investment Clubs | **Brooke Harrington**, Brown U.

◦ ❖ OB: The Effects of Relational Demography on Group Behavior: A Network Approach | M. Alix Valenti, U. of Texas, Dallas

HR: I Don't Want to Work with "Those People": Racial Composition, SDO, and Organizational Attractiveness | Elizabeth Eve Umphress, Tulane U.; Kristin Smith-Crowe, Tulane U.; Joerg Dietz, U. of Western Ontario

371 : *(Paper Session) - (IPC)* **Motivation and Morale After 9/** 11

8:30- 10:20 Convention Center: C105 T4

Facilitator: Shawn M. Carraher, Texas A&M U.

OB: Self-Determination Theory as a New Framework for Understanding Organizational Behavior | Marylene Gagne, Concordia U.; Edward L. Deci, U. of Rochester

HR: Effects of the Terrorist Attacks of 9/11/01 on Employee
Morale P□ | Ann Marie Ryan, Michigan State U.; Jennifer Z.
Carr, Michigan State U.; Bradley J. West, Michigan State U.

OB: Self-Concordance at Work: Understanding the Motivational Effects of Transformational Leaders Joyce E. Bono, U. of Minnesota

OCIS: Undermining Effects of Extrinsic Motivation on Intrinsic Motivations in User's Technology Acceptance | Younghwa Lee, U. of Colorado, Boulder; Jintae Lee, U. of Colorado, Boulder

372 : (Paper Session) - (IPC) Strategy, Cognition and Another Look at Real Options

8:30- 10:20 Convention Center: C106 T2

Facilitator: Arun Kumaraswamy, Rutgers U., Camden

MOC: Successful and Unsuccessful Downsizing: Influence of Strategy and Perceived Threat and Opportunity | Boris Kabanoff, Queensland U. of Technology; Ian Palmer, U. of Technology, Sydney; Shane Brown, Queensland U. of Technology

MOC: Toward a Descriptive Theory of Real Options in Strategic Management | Michael L. Barnett, New York U.

SIM: Risk Management, Real Options, and Corporate Social Performance | **Bryan W. Husted**, ITESM/Instituto de Empresa

373 □ →: (Paper Session) - (MC) The Importance of Implicit and Explicit Knowledge in Management Consulting: Theoretical Foundations and Empirical Evidences.

8:30- 10:20 Convention Center: C110

Chair: Alberto Zanzi, Suffolk U.

•MC: Bridging the Worlds of Academia and Business: Understanding Organizational Success in a Management Consultancy Firm | Veronique Ambrosini, Cranfield U. MC: Dynamic Competition and Development of New Competencies: The Case of the Internet Consulting Industry | Valerie Claude-Gaudillat, HEC, France; Bertrand V. Quelin, HEC, France

Winner of the Bentley College/Copenhagen Business School Best Student Paper Award

MC: Knowledge Management in Action - A Study of Knowledge Management in Danish Management Consultancies | Nicoline Jacoby Petersen, Copenhagen Business School; Flemming Poulfelt, Copenhagen Business School

Discussant: Alfred Kieser, Mannheim U.

374 ❖: (MED) MED Welcome

8:30- 9:00 Convention Center: A113

Program Chair: **Regina Bento**, U. of Baltimore *Division Chair:* **Robert J. DeFillippi**, Suffolk U.

375 OJS: *(MED, MC)* Organizational Culture: Education and Application in a Military Paradigm

8:30- 10:20 Convention Center: C101/103

Chair: Joseph LeBoeuf, U.S. Military Academy

Speakers: Richard Craig Bullis, U.S. Military Academy; Mark

Tribus, U.S. Military Academy

376 : (MH) Situational Leadership Then and Now

8:30- 10:20 Convention Center: A104

Chairs: Charles W. Blackwell , Nova Southeastern U.; Jane Whitney Gibson, Nova Southeastern U.

Speakers: Daniel A. Wren, U. of Oklahoma, Norman; Dewey E. Johnson, California State U., Fresno; Paul Hersey, Center for Leadership Studies

Discussant: Timothy O. McCartney, Nova Southeastern U.

377 : (MOC) Managerial and Organizational Cognition Division Welcome

8:30- 8:55 Convention Center: C201

Program Chair: Pamela S. Barr, Georgia State U.

378 ❖ SHCS: *(MSR, ODC, MED)* Spirituality at Work: Lessons for Organization Performance and Personal Meaning at Work

8:30- 10:20 Convention Center: C209

Speakers: Jeffery Ferguson, U. of Colorado, Colorado Springs; Donald D. Warrick, U. of Colorado, Colorado Springs; Mark L. McConkie, U. of Colorado, Colorado Springs

Discussant: Judi Neal, Association for Spirit at Work

379 ❖ JS: *(OB, CM)* Social Identity in Evolving, Boundary-Less, and Pluralistic Organizations

8:30- 10:20 Convention Center: A108/110

Chair: Ya-Ru Chen. New York U.

Speakers: Deborah J. Terry, U. of Queensland; Elizabeth A. Mannix, Cornell U.; Matthew S. Rodgers, Cornell U.; Caroline A. Bartel, New York U.; Batia Mishan Wiesenfeld, New York U.;

Sophie LeRoy, New York U.

Discussant: Richard Moreland, U. of Pittsburgh

380 JS: *(OB, HR)* New Perspectives on Helping: Beyond Social Exchange

8:30- 10:20 Adam's Mark: Gov. Sq. 14

Speakers: Scott W. Lester, U. of Wisconsin, Eau Claire; William H. Bommer, Georgia State U.; Jiing-Lih Farh, Hong Kong U. of Science and Technology; Jeffrey A. Joireman, Seattle Pacific U.; Mark C. Bolino, U. of Notre Dame; Bruce M. Meglino, U. of South Carolina; M. Audrey Korsgaard, U. of South Carolina; Lynn M. Shore, Georgia State U.; Chen-Bo Zhong, Northwestern U.; Denise Daniels, Seattle Pacific U.; Jane George-Falvy, U. of Washington; William H. Turnley, Kansas State U. Discussant: Robert C. Liden, U. of Illinois, Chicago

381 ❖ JS: (OB, OC/S) "Cyberjustice": The Quest for Fairness in Today's Networked Organizations

8:30- 10:20 Convention Center: A209

Chairs: Bradley J. Alge, Purdue U.; Jerald Greenberg, Ohio State U.

Speakers: Bradley J. Alge, Purdue U.; Gary A. Ballinger, Purdue U.; Maureen L. Ambrose, U. of Central Florida; Terry W. Noel, Wichita State U.; G. Stoney Alder, U. of Nevada, Las Vegas; Jeanne M. Wilson, College of William and Mary; Catherine Cramton, George Mason U.; Linda A. Jackson, Michigan State U.; Gretchen Barbatsis, Michigan State U.; Frank Biocca, Michigan State U.; Yong Zhao, Michigan State U.; Ricky Samona, Michigan State U.; Alexander von Eye, Michigan State U.; Hiram E. Fitzgerald, Michigan State U.; John M. Oesch, U. of Toronto Discussant: Jerald Greenberg, Ohio State U.

382: (OC/S) OCIS Welcome

8:30- 8:59 Convention Center: A204

Please join the OCIS Program Chair for coffee and announcements about the OCIS program.

Program Chair: Cynthia M. Beath, U. of Texas, Austin

383 **②** ❖ JS: *(OC/S, OMT, ODC)* Reconciling Virtual Team Theory and Practice: Embedded Meanings, Structures, and Networking Contexts

8:30- 10:20 Convention Center: A205

Organizer: **Arthur Shulman**, U. of Queensland *Chair:* **Judy Matthews**, Australian National U.

Identity Formation Among Virtual Workers | Manju K. Ahuja, Indiana U.

Control Enactment in Global Virtual Teams | **Brad Crisp**, Indiana U.

The Situated Nature of Virtual Teamwork | Julie Rennecker, Case Western Reserve U.

What Is Virtual Team Change? | Gavin M. Schwarz, U. of Wollongong

Discussant: **Daniel Robey**, Georgia State U.

384 : (ODC) 2002 ODC Program Welcome and Continental Breakfast

8:30- 8:59 Convention Center: C112

Program Chair: Chris Worley, Pepperdine U. Division Chair: Peter Sorensen, Benedictine U.

385: (OM) OM Welcome - 30th Anniversary Celebration

8:30- 8:49 Convention Center: C206

Program Chair: Kenneth Boyer, Michigan State U.

386: *(OMT)* **OMT** Welcome Breakfast and Distinguished Scholar Award

8:30- 10:20 Adam's Mark: Silver

Program Chair: Mary Jo Hatch, U. of Virginia

Organization Theory: Past and Future? | Kathleen Eisenhardt, Stanford U.

Introduction: Tina Dacin, Queen's U.

Distinguished Speaker: Kathleen Eisenhardt, Stanford U.

387 ❖ JS: *(OMT, ODC)* Building Vital Networks to Energize Organizations

8:30- 10:20 Convention Center: A201

Speakers: Wayne E. Baker, U. of Michigan; Robert L. Cross, U. of Virginia; James D. Ludema, Benedictine U.; Gretchen Spreitzer, U. of Michigan; Arran Caza, U. of Michigan; Sally Maitlis, U. of British Columbia; Ryan Quinn, U. of Michigan

388 : (ONE) ONE Interest Group Welcome

8:30-8:49 Convention Center: C108

Program Chair: Carolyn Egri, Simon Fraser U.

$\textbf{389}: \textit{(Paper Session)} - \textit{(RM)} \ \textbf{New Directions in Measurement} \\ \textbf{and Analysis}$

8:30- 10:20 Convention Center: C210

Chair: Robert P. Gephart, Jr., U. of Alberta

→ ★RM: The Identification of a Partial Metric Invariance Model for Multi-Group Studies | Gordon W. Cheung, Chinese U. of Hong Kong

RM: Adequate Measurement Isn't Just "Nice!" A Review of Measurement Practices in Management Research | Claudia C. Cogliser, U. of Oklahoma; Clay Dibrell, Oregon State U.; Stella Hua, Oregon State U.

RM: Metric Equivalence/Invariance Across Multiple Groups: Comparing Apples with Apples with Apples etc. | Roger B. Rensvold, City U. of Hong Kong

Discussants: **Gilad Chen**, Georgia Institute of Technology; **Marcia J. Simmering**, Louisiana State U.

390 □ **©**: (Paper Session) - (SIM) Organizational Ethics: Climate, Leadership and Ethics Programs

8:30- 10:20 Convention Center: A206

Chair: Marshall J. Schminke, U. of Central Florida

SIM: An Examination of the Relationship Between Ethical Work Climate and Moral Awareness | Craig V. VanSandt, Augustana College; Jon M. Shepard, Virginia Polytechnic Institute and State U.

SIM: Conceptualizing and Measuring Ethical Leadership:

Development of an Instrument | Michael E. Brown,

Pennsylvania State U.; Linda K. Trevino, Pennsylvania State U.

SIM: A Kantian Perspective on the Characteristics of Ethics Programs | Scott J. Reynolds, U. of Minnesota; Norman E. Bowie, U. of Minnesota

Discussants: James F. Weber, Duquesne U.; Thomas M. Jones, U. of Washington

391 (Paper Session) - (SIM) Stakeholder Policies,

Agendas and Management of Issues

8:30- 10:20 Convention Center: C109

Chair: Steve Wartick, Northern Iowa U.

- SIM: Issues Management: Antecedents and Consequences of a Professional Approach | Paul Dunn, Brock U.; Jennifer Griffin, George Washington U.
- ❖ SIM: Stakeholder Policy Content: A Network Approach | Michael E. Johnson-Cramer, Boston U.

SIM: Stakeholder Group Influences on Policy Learning: Expanding Policy Learning Theory Using Agenda-Building | David M. Wasieleski, U. of Pittsburgh

Discussants: **Stefanie Ann Lenway**, U. of Minnesota; **D. Jeffrey Lenn**, George Washington U.

392 □ OJS: (SIM, BPS, ONE) Organizational Slack and Corporate Social Responsiveness

8:30- 10:20 Convention Center: A207

Chair: Frances E. Bowen, U. of Sheffield

Influences in Corporate Philanthropy: The Evolution of Strategic Philanthropy | **David H. Saiia**, Northern Iowa U.

Do Strategic Slack and Governance Mechanisms Set the Limits of Social Responsiveness? | Linda Sama, Pace U.

The Composition of Organizational Slack and the Nature of Corporate Community Involvement | **Stephen Brammer**, U. of Bath

Organizational Slack as a Facilitator of Operational Level Environmental Initiatives | Frances E. Bowen, U. of Sheffield

The Influence of Slack in Human Resources on Community Service Through the Workplace | Lynda St. Clair, Bryant College

Discussants: **Jay Bourgeois**, U. of Virginia; **Mark P. Sharfman**, U. of Oklahoma; **Sanjay Sharma**, Wilfrid Laurier U.

393 **©**: (Paper Session) - (S/T) New Roles for Organizational Citizenship

8:30- 10:20 Convention Center: C204

Facilitator: Soon Ang, Nanyang Technology U.

OCIS: IS Professionals as Organizational Citizens: Good Soldiers and Mercenaries | Mary Sue Love, Southern Illinois U., Edwardsville; Jo Ellen Moore, Southern Illinois U., Edwardsville

SIM: Developing Corporate Citizens: Linking Organizational Developmental Theory and Corporate Responsibility | Jennifer Leigh, Boston College

MH: A Social Contract Perspective on Organizational
Citizenship Behavior | Robert S. D'Intino, Pennsylvania
State U.; Jon M. Shepard, Virginia Polytechnic Institute and
State U.; Lee M. Wolfle, Virginia Polytechnic Institute and State
U.

Winner of John F. Mee Management History Contribution Award

OB: Work Autonomy as Situational Constraint of Organizational Citizenship Behavior | Chen-Bo Zhong, Northwestern U.; Jiing-Lih Farh, Hong Kong U. of Science and Technology

394 ©: (Paper Session) - (S/T) Merger Process and the Aftermath

8:30- 10:20 Convention Center: A208

Facilitator: Jane E. Salk, ESSEC / Carnegie Mellon U.

OB: >From Culture Clash to Integration: Cultural Leadership in a Post-Merger Organization | Michelle C. Bligh, Claremont Graduate U.

BPS: CEOs in the Merger Process: Aspirations, Influence and Outcomes | **Kathleen Park**, Massachusetts Institute of Technology

GDO: Seduction Silencing Leadership: Carly Fiorina's Gendered Portrayal in U.S. Business Press | Linda A. Krefting, Texas Tech U.

CAR: Career Interrupted? Postacquisition Career Fates of Target Senior Executives | Kathleen Park, Massachusetts Institute of Technology

395 ©: *(Paper Session) - (S/T)* **Small Business Perspectives** 8:30-10:20 Adam's Mark: Director's Row F

Facilitator: Lisa K. Gundry, DePaul U.

GDO: Firm, Owner, and Financing Characteristics: Differences Between Female-Owned and Male-Owned Small Business | **Alicia Robb.** Federal Reserve Board of Governors

ENT: Start-up and Growth of Immigrant Small Businesses: The Impact of Social and Human Capital | Jennifer Marlene Sequeira, U. of Texas, Arlington; Abdul Rasheed, U. of Texas, Arlington

SIM: Small Business and Social Responsibility: A Review | Lynnette Claire, U. of Oregon

GDO: When He & She Sell Seashells: Exploring the Relationship Between Gender Balance & Firm Performance | Reg Litz, U. of Manitoba/U. of Calgary (Visiting); Cathleen Folker, U. of St. Thomas

396 SHCS: (TIM, HR, OM) The Internet in the Supply Chain: Productive Playfulness or Employee Theft?

8:30- 10:20 Convention Center: C207

Chair: Diane H. Parente, Pennsylvania State U., Erie Speakers: Peg Thoms, Pennsylvania State U., Erie; Kathleen Noce, Pennsylvania State U., Erie; Karen Papke-Shields, Salisbury State U.

Monday 8:45AM

397 □ • →: (Paper Session) - (HCM) Quality in Healthcare:

Moving Beyond Measurement

8:45- 10:20 Convention Center: A112

Chair: Eric S. Williams, U. of Alabama, Tuscaloosa

HCM: Factors that Influence Line Managers' Perceptions of Hospital Performance Data | **Liane Soberman Ginsburg**, U. of Calgary

Winner of HCM Division Best Paper Based on a Dissertation Award

→ HCM: A Study of Organizational Factors that Support Clinical Quality Improvement | Mattia J. Gilmartin, INSEAD

• HCM: Physicians' Perceptions of Medical Errors | Nir Menachemi, U. of Alabama, Birmingham; Richard M. Shewchuk, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Alabama, Birmingham

Discussant: Diana W. Hilberman, U. of California, Los Angeles

Monday 8:50AM

398 : (Paper Session) - (OM) Service Issues: Healthcare, Supplier Selection and Classification

8:50- 10:20 Convention Center: C206

Chair: Richard B. Chase, U. of California, Los Angeles

OM: Developing Classification Schemes Within a Service Industry: The Case of Retail Pharmacy Industry | Thanigavelan Jambulingam, Saint Joseph's U.; Ravi Kathuria, Chapman U.; William R. Doucette, U. of Iowa

OM: Service Failures Faced by Nurses | Anita L. Tucker, Harvard U.

Winner of OM Division Best Student Paper Award

●→OM: The Role of Value Added Services in Supplier Selection Process | Rohit Verma, U. of Utah; Gerhard Plaschka, DePaul U.

Discussant: Hale Kaynak, U. of Texas, Pan American

399 *: (Paper Session) - (ONE) Interorganizational Relationships with Environmental Stakeholders

8:50- 10:20 Convention Center: C108 *Chair:* **Kate Kearins**, U. of Waikato

ONE: Multistakeholder Arrangements in the 'Risk Society': Challenges for the Chemicals Industry | Suzanne Harriette Benn, U. of Technology, Sydney

❖ ONE: Differences in Inter-Sectoral Alliances Between Corporations and Environmental Non-Profit Organizations: How Resources and Capabilities Vary By Alliance Type | Ted London, U. of North Carolina, Chapel Hill; Dennis Rondinelli, U. of North Carolina, Chapel Hill; Hugh ONeill, U. of North Carolina, Chapel Hill

Discussants: James J. Kennelly, Skidmore College; Sharon Livesey, Fordham U.; Cathy A. Rusinko, Philadelphia U.

400 ©: (Paper Session) - (PNP) Perspectives on Non-Profit Management

8:50- 10:20 Adam's Mark: Plaza Court 7

Chair: Karun K. Singh, Columbia U.

PNP: The Price of Doing Good: Executive Compensation in Nonprofit Organizations | Peter Frumkin, Harvard U.; Elizabeth K. Keating, N/A

PNP: Nonprofit CEOs: How Their Context Impacts What and How They Learn | John J. Sherlock, U. of Maryland

❖ PNP: How Nonprofits Close: A Qualitative Study of 31 Twin Cities Nonprofit Organizations ☐ | Mark A. Hager, The Urban Institute; Joseph J. Galaskiewicz, U. of Arizona Discussant: Maria L. Nathan, Lynchburg College

Monday 9:00AM

401: (AAC) Placement Registration

9:00- 5:00 Hyatt: Pikes Peak

Organizer: Nancy H. Leonard, West Virginia U.

402 : (AAC) Registration

9:00- 5:00 Convention Center: Ballroom

Organizer: Nancy Urbanowicz, Academy of Management

403 : *(AAC)* Exhibits

9:00- 5:00 Convention Center: Ballroom

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

404: (AAC) Membership

9:00- 5:00 Convention Center: Ballroom

Discover the benefits of membership, update member information, find out how to get involved.

Organizer: Jane Whitney Gibson, Nova Southeastern U.

405: (AP) Art & Poetry Exhibition

9:00- 5:00 Convention Center: Ballroom

Please stop by our gallery adjacent to the Exhitbit area.

406 : (Paper Session) - (IM) Effective International Staffing 9:00-10:20 Convention Center: C102

Chair: Richard Byron Peterson, U. of Washington, Seattle

- → ❖IM: Expatriate Social Ties: The Impact of Relationships with Comparable Others & Host Country Nationals □ | Erin C. Johnson, U. of Iowa; Amy L. Kristof-Brown, U. of Iowa; Annelies E.M. Van Vianen, U. of Amsterdam; Irene E. De Pater, U. of Amsterdam; Megan M. Rigsby, FreeMarkets, Inc.
- IM: An Empirical Investigation of the Relationship Between Expatriate Assignment, Adjustment and Managerial Effectiveness D | Jeffrey Shay, U. of Montana; Sally A. Baack, San Francisco State U.
- IM: The Relationship between Repatriate Assets/Capabilities and Unit Performance: Toward a Model | Gary Oddou, California State U., San Marcos
- → IM: Adjustment of Female vs. Male Business Expatriates in the Same Host Location | Jan Selmer, Hong Kong Baptist U.; Alicia S. M. Leung, Hong Kong Baptist U.

Discussant: Riki Takeuchi, U. of Maryland, College Park

407 : (Paper Session) - (IM) MNC Strategy & Performance: How, Where & How Fast?

9:00- 10:20 Convention Center: C104

Chair: Hans Schenk, Tilburg U. / Erasmus U.

- → IM: The Influence of Internationalization on Time-Based Competition | Peter Davis, U. of Memphis; Clay Dibrell, Oregon State U.; Paula Danskin Harveston, Berry College
- → IM: Multinationality and Performance: A Three Stage-Theory and Empirical Evidence from Service Sector | Sumit Kumar Kundu, Saint Louis U.; Farok J. Contractor, Rutgers U.; Chin-Chun Hsu, Saint Louis U.
- → IM: Exporting and Capital Investment: On the Strategic Behavior of Exporters | Jose Campa, IESE; J. Myles Shaver, U. of Minnesota

→ ❖IM: The Influence of Location Choice and a Firm's Multinational Network of Operations on Firm Value | Heather Berry, U. of Pennsylvania

Discussant: Ram Mudambi, Temple U.

408 □ • . (MED) MED Distinguished Speaker: Henry Mintzberg

9:00- 10:20 Convention Center: A113

Chair: Robert J. DeFillippi, Suffolk U.

Introduction: Regina Bento, U. of Baltimore

Distinguished Speaker: Henry Mintzberg, McGill U.

409 : (Paper Session) - (MOC) The Complexity of Organizational Identity

9:00- 10:20 Convention Center: C201

Chair: Jeremy Marcel, Georgia State U.

MOC: We Know More Than We Say: A Typology for Understanding a Manifold Organizational Identity ☐ | Celia Virginia Harquail, U. of Virginia; Adelaide Wilcox King, U. of Virginia

MOC: Organizational Identity: Empirical Research and an Emergent Designed Direction | **Victor Seidel**, Stanford U.

MOC: What Makes Some Organizational Features Appear More Essential Than Others? | Johan Van Rekom, Erasmus U.

Discussant: Larry Stimpert, Colorado College

410 : (Paper Session) - (OCIS) E-Working

9:00- 10:20 Convention Center: A204

Chair: Suzanne Weisband, U. of Arizona

OCIS: Enacting New Ways of Organizing: Exploring the Activities and Consequences of Post-Industrial Work Katherine Cissel Kellogg, Massachusetts Institute of Technology; Wanda J. Orlikowski, Massachusetts Institute of Technology; JoAnne Yates, Massachusetts Institute of Technology

Runner up to Best Paper Award

OCIS: Contradiction as Trigger for Change: An Activity-Theoretical Approach to Computerization | Carole Groleau, U. of Montreal; Yrjo Engestrom, Helsinki U.

OCIS: Discontinuities and Post-Bureaucratic Organizing: A Framework and Research Propositions | Mary Beth Watson-Manheim, U. of Illinois, Chicago; Kevin Crowston, Syracuse U.; Katherine M. Chudoba, Florida State U. Discussants: JoAnn M. Brooks, U. of Michigan; Mark Mortensen, Stanford U.; Susan Winter, U. of North Carolina, Charlotte

411 : (Paper Session) - (ODC) Individual and Emotional Responses to Change

9:00- 10:20 Convention Center: C112

Chair: Julie Wolfram Cox, Monash U.

 ODC: Criticism as a Door to Mutuality: Reframing for Collaborative Inquiry | Peter Rivard, Boston College; Jenny W. Rudolph, Boston College; Richard P. Nielsen, Boston College

ODC: Emotional Filtering in Strategic Change P□ | Quy Nguyen-Huy, INSEAD

Winner of ODC Division Best Paper

ODC: Shamans, Corporate Healers and Toxic Handlers:
Processing Negative Emotions in Organizations | Ginka
Toegel, London Business School; Martin J. Kilduff,
Pennsylvania State U.; Narasimhan Anand, London Business
School

Discussant: David Jamieson, Pepperdine U.

412 ❖: (Paper Session) - (TIM) Social Networks and Knowledge Creation

9:00- 10:20 Convention Center: C212

Chair: Matthew S. Bothner, U. of Chicago

❖TIM: Knowledge Creation, Social Networks, and Innovation: An Integrative Study ☐ David Obstfeld, U. of California, Irvine

Winner of Best Paper Runner Up

TIM: Social Capital for Hire? Mobility of Technical Professionals and Firm Influence in Wireless Standards Committees | Gina Dokko, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania

→ ❖ TIM: How Communities Support Innovative Activities:
Assistance and Sharing Among Sports Enthusiasts | Sonali
Shah, Massachusetts Institute of Technology; Nikolaus Franke,
Vienna U. of Economics and Business Administration

❖TIM: Technological Capability Building through Networking Strategies within High-Tech Industries ☐ | Wim Vanhaverbeke, Limburgs U. Centrum; Geert Duysters, Eindhoven U. of Technology; Bonnie Beerkens, Eindhoven U. of Technology

Winner of Stephan Schrader Best Paper Award

Monday 9:30AM

413 : (OB) **OB** Welcome

9:30- 10:20 Adam's Mark: Gov. Sq. 10

Welcomes: **Terence R. Mitchell**, U. of Washington, Seattle; **Angelo S. DeNisi**. Texas A&M U.

Monday 10:15AM

414: (AAC) Conference Break

10:15- 10:45 Convention Center: Exhibit Break Area

Join us for refreshments. Morning break sponsored by Prentice Hall. Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday 10:40AM

415 € ❖: (AA) The Global Compact: Building Corporate Citizenship in a World of Networks

10:40- 12:00 Adam's Mark: Plaza Ballrm D+E+F

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A striking effort to build an effective business network is United Nations' Secretary General Kofi Annan's "Global Compact" between business and society. This symposium proposes that the Global Compact (GC) could create a tipping point for dramatic change in business practice toward greater corporate citizenship. To be successful, GC must build an effective network among its business signatories and the NGOs, multilateral institutions, labor organizations, and governmental organizations that support it. The

GC has to create momentum for companies to implement effective responsibility management systems, provide transparency, and learn how to engage stakeholders in a mutual process of learning. Chairs: James E. Post, Boston U.; Sandra Waddock, Boston College

Speakers: Georg Kell, United Nations; Peter Senge, Massachusetts Institute of Technology/Society for Organizational Learning; Thomas J. Donaldson, U. of Pennsylvania; Nikolai Rogovsky, International Labor Organization

416 : (AA) Networks for Research and Research on Networks in Health Care

10:40- 12:00 Adam's Mark: Plaza Ballrm A+B+C

Chair: Louise Fitzgerald, De Montfort U.

Aggregation in Qualitative Research: Producing an Overview of Research in Health Care | **Sue Dopson**, Templeton College, Oxford U.

The Researcher-Decision Maker Partnership: Some
Observations from Experience | Trish Reay, U. of Alberta
Institutionalizing a Research Collaboration from Networks,
Sites of Difference and Boundaries | Kathleen Montgomery,
U. of California, Riverside

Engaging Researchers and Practitioners in the Scholarship of DiscoveryThrough a Longitudinal Study | Rhonda M. Engleman, U. of Minnesota

417 ❖: (AA) Building Effective Networks Through the Academy of Management: The Presidents Speak

10:40- 12:00 Convention Center: A201

Chair: Jane Whitney Gibson, Nova Southeastern U. Speakers: Jean M. Bartunek, Boston College; Andrew H. Van de Ven, U. of Minnesota; Richard T. Mowday, U. of Oregon; Jone L. Pearce, U. of California, Irvine; David A. Whetten, Brigham Young U.

Discussants: Charles W. Blackwell , Nova Southeastern U.; Dana V. Tesone, U. of Central Florida

418 : (Paper Session) - (BPS) Strategic Outsourcing: New Evidence on Benefits and Drawbacks

10:40- 12:00 Adam's Mark: Director's Row H

Chair: **James Robins**, California Polytechnic State U., San Luis Obispo

BPS: Outsourcing as Commitment to Insiders: Evidence from Drug Development | **Pierre Azoulay**, Columbia U.

BPS: Outsourcing and Complexity in the Long-Term
Contracts: An Empirical Investigation of Competence and
Specificity | Jerome Barthelemy, AUDENCIA Nantes; Bertrand
V. Quelin, HEC, France

❖BPS: How Much You Know Versus How Well I Know You: Supplier Selection for Innovative Components | Glenn Hoetker, U. of Illinois, Urbana-Champaign

Discussant: Nicholas Argyres, Boston U.

419: (Paper Session) - (BPS) Executive Compensation and Risk: The Role of Stock Options and Equity Incentives 10:40- 12:00 Adam's Mark: Director's Row E

Chair: Martin Larraza-Kintana, U. Pública de Navarra

BPS: Deconstructing Compensation: The Dimensions of Executive Pay | Cynthia Devers, Central Michigan U.; Robert Wiseman, Michigan State U.; Gerry M. McNamara, Michigan State U.

■ BPS: Rethinking Executive Stock Option Plans From the Perspective of Behavioral Agency Models | Bartolome Deya-Tortella, U. of Islas Baleares; Luis R. Gomez-Mejia, Arizona State U.; Julio De Castro, U. of Colorado, Boulder; Robert Wiseman, Michigan State U.

BPS: Executive Compensation and Equity Incentives in the US High Technology Industry | Martin James Conyon, U. of Pennsylvania

BPS: CEO Stock Options: The Silent Dimension of Ownership | Jean McGuire, Concordia U.; Elie Matta, U. of Western Ontario

Discussant: Richard A. Johnson, U. of Missouri, Columbia

420 ❖: (Paper Session) - (BPS) Exploiting Strategic Networks: Institutional Legitimacy and Resource Access Considerations

10:40- 12:00 Adam's Mark: Gov. Sq. 17

Chair: Kathryn Mary Pavlovich, U. of Waikato

BPS: Relational and Market-Based Legitimation of Internet IPOs ☐ | Tim G. Pollock, U. of Maryland, College Park; Ranjay Gulati, Northwestern U.; Anthony Sadler, U. of Wisconsin, Madison

BPS: Virtual Alliances in the Internet Context | Lalit Manral, Columbia U.; Kathryn Rudie Harrigan, Columbia U.; Atul Nerkar, Columbia U.

BPS: Population-Specific Resources and Cross-Sector Alliances | **Michael Yaziji**, INSEAD

Discussant: Charlene L. Nicholls-Nixon, U. of Western Ontario

421 JS: *(BPS, OMT)* Accidental Tourists: Organizational Researchers Discover Geography

10:40- 12:00 Convention Center: A207

Organizers: **Heather Haveman**, Columbia U.; **Peter W. Roberts**, Columbia U.

Liquidity Events, Noncompete Covenants and the Geographic Distribution of Entrepreneurial Activity | **Olav Sorenson**, U. of California, Los Angeles

Vertical Linkages, Knowledge Transfer and Export
Performance: The Australian and New Zealand Wine In |
Peter W. Roberts, Columbia U.

Geographic Networks and Competitive Behavior | **Heather Haveman**, Columbia U.

Discussant: Steven Klepper, Carnegie Mellon U.

422 SHCS: *(BPS, OMT, TIM)* Exploratory Search in Organizations

10:40- 12:00 Adam's Mark: Gov. Sq. 12

Chairs: **Riitta Katila**, U. of Maryland/Stanford U.; **Gautam Ahuja**, U. of Michigan

The Road to Drug Discovery: Knowledge Explorations Along Different Dimensions | **Atul Nerkar**, Columbia U.

Citius, Altius, Fortius: Search for Radical Innovations | Riitta Katila, U. of Maryland/Stanford U.

Success Breeds Success but so Does Desperation:
Aspirations, Risk-Taking, and Search Outcomes | Lee Fleming, Harvard U.

Choice Interaction and Organizational Structure | Nicolaj Siggelkow, U. of Pennsylvania

The Search and Discovery Process of Great Inventors | Patrick Maggitti, U. of Maryland, College Park

Discussants: Kathleen Eisenhardt, Stanford U.; Daniel Levinthal, U. of Pennsylvania

Winner of OMT Division Best Symposium Proposal Award

423 : (Paper Session) - (CAR) Mentoring Effects: Proteges, Mentors and Mentoring Media

10:40- 12:00 Convention Center: A105

Chair: Stacy E. McManus, Harvard U.

CAR: Online Mentoring and Computer-Mediated Communication: New Directions in Research | Ellen Ensher, Loyola Marymount U.; Christian G. Heun, Loyola Marymount U.; Anita L. Blanchard, U. of North Carolina, Charlotte

CAR: Mentoring Provided: Relation to Mentors' Career Success, Personality and Mentoring Received | Nikos Bozionelos, U. of Strathclyde

CAR: Effects of the Mentor's Position on the Protégé's Perceptions of Mentoring and Attitudinal Responses | S. Gayle Baugh, U. of West Florida; Terri A. Scandura, U. of Miami; Ekin K. Pellegrini, U. of Miami

Discussants: Romila Singh, U. of Wisconsin, Milwaukee; Troy R. Nielson, California State U., San Marcos

424 SHCS: *(CAR, GDO, HR)* Work and Home as Competing and Complementary Domains

10:40- 12:00 Convention Center: C209

Chair: Lori E. Homer, U. of Washington

Speakers: Sue Campbell Clark, Idaho State U.; Ellen Ernst Kossek, Michigan State U.; Karen C. Gareis, Brandeis U.; Mary Mannion Plunkett, The Boeing Company

Discussant: Susan C. Eaton, Harvard U.

425 : (Paper Session) - (CM) Happy Together (or Not):

Conflict in Groups and Teams

10:40- 12:00 Convention Center: A107 *Chair:* **Terry L. Boles**, U. of Iowa

CM: Task Versus Relationship Conflict: A Meta-Analysis
Carsten De Dreu, U. of Amsterdam; Laurie R. Weingart,

Carnegie Mellon U.

CM: A Field Study of Group Faultlines, Team Identity, Conflict, and Performance in Organizational Groups | **Kate**

Bezrukova, U. of Pennsylvania; **Karen A. Jehn**, U. of Pennsylvania; **Elaine Zanutto**, U. of Pennsylvania

CM: The Role of Expertise and Reputation on Perceptions of Conflict and Influence Within Groups | Ethan Burris, Cornell U.; Melissa C. Thomas-Hunt, Cornell U.; Amy Stanton, Cornell U.

426 SIS: (CM, SIM, OB) Workplace Abuse, Aggression, Bullying, and Incivility: Conceptual Integration and Empirical Insights

10:40- 12:00 Convention Center: A101/103

Chair: Philip J. Moberg, U. of Akron

Speakers: Charlotte Rayner, Staffordshire U.; Theresa M. Glomb, U. of Minnesota; Barbara Anne Ritter, U. of Akron; Lilia M. Cortina, U. of Michigan; Loraleigh Keashly, Wayne State U.; Hui Liao, U. of Minnesota; Rebecca Fischbein, U. of Akron Discussant: Joel H. Neuman, State U. of New York, New Paltz

427: (Paper Session) - (ENT) Decision Making

10:40- 12:00 Convention Center: A210

Chair: Yuri Mishina, U. of Illinois, Urbana-Champaign

© ENT: Bayesian Causal Maps as Decision Aids in Venture Capital Decision Making: Methods and Applications Benedict Kemmerer, U. of Kansas; Sanjay Mishra, U. of Kansas; Prakash P. Shenoy, U. of Kansas

ENT: Mismatch Between Entrepreneurs and Their Firms: The Role of Cognitive Fit/Misfit | Keith Haven Brigham, Texas Tech U.; Julio De Castro, U. of Colorado, Boulder; Dean Shepherd, U. of Colorado, Boulder

ENT: What Effectuation is Not: Further Development of an Alternative to Rational Choice | **Nicholas Dew**, U. of Virginia; **Saras D. Sarasvathy**, U. of Washington

ENT: The Knowledge Economy: Reconsidering the Risk Concept for Entrepreneurial Firms | **Jay J. Janney**, U. of Dayton; **Gregory G. Dess**, U. of Kentucky

428 : (Paper Session) - (ENT) Strategic Alliances

10:40- 12:00 Convention Center: A212

Chair: Terry W. Noel, Wichita State U.

ENT: Rent Creation and Appropriation: Toward a Theory of the Entrepreneurial Firm | **Sharon Alvarez**, Ohio State U.; **Jay Barney**, Ohio State U.

ENT: Privatization, Corporate Entrepreneurship, and Performance: Testing a Normative Model | **Bostjan Antoncic**, U. of Liubliana

ENT: Strategic Alliances Between Startups and Large Firms: Uncoupling Entrepreneurial Challenges | **Reiko Kishida**, Case Western Reserve U.

429 : (Paper Session) - (GDO) Racial and Sexual Harassment: Perceptions and Reactions

10:40- 12:00 Convention Center: A109

Chair: Kathleen Suchon, U. of Massachusetts, Dartmouth

GDO: An Examination of Perceived Fairness in Organizations'

- Sexual Harassment Investigations | **Teri Elkins**, U. of Houston; **Stephanie Ward**, U. of Houston
- → GDO: A Theoretical Framework to Explain Sexual
 Harassment in an International Cross-Cultural Context |
 Vipan K. Luthar, St. Paul College; Harsh K. Luthar, Bryant
 College

Discussants: Mary Tucker, Ohio U.; Jacqueline N. Hood, U. of New Mexico

430 JS: (GDO, OB) Whither Gender and Leadership in the New Millennium?

10:40- 12:00 Convention Center: A108/110

Chairs: **Barry Z. Posner**, Santa Clara U.; **D. Anthony Butterfield**, U. of Massachusetts, Amherst

Leadership Styles of Women and Men | Alice Eagly, Northwestern U.

Psychological Barriers to Women's Progress in Management: An International Perspective | Virginia E. Schein, Gettysburg College

Developing Women Leaders in the New Millennium | Marian N. Ruderman, Center for Creative Leadership

As the Millennium Turns: Gender and Aspirations to Top Management | Gary N. Powell, U. of Connecticut Discussant: Lisa A. Mainiero, Fairfield U.

431 (Paper Session) - (HCM) Leadership in Healthcare Organizations: Evidence from the Field

10:40- 12:00 Convention Center: A112

Chair: Christy Harris Lemak, U. of Florida

HCM: An Empirical Investigation of the Impacts of Large-Scale Change at a Healthcare Organization | **Michele J. Hansen**, Indiana U./Purdue U., Indianapolis; **Gerard F. Farias**, Fairleigh Dickinson U.

HCM: The Relationship Between Leadership and Organizational Sustainability | **Eric Harter**, Praxair Healthcare Services; **Marshall Sashkin**, George Washington U.

HCM: Innovation and Physician Practices: The Case for Social Entrepreneurship | **David R. Williams**, U. of Alabama, Birmingham; **Samuel Robert Hernandez**, U. of Alabama, Birmingham

Discussant: Grant T. Savage, U. of Alabama, Tuscaloosa

432 ©: (HR) Rigor and Relevance in HR Science and Practice

10:40- 12:00 Adam's Mark: Columbine *Chair:* **Patrick Wright**, Cornell U.

Speakers: J. Randall MacDonald, IBM Corporation; Ian Ziskin, Qwest Communications; Brian Hackett, The Conference Board

433 : *(Paper Session) - (HR)* Issues in Performance Management

10:40- 12:00 Adam's Mark: Terrace

Chair: Christopher O.L.H. Porter, Texas A&M U.

❖ HR: Male or Female, Young or Old: Does Who You Work

- With Influence Your Pay or Performance Rating? | Cheri Ostroff, Columbia U.; Leanne E. Atwater, Arizona State U.
- HR: Multisource Feedback: A Longitudinal Study of Convergent and Predictive Validity | Kathy Armstrong, U. of Melbourne; Peter Michael Hart, U. of Melbourne; Elizabeth A. Gordon, Boeing Australia
- ➡ HR: Managers' Satisfaction with Performance Appraisals: Effect of Background, Culture and Tool Use | Randi Lunnan, Norweigan School of Management; Jon Erland Lervik, Norweigan School of Management; Ragnhild Kvalshaugen, Norweigan School of Management

HR: Personality as a Moderator of Monitoring Acceptance | David Zweig, U. of Toronto; Jane Webster, Queen's U. Discussant: James Hamilton Dulebohn, Michigan State U.

434 : (Paper Session) - (HR) Disabilities and Accommodation 10:40- 12:00 Adam's Mark: Vail

Chair: Bradford S. Bell, Michigan State U.

HR: Barriers to the Accommodation of People with Disabilities:
 An Examination of the Information Process | David C.
 Baldridge, Rochester Institute of Technology

*HR: The Everyday ADA: The Influence of a Requester's Assessments on Decisions to Ask for Needed Accommodation | David C. Baldridge, Rochester Institute of Technology; John F. Veiga, U. of Connecticut

HR: Workplace Accommodations: A Multiperspective Examination of Employee Usage | **Angela Tania Hall**, Florida State U.

Discussant: Mark V. Roehling, Michigan State U.

435: (Paper Session) - (IM) Ethics, Morality and Compensation: The Global Challenge

10:40- 12:00 Convention Center: C102

Chair: Rakesh B. Sambharya, Rutgers U., Camden

- → IM: Managers' Justifications of Unethical Behaviors: a 28

 Nation Social Institutions Approach Pa | K. Praveen

 Parboteeah, U. of Wisconsin, Whitewater; John B. Cullen,

 Washington State U.
- → IM: Managerial Compensation Consequences of Cultural Differences | H. L. Tosi Jr., Florida U.; Thomas Greckhamer, Florida U.
- IM: Income, Money Ethic, Pay Satisfaction, Commitment, and Unethical Behaviors: A Study of 12 Countries | Thomas Li-Ping Tang, Middle Tennessee State U.; Adebowale Akande, Potch U.; Abdulgawi Salim Alzubaidi, Sultan Qaboos U.; Mark G. Borg, U. of Malta; Bor-Shiuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Chin-Kang Jen, National Sun Yat-Sen U.; Ali Mahdi Kazem, Sultan Qaboos U.; Vivien Lim, National U. of Singapore; Eva Malovics, U. of Szeged; Johnsto E. Osagie, Florida A&M U.; Ruja Pholsward, U. of the Thai Chamber of Commerce; Elisaveta Sardzoska, U. St. Cyril and Methodius; Allen Stembridge, Southwestern Adventist U.; Toto Sutarso, Middle Tennessee State U.; Theresa Li-Na Tang, FISI-Cendant; Thompson S.H. Teo, National U. of Singapore; Peter Vlerick, Ghent U.

IM: Mapping Moral Philosophies in the Global Economy | Chris Robertson, Northeastern U.; William F. Crittenden, Northeastern U.

Discussant: Wei He, Boston College

436 : (*Paper Session*) - (*IIM*) Firm-Environment Interface: Scanning and Investment Strategies

10:40- 12:00 Convention Center: C104 *Chair:* **Taco Reus**, Florida State U.

- → IM: Strategic Uncertainty and Executive Scanning Behavior: The Role of Cultural Distance | Bahman P. Ebrahimi, U. of Denver; Ramachandran Subramanian, Grand Valley State U.; Olukemi O. Sawyerr, California State U., Long Beach
- → ❖IM: Impact of Environmental Imprinting & Search on Resource Change | Aldas Pranas Kriauciunas, U. of Michigan; Prashant Kale, U. of Michigan
- IM: Are Emerging Economies Less Efficient? Comparing Performance Persistence in the U.S. and India Pu | Aya Chacar, London Business School; Balagopal Vissa, London Business School
- →IM: The Influence of MNCs' Mode and Diversification Entry Strategies on Productivity in a Developing Country | R. Scott Marshall, Portland State U.

Discussant: Witold J. Henisz, U. of Pennsylvania

437 : (Paper Session) - (IPC) Diversification, Risk and Managerial Performance Incentives

10:40- 12:00 Convention Center: C105 T2

Facilitator: Luis R. Gomez-Mejia, Arizona State U.

BPS: Should Firms Hedge Risk? | **Kent Miller**, Purdue U.

BPS: How Diversification Reduces Employment Risk: Amihud and Lev Revisited | **Kristina Louise Szafara**, Cornell U.

- **BPS**: Too Much of a Good Thing? The Links Between Firm Performance and Managerial Incentives | **Wm. Gerard Sanders**, Brigham Young U.
- BPS: The Relationships Between Risk and Executive Compensation | Matt Bloom, U. of Notre Dame; Parthiban David, U. of Notre Dame

438: (Paper Session) - (IPC) Assessing the Activities of Boards of Directors: Monitoring and Relations With Top Management

10:40- 12:00 Convention Center: A106 T1

Facilitator: Edward Zajac, Northwestern U.

- BPS: Board Selection Strategy, Director Share Ownership and 'Underpricing' of Initial Public Offerings | Igor Filatotchev, U. of Bradford
- BPS: Changes in Board Monitoring and Performance of Declining Firms: The Additive Effect of Ownership Structure | Ashay B. Desai, U. of Wisconsin, Oshkosh
- **BPS:** The Dynamics of the Power Relation Between the CEO and the Board of Directors | **Wei Shen**, U. of Florida
- BPS: Board Monitoring, Corporate Control Exerted by Ownership, and Acquisition Performance: A Test of Substitution Effects | Ashay B. Desai, U. of Wisconsin, Oshkosh: Mark Kroll, Louisiana Tech U.

439 : (Paper Session) - (IPC) The Board of Directors:

Composition and Firm Performance

10:40- 12:00 Convention Center: A214 T4

Facilitator: Bat Batjargal, Stanford U./Peking U.

- **BPS**: Boards of Directors and Firm Performance: Integrating Agency and Resource-Dependence Perspectives | **Amy Hillman**, Arizona State U.; **Thomas Dalziel**, Arizona State U.
- → ❖ BPS: Board Composition and Firm Performance During Institutional Transitions | Mike W. Peng, Ohio State U.
- BPS: Board Matters: Corporate Governance and Firm
 Performance Through the Asian Economic Crisis | Chandru
 Rajam, National U. of Singapore; Guoli Chen, National U. of
 Singapore

440 : (Paper Session) - (IPC) Strategy, Innovation and Change

10:40- 12:00 Convention Center: A106 T3

Facilitator: Hugh O'Neill, North Carolina U., Chapel Hill

- BPS: Radical Change Recidivism | Katsuhiko Shimizu, U. of Texas, San Antonio
- → BPS: Does Organizational Change Enhance or Undermine Reputation? Adaptation vs. Inertia in French Haute Cuisine Restaurants | Rodolphe Durand, EM Lyon; Hayagreeva Rao, Emory U.; Philippe Michel Monin, EM Lyon
- ➡ BPS: Creating a Global Innovation Portfolio: A Contingent Resource-Based View | Ted London, U. of North Carolina, Chapel Hill

441 : (Paper Session) - (IPC) Corporate Level Strategy:

Acquisitions and Scalability

10:40- 12:00 Convention Center: A106 T4

Facilitator: Laurence Capron, INSEAD

- ❖ ODC: Managing the Corporate Scalability Challenge: Hypergraph Modeling of External Corporate Networks | Derrick E. D'Souza, U. of North Texas; Sajal K. Das, U. of Texas, Arlington
- IM: Business Groups in Korea: A Resource-based PerspectiveKae H. Chung, Old Dominion U.; Hae Ryong Kim, Ulsan U.
- **BPS:** The State of Post-Acquisition Performance Literature: Where to from Here? | **David R. King**, Indiana U., Bloomington

442: (Paper Session) - (IPC) Organizational Complexity and Coevolution: Understanding Firm Adaptation and Change 10:40-12:00 Convention Center: A214 T2

Facilitator: Philip C. Anderson, INSEAD

- **BPS**: To Explore or Exploit: A Test of Organizational Learning at the Corporate and Business Unit Level | **Constance R. James**, Pepperdine U.
- **BPS:** Exploration and Exploitation on Shifting Landscapes | **Sendil Ethiraj**, U. of Pennsylvania; **Jitendra V. Singh**, U. of Pennsylvania
- TIM: Translating Ideas in Facts and Artifacts: Co-Evolution of Technology and Networks in Heart Failure | Pierangela Morlacchi, U. of Bath

BPS: Complexity, Cognition and Adaptation: Toward a Grounded Theory of the Origins of Strategies | Giovanni Gavetti, Harvard U.; Jan W. Rivkin, Harvard U.

443 : (Paper Session) - (IPC) Corporate Social Relations and Firm Performance

10:40- 12:00 Convention Center: A214 T3

Facilitator: Laquita C. Blockson, Florida International U.

- BPS: Coworkers are Watching: Performance Implications of Peer Monitoring | Misty L. Loughry, Clemson U.
- **BPS**: Does Employee Power Affect Firm Performance? The Effects of Unionization, Employee Ownership, and Labor-Management Relationships on Firm Performance in the Airline Industry | Andrew von Nordenflycht, Massachusetts Institute of Technology
- SIM: Linking Corporate Social Responsibility to Financial Performance Through Market Valuation: A Theoretical Model with Supporting Exploratory Evidence | Peter Sherman, U. of Nebraska, Lincoln; Jan Hansen, U. of Nebraska,
- SIM: Unpacking Social Responsibility: The Curvilinear Relationship Between Social and Financial Performance Michael L. Barnett, New York U.; Robert Salomon, New York U.

444 : (Paper Session) - (IPC) Trust, Citizenship Behavior and Turnover

10:40- 12:00 Convention Center: C105 T3

Facilitator: Alison S. O'Brien, George Mason U.

- **⊙** ❖ **OB**: Revisiting the Cosmopolitan-Local Construct: An Event History Analysis of Employee Turnover | Roderick D. Iverson, Simon Fraser U.; Charles W. Mueller, U. of Iowa; James L. Price. U. of Iowa
- → OB: The Influence of Social Context and Individual Differences on Identifying With the Organization as a Source of Information on Self-Efficacy | Svenja Tams, London U.
- **OB**: Customer Citizenship Behavior in Internet Service Deliveries: A Social Exchange Perspective | Markus Groth, Australian Graduate School of Management
- **OB:** Trust-ME: A Multiple-Item Scale for Measuring Managers Employee Trust | Shay Tzafrir, Technion

445 : (Paper Session) - (IPC) New Questions and Answers About Emotion, Creativity and Intelligence in the Workplace

10:40- 12:00 Convention Center: C105 T4

Facilitator: Ethlyn Anne Williams, U. of South Florida

- **OB**: Expected Evaluations and Creativity: New Answers to an Old Question | Feirong Yuan, Texas A&M U.; Jing Zhou, Texas A&M U.
- **OB:** Creative Requirement: A Neglected Construct in the Study of Employee Creativity? | Kerrie Unsworth, Queensland U. of Technology; Toby Wall, U. of Sheffield; Angela Carter, U. of Sheffield

- OB: The Direct and Moderating Influences of Lateral and Vertical Relationships on Emotional Exhaustion | Victor Y. Haines III, U. of Montreal; Dominique Martel, U. of Sherbrooke
- **○** → **OB**: Emotional Intelligence as an Intelligence Facet: Construct Validation and Its Predictive Power of Job Performance | Kenneth S. Law, Hong Kong U. of Science and Technology; Lynda J. Song, Hong Kong U. of Science and Technology; Chi-Sum Wong, N/A

446 : (Paper Session) - (IPC) New Venture Growth, Decision Making and Competitive Response

10:40- 12:00 Convention Center: C205 T1

Facilitator: Armand Gilinsky, N/A

- **MOC**: An Empirical Examination of Curvilinearity in the Strategic Issue Diagnosis-Response Linkage | Scott D. Julian, Saginaw Valley State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.; Robert T. Justis, Louisiana State U.
- **BPS:** An Empirical Examination of Aggregate Patterns in U.S. Venture Capital Investment Decision Making | Isin Guler, U. of Pennsylvania
- **ENT:** Defining Performance in Specific Terms: A Theoretical Model of New Venture Growth | Brett Anitra Gilbert, Indiana U.; Patricia P. McDougall, Indiana U.; David Bruce Audretsch, Indiana U., Bloomington
- BPS: Incumbent Pricing Responses to Entry | Daniel H. Simon. Cornell U.

447 : (Paper Session) - (IPC) Entrepreneurship, Corporate **Venturing and Competitive Dynamics**

10:40- 12:00 Convention Center: C205 T2

Facilitator: Allen C. Bluedorn, U. of Missouri, Columbia

- ENT: Innovation, Enterpreneuship, and "Competing on the Edge: An Empirical Test of Brown And Eisenhardt (1998) Kurt Heppard, U.S. Air Force Academy: Christine S. Koberg. U. of Colorado, Boulder; Dawn Detienne, Utah State U.
- **ENT**: The Erosion of the Competitive Advantage of Strategic Planning in Entrepreneurial Firms: A Configuration Theory and Resource Based View | Linda Tegarden, Virginia Polytechnic Institute and State U.; Yolanda A. Sarason, Colorado State U.
- → BPS: Looking Beyond the Local: Non-Local Search and Assimilation Through External Corporate Venturing | Thomas Keil, York U.; Erkko Autio, Helsinki U. of Technology
- **ENT**: Explaining Corporate New Venturing From an Upper Echelon Perspective | Philip K. Goulet, U. of South Carolina

448 □ • +: (Paper Session) - (MC) How to Foster

"Knowledge-Based" Firms?

10:40- 12:00 Convention Center: C110

Chair: Marc Bonnet, ISEOR/U. of Lyon

MC: Organizing for Knowledge Exchange: Implications for Different Types of Knowledge-Based Firms | Rashmi H. Assudani, McGill U.

Winner of the Bentley College/Copenhagen Business School **Best Student Paper Award**

- MC: Balancing Technological and Organizational Platforms to Create Knowledge: Lessons from Consulting | Marc Ingham, Edhec-UCL; Caroline Delmeire, UCL
- MC: Competences, Knowledge Management and the Creation of Value | Francoise Dupuich-Rabasse, Esc Rouen; Georges Trepo, HEC, France

Discussant: Jim Lyttle, Long Island U.

449 JS: *(MED, HR)* Living the Learning in Executive Education: Integrating Lessons From the Field With Theory

10:40- 12:00 Convention Center: C101/103

Chair: Schon L. Beechler, Columbia U.

Aligning Educational Initiatives with Business Objectives | William M. Klepper, Columbia U.

Assessing the Effects of Executive and Management Development | **David Lewin**, U. of California, Los Angeles

Learning from Experience: A Novel Approach to Designing and Delivering an Education Program for Senior Executives at Columbia Business School | Schon L. Beechler, Columbia U.

Learning Even More from Experience: Applying Adult
Learning Theory to a Post-Program Assessment of the
Columbia Senior Executive Program | Lyle Yorks, Columbia
U.

Discussants: **Timothy Baldwin**, Indiana U.; **John Gumpert**, Praxair Corp.

450 : (Paper Session) - (MH) Scientific Management

10:40- 12:00 Convention Center: A104

Chair: Regina A. Greenwood, Kettering U.

MH: Lean Manufacturing Versus Scientific Management: Sequel or Substitute? | Regina A. Greenwood, Kettering U.; David S. Hoyte, J. L. French, Inc.

MH: Taylor's 'Soldiering': A Historical Perspective of the Restriction of Output | Anthony R. Wheeler, U. of Oklahoma, Norman

■ MH: Two Faces of Scientific Management | Ira T. Kaplan, Hofstra U.

→ MH: >From Taylor to Tetra: Scientific Management and Retail Distribution | Lars Engwall, Uppsala U.

Discussants: Karl Moore, McGill U.; Ira T. Kaplan, Hofstra U.; Lois Landis Kurowski, Indiana U., Kokomo; Anthony R. Wheeler, U. of Oklahoma, Norman

451 : (Paper Session) - (MOC) Tales From the Darkside:

Organizational Misbehavior 10:40- 12:00 Convention Center: C201

Chair: Loren T. Gustafson. Seattle Pacific U.

MOC: Using the Theory of Reasoned Action to Predict Organizational Misbehavior | Yoav Vardi, Tel Aviv U.; Idit Siton Avisror, Holiday Inn Hotels; Ely Weitz, Tel Aviv U.

MOC: Scandalized Olympic Identity | **Mary Ann Glynn**, Emory U.; **Maureen Blyler**, Emory U.

Schweitzer, U. of Pennsylvania; **Lisa Ordonez**, U. of Arizona; **Bambi M. Douma**, U. of Arizona

Discussant: Susan Houghton, Georgia State U.

452: (Paper Session) - (MSR) From Concept to Application

10:40- 12:00 Convention Center: A102

Chair: Louis W. Fry, Tarleton State U. Central Texas

MSR: Research in Spirituality, Religion, and Work: Walking the Line Between Relevance and Legitimacy | Kathy Lund Dean, Idaho State U.; Charles Fornaciari, Florida Gulf Coast U.; James J. McGee, Santa Clara U.

MSR: Towards a Spiritually Integral Theory of Management | David S. Steingard, St. Joseph's U.; Dale E. Fitzgibbons, Illinois State U.

→ MSR: Managerial Discernment: An Examination in the Case of Employee Appraisal | Vincent J. Duriau, U. of Maryland, College Park; Laurent Falque, EDHEC

Discussant: Ian Mitroff, U. of Southern California

453: *(OB)* Interweaving Research Perspectives on Leadership: Shackleton and the Endurance Expedition

10:40- 12:00 Adam's Mark: Plaza Court 8

An innovative and exciting symposium format with multiple perspectives on a single case.

Chair: Martin L. Martens, Concordia U.

The Social Construction of Leaders and Leadership | Martin L. Martens, Concordia U.

Shackleton Master Motivator | Terence R. Mitchell, U. of Washington, Seattle

Sir Ernest Shackleton: Charismatic/Transformational Leader | Gregory A. Bigley, U. of Washington

Courage as a System of Interrelating | Monica C. Worline, U. of Michigan

454 ❖: (OB) The Meaning of "Effective Networks" for Women and Gendered Nature of Network Research

10:40- 12:00 Adam's Mark: Gov. Sq. 10

Chair: Maura A. Belliveau, Texas A&M U.

Stigma, Legitimacy, and Mobility: A Contextual Perspective on Social Capital and Career Progress | Raymond T. Sparrowe, Washington U.

The Gender Divide in Social Network Research: Status Attainment versus Social Support | Mary Still, Cornell U.

The Received View of Women's Networks and Career Outcomes: The Construction or Construal of Networks as the Source of Differential Success? | Maura A. Belliveau, Texas A&M U.

455: (Paper Session) - (OB) Charismatic and

Transformational Leadership

10:40- 12:00 Adam's Mark: Gov. Sq. 11

Chair: James G. Hunt, Texas Tech U.

OB: Followers' Reactions to Leaders' Vision: A Process Model | Joyce E. Bono, U. of Minnesota; Timothy A. Judge, U. of Florida

❖ OB: The Impact of Charismatic Leadership: A 'Social Capital' Perspective | Mansour Javidan, U. of Calgary; Paul Varella, U. of Calgary

- OB: Charisma under Crisis: Presidential Leadership Before and After 9/11 | Michelle C. Bligh, Claremont Graduate U.; Jeffrey C. Kohles, California State U., San Marcos; James R. Meindl, State U. of New York, Buffalo
- → OB: Measurement of Charisma and Vision | Naresh Khatri, U. of Missouri, Columbia; Pawan S. Budhwar, Cardiff U.; Klaus Templer, Nanyang Technology U.; Ruth Lee, Nanyang Technology U.; Lynn Lim, Nanyang Technology U.; Lee Ping Lim, Nanyang Technology U.

456: (Paper Session) - (OB) Team Effectiveness and Its Underlying Processes

10:40- 12:00 Adam's Mark: Tower Court A *Chair:* **Cynthia Fukami**, U. of Denver

OB: The Critical Role of Creativity in the Relationship Between Team Processes and Performance | Lucy L. Gilson, U. of Connecticut; Christina E. Shalley, Georgia Institute of Technology; Stuart H. Milne, N/A

OB: Beyond The Shadow Of The Future | **Corinne A. Coen**, State U. of New York, Buffalo

❖ OB: Team Member Functional Background and Involvement in Management Teams

□ | J. Stuart Bunderson, Washington U.

Discussant: Don Hellriegel, Texas A&M U.

457 JS: *(OB, ODC, MOC)* Using Our Heads and Hearts: Influences of Cognition and Affect on Positive Organizational Change

10:40- 12:00 Convention Center: A209

Chairs: Leslie E. Sekerka, Case Western Reserve U.; Seung-Yoon Rhee, U. of Michigan

Speakers: Richard P. Bagozzi, Rice U.; Jane E. Dutton, U. of Michigan; Barbara L. Fredrickson, U. of Michigan; Fiona Lee, U. of Michigan; Rollin McCraty, Institute of HeartMath; Jose Antonio Rosa, Case Western Reserve U.

458 ❖: (Paper Session) - (OC/S) Information Systems Development

10:40- 12:00 Convention Center: A204

Chair: Robert W. Zmud, U. of Oklahoma

OCIS: Patterns of Cognitive Conflict in ISD Teams: A Process View | Ricardo Aldaba Lim, Asian Institute of Management; Ann Majchrzak, U. of Southern California

OCIS: Learn or Not: Impact of Cognitive Elaboration on Learning in ISD Projects | Jiangfan Jenny Zhong, U. of Southern California; Ann Majchrzak, U. of Southern California

OCIS: Systems Development Performance Improvement: A Knowledge Creation and Embedding Perspective | Ravi Patnayakuni, Temple U.; Arun Rai, Georgia State U.

OCIS: Engaging in System Design: Enabling Learning Across Communities | Kevin P. Gallagher, Florida State U.; Betty Vandenbosch, Case Western Reserve U.

Discussants: **T Ravichandran**, Rensselaer Polytechnic Institute; **Kay M. Nelson**, Ohio State U.; **Pierre Andre Balthazard**, Arizona State U.; **Shaila Miranda**, U. of Oklahoma

459 ©: (ODC) Is Change Manageable? An Analysis of the Developing Critique of the Manageability of Change

10:40- 12:00 Convention Center: A202

Chairs: **Ian Palmer**, U. of Technology, Sydney; **Richard Dunford**, Macquarie U.

Speakers: Ian Palmer, U. of Technology, Sydney; Richard Dunford, Macquarie U.; Loizos Th. Heracleous, National U. of Singapore; Ben Bryant, London Business School; Robert J. Marshak, American U.; Robert Waldersee, Queensland U. of Technology; Lynette Joy Clark, Queensland U. of Technology; Dexter Dunphy, U. of Technology, Sydney

Discussants: Craig C. Lundberg, Cornell U.; Suzanne L. Geigle, Pricewaterhouse Coopers

460 : *(Paper Session) - (ODC)* Perspectives on the Readiness for Change

10:40- 12:00 Convention Center: C112 *Chair:* **David Coghlan**, U. of Dublin

ODC: The Role of Organizational Culture and Reshaping Capabilities in Creating Readiness for Change | Renae A. Jones, Queensland U. of Technology; Nerina L. Jimmieson, U. of Queensland; Andrew Griffiths, U. of Wollongong

○ODC: The Transtheoretical Model of Change: An Application to Individual Readiness for Change | **Christie J. Kennedy**, San Jose State U.

ODC: Readiness for Change: The Development of a Scale | **Daniel T. Holt**, Air Force Institute of Technology *Discussant:* **James D. Ludema**, Benedictine U.

461 : *(Paper Session) - (OM)* **International Operations Issues** 10:40- 12:00 Convention Center: C206

Chair: Ram Narasimhan, Michigan State U.

- → OM: Relevance of Baldrige Criteria in an International Context: A Study of National Culture □ | Barbara B. Flynn, Wake Forest U.; Brooke Saladin, Wake Forest U.
- → OM: Managing Transitions in Manufacturing Firms: A Cross-Cultural Comparison | Linda Edelman, Bentley College; Mark Frohlich, London Business School
- OM: Just-in-Time in Practice at Toyota: Rules-in-Use for Building Self-Diagnostic, Adaptive Work-Systems | Steven J. Spear, Harvard U.

Discussant: Nancy E. Waldeck, U. of Toledo

462: (Paper Session) - (OMT) Culture: Process or Commodity?

10:40- 12:00 Adam's Mark: Tower Court B

Chair: Joseph Lampel, City U., London

OMT: Towards a Theory of Structural Change and Product Homogeneity in Cultural Industries | **Gokce Sargut**, Columbia U.

OMT: Why do Late Adopters Perform Poorly: Symbolic Adoption, or Cultural Incongruity? Pu | Peter Cebon, U. of Melbourne; E. Geoffrey Love, Rice U.

OMT: Chasing the Tastemakers: Gatekeeper Embeddedness in Cultural Industries ☐ Pacey Foster, Boston College

→ OMT: Cross Cultural Code Switching | Andrew Molinsky, Brandeis U.

463 : (Paper Session) - (OMT) Corporate Governance:

Dynamic Perspectives

10:40- 12:00 Adam's Mark: Tower Court D Chair: Janet E.L. Bercovitz, Duke U.

Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award

→ OMT: A Model of Governance and Legality of Firms in Transforming Economies: Empirical Evidence From China | Ivan M. Manev, U. of Maine; Aimin Yan, Boston U.; Tatiana S. Manolova. Boston U.

OMT: The Professional Partnership: Relic or Exemplar? | Royston Greenwood, U. of Alberta; Laura Empson, Oxford U.; Bob Hinings, U. of Alberta

OMT: Joining the Corporate Troika: The Rise of the CFO in American Corporations, 1963-1993 | **Dirk M. Zorn**, Princeton

464 ❖ JS: (OMT, OCIS, OB) Proximity Revisited: A Closer Look at the Meaning and Effects of Distance in Group Work

10:40- 12:00 Convention Center: A205

The Meaning of Distance to Members of Geographically
Distributed Teams | **Jeanne M. Wilson**, College of William and
Mary

Group Engagement Across Status Differences and Physical Distance | Anca Metiu, INSEAD

The Effects of Distance on the Formation of Collection Intuition | Quintus R. Jett, Rice U.

Discussants: **JoAnne Yates**, Massachusetts Institute of Technology; **Marietta L. Baba**, Michigan State U.

465 ♥ ❖: (ONE) Negotiating Stakeholder Networks by Necessity: The Rocky Flats Experience

10:40- 12:00 Convention Center: C108

Rocky Flats, once the U.S.'s most contaminated site, is planned for closure. Stakeholder representatives will discuss their experiences in the network that negotiated the resolution of this site.

Chair: Mark Cordano, Ithaca College

Speakers: Mark Udall, Congressman, 2nd Congressional District of Colorado; Doug Young, 2nd Congressional District of Colorado; Nancy Tuor, Kaiser-Hill Company; Ken Korkia, Rocky Flats Citizens Advisory Board; Samantha Dixion, City of Westminster; Len Ackland, U. of Colorado, Boulder; Monika Winn, U. of Victoria; Ann E. Feyerherm, Pepperdine U.

466 : (Paper Session) - (PNP) Theory and Practice in Public Management

10:40- 12:00 Adam's Mark: Plaza Court 7

Chair: Tom Thomas, San Francisco State U.

PNP: All That Glitters: Non-Economic Competition and the Implications for Organizational Theory | Mark Andrew Fuller, York U.

- PNP: New Public Management and Democracy: A Problematic Pairing? | Peter DeLeon, U. of Colorado, Denver; Owen Hughes, Monash U.
- ❖ PNP: Talking COP: Discourses of Change and Policing Identities | Robyn Thomas, Cardiff U.; Annette Davies, Cardiff U.

Discussant: Jean Hartley, Warwick U.

467 : (Paper Session) - (RM) Researching Narratives and Narrating Research

10:40- 12:00 Convention Center: C210

Chair: Stephen Linstead, U. of Essex

RM: Narrating Research | Hans Hansen, U. of Kansas

→ RM: To Text or Context? □ | David Barry, Victoria U., Wellington; Brigid Carroll, Auckland U.; Hans Hansen, U. of Kansas

RM: A Hermeneutical Approach to Research: Discovering How People in Organizations Learn through Conversations | **Ann C. Baker**, George Mason U.

Discussants: Karen D. Locke, College of William and Mary; Bruce James Hanson, Colorado Technical U.

468 □ **©**: (Paper Session) - (SIM) Research on Ethics in an International Context

10:40- 12:00 Convention Center: C109

Chair: Randi L. Sims. Nova Southeastern U.

→ SIM: Power Distance and Individualism as Cultural
Determinants of Ethical Judgments | Daniel A. Sauers,
Lincoln U., New Zealand; Jeffrey C. Kennedy, Lincoln U., New
Zealand; Kee Hock Loo, Lincoln U., New Zealand

SIM: The Linkage Between National Culture and Corruption: An Investigation of 46 Nations | Michael D. Santoro, Lehigh U.; Amy K. Scott, Lehigh U.

SIM: Child Labor and International Business Ethics: The Case of the Brazilian Shoe Industry | J. Lawrence French, Virginia Polytechnic Institute and State U.; Richard E. Wokutch, Virginia Polytechnic Institute and State U.

Discussants: **Jerry M. Calton**, U. of Hawaii, Hilo; **Bobby Banerjee**, U. of South Australia

469 □ ○: (Paper Session) - (S/M) Incorporating Environment into Corporate Social Responsibility and Stakeholder Research

10:40- 12:00 Convention Center: A206

Chair: Patricia C. Kelley, U. of Washington

SIM: The Effect of Environment on the Relationship Between Social Responsibility and Performance DI | Irene Goll, U. of Scranton; Abdul Rasheed, U. of Texas, Arlington

- SIM: The Creation of Value: Reconciling Social Responsibility, Sustainability and a Stakeholder Approach | David Wheeler, York U.; Barry A. Colbert, York U.; R. Edward Freeman, U. of Virginia
- SIM: Cognitive Frames of Corporate Environmental Performance: Positional Differences and Similarities | Oana

Branzei, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia

Discussants: Jamie R. Hendry, Bucknell U.; David H. Saiia, Northern Iowa U.

470 ©: (Paper Session) - (S/T) Cracks in the Glass Ceiling? 10:40-12:00 Adam's Mark: Director's Row F

Facilitator: Michael Harris, U. of Missouri, St. Louis

- → CAR: Shattering the Glass Ceiling The 'Greenhouse'
 Effect and Women's Careers | Yochanan H. Altman, U. of
 North London; Ruth Catherine Simpson, Brunel U.
- **GDO:** The Glass Ceiling and the Politics of Knowledge: On the Possibilities of Roads Not Taken | **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst
- + ODC: Gender and Action in the Third Wave: Challenges for Enterprise Development and Change | Nina Amble, Work Research Institute: Lene Foss, Tromsoe U.
- **BPS**: Who are Female Directors? New Empirical Evidence on Human Capital and Institutional Explanations | **Todd Fister**, U. of Illinois, Urbana-Champaign

471 ©: (Paper Session) - (S/T) Dot Coms and the New Economy

10:40- 12:00 Convention Center: A208

Facilitator: Urs E. Gattiker, Aalborg U.

- ODC: Punctuated Norm Crisis: Action Learning and Social Construction During the Rise and Fall of Dotcoms | Kenneth Wm. Kury. Boston College
- **TIM:** An e-Venture in e-Topia: Networked Technologies and Connected Discourses | **Thea Michelle Hinde**, Keele U.
- OMT: Towards a Theory of Variation in Idea-Markets:
 Attracting "Eyeballs" to Websites During the Dot-Com |
 Christian H. Czernich, Stockholm School of Economics; Chip
 Heath, Stanford U.
- OM: Value Drivers in e-Services | Rohit Verma, U. of Utah;
 Zafar Igbal, DePaul U.

472 **♦ ♦**: (Paper Session) - (S/T) Networks and Firm Performance

10:40- 12:00 Convention Center: C204

Facilitator: Marlene Burkhardt, Juniata College

- □ ◆ OB: Interpersonal Relationships at the Top | David Butcher, Cranfield U.; Sally Atkinson, Cranfield U.
- ❖ OB: The Pervasive Effects of Network Content □ | Brooke Harrington, Brown U.

Winner of OB Division Best Dissertation-Based Paper Award

- ENT: The Effects of Underwriter Networks on IPO Performance | Hyeon Jeong Park, Cornell U.
- ➡ HCM: The Entrepreneurial Process in Health Care: The Nashville Network | Sharon Topping, U. of Southern Mississippi; Jon C. Carr, U. of Southern Mississippi; Beth Woodard, Belmont U.; Michael Burcham, ParadigmHealth; Kina Johnson, U. of Southern Mississippi

473: (Paper Session) - (TIM) Insights into E-Commerce

10:40- 12:00 Convention Center: C212

Chair: Sanjay Jain, U. of Wisconsin, Madison

- TIM: Trustworthiness as a Source of Competitive Advantage in Online Auction Markets | Paul A. Pavlou, U. of Southern California
- TIM: Product Quality Information, Market State Information and Transaction Costs in Electronic Auctions D | Otto Koppius, Erasmus U.; Eric Van Heck, Erasmus U.
- ➡ TIM: Online Disintermediation. Differences in the Behavior of Traditional Retailers in Adopting Ecommerce | Veneta Stefanova Andonova, U. Pompeu Fabra
- TIM: Pure Plays Versus Brick and Click: An Analysis of Marketing, Channel Structure, and Performance | Howard Rasheed, U. of South Florida; Scott W. Geiger, U. of South Florida

474 : (Paper Session) - (TIM) Technological Insights from Patent Analyses

10:40- 12:00 Convention Center: C208

Chair: David Robinson, Texas Tech U.

- TIM: Evolution of R&D Capabilities: Role of Knowledge Networks Within a Firm | Srikanth Paruchuri, Columbia U.; Atul Nerkar, Columbia U.
- ❖TIM: Subsidiaries and Knowledge Networks: The Evolving Influences on Innovation | Paul C. Almeida, Georgetown U.; Anupama Phene, U. of Utah
- TIM: Knowledge Transfer with the Firm: What Drives the Speed of Transfer? | Anupama Phene, U. of Utah; Anoop Madhok, Erasmus U.; Kun Liu, U. of Utah
- → TIM: Improving Patent Valuation Methods for Management -Validating New Indicators by Understanding Patenting Strategies | Markus Georg Reitzig, Munich School of Management

475 SHCS: *(TIM, BPS, OMT)* The Theory of the Firm and Modularity: Towards a Fruitful Convergence?

10:40- 12:00 Convention Center: C207

Organizers: Michael G. Jacobides, London Business School;

Phanish Puranam, London Business School *Chair:* Richard Langlois, U. of Connecticut

Speakers: Henry Chesbrough, Harvard U.; Andrea Prencipe, U. of Sussex

Discussant: Sidney G. Winter, U. of Pennsylvania

Monday 12:00PM

476: *(OMA)* **Journal of Organizational Behavior Luncheon** 12:00- 2:00 Hyatt: Moulin Rouge

Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 12:20PM

477 ❖: (AA) Co-Evolution of Knowledge Networks and Twenty-first Century Organizational Forms

12:20- 2:10 Convention Center: A201

Social Capital and Communities of Practice: Studying Knowledge Creation, Retention, and Transfer | Peter R. Monge, U. of Southern California

Knowledge Networks as Public Goods | Yan Xu, U. of Southern California

A Network Analysis of Information Retrieval in Transactive Memory Systems | **Noshir Contractor**, U. of Illinois

Modelling Exception Handling and Knowledge Sharing in Project Teams | **John Kunz**, Stanford U.

Discussant: Bill McKelvey, U. of California, Los Angeles

478 ❖: (AA) ISO Certification and Institutionalism: Adoption and Diffusion of Global Management Standards 12:20- 2:10 Adam's Mark: Gov. Sq. 14

Chair: Anastasia M. Luca, U. of California, Los Angeles Speakers: Peter Mendel, Stanford U.; Isin Guler, U. of Pennsylvania; Mauro F. Guillen, U. of Pennsylvania; J. Muir Macpherson, U. of Pennsylvania; Ann Terlaak, U. of California, Santa Barbara; Andrew King, New York U.; Petra Christmann, U. of Virginia; Glen Stirling Taylor, U. of Hawaii; Eitan Naveh, Technion-Israel Institute of Technology; Alfred Marcus, U. of Minnesota; Hyoung Koo Moon, Korea U.; Anastasia M. Luca, U. of California, Los Angeles; Charles J. Corbett, U. of California, Los Angeles

Discussant: Esmeralda Garbi, Florida Atlantic U.

479 **♦ ♦**: (AA) Leading Toward a Better World? Business as a Force for Change

12:20- 2:10 Adam's Mark: Plaza Ballrm D+E+F

This session will explore lessons learned from both changes within major multinational corporations and from their efforts to contribute to constructive societal change. Recent events have surfaced numerous gaps in the global information age: for example, between the promise of creating "connected communities" and the reality of divisiveness and conflict; between macro-policies and microopportunities; between messages sent by leaders and behavior on the ground in local units: between the expectations for corporate social responsibility and what companies can actually deliver; and between the experiences of men and women. The leadership portfolio in many companies now includes the challenges of managing uncertainty, working through partner networks, building a common culture permitting collaboration across diverse units, and addressing problems well beyond a company's borders. This session will look at how companies improve their competitiveness while tackling new challenges, such as pharmaceutical companies' efforts to improve health in developing countries, from oil companies addressing environmental sustainability, and from initiatives of technology companies to bridge the digital divide. Does this reflect the evolution of a new corporate model? Is there a connection between business success in the digital age and active corporate citizenship? How does this model respond - or not - to the critics of global capitalism who are suspicious of the power of giant enterprises?

Distinguished Speaker: Rosabeth Kanter, Harvard U. Section D

480: (Paper Session) - (BPS) Developing Capabilities: Internal Development Versus External Sourcing

12:20- 2:10 Adam's Mark: Gov. Sq. 17

Chair: Patrick Reinmoeller, Erasmus U.

BPS: Boundary Management and Organizational Growth | Filipe Manuel Santos, Stanford U.; Kathleen Eisenhardt, Stanford U.

- → BPS: >From Catching Up to Competitive Advantage: The Evolution in Use of Methods of Resource Development | Alvaro Cuervo-Cazurra, U. of Minnesota
- → BPS: How Firms Change: Internal Development Versus External Capability Sourcing in the Global Telecommunications Industry | Laurence Capron, INSEAD; Will Mitchell, Duke U.
- →BPS: Market Liberalization and Its Impact on Firm Scope | Alvaro Cuervo-Cazurra, U. of Minnesota; Omar Toulan, McGill U.

Discussant: Todd Zenger, Washington U.

481 : (Paper Session) - (BPS) The Determinants of CEO Compensation

12:20- 2:10 Adam's Mark: Director's Row E

Chair: Glenn Rowe, U. of Western Ontario

BPS: Compensation Consultants and Executive Pay | **Simon Peck**, U. of St. Gallen; **Martin James Conyon**, U. of Pennsylvania

BPS: Market Comparisons as Determinants of CEO and Outside Director Compensation in U.S. Firms | James J. Cordeiro, State U. of New York, Brockport

BPS: Incentive Compensation Plans and Deregulation: Why Boards of Directors and Blockholders Matter? | **Bongjin Kim**, Tilburg U.

BPS: Impressing the Investor: CEO Compensation in IPO Firms | S. Trevis Certo, Texas A&M U.; Catherine M. Daily, Indiana U.; Dan R. Dalton, Indiana U.

Discussant: Daniel P. Forbes, U. of Minnesota

482: (Paper Session) - (BPS) The Dynamics of Supply Chain Structure and Coordination

12:20- 2:10 Adam's Mark: Director's Row H

Chair: Jack A. Nickerson, Washington U.

- ●BPS: Where Do Intermediate Markets Come From? | Michael G. Jacobides, London Business School
- ❖BPS: Do Modular Products Lead to Modular Organizations? | Glenn Hoetker, U. of Illinois, Urbana-Champaign
- BPS: Asymmetrical Power as a Basis for Intensive Coordination in a Multi-Firm Network | Alan O'Sullivan, U. of Ottawa
- BPS: Coerced to Co-Operate? Development of a Cooperative Distribution Strategy in Japan | James M. Hagen, Cornell U.; Katsumasa Hayashi, Naigai Industries, Inc.

BPS: Experience and Learning in Supply Chain Negotiations, Evidence from an Industry Simulation | James Edward Henderson, Babson College; Karel Cool, INSEAD

Discussant: Ron Adner, INSEAD

483 JS: (BPS, IM, TIM) Business Strategy in the Evolving Global Wireless Telecommunications Sector

12:20- 2:10 Convention Center: A207

Chair: Bennet A. Zelner, Georgetown U.

Competition and Price Discrimination in the U.S. Cellular Telephone Service Industry | Patrick S. Moreton, Washington

Replication and Adaptation in Knowledge Transfer among International Telecom Firms | Charles Williams, U. of

The Impact of Firm Rivalry on Location Choices in the Cellular Phone Industry | Juan Alcacer, New York U.

The Political Spectrum | Witold J. Henisz, U. of Pennsylvania Discussant: Anita McGahan, Boston U.

484 ♦ ♦: (CAR) Cyber-Relations, Religion, and 24-7 in Paradise: Managing Boundaries in 21st Century Work 12:20- 2:10 Convention Center: A105

Chairs: Susan G. Cohen, U. of Southern California; Edith Lilian Greenblatt, U. of Southern California

Introduction to Symposium by the Chairs | Susan G. Cohen, U. of Southern California

Anybody Out There? Virtuality Impacting Individual Psychological States & Team Enabling Conditions | Cristina B. Gibson, U. of Southern California

Connecting at the Team-Member Boundary: Virtual Team Characteristics Predicting Member Satisfaction | Paul E. Tesluk, U. of Maryland

Protestant Relational Ideology and (In)Attention to Relational Cues in Work Settings | Jeffrey Sanchez-Burks, U. of Michigan

Too Close for Comfort: Boundary Management in 24-7 Service Workers | Edith Lilian Greenblatt, U. of Southern California

Managing Boundaries for Individual and Organizational Effectiveness | Edward Lawler III, U. of Southern California Discussant: Edward Lawler III, U. of Southern California

485 € ❖ JS: (ENT, BPS, OMT) I Get By With a Little Help From My Friends: Entrepreneurs in Rock and Roll Networks

12:20- 2:10 Convention Center: A101/103

Chair: Timothy S. Reed, Air Force Institute of Technology Speakers: Hugh McGee, Pat McGee Band, Inc.; Cheryl Preheim, NBC News; Barry Fey, House Of Blues Promotions; Virgil M. Thompson, Cox Radio; Ron Cerrito, Interscope Geffen A&M Records; Kurt Heppard, U.S. Air Force Academy; Andrew C. Corbett, Rensselaer Polytechnic Institute; Jeffery S. McMullen, U. of Colorado, Boulder

Musician: Pat McGee, Pat McGee Band, Inc.

486 € ❖: (HR) "e-HR and the Future of the HR Function"

12:20- 2:10 Adam's Mark: Terrace

Speakers: Mike Christie, Hewitt Associates, LLC; Steve Moritz, Dell Computer Corporation; Mark L. Lengnick-Hall, U. of Texas, San Antonio

487 : (Paper Session) - (HR) Issues in Compensation Design 12:20- 2:10 Adam's Mark: Vail

This session includes papers on issues with regard to compensation design such as organizational pay mix, group incentives, and broad based incentives

Chair: Karen J. Jansen, Pennsylvania State U.

HR: Organizational Pay Mix: The Implications of Various Theoretical Perspectives | Yoshio Yanadori, Cornell U.; Michael C. Sturman, Cornell U.; George T. Milkovich, Cornell U.; Janet H. Marler, State U. of New York, Albany

HR: Group Incentives Context, Design and Effectiveness: Evidence of Complex, Nonlinear Relationships | Edilberto F. Montemayor, Michigan State U.

EXECUTE: Organization-Wide Broad-Based Incentives: Rational Theory and Evidence Janet H. Marler, State U. of New York, Albany; George T. Milkovich, Cornell U.; Yoshio Yanadori, Cornell U.

Discussant: Gary C. McMahan, U. of Texas, Arlington

488 : (Paper Session) - (HR) HR Practices and Firm Performance

12:20- 2:10 Adam's Mark: Columbine

Chair: Elizabeth Fraser Cabrera, U.Carlos III de Madrid

©HR: The Effects of Firm Strategy and Human Resource Practices on Firm Innovation in Nonunionized Firms Simon Taggar, York U.; Alan M. Saks, U. of Toronto

NET : How HRM Affects Corporate Financial Performance: Evidence from Belgian SMEs | Luc Sels, Catholic U., Leuven; Sophie De Winne, Catholic U., Leuven; Johan Maes, Catholic U., Leuven; Jeroen Delmotte, Catholic U., Leuven; Dries Faems, Catholic U., Leuven; Anneleen Forrier, Catholic U., Leuven

©HR: Training and Organizational Effectiveness: Do Incentives Make a Difference? | Simon Taggar, York U.; Alan M. Saks, U. of Toronto; Robert R. Haccoun, York U. Discussant: Diane Burton, Massachusetts Institute of Technology

489 JS: (HR, MED, OB) 360 Degree Feedback: Dilemmas in Practice, Opportunities in Research

12:20- 2:10 Convention Center: A209

Chair: Jay A. Conger, London Business School

360-Degree Trends and Predicaments | Jean Brittain Leslie. Center for Creative Leadership

Understanding 360-Degree Feedback at the Individual, Organizational, and National Levels | David A. Waldman, Arizona State U.

Decoupling Development from Administration: Time for Two 360-Degree Instruments? | Ginka Toegel, London Business School

Does Method Matter? Online vs. Paper Survey Effects in 360-Degree Feedback | Allan H. Church, PepsiCo, Inc.

490 : (/M) Beyond Expatriation: New Themes in Expatriate Research

12:20- 2:10 Convention Center: C102 *Chair:* **Jean-Luc Cerdin**, ESSEC

Facilitator: Paula M. Caligiuri, Rutgers U.

The Relationship Between Expatriate Assignment and Global Leadership Competencies | Mark Mendenhall, U. of Tennessee, Chattanooga

Designing Repatriate Training Programs: A Contingency Framework | **Ibraiz Tarique**, Rutgers U.

Towards a Boundaryless Career: A Closer Look at the Expatriate Career Concept | Guenter K. Stahl, INSEAD

Repatriation in French Multinationals: Traditional Propositions and New Research Directions | **Mila Borislavova Lazarova**, Rutgers U.

Foreign Assignments and Organizational Performance: A Comparative Analysis of European Countries | Amanda Dunkel, Vienna U. of Economics and Business Administration

491 : (Paper Session) - (IM) Management Lessons from Uncertain Environments: Dazed and Confused

12:20- 2:10 Convention Center: C104

Chair: James J. Kennelly, Skidmore College

IM: Modes and Effects of Change: Evidence from Telecommunications Firms | Laurence Capron, INSEAD; Will Mitchell, Duke U.

- IM: An Evolutionary View of the Internationalization of Chase Manhattan Bank, 1917 to 1996 | Gino Cattani, U. of Pennsylvania
- →IM: The Value of Real Options in a Period of Great Uncertainty | Seung-Hyun Lee, Ohio State U.; Mona V. Makhija, Ohio State U.
- → IM: Greenfield Investment in the Global Energy Industry: Negotiating Complexity and Legitimacy | Rajesh Kumar, Aarhus School of Business; Srinivasa Rangan, Babson College; Carlos Rufin, Babson College

Discussant: Stanley D. Nollen, Georgetown U.

492 ❖ SHCS: (//M, OB) Building Effective Networks: Reconciling Cultural Dimensions of Five International Research Programs

12:20- 2:10 Convention Center: C207

Chairs: **Vipin Gupta**, Fordham U.; **Robert J. House**, U. of Pennsylvania

Speakers: Mansour Javidan, U. of Calgary; Paul Hanges, U. of Maryland; Peter W. Dorfman, New Mexico State U.; Fons Trompenaars, THT Intercultural Management Group; Lilach Sagiv, Hebrew U.; Michael H. Hoppe, Center for Creative Leadership

493 : (Paper Session) - (IPC) Understanding Competitive and Cooperative Relations and Their Interaction

12:20- 2:10 Convention Center: A106 T2

Facilitator: Carlos Garcia-Pont, IESE, U. of Navarra

- ❖BPS: Strategic Analysis to Build Value-Creative Network: The Value Configuration Approach | Xavier Lecocq, IAE -USTL; Saïd Yami, ERFI-ISEM
- ▶BPS: Competition Versus Cooperation: Toward an

- Integration | Ming-Jer Chen, U. of Virginia; Alberto Daniel Hanani, U. of London
- BPS: Networking for Action: Action-Based Firm Differences in Embeddedness Perspective | Ping Kwong Yeung, Open U., Hong Kong; Chung-Ming Lau, Chinese U. of Hong Kong

494 : (Paper Session) - (IPC) Strategic Groups and Multimarket Competition

12:20- 2:10 Convention Center: A106 T3

Facilitator: Avi Fiegenbaum, Technion

- BPS: Diffusing the Shadow of the Future: Technological Innovation and (Non) Mutual Forbearance | Raja Roy, U. of Pittsburgh; John E. Prescott, U. of Pittsburgh
- ❖ BPS: When Does the Competition Matter? Investigating Managerial and Board Perceptions Within a Multimarket Context | John Stephan, State U. of New York, Buffalo
- ➡ BPS: Multipoint Competition, Mutual Forbearance and Entry Into Geographic Markets | Lucio Fuentelsaz, U. of Zaragoza; Jaime Gómez, U. of Zaragoza
- BPS: The Performance Implications of Strategic Group Membership: The Role of Multi-Market Competition | Zied Guedri, Concordia U.; Jean McGuire, Concordia U.

495 : (Paper Session) - (IPC) Mimetic Behavior and Industry Evolution

12:20- 2:10 Convention Center: A106 T1

Facilitator: Marvin B. Lieberman, U. of California, Los Angeles

- → BPS: Identifying Mimetic Isomorphic Patterns and Measuring Their Consequences | Charles Baden-Fuller, City U., London; Ilidio Barreto, U. Catolica Portuguesa
- BPS: Temporal Mimicry Patterns and Performance
 Consequences in U.S. Investment Banks' Underwriting
 IPOs | Kyung Min Park, INSEAD
- ➡ BPS: Strategic Similarity and Performance: A Test of Urban Hotels | Ainhoa Urtasun, Navarra Public U.; Isabel Gutierrez, U.Carlos III de Madrid
- BPS: The Impact of Stock Price "Alerts" on Firm Behavior and Industry Evolution: When the Market Misleads | Carl J. Kock, U. of Pennsylvania

496 : (Paper Session) - (IPC) The Function and Performance of Strategic Alliances

12:20- 2:10 Convention Center: A214 T3

Facilitator: Shige Makino, Chinese U. of Hong Kong

- **BPS:** Influences of Transaction Governance and Process Pattern on Alliance Performance | **Steven S. Lui**, City U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong
- → BPS: Equity Participation and the Wealth Effect of Strategic Alliances: Evidence from Taiwan | Shao-Chi Chang, National Cheng Kung U.
- → ★ENT: The Influence of Organizational Performance Goals and National Culture on SME Strategic Alliance Propensity | Franz T. Lohrke, U. of Alabama, Tuscaloosa; Mark Weaver, Rowan U.; Patrick Kreiser, U. of Alabama, Tuscaloosa

 *BPS: Managing Joint Ventures: The Impact of Experience, Strategic Interdependence, and Control on Performance | Rebecca Monette Guidice, U. of Mississippi; John B. Cullen, Washington State U.

497 : (Paper Session) - (IPC) Financial and Accounting Measures and Strategy

12:20- 2:10 Convention Center: C205 T2

Facilitator: Eleanor O'Higgins, U. College, Dublin

- BPS: Why Financial Buyers Do It Better? Agency Theory Meets the Knowledge-Based View of the Firm | Oliver Frank Gottschalg, INSEAD
- © BPS: Improving the Management of Turnaround with Corporate Financial Measures ☐ | John A. Pearce II, Villanova U.; Jonathan P. Doh, Villanova U.
- ➡ BPS: Restructuring Performance: The Applicability of the Balanced Scorecard View | Seungwha (Andy) Chung, Yonsei U.; Gyeong Mook (Gymi) Kim, Kwandong U.; Boyoung Cheon, Yonsei U.
- OMT: The Reception Pattern of the Balanced Scorecard:
 Accounting for Interpretative Viability | Geert Braam, U. of
 Nijmegen; Stefan Heusinkveld, U. of Nijmegen; Jos Benders,
 U. of Nijmegen

498 : *(Paper Session) - (IPC)* Re-examining Research in Strategic Management: From Theory to Methods

12:20- 2:10 Convention Center: A106 T4

Facilitator: Eric W. K. Tsang, Wayne State U.

- **BPS**: A Place to Play: Re-Defining Strategy Research | **Johan Roos**, Imagination Lab Foundation; **Matt Statler**, Imagination Lab Foundation
- BPS: Paradox and Theorizing Within the Resource-Based View | Augustine A. Lado, Cleveland State U.; Peter Wright, U. of Memphis; Mark Kroll, Louisiana Tech U.; Nancy G. Boyd, North Texas U.
- □ ❖ BPS: From Metaphor to Practice in the Crafting of Strategy | Johan Roos, Imagination Lab Foundation; Peter Bürgi, Imagination Lab Foundation
- BPS: Has Strategic Management Shed the Normal Science Straightjacket? Revisiting Bettis' (1991) Critiques | David Ketchen, Florida State U.; Virginia Bratton, Florida State U.; T. Russell Crook, Florida State U.; Vera L. Hoover, Florida State U.

499 : (Paper Session) - (IPC) Strategic Issues in Technology Development and Commercialization

12:20- 2:10 Convention Center: A214 T1

Facilitator: Anil Nair, Old Dominion U.

- BPS: Organizational Antecedents of Second-Order Marketing and R&D Competences | Erwin Danneels, Worcester Polytechnic Institute
- BPS: Myopic Core Competencies and New Product Performance | Keith Brouthers, U. of East London; Lance Brouthers, U. of Akron; Dennis B. Arnett, Texas Tech U.

- **BPS:** The Definition of Strategic Liabilities and Their Impact on Firm Performance | **Richard J. Arend**, U. of Nevada, Las Vegas
- **○BPS:** The Role of IT in Drug Development: Measuring Capabilities Among Contract Research Organizations | Christopher Boerner, U. of California, Berkeley; Jeffrey Macher, Georgetown U.

500 : (Paper Session) - (IPC) Venture Capital: Its Function and Role in Firm Strategy

12:20- 2:10 Convention Center: A214 T2

Facilitator: Garry D. Bruton, Texas Christian U.

- **BPS:** The Munificence Penalty: How Excess Resources Impact New Venture Performance | **Hart E. Posen**, U. of Pennsylvania
- **©BPS:** Knowledge, Structure, and the Upside-Down Venture Capitalist | **Noam Wasserman**, Harvard U.
- **ENT:** Institutional Profiles and Their Impact on New Venture Growth in Emerging Economies | **Niels Billou**, London Business School
- → OMT: Multi-Stage Selection and the Funding of New Ventures | Jonathan Thomas Eckhardt, U. of Maryland, College Park; Scott Shane, U. of Maryland, College Park; Frederic Delmar, Stockholm School of Economics

501 : (Paper Session) - (IPC) Approaches for Measuring and Assessing Ethics

12:20- 2:10 Convention Center: A214 T4

Facilitator: Marshall J. Schminke, U. of Central Florida

- **SIM:** Utilizing Moral Reasoning in Decision Making: A Closer Look | **Peter E. Mudrack**, Kansas State U.
- SIM: Magnitude of Consequences, Accountability, and the Ethical Decision Making of IS Professionals
 Pu | Kevin P. Pauli, Millsaps College; Douglas R. May, U. of Nebraska, Lincoln
- SIM: Just(?) a True/False Test: Applying Signal Detection Theory to Judgments of Organizational Dishonesty | Elizabeth D. Scott, Pennsylvania State U.

502: (Paper Session) - (IPC) New Evidence on Entrepreneurship and Managing Innovation

12:20- 2:10 Convention Center: C105 T2

Facilitator: John A. Mathews, Macquarie U.

- → TIM: Learning Curve? Which One? | Paulo Jose Prochno, IBMEC
- **▼TIM**: The Duality of Innovation and Attention to Details in Quality Improvement Initiatives | **Eitan Naveh**, Technion-Israel Institute of Technology; **Miriam Erez**, Technion-Israel Institute of Technology
- TIM: Interactions between Style and New Technologies:
 Managing Innovation in the Media Industries | Tanja S.
 Schweizer, Erasmus U.
- **ENT:** Environmental Uncertainty, Configurational Equifinality, and Organizational Performance In Small Firms | **G. Tyge Payne**, U. of Texas, Arlington

503 : (Paper Session) - (IPC) Relational Principles, Identity and Organizational Change

12:20- 2:10 Convention Center: C105 T1

Facilitator: Jack M. Feldman, Georgia State U.

- MC: An Interpretative Model of the Dynamics of Cooperation in Intra- and Inter-organizations Networks | Jean-Paul Bernard Dumond, Hautes Etudes Commerciales U.
- © ODC: Transformative Interactions: Relational Principles to Guide Self-Organizing Change ☐ Mary A. Ferdig, Benedictine U.; James D. Ludema, Benedictine U.

 Best Interactive Paper Award
- ODC: Employee Responses to Mergers and Acquisitions: The Mediating Role of Threat to Self-Concept | Christopher D. Zatzick, Simon Fraser U.

504 : (Paper Session) - (IPC) Occupational Concerns, Stress and Performance

12:20- 2:10 Convention Center: C105 T3

Facilitator: Angelo J. Kinicki, Arizona State U.

- OB: Stress-Related Aftermaths to Workplace Politics | Eran Vigoda, Haifa U.
- OB: The Antecedents of Performance: A Multilevel Perspective | Gillian Bernadette Yeo, U. of Queensland; Andrew Neal, U. of Queensland
- **○OB:** Occupation-Relevant Values Strengthen the Stressor-StrainRelationship in Elite Army Units | Thomas W. Britt, Clemson U.; Melba Stetz, Walter Reed Army Institute of Research; Paul Bliese, Walter Reed Army Institute of Research
- **OB:** Organizational Climate: Moderating Job Insecurity's Toll on Employee Safety | **Tahira M. Probst**, Washington State U., Vancouver

505: (Paper Session) - (IPC) Challenges Posed by Success in the Context of Organizations and Project Management 12:20-2:10 Convention Center: C105 T4

Facilitator: Tsungting Chung, Providence U.

- **OB:** Cognitive Processes for Avoiding the Paradox of Success | **Pino G. Audia.** London Business School
- MC: How Success Inhibits Innovation and Change: Lessons from an Intervention | Anurag Sharma, U. of Massachusetts, Amherst; Thu Hang T. Tran, U. of Massachusetts, Amherst
- OB: Uncovering and Exploring the Mobilization and Launch Phase of High and Low Performing Project Teams | Jeff Ericksen. Cornell U.
- MC: In Search of the Root Causes of Deep Culture Conflicts
 James W. Fairfield-Sonn, U. of Hartford

506: (Paper Session) - (IPC) Negotiation Strategies and Tactics

12:20- 2:10 Convention Center: C205 T1

Facilitator: Don Moore, Carnegie Mellon U.

OB: The Later the Better: Issue Delays and Outcome Delays in Dyadic Negotiations ☐ | Sungu Armagan, Utah State U.; Tamara A. Uptigrove, U. of Texas, Dallas; Gerardo A. Okhuysen, Utah State U.

CM: Learning to Avoid the Winner's Curse in Bilateral

- Negotiations: The Effect of Variance in the Payoff | Yoella Bereby-Meyer, Ben-Gurion U., Negev; Brit Grosskopf, Harvard U.
- **CM**: Do I Need to be a Tough Negotiator all the Time? Relationship Between Negotiators and the Concession Timing Effect | **Seungwoo Kwon**, Carnegie Mellon U.

507 ❖ JS: *(MC, ODC)* Social Network Analysis and Management Consulting

12:20- 2:10 Convention Center: A205

- A Brief History of Social Network Analysis in Management Consulting | Valdis Krebs, Orgnet.Com
- Jump-Starting Your Consulting Career in Social Network Analysis | Gerald R. Falkowski, IBM
- Managing Across Boundaries: A Social Network Analysis | Alessandro Lomi, Bologna U.
- Ethical and Strategic Challenges in Using Network Analysis in Management Consulting | Stephen P. Borgatti, Boston College
- What Can Social Network Analysis Do for Management Consulting? | Jose-Luis Molina, UAB

508 ❖: (MED) Luncheon of Past MED Chairs

12:20- 2:10 Convention Center: A113

Program Chair: **Regina Bento**, U. of Baltimore *Division Chair:* **Robert J. DeFillippi**, Suffolk U.

509 : (Paper Session) - (MH) Corporate Governance in Historical Perspective

12:20- 2:10 Convention Center: A104

Chair: Diana Reed, Drake U.

- MH: Hierarchy Versus Heterarchy in British Aerospace: BAE Systems and Bombardier-Shorts in the 1990s | John Francis Wilson, Nottingham U.
- MH: Corporate Governance, Business Strategy and the Characteristics of Networks | Steve Toms, U. of Nottingham; Igor Filatotchev, U. of Bradford
- MH: Inventing Corporate Governance: The Emergence of Shareholder Activism in the Nineteen Forties | | Richard Marens, Sacramento State U.

Paul Hersey Award for Best Paper on Leadership

MH: Corporate Governance Through Networks and Markets: The Historical Impact of Public Policy | Trevor Buck. De Montfort U.

Discussants: Bill Cooke, U. of Manchester; Gillian Wright, Liverpool John Moores U.; Michael Rowlinson, U. of North London; Mohammed R. Ahmed, Ameer Institute of Technology

510: (Paper Session) - (MOC) The Effects of Affect on Decisions and Judgement

12:20- 2:10 Convention Center: C201

Chair: Vanessa Urch Druskat, Case Western Reserve U.

MOC: The Emotional Ties That Bind: Affective Characteristics of Groups and Their Effects on Judgments of Cohesiveness and Common Fate | Joseph Magee, Stanford

Bilateral U.; Larissa Tiedens, Stanford U.

- **MOC**: Effects of Mood on the Discernment of Varying Levels of Employee Performance in Performance Appraisals | Stéphane Côté, U. of Toronto
- MOC: The Impact of Affect, Framing, and Need for Cognition on Decision Makers' Recall and Confidence | Bard Kuvaas. Norweigan School of Management; Geir Kaufmann, Norwegian School of Economics and Business Administration; Tore Helstrup, U. of Oslo
- **MOC**: A Web Study of the Effect of Personal Preference, Mood, and Gender on Decision-Making Style | Marta Sinclair, U. of Queensland; Neal M. Ashkanasy, U. of Queensland

Discussant: Adelaide Wilcox King, U. of Virginia

511: (Paper Session) - (OB) LMX: Measurement and Links to Justice and Citizenship Behavior

12:20- 2:10 Adam's Mark: Gov. Sq. 11

Chair: Arup Varma, Loyola U., Chicago

- → OB: Antecedents of Leader-Member Exchange and Explanation of its Relationship with Citizenship Behavior | Samuel Aryee, Hong Kong Baptist U.; Hwee-Hoon Tan, National U. of Singapore; Pawan S. Budhwar, Cardiff U.
- **OB**: LMX Dyad Agreement: Construct Definition and the Role of Dyad Similarity and Communication | Barbara D. Minsky. Troy State U., Dothan
- **OB**: A Justice Perspective to Understanding The Effects of LMX Differentiation For Individual Attitudes | Berrin Erdogan, Portland State U.
- **OB**: The Role of Proactive Characteristics and Behaviors on Exchange Relationships and Outcomes | Robert C. Liden. U. of Illinois, Chicago; Raymond T. Sparrowe, Washington U.; Berrin Erdogan, Portland State U.; Monica C. Gavino, U. of Illinois, Chicago; John M. Maslyn, Vanderbilt U.

Discussant: Mark J. Martinko, Florida State U.

512 SHCS: (OB, HR) Contingent Work in the New Economy 12:20- 2:10 Adam's Mark: Gov. Sq. 12

Organizers: Blake E. Ashforth, Arizona State U.; Paul Tiedt, U. of Arkansas

Chair: Anne M. O'Leary-Kelly, U. of Arkansas

Speakers: Mindy E. Bergman, Texas A&M U.; Daniel C. Feldman, U. of South Carolina; William H. Turnley, Kansas State U.; Joseph P. Broschak, U. of Illinois, Urbana-Champaign; Alison Davis-Blake, U. of Texas, Austin; Blake E. Ashforth, Arizona State U.; Anne M. O'Leary-Kelly, U. of Arkansas; Vikas Anand, U. of Arkansas

Discussant: Lois E. Tetrick. U. of Houston Winner of OB Division's Most Innovative Session

513 ❖: (OC/S) Establishing Links in Research Networks

12:20- 2:10 Convention Center: A204

This session is designed to help build research networking relationships among OCIS members. Participants will be organized in small groups based on their research interests for two networkbuilding exercises. Each group will be lead by a researcher recognized for research on the group's topic area. Pre-registration not required. Bring a lunch if you might get hungry. Contact Carol Saunders at csaunders@bus.ucf.edu for more information. Organizer: Carol Saunders, U. of Central Florida

514: (Paper Session) - (OMT) Identity and Identification in Organizations

12:20- 2:10 Adam's Mark: Tower Court D

Chair: Majken Schultz, Copenhagen Business School

- **OMT:** On the Edge of Identity: Boundary Theory and Work-Self Conflict | Glen E. Kreiner, U. of Cincinnati
- **OMT**: Social Identity and Knowledge Transfer Between Groups | Aimee Kane, Carnegie Mellon U.; Linda Argote, Carnegie Mellon U.; John Levine, U. of Pittsburgh
- ❖OMT: Identity Orientation and Networking | Olivia Kyriakidou, U. of Surrey
- **OMT:** Organizational Identity and Commitment: A Cross-National Test of A Measurement Model | Peter Foreman, U. of Illinois, Urbana-Champaign; Randall E. Westgren, U. of Illinois, Urbana-Champaign; David A. Whetten, Brigham Young U.
- **OMT:** Language Mechanisms in the Dynamic Construction & Categorization of Organizational Identity | Bing Ran, U. of Waterloo; P. Robert Duimering, U. of Waterloo

515 ❖: (Paper Session) - (OMT) Networking Across Organizational Boundaries

12:20- 2:10 Adam's Mark: Tower Court B

Chair: John R. Austin, Pennsylvania State U.

- ❖ OMT: Competing in Groups | Tim Rowley, U. of Toronto; Joel A. C. Baum, U. of Toronto; Andrew V. Shipilov, U. of Toronto
- OMT: Research Impact: Social Network Research, David L. Seidel, U. of Texas, Austin; James D. Westphal, U. of Texas, Austin
- **❖OMT**: Accessing Private Benefits in Corporate Financing Networks: An Embeddedness Approach | | Brian Uzzi, Northwestern U.; James J. Gillespie, Northwestern U.
- → **OMT**: Networks Across Organizations and Markets Alessandro Lomi, Bologna U.; Philippa Pattison, U. of Melbourne
- **OMT**: A Network Paradigm for the Family Business Enterprise Hung-Bin Ding, Rensselaer Polytechnic Institute

516: (Paper Session) - (OMT) Learning and Organizations: Organizational and Inter-organizational Learning

12:20- 2:10 Adam's Mark: Gov. Sq. 9

Chair: Colin Eden, U. of Strathclyde

- **OMT**: An Agency Perspective on the Financial Press as a Monitoring Mechanism | Jonathan Lewis Johnson, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas; Michael J. Hennelly, U. of Arkansas
- → OMT: Interorganizational Learning and the Location of Manufacturing Subsidiaries | Paula V. Bastos, U. Federal Rio de Janeiro; Henrich R. Greve, Norwegian School of Management
- → OMT: Organizational Rules and Rule Histories: A Review of Rule-Based Models of Organizational Learning | Martin Schulz, U. of British Columbia; Nikolaus Beck, U. of Erfurt
- → OMT: The Intelligence of Superstition | Jerker C. Denrell. Stockholm School of Economics

❖OMT: Organization-Level and Population-Level Learning During Implementation of a Managerial Innovation | Andreas Schwab, Louisiana State U.; Craig A. Olson, U. of Illinois; Anne S. Miner, U. of Wisconsin, Madison

517 ❖ JS: (OMT, BPS) Looking Beyond Individuals: Toward an Understanding of Structure in Network Analysis

12:20- 2:10 Convention Center: C101/103

Chairs: Thomas P. Moliterno, U. of California, Irvine; Christine Beckman, U. of California, Irvine

Speakers: Olav Sorenson, U. of California, Los Angeles; Mark S. Mizruchi, U. of Michigan; Christine Beckman, U. of California, Irvine; Wayne E. Baker, U. of Michigan; Christopher Marquis, U. of Michigan; Robert Faulkner, U. of Massachusetts Discussant: Walter W. Powell, Stanford U.

518 ❖ JS: (OMT, PNP) Networks for Nation Building: Interorganizational Coordination in Peacekeeping and Development

12:20- 2:10 Convention Center: A108/110

Speakers: Silvia Dorado, U. of Massachusetts, Boston; Nancy C. Roberts, Naval Postgraduate School; Eric C. Martin, State U. of New York, Albany

Discussant: David P. McCaffrey, U. at Albany

519 : (Paper Session) - (RM) Grounding Research and Research in Practice

12:20- 2:10 Convention Center: C210 *Chair:* **Laubie Li**, U. of Adelaide

RM: From Revision to Representation: Ties to the Past in Research Methods | Julie Wolfram Cox, Monash U.

 ❖ RM: Configuring Knowledge in Practice-Grounded Research Networks: A Contemporary Example | David Partington, Cranfield U.; Malcolm Young, Cranfield U.

Discussants: James R. Bailey, George Washington U.; Carolyn M. Wiethoff, Indiana U., Bloomington

520 (Paper Session) - (SIM) Ethically Managing Employee Stakeholder Relationships

12:20- 2:10 Convention Center: A206 *Chair:* **Tara J. Radin**, Hofstra U.

SIM: Changing Places: Stakeholder Management and the Labor Process in a Global Environment | Thomas G. Comstock, Pennsylvania State U.

❖ SIM: New Institutions for New Employment Relationships: Stakeholder Networks and Justice for Workers | Harry J. Van Buren III, Northern Iowa U.

SIM: Two Concepts of Contractarian Corporate Morality | Ben Wempe, Erasmus U.

Discussants: Archie B. Carroll, U. of Georgia; Meinolf Dierkes, WZB

521 ©SHCS: (SIM, BPS) Corporate Political Strategies and Firm Financial Performance

12:20- 2:10 Convention Center: C209

Chair: Amy Hillman, Arizona State U.

Speakers: Gerald Keim, Arizona State U.; Jean-Philippe Bonardi, U. of Western Ontario; Michael D. Lord, Wake Forest U.; John F. Mahon, U. of Maine; Richard A. McGowan, Boston College; Amy Hillman, Arizona State U.

522 **©**: (Paper Session) - (S/T) Variety in Teams

12:20- 2:10 Convention Center: C204

Facilitator: Zhong-Ming Wang, Zhejiang U.

TIM: The Role of Communication Values in Swift Starting
Action Teams | Earl H. McKinney, Jr., Bowling Green State U.;
James R. Barker, U.S. Air Force Academy; Daryl R. Smith, U.S.
Air Force Academy; Kevin J. Davis, U.S. Air Force Academy

➡ ENT: Initial Composition and Membership Change in Emerging and New Venture Teams | Gaylen N. Chandler, Utah State U.; Benson Honig, Haifa U.; Johan Wiklund, Stockholm School of Economics

BPS: Top Management Teams for Innovation in China: Contribution of Conflict Management | Guoquan Chen, Tsinghua U.; Zhong-Ming Wang, Zhejiang U.; Chunghong Liu, Kwandong U.; Dean Tjosvold, Lingnan U.

OB: Dilemma of Diversity: Identity Confusion and Organizational Context in Cross-Functional Work Teams | Amy Randel, Wake Forest U.

523 • *: (Paper Session) - (S/T) Relationship Building:

Mentoring and Social Capital

12:20- 2:10 Adam's Mark: Director's Row F

Facilitator: Guillermo E. Dabos, Carnegie Mellon U.

- OB: Cross-Gender Information Flow in Job Search Networks: Size, Strength & Institutional Embeddedness | Maura A. Belliveau, Texas A&M U.
- GDO: It's Not Just "Who You Know": Gender, Contacts and Job Search Outcomes | Lisa V. Torres, U. of California, Santa Barbara; Matt L. Huffman, U. of California, Irvine
- ❖ CAR: Multiple Mentoring in Academe: Developing the

 Professorial Network
 [□] | Suzanne C. de Janasz, James

 Madison U.; Sherry E. Sullivan, Bowling Green State U.
- ❖IM: Individualism-Collectivism and Social Network Preferences | Jean-Paul Roy, York U.; Nailin Bu, Queen's U.

524 ©: (Paper Session) - (S/T) Demands for Justice 12:20- 2:10 Convention Center: A208

Facilitator: Robert P. Wright, U. of Hong Kong

- **CM**: A Rage for Justice: An Application of Referent Cognitions Theory to Legal-Claiming by Terminated Workers | **Barry M**. **Goldman**, U. of Arizona
- OB: Managing Performance: The Impact of Different Sources of Justice and Choice on Employee Attitudes | Krystyna Joanna Zaleska, London Business School; Lynda Gratton, London Business School
- **GDO**: Perceptions of Discrimination and Justice: Do Their Outcomes Differ for Men and Women? | **Sharon Foley**,

- Chinese U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong; **Angela Wong**, Chinese U. of Hong Kong
- IM: Procedural Justice in China | Jane K. Giacobbe-Miller, U. of Massachusetts, Amherst; Kevin P. Farmer, U. of Massachusetts; Thomas G. Brashear, U. of Massachusetts, Amherst; Daniel J. Miller, Central Connecticut State U.

Monday 12:30PM

525: (Paper Session) - (CM) Dispute Resolution in Organizations: Problems and Prospects

12:30- 2:10 Convention Center: A107

Chair: Ronda Callister, Utah State U.

- CM: Conflict and Control: A Theoretical Model of the Mechanisms Through Which Organizational Forms Affect Routine Conflict Behaviors | Corinne Bendersky, Massachusetts Institute of Technology
- CM: What Kinds of Voice Do Loyal Employees Use to Resolve Workplace Conflicts? | Andrew Anthony Luchak, U. of Alberta
- **CM:** Peer Review Procedures: Employee Involvement in Dispute Resolution | **Alexander J.S. Colvin**, Pennsylvania State U.
- CM: The Impact of Verbal Aggression on Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behaviors | Mary Beth Marrs, U. of Missouri, Columbia; Daniel B. Turban, U. of Missouri, Columbia

526: (Paper Session) - (TIM) Technology and Alliance Formation

12:30- 2:10 Convention Center: C208

Chair: Brian Silverman, U. of Toronto

- ❖TIM: Inter-Firm R&D Partnering in Biotechnology What Matters Most: Experience or Trust | John Hagedoorn, Maastricht U.; Nadine Roijakkers, Maastricht U.; Hans van Kranenburg, Maastricht U.
- → ❖TIM: Formation of International R&D Alliances in China |
 Jiatao Li, Hong Kong U. of Science and Technology; Jing
 Zhong, Hong Kong U. of Science and Technology
- **TIM:** Beyond Singular Descriptions: Multidimensional Alliance Formation Modelling | **Lance Richard Newey**, U. of Queensland
- TIM: Alliance Formation Between Incumbents and New Entrants Following Radical Technological Change | Frank T. Rothaermel, Michigan State U.; Warren Boeker, U. of Washington

527 : (Paper Session) - (TIM) The Role of Government in Promoting Innovation

12:30- 2:10 Convention Center: C212

Chair: Andrew D. Henderson, U. of Texas, Austin

- ❖TIM: From Big Push to Big Pull: Theory and Evidence Carlos Rufin, Babson College; Ishtiaq Pasha Mahmood, National U. of Singapore
- → ❖TIM: Country Capabilities in New Industry Creation: Technology Policies & Firms' Innovation Strategies |

- Jennifer Spencer, George Washington U.; Stefanie Ann Lenway, U. of Minnesota; Thomas P. Murtha, U. of Minnesota
- TIM: Innovativeness in Industrial Clusters: A Theoretical Explanation | Peter Galvin, Curtin U. of Technology; Jennifer Davies, Queensland U. of Technology
- → TIM: A Generalized Supply/Demand Approach to National Entrepreneurship: Example from the U.S. and Korea | Young Rok Choi, Singapore Management U.; Phillip Phan, Rensselaer Polytechnic Institute
- → TIM: Is Investing in Innovation Unproductive? A Time to Sow and a Time to Reap | Pedro Conceicao, Instituto Superior Tecnico; Francisco Veloso, U. Catolica Portuguesa

Monday 12:50PM

528: (Paper Session) - (GDO) Definitions of Diversity

12:50- 2:10 Convention Center: A109

Chair: Radha Chaganti, Rider U.

- **GDO:** Crossing Boundaries: "Women in Management" Meets "Rural Sociology" | **Barbara Pini**, Queensland U. of Technology
- **GDO:** Cracking the Business Case for Diversity | **Deborah R.** Litvin, U. of New Haven
- GDO: Age, Disability, and Obesity: Diversity Within Diversity | Myrtle P. Bell, U. of Texas, Arlington; Mary E. McLaughlin, Pennsylvania State U.; Jennifer Marlene Sequeira, U. of Texas, Arlington

Discussants: W. E. Douglas Creed, The Fielding Graduate Institute; **Beth Chung**, San Diego State U.

Monday 1:00PM

529 ❖: (Paper Session) - (ODC) Network Perspectives on Organization Change

1:00- 2:10 Convention Center: C112

Chair: Thomas G. Cummings, U. of Southern California

- ❖ ODC: Points of Power in Interorganizational Forms:

 Learning from a Learning Network □ | Chris Huxham, U. of Strathclyde; Nic Beech, U. of Strathclyde
- ODC: Social Networks and Planned Organizational Change: A Study of the Impact of Inter-Unit Ties Strength | Chip Chesmore, John Deere/Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.
- ODC: Network Action A Phenomenon of Collective Change Behavior | Bernd Vogel, U. of Hannover; Heike Bruch, U. of St. Gallen
- ODC: Exploring Organizational Change Patterns through the Lens of Interorganizational Networks | Zhi Huang, U. of Texas, Dallas; Zhiang Lin, U. of Texas, Dallas

Discussant: Mark P. Kriger, Norweigan School of Management

530: *(OM)* OM Past, Present and Future - Past Chairs Share their Wisdom and Counsel

1:00- 2:10 Convention Center: C206

Program Chair: Thomas Y. Choi, Arizona State U. Speakers: Richard B. Chase, U. of California, Los Angeles; Chan K. Hahn, Bowling Green State U.; Ram Narasimhan, Michigan

State U.; Barbara B. Flynn, Wake Forest U.; David Dilts, Vanderbilt U.; James P. Gilbert, Rollins College; Stanley E. Fawcett, Brigham Young U.; Peter T. Ward, Ohio State U.; Cecil Bozarth, North Carolina State U.; Robert D. Klassen, U. of Western Ontario

Monday 2:30PM

531 ⊚: (AA) Academy of Management Award Winners: How to Make a Scholarly Contribution Matter in the World

2:30- 3:50 Adam's Mark: Plaza Ballrm A+B+C

The Academy highlights those among us who have distinguished themselves as intellectuals, educators, and committed citizens. This session features last year's Academy award winners: Rosabeth Moss Kanter, Scholarship Award; Martin Evans and Paul Goodman, Educator Award; Michael Hitt, Service Award; and David Thomas and Jack Gabarro, Terry Book Award. President Jean M. Bartunek will host this distinguished panel discussion on how to make a scholarly contribution matter in the world. Come learn from these renowned speakers' insights into our developmental paths, our unfulfilled potential as policy advisors and critics, and the substantial changes we can make in the aftermath of September 11th. Chair: Jean M. Bartunek, Boston College

Speakers: Martin G. Evans, U. of Toronto; John J. Gabarro, Harvard U.; Paul S. Goodman, Carnegie Mellon U.; Michael A. Hitt, Arizona State U.; Rosabeth Kanter, Harvard U.; David A. Thomas, Harvard U.

532 **○ ❖**: (AA) The Great Wall: One of Human Kind's Earliest Networks

2:30- 3:50 Adam's Mark: Gov. Sq. 15

An exhibition of aerial photos of China's Great Wall, one of the world's earliest networks. The photos are taken by Mr. Chen Changfen, who was selected by TIME magazine in 1989 as one of the ten most influential "inventors and innovators of photography" worldwide to mark that industry's 150th anniversary. Others selected were George Eastman and Edwin Land. According to the WORLD HISTORY OF PHOTOGRAPHY, Mr. Chen's contribution lies in his ability to "merge aesthetic concepts with ancient philosophical ideas in his ... photos". Mr. Chen will give a short presentation on how he combines his rich and varied background experiences to come out with these creative forms. This can inspire us to use uncommon associations to arrive at creative solutions to issues/problems that confront us as management scholars and practitioners. The exhibition can be viewed on Tuesday in Adam's Mark, Governors Square 15, from 9:00 AM to 5:00 PM.

Organizer: Rosalie L. Tung, Simon Fraser U.

Chair: Katherine Xin, China Europe International Business School/ Hong Kong U. of Science and Technology

Photographer: Changfen Chen, Chen Changfen Art Center *Discussant:* Rosalie L. Tung, Simon Fraser U.

533 **② ❖**: (AA) Building Effective Transnational Product Development (IT) Networks: Challenges and Opportunities

2:30- 3:50 Convention Center: A201

Organizer: B. S. Sridhar, U. of Wisconsin, Oshkosh Chair: Stephen J. Havlovic, U. of Wisconsin, Whitewater Speakers: Mary Binder, SBC-Ameritech; Tim Fliss, Schneider National; **Hemant Jain**, U. of Wisconsin, Milwaukee; **B. S. Sridhar**, U. of Wisconsin, Oshkosh

Discussants: **B. S. Sridhar**, U. of Wisconsin, Oshkosh; **Stephen J. Havlovic**, U. of Wisconsin, Whitewater

534 ❖: (AP) An Exploration into Expressions of Networks and Networks of Expression: Aesthetic Inquiry and Organizational Scholars Creative Development within the Arts and Humanities

2:30- 3:50 Adam's Mark: Plaza Court 1

This session will bring interested scholars together to explore in a large group participatory process new possibilities for creative work. This will be a discussion of both the art work and processes used by the artists and also how this work relates to social science scholar's expanding experimental research practices, teaching possibilities and consulting work in the world of organizational learning and transformation.

Organizer: Christian F. Poulson, II, California State Polytechnic U., Pomona

Facilitator: Mary Finney, Case Western Reserve U.

535 : (Paper Session) - (BPS) Internal Competition: Wasteful Duplication or Strategic Choice?

2:30- 3:50 Adam's Mark: Plaza Court 3

Chair: Alice C. Stewart, Ohio State U.

BPS: Making Sense of Internal Competition: Designs for Organizational Redundancy in Response to Environmental Uncertainty | Julian M. Birkinshaw, London Business School; Mats Lingblad, London Business School

BPS: Divisionalization, Product Cannibalization, and Product Location Choice | **Eui K. Jeong**, Texas A&M U.

BPS: Relative Performance Evaluation and Decentralization in Cournot: Credibly Committing to Cooperate | Govert Vroom, INSEAD; Francisco Ruiz-Aliseda, Northwestern U.

BPS: An Economic Analysis of the Strategy Process | Michael A. Roberto, Harvard U.; John J. Donovan, Harvard U. Discussant: Ramon Casadesus-Masanell, Harvard U.

536: (Paper Session) - (BPS) Managing with a "Real Options" Logic: Extensions and Implementation Difficulties

2:30- 3:50 Adam's Mark: Director's Row E

Chair: Roberto S. Vassolo, IAE, U. Austral

BPS: Valuation Using Perfect Information: Implications for Capital Investment Decision-Making | Todd Alessandri, Syracuse U.; Diane M. Lander, U. of Southern Maine; Richard A. Bettis, U. of North Carolina, Chapel Hill

- □ → ◆BPS: Resource Matters! A Strategic Review of Real Option Volatility | Luohua Zhou, Dartmouth College; Margaret A. Peteraf, Dartmouth College
- Special Capital & Escalation of Commitment to Real Options: Even Frayed Knots May Bind | Russell Coff, Emory U.; Kevin J. Laverty, U. of Washington, Bothell; Michael Alan Sacks, Emory U.

BPS: Differentiating Between Active and Passive Management of Real Options: Integrating Real Options

Into the Resource-Based View of the Firm | Jay J. Janney, U. of Dayton

Discussant: Rita Gunther McGrath, Columbia U.

537: (Paper Session) - (BPS) Can Buyers Capture Value in M&A? In Search of Private Synergy

2:30- 3:50 Adam's Mark: Gov. Sq. 17

Chair: Edwin Ruehli. Institute for Business Administration

- BPS: A Focus on Resources in M&A Success: A Literature Review and Research Agenda to Resolve Two Paradoxes | Margaret Cording, U. of Virginia; Petra Christmann, U. of Virginia; Jay Bourgeois, U. of Virginia
- **BPS:** R&D Investment Level and Environment as Predictors of Firm Acquisition | **Michael B. Heeley**, Rice U.; **David R. King**, Indiana U., Bloomington; **Jeffrey G. Covin**, Indiana U., Bloomington
- BPS: On Pioneers: Do Early Movers Outperform Other Acquirers? | Kenneth Carow, Indiana U.; Randall Heron, Indiana U.; Todd Saxton, Indiana U.

538 ❖: (Paper Session) - (BPS) The Dynamics of Strategic Alliance Networks: Embeddedness Effects on Alliance Formation and Termination

2:30- 3:50 Adam's Mark: Director's Row H

Chair: Carlos Garcia-Pont, IESE, U. of Navarra

- ❖BPS: The Dynamics of Network Positions and Strategies | Tim Rowley, U. of Toronto; Joel A. C. Baum, U. of Toronto
- ❖BPS: The Shadow of the Environment and the Past: The Effect of Embeddedness on the Probability of Inter-Firm Partnership Formation | John Hagedoorn, Maastricht U.; Geert Duysters, Eindhoven U. of Technology
- ❖BPS: The Strength of Churning Ties: A Dynamic Theory of Interorganizational Relationships | Sergio Giovanetti Lazzarini, Washington U.; Todd Zenger, Washington U.
- BPS: Strategic Alliance Termination: The Impact of Organizational Learning and Social Networks | Nitin Pangarkar, National U. of Singapore; Kavita Kumar, National U. of Singapore

Discussant: Ravindranath Madhavan, U. of Pittsburgh

539 : (Paper Session) - (CAR) Career Success and Self Identity

2:30- 3:50 Convention Center: A105

Chair: Barbara A. Ribbens, Western Illinois U.

CAR: Self and Other Referent Criteria of Career Success | Peter A. Heslin, U. of Toronto

- CAR: Core Self-Evaluations and Career Success: The Mediating Role of Goals, Opportunity and Positive Outlook | Felissa K. Lee, U. of Missouri, Columbia
- **CAR:** A Longitudinal Study of Self-Esteem and Career Success | **Thomas J. Naughton**, Wayne State U.

Discussants: Leisa Sargent, Queensland U. of Technology; Kate Mackenzie Davey, N/A

540 ❖: *(CM)* Working Together: Rethinking Interdependence in Negotiations

2:30- 3:50 Convention Center: A107

Chairs: **Deborah M. Kolb**, Simmons College; **Linda L. Putnam**, Texas A&M U.

Speakers: Joyce K. Fletcher, Simmons College; Elizabeth Long Lingo, Harvard U.; Kathleen Valley, Harvard U.; Jeffrey T. Polzer, Harvard U.; Randall Rogan, Wake Forest U.

Discussant: Peter Carnevale, New York U.

541 : *(Paper Session) - (ENT)* Innovation And Organizational Learning

2:30- 3:50 Convention Center: A210

Chair: George S. Vozikis, U. of Tulsa

ENT: Market Failure and Entrepreneurial Opportunity
Thomas J. Dean, U. of Colorado, Boulder; Jeffery S. McMullen,
U. of Colorado, Boulder

- **ENT:** Managing Growth in Entrepreneurial Ventures: A Complex Systems Approach | **Charlene L. Nicholls-Nixon**, U. of Western Ontario
- → ENT: International Social Capital, Knowledge Acquisition, and Technological Learning by Internationalizing Software Firms | Erkko Autio, Helsinki U. of Technology; Pia Arenius, Helsinki U. of Technology; Harry J. Sapienza, U. of Minnesota
- → ENT: Founding Team Comprehension and Behavioral Integration in Chinese New Technology Ventures Haiyang Li, Texas A&M U.; Yan Zhang, Rice U.

542: (Paper Session) - (ENT) Venture Capital Investments 2:30-3:50 Convention Center: A212

Chair: Cathleen Folker, U. of St. Thomas

- ENT: Contribution of Venture Capital to Entrepreneurial Orientation in Management Buyouts | Hans Bruining, Erasmus U.
- **ENT:** Venture Capital Investment Strategy: Beyond the Agency Approach | **Qing Lu**, National U. of Singapore; **Clement K. Wang**, National U. of Singapore
- ENT: The Pitch and the Cash: The Influence of Entrepreneurial Social Competence on Equity Funding | Manuela N. Hoehn, Boston U.; Candida G. Brush, Boston U.; Robert A. Baron, Rensselaer Polytechnic Institute
- **ENT:** Business Risk, Investment Risk, and Syndication of Venture Capital Deals | **Andrew Zacharakis**, Babson College

543 □ • SIS: (ENT, PNP, SIM) Building Networks To Promote Socially Effective New Ventures

2:30- 3:50 Convention Center: A207

Facilitators: Deborah R. Ettington, Eastern Michigan U.; Lynda St. Clair, Bryant College; Mary Tschirhart, Indiana U. Speakers: Pamela Chaloult, Social Venture Network; Ami Doshi, Ewing Marion Kauffman Foundation; Marilyn L. Taylor, U. of Missouri, Kansas City; Norris F. Krueger Jr., Boise State U.

544 4: (GDO) Wives of the Organization

2:30- 3:50 Convention Center: A109

Anne S. Huff, a former President of AoM, is currently Director of the Advanced Institute for Management (AIM), an initiative funded by the U.K. government. Her professonal success is a tribute to her

persevarance and the value of networking.

Introduction: Elizabeth Cooper, U. of Rhode Island

Distinguished Speaker: Anne S. Huff, U. of Colorado, Boulder

545 ❖ JS: (GDO, HR, CAR) Building Effective Mentoring Networks: The Role of Demography

2:30- 3:50 Convention Center: A108/110

Speakers: Molly B. Pepper, Arizona State U.; David Sluss, Arizona State U.; Donna Maria Blancero, Arizona State U.; Carol T. Kulik, Arizona State U.; Loriann Roberson, Arizona State U. Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee

546 ©JS: (HCM, MED) Perspectives on Chief Executive Officers (CEOs) Learning: The "Professional Context," "Social Learning" in Groups and "Transformative Learning" in the Executive Suite

2:30- 3:50 Convention Center: A101/103

Speakers: Thomas W. Chapman, HSC Foundation; Sharon Confessore, Kaiser Permanente; Joyce Henderson, U. of Maryland, Eastern Shore; John J. Sherlock, U. of Maryland

547 ❖ : (HR) Virtual Teams: The Hidden Truth

2:30- 3:50 Adam's Mark: Terrace

Chair: Richard J. Klimoski, George Mason U.

Speakers: Sheila Simsarian Webber, Concordia U.; Jeanne M. Wilson, College of William and Mary; Catherine Cramton, George Mason U.; Bradford S. Bell, Michigan State U.; Kara L. Orvis, George Mason U.; Steve W. J. Kozlowski, Michigan State U. Discussant: Bruce J. Avolio, State U. of New York, Binghamton

548 : (HR) Theoretical Perspectives and Frameworks for Macro HRM Research: Empirically Revisited

2:30- 3:50 Adam's Mark: Columbine

Chair: Sean A. Way, Rutgers U.

The Legitimation Process in Institutional Theory | Clinton Chadwick, U. of Illinois, Urbana-Champaign

The Role of Discretionary Behavior in Mediating the HR-Firm Performance Relationship | **Timothy M. Gardner**, Brigham Young U.

HRM and Business Performance Research: Empiricism in Search of Theory | David Lewin, U. of California, Los Angeles Examining the Black Box in Strategic Human Resource Management | Riki Takeuchi, U. of Maryland, College Park Human Resource Flexibility: Construct and Measuring Instrument | Sean A. Way, Rutgers U.

Discussants: **Mark Huselid**, Rutgers U.; **David P. Lepak**, U. of Maryland, College Park

549: (Paper Session) - (HR) Recruitment and Retention 2:30- 3:50 Adam's Mark: Vail

Chair: Debra J. Cohen, George Washington U.

HR: Recruiting as Persuasion: Making the Square Hole Appear Round and Making the Round Peg Feel Square | Derek S. Chapman, U. of Calgary; David Allen Jones, U. of Calgary

HR: Recruitment Communication Media Features: Impact on Pre-Hire Outcomes P□ | David G. Allen, U. of Memphis; James R. Van Scotter, U. of Memphis; Robert Otondo, U. of Memphis

HR: The Effects of Recruitment Practices on Job Seekers' Perceived Employment Brand Equity & Intentions Jian Han, Cornell U.; Christopher Collins, Cornell U.

HR: "You're Nobody 'til Somebody Loves You": The Use of Job Search for Bargaining Leverage | Wendy R. Boswell, Texas A&M U.; John W. Boudreau, Cornell U.; Benjamin B. Dunford, Cornell U.

HR: Organizational Programs and Psychological Centrality for Retention of Professional Employees | **Mila Borislavova Lazarova**, Rutgers U.

Discussant: Paul E. Tesluk, U. of Maryland

550 → JS: (HR, IM) Emerging Research in Cross-Cultural Training

2:30- 3:50 Adam's Mark: Gov. Sq. 14

Chair: Kurt Kraiger, U. of Tulsa

Cross-Cultural Training Effectiveness: A Meta-Analysis | K. Vanessa Winzenburg, U. of Colorado, Denver

Emerging Research in Cross-Cultural Training | **Kurt Kraiger**, U. of Tulsa

Social Expectancy Theory, Action Theory, and Learning Theories in Cross-Cultural Training | **Dharm Prakash Sharma Bhawuk**, U. of Hawaii

Effectiveness of In-Country Cross-Cultural Training: Role of Cross-Cultural Absorptive Capacity | **Ibraiz Tarique**, Rutgers U.

Discussants: **Paula M. Caligiuri**, Rutgers U.; **Rabi S. Bhagat**, U. of Memphis

551 : *(Paper Session) - (IM)* IJVs in Transitional Economies 2:30-3:50 Convention Center: C104

Chair: Sabine B. Reddy, California State U., Long Beach

→ IM: Capability Development and Performance in International Joint Ventures in China | Yan Zhang, Rice U.; Haiyang Li, Texas A&M U.; Geng Cui, Lingnan U.

IM: Government, Business Groups, and Corporate Entrepreneurial Intensity in a Transition Economy | Daphne Yiu, U. of Oklahoma; Robert E. Hoskisson, U. of Oklahoma; Yuan Lu, Chinese U. of Hong Kong

- → ❖IM: The Impact of Control Structure on Partner Conflict in IJVs: A Justice-based Contingency Perspective | Jeffrey Barden, Duke U.; Kevin Steensma, U. of Washington; Marjorie A. Lyles, Indiana U., Indianapolis
- → IM: Knowledge Transfer in International Joint Ventures |
 Pien Wang, National U. of Singapore

Discussant: William Newburry, Rutgers U.

552: (Paper Session) - (IM) Governments and Governance: Effects on Firm Performance

2:30- 3:50 Convention Center: C102

Chair: Jeffrey Gale, Loyola Marymount U.

- ❖IM: Governments' Effects on Firms' Trade and Investment Decisions: WTO and the Growth of FDI | Stanley D. Nollen, Georgetown U.; Thomas L. Brewer, Georgetown U.
- IM: Trade Shows/Missions and Export Performance | Timothy J. Wilkinson, U. of Akron; Lance Brouthers, U. of Akron; Keith Brouthers, U. of East London
- → IM: The Impact of Corporate Governance Reform on the Performance of the Japanese Firm | Toru Yoshikawa, Singapore Management U.; Phillip Phan, Rensselaer Polytechnic Institute

Discussant: Jennifer Oetzel, American U.

553 : (Paper Session) - (IPC) Corporate Governance: More Monitoring or Less?

2:30- 3:50 Convention Center: C105 T1

Facilitator: Todd Saxton, Indiana U.

BPS: Perceptions of Managerial Motives in Corporate Strategy: When Does Agency Theory Make Sense? | **Soon Lee Eugene Kang**, Texas A&M U.

BPS: Boards of Directors, Monitoring and Firm Performance: When is More Monitoring Necessary? | **Karen Schnatterly**, U. of Minnesota; **Scott G. Johnson**, U. of Minnesota

BPS: For Love and Money: Altruism and Agency in Privately Owned and Family-Managed Firms | Michael Lubatkin, U. of Connecticut; William S. Schulze, Case Western Reserve U.; Yan Ling, U. of Connecticut; Richard N. Dino, U. of Connecticut

SIM: Balancing Act: An Optimal Trust Model of Corporate Governance | Ann K. Buchholtz, U. of Georgia; Deborah Kidder, U. of Connecticut

554 : (Paper Session) - (IPC) Unpacking Strategic Groups: Their Composition and Actions

2:30- 3:50 Convention Center: A106 T2

Facilitator: Ashish Nanda, Harvard U.

- BPS: Heterogeneity of Resource Profiles Among Strategic Group Members | Peter Foreman, U. of Illinois, Urbana-Champaign; Randall E. Westgren, U. of Illinois, Urbana-Champaign
- → BPS: Strategic Groups Behaviour in Rapidly Changing Environments | Jose Angel Zuñiga Vicente, Salamanca U.
- ENT: Is the Glass Half Full or Half Empty? Narratives From Entrepreneurs in Born Global and Gradual Globalizing Firms | Paula Danskin Harveston, Berry College; David Osborne, Berry College; Ben L. Kedia, U. of Memphis
- +HCM: Strategic Group Stability: Evidence from the Health Care Industry | Richard L. Churchman, Belmont U.; Beth Woodard, Belmont U.

555: (Paper Session) - (IPC) Causal Ambiguity in Strategy and Organization Theory

2:30- 3:50 Convention Center: C106 T3

Facilitator: Jeffrey J. Reuer, Ohio State U.

BPS: Separating the Good From the Bad: A Model to Reduce the Ugly Consequences of Causal Ambiguity | Adelaide Wilcox King, U. of Virginia

BPS: A Cultural Theory of the Firm: The Intraorganizational

- Ecology of Memes | John Weeks, INSEAD; Charles Galunic, INSEAD
- ❖ MOC: Applying the Weick-Sutcliffe Model: Ten Discussions From the War on Terrorism's First Three Days | James Douglas Orton, U. of Nevada, Las Vegas
- **BPS:** Causal Ambiguity: Some Empirical and Conceptual Developments. | **Veronique Ambrosini**, Cranfield U.; **Cliff Bowman**, Cranfield U.

556: (Paper Session) - (IPC) Corporate Governance:

Enhancing Firm Performance

2:30- 3:50 Convention Center: C205 T1

Facilitator: Annette L. Ranft. Wake Forest U.

- BPS: Board Composition From Adolescence to Maturity: A Multi-Theoretic View | Matthew Lynall, U. of Western Ontario; Brian Golden, U. of Western Ontario; Amy Hillman, Arizona State U.
- **○BPS:** Incentives for Monitors: Director Stock-Based Compensation and Firm Performance | James J. Cordeiro, State U. of New York, Brockport; Rajaram - Veliyath, Kennesaw State U.; **Donald Neubaum**, U. of Central Florida
- **BPS:** CEO-Directors as Catalysts for Substantive or Symbolic Change in Boardroom Self-Governance? | **Debra Rankin**, U. of Western Ontario; **Brian Golden**, U. of Western Ontario
- → BPS: Estimating The Effects of Ownership Concentration and Shareholder Identity on Internationalization | Gerard George, U. of Wisconsin, Madison; Johan Wiklund, Stockholm School of Economics; Shaker A. Zahra, Georgia State U.

557 : (Paper Session) - (IPC) A New Look at Strategic Alliances

2:30- 3:50 Convention Center: C205 T2

Facilitator: Gordon Walker, Southern Methodist U.

- **BPS:** Function Logics: Coordinating Routines and Influencing Alliance Performance | **Peter J. Lane**, Arizona State U.; **David G. Sirmon**, Arizona State U.
- BPS: Strategic Similarity, Alliance Locus, and Alliance Structure in Bio-Pharm Alliances | Michael D. Santoro, Lehigh U.; Joseph P. McGill, Rutgers U.
- **BPS**: Motives Driving Strategic Alliance Formation and Partner Selection: A Strategic Group Perspective | **Zied Guedri**, Concordia U.
- BPS: An Empirical Study of the Antecedents of Internal Alliances | Faiza M. Khoja, U. of Houston; Andrew Szilagyi, U. of Houston

558: (Paper Session) - (IPC) Managing Technology and Operations Strategically

2:30- 3:50 Convention Center: A106 T1

Facilitator: Nitin Pangarkar, National U. of Singapore

BPS: Competitive Strategy or Operational Effectiveness? Examining the Effects of Strategy and Efficiency | **Paul A. Mudde**, Purdue U.

TIM: Neo-Rawlsian Fringes: A New Approach to Market Segmentation and New Product Development | **Avi Giloni**,

- Yeshiva U.; Sridhar Seshadri, New York U.; Christopher L. Tucci, New York U.
- BPS: Generating Customer Loyalty among Mobile Phone Users | Mike Hess, IESE, U. of Navarra; Joan E. Ricart, U. of Navarra
- OMT: Product Dynamics of De Novo and De Alio Firms in the Worldwide Optical Disk Drive Industry,1983-1999 | Olga M. Khessina, U. of California, Berkeley; Glenn R. Carroll, Stanford U.

559 : (Paper Session) - (IPC) Competencies, Resources and Knowledge Creation at the Organizational and Institutional Levels

2:30- 3:50 Convention Center: A106 T4

Facilitator: Richard L. Priem, U. of Wisconsin, Milwaukee

- TIM: Managing Competencies within Entrepreneurial
 Technology Firms: A Comparative Institutional Analysis |
 Steven Casper, Cambridge U.; Richard Whitley, U. of
 Manchester
- OM: Creating Dynamic Capabilities in the New Product Development Process: Connecting the Present to the Future | Sarah J. Marsh, Northern Illinois U.; Gregory N. Stock, Northern Illinois U.
- ●BPS: The Role of Core Micro-Strategies in the Engineering of Strategic Evolution | Carlo Salvato, LIUC, Cattaneo U.
- BPS: Inter-Organizational Knowledge Creation: Assessing Nonaka and Takeuchi's (1995) Factors of Organizational Knowledge Creation in Collaborative R&D Projects | William H. A. Johnson, McMaster U.
- **BPS**: How Do Firms Evolve? The Interdependent Adaptation of Routines, Strategy and Mind | **Maurizio Zollo**, INSEAD; **Michael Yaziji**, INSEAD

560 : (Paper Session) - (IPC) Boards, Top Management, Institutional Investors and Firm Performance

2:30- 3:50 Convention Center: A106 T3

Facilitator: Arvind Bhambri. N/A

OMT: Institutional Ownership and CEO

Compensation:Implications of Concentration, Number, and Type of Ownership | Raihan Hameed Khan, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.; Rajdeep Grewal, Pennsylvania State U.

- **GDO:** Executive Board Diversity: Its Effects on Organizational Performance | **Niclas L. Erhardt**, Iowa State U.; **James Werbel**, Iowa State U.; **Charles B. Shrader**, Iowa State U.
- **HR:** Origin of CEO and Compensation Strategy: Differences Between Insiders and Outsiders | **Yoshio Yanadori**, Cornell U.; **George T. Milkovich**, Cornell U.
- ❖BPS: Network Capital: Institutional Investor Networks as a Source of Competitive Advantage | Chris Tuggle, Texas A&M U.; Len Bierman, Texas A&M U.; Christopher M. Cassidy, Kansas State U.

561 ❖ : (Paper Session) - (IPC) Reconceptualizing the Firm: Organizational Knowledge, Networks and Performance 2:30- 3:50 Convention Center: A214 T1

Facilitator: Sim B. Sitkin, Duke U. / Duke Corporate Education, Inc.

- ❖ OCIS: Information Systems Outsourcing: Values, Governance Structures, and Outcomes | Shaila Miranda, U. of Oklahoma; Yong-Mi Kim, U. of Oklahoma
- BPS: Conceptualizing the Firm: Resource and Knowledgebased Views and the Nexus pf Contracts | Jovan Grahovac, Tulane U.
- OMT: A Structural Approach to Knowledge Transfer: Cross-Block Centrality and Business Unit Performance | Wen-Pin Tsai, Pennsylvania State U.; Martin J. Kilduff, Pennsylvania State U.
- OMT: Success in Co-Development Alliances: The Role of Networks and Knowledge | Shawn M. Lofstrom, U. of Maryland

562 : (Paper Session) - (IPC) Understanding Sense Making and Decision Making

2:30- 3:50 Convention Center: A214 T2

Facilitator: Gil Preuss, Case Western Reserve U.

- ODC: Explaining Unanticipated Consequences: An Historical Analysis of High Altitude Mountaineering | Michael B. Elmes, Worcester Polytechnic Institute; Paul R. Carlile, Massachusetts Institute of Technology
- OMT: Reconciling Garbage Cans and Rational Actors:
 Explaining Organizational Decisions About Environmental
 Hazard Management | David M. Waguespack, State U. of
 New York, Buffalo
- OB: The Impact of Collective Efficacy on Issue Interpretation and Strategic Decision Making Processes | Kevin Tasa, U. of Toronto
- ODC: The Right Shock to Initiate Change: A Sensemaking Perspective Poly J. Bradley Morrison, Massachusetts Institute of Technology

563 : (Paper Session) - (IPC) Another Look at Social and Organization Theory

2:30- 3:50 Convention Center: A214 T4

Facilitator: Giuseppe Labianca, Emory U.

- OM: Making the Complex Simple: Using a Design Structure Matrix to Model Complexity and Analyze Uncertainty in Project Management | David L. McLain, U. of Colorado, Colorado Springs
- ❖ OMT: A Theory of Social Receiving | Jean Louise
 Kahwajy, International Institute for Management Development
- MH: Rational Male/Rational Manager | Anne Elizabeth Ross-Smith, U. of Technology, Sydney; Tracy Taylor, U. of Technology, Sydney
- CM: When a Sucker Isn't a Sucker: Superior Outcomes of Consistent Contributors in a Public Goods Dilemma | J. Mark Weber, Northwestern U.; J. Keith Murnighan, Northwestern U.

564 : (Paper Session) - (IPC) Some New Approaches to Research Methodology and the Review Process

2:30- 3:50 Convention Center: C106 T1

Facilitator: Laurie Milton, U. of Calgary

- → ◆ODC: Managers' Action: Construct Definition, Model Development and Testing | Heike Bruch, U. of St. Gallen; Bernd Vogel, U. of Hannover
- OB: Understanding Management Doctoral Student Research as a Creative Endeavor | Todd Dewett, Texas A&M U.; Shung Jae Shin, Texas A&M U.; Soo Min Toh, Texas A&M U.; Matthew Semadeni, Texas A&M U.

565 : (Paper Session) - (IPC) Entrepreneurship, High Velocity Environments and Knowledge-based Assets

2:30- 3:50 Convention Center: C106 T4

Facilitator: J. L. Morrow, Jr., Birmingham-Southern College

ENT: Entrepreneurship among Knowledge Workers: Evidence from Equity Analyst Market | **Boris Groysberg**, Harvard U.; **Ashish Nanda**, Harvard U.; **Maria Julia Prats**, Harvard U.

- ENT: The "When, Where, and How" of Entrant Survival:
 Knowledge Regime, Technological Intensity and Start-Up Size | Rajshree Agarwal, U. of Illinois, Urbana-Champaign; M.
 B. Sarkar, U. of Central Florida; Raj Echambadi, U. of Central Florida; Bisakha Sen, U. of Central Florida
- ENT: Making Sound and Fast Strategic Decisions in Start-Ups: Effects of TMT Organization and Processes | Till Talaulicar, Technical U., Berlin; Jens Grundei, Technical U., Berlin; Axel von Werder, Technical U., Berlin
- CAR: Knowledge as a Strategic Asset in a Cultural Industry: An Exploration of the U.S. Film Industry | Kate Walsh, Cornell U.; Candace Jones, Boston College

566 □ • →: (Paper Session) - (MC) Unique Research Perspective on Successful Consulting

2:30- 3:50 Convention Center: C110

Chair: Susan M. Adams, Bentley College

- Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting Practice
- •MC: What's All the Laugh about? Critique, Anecdotes, Irony and the Consultant's Job | Miguel P. Caldas, Escola de Administracao de Empresas de Sao Paulo; Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo
- MC: Transforming Wicked Problems: A Consultant's Use of Conversation | Ann C. Baker, George Mason U.

Discussants: **Robert M. Davison**, City U., Hong Kong; **William N. Ruud**, N/A

567: (Paper Session) - (MH) Looking Forward and Looking Back: The Last and Next 30 years of the Management History Division

2:30- 3:50 Convention Center: A104

Speakers: Shawn M. Carraher, Texas A&M U.; Arthur G. Bedeian, Louisiana State U.; Daniel A. Wren, U. of Oklahoma, Norman; Michele A. Govekar, Ohio Northern U.

568: (Paper Session) - (MOC) Attributions and Causality in Evaluation

2:30- 3:50 Convention Center: C201

Chair: Kenneth Dunegan, Cleveland State U.

MOC: The Team Halo Effect: Why Teams are Praised for Good Performance but Not Blamed for Poor Performance | Charles E. Naquin, U. of Notre Dame; Renee Oatway Tynan, U. of Notre Dame

MOC: Why do They Think They can? An Attributional Theory of Collective Efficacy and Group Performance. | Jack Anthony Goncalo, U. of California, Berkeley

MOC: Distinguishing Between Implicit and Explicit Causal Reasoning | **Frank Yushi Guo**, U. of California, Los Angeles *Discussant:* **Richard S. Blackburn**, U. of North Carolina

569 ❖: (MSR) Creating Networks and Building Community

2:30- 3:50 Convention Center: A102 *Chair:* **Judi Neal**, Association for Spirit at Work *Speaker:* **Tami Simon**, Sounds True Inc.

570 : *(OB)* Collective Efficacy: New Directions for Predicting Team Effectiveness

2:30- 3:50 Adam's Mark: Gov. Sq. 10

Chairs: Catherine G. Collins, Australian Graduate School of Management; Sharon Parker, Australian Graduate School of Management

Speakers: Terence R. Mitchell, U. of Washington, Seattle; Daryl R. Smith, U.S. Air Force Academy; Miriam Erez, Technion-Israel Institute of Technology; Tal Katz, The Interdisciplinary Center; Esther Unger-Aviram, Ben Gurion U., Negev; Cristina B. Gibson, U. of Southern California; Sharon Parker, Australian Graduate School of Management

Discussant: **Robert E. Wood**, Australian Graduate School of Management

571 : (Paper Session) - (OB) Justice, Fairness, and Their Importance for Organizational Behavior

2:30- 3:50 Adam's Mark: Tower Court A

Chair: Janet M. Dukerich, U. of Texas, Austin

- OB: The Influence of a Social Referent on the Value of Voice Based Participation | Kenneth H. Price, U. of Texas, Arlington; Donna Y. Stringer, U. of Texas, Arlington; Amy B. Henley, U. of Texas, Arlington; Thomas W. Hall, U. of Texas, Arlington; Kees van den Bos, Utrecht U.
- **OB:** An Empirical Examination of the Relationships among Organizational Justice, Job Demands, and Occupational Stress | Larry W. Howard, Middle Tennessee State U.
- **OB**: The Influence of Personal Characteristics, Organizational

Section D

- Setting, and Tenure on Equity Sensitivity | Mark V. Roehling, Michigan State U.
- **○OB:** Necessary Evils and the Production of Interpersonally Sensitive Behavior in Organizations | Andrew Molinsky, Brandeis U.; Joshua D. Margolis, Harvard U.

Discussant: John A. Wagner III, Michigan State U.

572 : (Paper Session) - (OB) New Directions in Turnover and Withdrawal

2:30- 3:50 Adam's Mark: Gov. Sq. 11

Chair: Bruce M. Meglino, U. of South Carolina

- OB: At Long Last: A Comprehensive Test of the Steers and Rhodes (1978) Attendance Model | Robert P. Steel, U. of Michigan, Dearborn; Joan R. Rentsch, U. of Tennessee, Knoxville; James R. Van Scotter, U. of Memphis
- ❖ OB: Does Stardom Affect Job Mobility? Evidence from Analyst Turnover in Investment Banks | Boris Groysberg, Harvard U.; Ashish Nanda, Harvard U.
- **OB:** Multiple Jobholding and Organization Research: Models of Turnover and the Decision to Moonlight | **Stephen C. Betts.** William Paterson U.
- OB: Turnover Behavior of R & D Professionals: The Long Lasting Effect of Intrinsic Work Value | Jae-Yoon Chang, Sunmoon U.; Myung-Un Kim, Seoul National U. *Discussant:* James A. Breaugh, U. of Missouri, St. Louis

573 ❖ JS: (OB, GDO, MOC) What Factors Contribute to Team Identification? Examining Identity in Diverse and Virtual Teams

2:30- 3:50 Convention Center: A209

Speakers: Marlena Fiol, U. of Colorado, Denver; Susan E. Jackson, Rutgers U.; Aparna Joshi, U. of Illinois, Urbana-Champaign; Chay Hoon Lee, Nanyang Technology U.; Edward J. O'Connor, U. of Colorado, Denver; Gregory B. Northcraft, U. of Illinois; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Amy Randel, Wake Forest U.; P. Christopher Earley, Indiana U. Discussant: Blake E. Ashforth, Arizona State U.

574 *: (Paper Session) - (OC/S) **E-Communications** 2:30- 3:50 Convention Center: A204

Chair: Katherine M. Chudoba, Florida State U.

OCIS: The Spatial, Temporal, and Configurational
Characteristics of Geographic Dispersion in Work Teams |
Michael Boyer O'Leary, Massachusetts Institute of Technology;
Jonathon N. Cummings, Massachusetts Institute of Technology

OCIS: Task and Relational Communication in Dual Media Groups | Sharon McKechnie, Boston College

- OCIS: Polychronic Communication: Managing Multiple Conversations at Once | Jeanine Warisse Turner, Georgetown U.; Catherine Tinsley, Georgetown U.
- OCIS: Beyond Messages: The Effects of Informational and Relational Complexity on E-Communication Overload | Susan E. Brodt, Duke U.; Gerardine DeSanctis, Duke U.; James D. Emery, Duke U.

Discussants: Niki Panteli, U. of Bath; Joel Olson, Colorado Technical U.; Julie Rennecker, Case Western Reserve U.; Jonathan R. Anderson, U. of Kentucky

575 € SHCS: (OCIS, OMT, HCM) Coordination of Expertise in High-Reliability Work Environments: What Constitutes Effective Practice

2:30- 3:50 Convention Center: A205

Chair: Samer Faraj, U. of Maryland

How Focus Works: Time Allocation, Relational Coordination and Performance in Care Provider Groups | **Jody Hoffer Gittell**, Brandeis U.

Study of Team Excellence: Practices of Teams in High-Velocity, High-Stake Environment | Yan Xiao, U. of Maryland Coordinating at the Interstices: Improving Reliability in Health Care | Karlene A. Roberts, U. of California, Berkeley

Expertise Coordination In High-Velocity High-Uncertainty Environments | Samer Faraj, U. of Maryland

Discussants: V. Sambamurthy, U. of Maryland; Linda Argote, Carnegie Mellon U.

576 ❖: (OM) OM Past, Present and Future (II) - Discussion Groups with Past Chairs

2:30- 3:50 Convention Center: C206

Join us for discussion groups with past chairs on key challenges for the OM community in the future.

Chair: Thomas Y. Choi, Arizona State U.

577 ❖: (Paper Session) - (OMT) Networks of Creativity

2:30- 3:50 Adam's Mark: Tower Court B

Chair: Heather Joy Hopfl, U. of Northumbria

- → ❖OMT: Calder and the Network: Towards Movement and Aesthetic Consideration in Network Theorizing David Barry, Victoria U., Wellington; Claus Rerup, U. of Pennsylvania Winner of West Publishing Best Paper Award
- OMT: Imprints of Creative Style on Project Network Governance | Jose L. Alvarez, U. of Navarra; Silviya Svejenova, U. of Navarra
- **OMT:** When Collections of Creatives Become Creative Collectives | **Andrew Hargadon**, U. of California, Davis

578: (Paper Session) - (OMT) Social Capital and Its Effects 2:30-3:50 Adam's Mark: Tower Court D

Chair: Janine Nahapiet, Oxford U.

- OMT: Innovation-Contingent Effects of Social Capital on Firm Performance | Akbar Zaheer, U. of Minnesota; Geoffrey G. Bell, U. of Minnesota, Duluth
- **OMT:** The Impact of Human and Social Capital on the Survival of Initial Public Offerings | **Harald M. Fischer**, U. of Wisconsin, Madison; **Tim G. Pollock**, U. of Maryland, College Park
- ❖ OMT: The Effect of Social Structure on Community Social Capital | Christopher Marquis, U. of Michigan
- OMT: Sociotechnical Capital: Measuring Firm Prominence in Multi-Component, Multi-Market Software Industry | Ramnath K. Chellappa, U. of Southern California; Nilesh Saraf, U. of Southern California

579 ©: (ONE) Making the Earth a Place Where People Can Live Forever: The Story of CH2MHill

2:30- 3:50 Convention Center: C108

This symposium features the CEO of the number 1 rated environmental engineering firm in the United States. The company-CH2MHill-is not a household name, but it is a spectacularly successful company that exemplifies extraordinary management and organizational performance. In this symposium the CEO-Ralph Peterson-will explain the reasons for the success of CH2MHill, including the unique management and organizational philosophies that have made this firm the benchmark company in the industry. The firm recently won the Malcolm Baldrige National Quality Award, the Small Business Administration's Dwight D. Eisenhower Award, and the Conference of Mayor's Engineering Company of the Year Award.

Speakers: Kim S. Cameron, U. of Michigan; Ralph R. Peterson, CH2MHILL

580 : *(Paper Session) - (RM)* New Methodological Developments in Quantitative Analysis

2:30- 3:50 Convention Center: C210 *Chair:* **Jodi Goodman**, Purdue U.

 RM: The Use of the Funnel Plot and Measures of Methodological Quality in Meta Analytic Reviews | Robert W. Verner, Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.

RM: The Bias Induced by Researchers Making Range Restriction Corrections | Joseph Michael Stauffer, U. of Oklahoma

RM: A Comparison of Neural Networks and Multiple Linear Regression for Analyzing Managment Data | Kristen Bell DeTienne, Brigham Young U.; David DeTienne, Orincon Inc. Discussant: Linda A. Krefting, Texas Tech U.

581 **②** ❖ JS: (RM, ODC, MOC) How Do We Know What We Think We Know? Epistemic Challenges of Building Academic-Practice Networks

2:30- 3:50 Convention Center: C209

Chair: Joel I. Harmon, Fairleigh Dickinson U.

Speakers: Lyle Yorks, Columbia U.; Daniel F. Twomey, Fairleigh Dickinson U.; Loraleigh Keashly, Wayne State U.; Joel H. Neuman, State U. of New York, New Paltz; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Rita Kowalski, U.S. Dept. of Veterans Affairs; Jim Scaringi, U.S. Dept. of Veterans Affairs; Joel I. Harmon, Fairleigh Dickinson U.; Robert A. Petzel, U.S. Dept. of Veterans Affairs

Discussants: **Joseph A. Raelin**, Boston College; **David R. Tranfield**, Cranfield U.

582 ☐ ♥ ❖: (S/M) Networking to Create a More Effective SIM Community

2:30- 3:50 Convention Center: A206

All SIM members encouraged to participate in developing strategies to improve networking and make SIM more responsive to members. Organizer: Melissa S. Baucus, Xavier U.

Facilitator: Dawn R. Elm, U. of St. Thomas

583 (Paper Session) - (S/T) Management Education and New Realities

2:30- 3:50 Adam's Mark: Director's Row F

Facilitator: Craig Johnson, U. of Bradford

- ■MED: Teaching through Traumatic Events: How Business School Professors Responded to the Events of Sept. 11 | Judith A. Clair, Boston College; Tammy MacLean, U. of Massachusetts, Boston; Danna Greenberg, Babson College
- ❖ HR: The Effect of Verbal Guidance Training on Collective Efficacy and Team Performance | Travor C. Brown, Memorial U.
- BPS: Building Blocks of Strategic Targeting Effectiveness and the Growth of SMEs | Tom Schamp, Ghent U.; Dirk Deschoolmeester, Ghent U.; Stijn Grymonpré, Ghent U.

584 ©: (Paper Session) - (S/T) The Meaning of Pay Differences

2:30- 3:50 Convention Center: A208

Facilitator: Evert Van de Vliert, U. of Groningen

- → SIM: Exploring Individual Differences in Normative Myopia: Executives' Personalities and Pay Preferences | Marc O. Orlitzky, Australian Graduate School of Management; Diane L. Swanson, Kansas State U.
- ©GDO: Gender and Personality-Based Differences in Pay Raise Thresholds | Atul Mitra, U. of Northern Iowa; Jason D. Shaw, U. of Kentucky; Nina Gupta, U. of Arkansas; M. Susan Wurtz, U. of Northern Iowa
- OB: CEO Charisma, Compensation, and Firm Performance |
 H. L. Tosi Jr., Florida U.; Vilmos F. Misangyi, U. of Delaware;
 Angelo Fanelli, Florida U.; David A. Waldman, Arizona State
 U.; Francis J. Yammarino, State U. of New York, Binghamton
- **CAR:** Human Capital and Social Capital Explanations for Differential Incomes | **Sharron Hunter-Rainey**, Duke U.

585 → ❖ SHCS: (TIM) International Perspectives on Radical Innovation: Results of Networking Among AoM Meeting Attendee

2:30- 3:50 Convention Center: C207

Chairs: **Richard Leifer**, Rensselaer Polytechnic Institute; **Hans Georg Gemuenden**, Technical U., Berlin

Speakers: Gina O'Connor, Rensselaer Polytechnic Institute; Soeren Salomo, Technical U., Berlin

Discussant: Deborah J. Dougherty, Rutgers U.

586: (Paper Session) - (TIM) Innovation Dynamics in Turbulent Environments

2:30- 3:50 Convention Center: C208

Chair: Joseph Lampel, City U., London

→ TIM: Biotechnology and the Meaning of Technology Acceptance: A Model | Stefano Perlusz, Singapore Management U.; Urs E. Gattiker, Aalborg U.

●TIM: Tools for Smart Organizations in Unknown Environments | Carma L. Matti, Pacific Lutheran U.; Chung-Shing Lee, Pacific Lutheran U.

❖TIM: Games of Innovation in the New and Old Economy: An Exploratory Study of the Networks of Value Creation | Serghei Floricel, U. of Quebec, Montreal; Roger E. Miller, École Polytechnique, Montreal

TIM: Innovation Tensions: Chaos, Structure, and Managed Chaos | Rajiv Nag, Pennsylvania State U.; Kevin G. Corley, U. of Illinois, Urbana-Champaign; Dennis A. Gioia, Pennsylvania State U.

587 : (Paper Session) - (TIM) Technology, Knowledge and Effective Governance Structures

2:30-3:50 Convention Center: C212

Chair: Frank T. Rothaermel, Michigan State U.

- ❖ TIM: Technological Alliances in the Bio-Pharmaceutical Arena: The Relationship Between Alliance Context A | Shanthi Gopalakrishnan, New Jersey Institute of Technology; Michael D. Santoro, Lehigh U.; Joanne Lee Scillitoe, Rutgers U.
- TIM: The Influence of Organizational Culture on Alliance Competence and Performance: A Framework Concept | Melanie Schreiner, U. of St. Gallen
- → ***TIM**: Organization of Knowledge Exchange: Empirical Study of Business Service Relationships | **Aija Elina Leiponen**, Cornell U.
- **TIM:** Alternative Governance Structures for the Interfirm Integration of Proprietary Knowledge | **Wei Liu**, U. of Maryland

588 → ❖ JS: (TIM, BPS, IM) Individual and Firm Level Networking in the Biotechnology Sector: An International Perspective

2:30- 3:50 Convention Center: C101/103

Technological Competencies in Networks of Innovators | Fabio Pammolli, U. of Florence

Industry Life Cycle and Firms Strategies: Network Structure and Knowledge Generation | Vincent N. Mangematin, INRA/ UPMF

Does Good Science Lead to Valuable Knowledge? Biotech Firms & the Evolutionary Logic of Citation Pat | Michelle Gittelman, New York U.

Alliance Formation by U.K. Biotechnology Firms: Implications for Value Creation and Firm Survival | **Peter McNamara**, U. College, Dublin

From Maturity to Emergence: Can Established Global Pharmaceutical Giants Emulate Biotechnology Firms | Eleanor O'Higgins, U. College, Dublin

Monday 2:45PM

589: (AAC) Conference Break

2:45- 3:15 Convention Center: Exhibit Break Area *Join us in the exhibits area for refreshments.*

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday 4:10PM

4:10- 5:20 Adam's Mark: Plaza Ballrm B+C+E+F

This symposium invites you to explore in depth the wisdom and form of a particular practice. You will have a choice of exploring the "practical mysteries" of a number of spiritual traditions: (1) Buddhist practice (Norman Fisher); (2) Christian Centering Prayer (Thomas Keating): (3) Christian Mantra Meditation (Laurence Freeman):(4) Hindu Practice (Arvind Sharma); (5) Jewish Practice (Lewis Bogage); (6) Muslim Practice (Abdelmagid Mazen); and (7) Quaker Practice (Rita Weathersby). The focus in each session will be on the "nuts and bolts" of the form. Some of the areas of inquiry that will be covered include: How does this form of meditation/contemplation relate to the larger spiritual tradition/religion from which it derives? What are the mechanics? What types of psychological, physiological, social, emotional and spiritual transformations might I expect when practicing this discipline? How will these transformations enhance my leadership capabilities? Presiding: Abdelmagid M. Mazen. Suffolk U. Facilitators: Arvind Sharma, McGill U.; Rita Weathersby, U. of New Hampshire; Norman Fisher, Zen Center; Father Laurence Freeman, O.S.B., World Community of Christian Meditation; Father Thomas Keating, St. Benedict's Monestary, Snowmass, CO; Rabbi Lewis E. Bogage, DePaul U.

591 → ❖: (AA) International Management Team Research: Building Bridges Between Management Disciplines

4:10- 5:20 Convention Center: A201

Chair: Paul R. Sparrow, U. of Manchester

Speakers: Paul R. Sparrow, U. of Manchester; P. Christopher Earley, Indiana U.; Donald C. Hambrick, Pennsylvania State U.; Charles C. Snow, Pennsylvania State U.; Miriam Erez, Technion-Israel Institute of Technology; Martha L. Maznevski, International Institute for Management Development; Nicholas Athanassiou, Northeastern U.; Siegfried Stumpf, U. Regensburg; Angelika Zimmermann, Sheffield U.

Discussant: P. Christopher Earley, Indiana U.

592 ❖: (AA) Networking Knowledge: Perspectives of Learning in Organizational Settings

4:10- 5:20 Convention Center: A205

Chair: Steven John Armstrong, Hull U.

The Situated Roots of Organizational Learning and Knowledge | Mark Easterby-Smith, Lancaster U.

Producing Knowledge from a Practitioner Base | Anne S. Huff, U. of Colorado, Boulder

Strategies and Practices that Sustain Knowledge Networks and Communities | Victoria Jean Marsick, Columbia U.

Strategic Competence: A Multilevel Construct | **Gerard P. Hodgkinson**, Leeds U.

Assessing the Strategic Value of Knowledge Networks and Communities | Martha A. Gephart, Columbia U.

Discussants: **Stephen Linstead**, U. of Essex; **William McKinley**, Southern Illinois U., Carbondale

593 ❖: (Paper Session) - (BPS) Combining and Mobilizing Knowledge Within Networks

4:10- 5:20 Adam's Mark: Director's Row H

Chair: Ann McFadyen, North Carolina State U.

- ❖BPS: Performance of Difference: Heterogeneous Decision Networks | Mary A. Hamilton, U. of Virginia
- ❖BPS: The Effect of Intrafirm Networks on Knowledge Composition and Performance | Karynne L. Turner, U. of Pittsburgh
- ❖ BPS: Network Alignment | Bjorn Lovas, London Business School
- → BPS: Learning-by-Hiring: When is Mobility Useful for Inter-Firm Knowledge Transfer? | Jaeyong Song, Yonsei U.; Paul C. Almeida, Georgetown U.; Geraldine Amber Wu, Columbia U.

Discussant: Susan McEvily, U. of Pittsburgh

594 : (Paper Session) - (BPS) Real Options and Strategic Dynamics: Diversification, Entry, and Market Adaptation

4:10- 5:20 Adam's Mark: Director's Row E

Chair: Avi Fiegenbaum, Technion

- BPS: Sequential Investment Model in Winner-Take-All Markets: Divergence From Real Options Logic | Asli Arikan, Ohio State U.; Ilgaz Arikan, Ohio State U.; P Konstantina Kiousis, Ohio State U.
- BPS: Entry in the Presence of Dueling Options | Timothy B. Folta, Purdue U.; Jonathan P. O'Brien, Purdue U.; Douglas Johnson, Purdue U.
- BPS: Integrating Real Options and Diversification Lenses in Exploration Contexts | Roberto S. Vassolo, IAE, U. Austral; Jaideep Anand, U. of Michigan; Timothy B. Folta, Purdue U.
- BPS: Strategic Responsiveness: Effects of Learning and Options Creation | Torben Juul Andersen, George Mason U.; Richard A. Bettis, U. of North Carolina, Chapel Hill Discussant: Jerker C. Denrell, Stockholm School of Economics

595: (Paper Session) - (BPS) M&A Implementation: Post-Merger Integration of Knowledge and Capabilities 4:10-5:20 Adam's Mark: Gov. Sq. 17

Chair: Theodore Peridis, York U.

- ❖BPS: Acquiring Social Capital: Value Creation and Value Appropriation Post-Acquisition | Michelle Rogan, London Business School: Bjorn Lovas, London Business School
- **BPS:** Integrating Acquired Technology: A Structure/Conduct/ Performance Framework | **Mathew Hayward**, U. of Texas, Austin
- BPS: Learning Through Alliances and Acquisitions: Accessing and Integrating Knowledge in New Market Entry | Sarah J. Marsh, Northern Illinois U.; Annette L. Ranft, Wake Forest U.
- **⊗BPS:** Explaining M&A Integration Effectiveness Through Cultural Learning: A Longitudinal Field Experiment David M. Schweiger, U. of South Carolina; Philip K. Goulet, U. of South Carolina

Discussant: David B. Jemison, U. of Texas, Austin

596: (Paper Session) - (BPS) Geographic Clusters,

Competitiveness and Performance

4:10- 5:20 Adam's Mark: Plaza Court 3

Chair: Brent D. Beal, Louisiana State U.

- **BPS**: Multinational Enterprises and Clusters: An Organizing Framework | **Alan M. Rugman**, Indiana U.; **Alain Verbeke**, U. of Calgary
- BPS: The Organizational Advantage of Nations: An Ecological Perspective on the Evolution of the European Motorcycle Industry, 1885-1993 | Filippo Carlo Wezel, U. of Groningen; Alessandro Lomi, Bologna U.
- BPS: An Intra-Industry Analysis of Geographic Clustering Behavior: Do Industry Characteristics Matter? | Shaohua Mu, Virginia Polytechnic Institute and State U.; Donald E. Hatfield, Virginia Polytechnic Institute and State U.
- → ♣ BPS: Structure, Knowledge, and Performance in Open Regional Clusters | Stephen B. Tallman, U. of Utah; Mark Jenkins, Cranfield U.

Discussant: Caron H. St. John, Clemson U.

597: (Paper Session) - (ENT) Corporate Entrepreneurship 4:10-5:20 Convention Center: A210

Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh

- ENT: A Predictive Study of the Capital Structure Decisions of SMEs Using Multinomial Logit Modeling | Brian Gregory, Auburn U.; Matt Rutherford, Gonzaga U.; Sharon Oswald, Auburn U.; Lorraine Gardiner, Auburn U.
- **ENT:** New Firm Formation: A Dynamic Capability Perspective | **Scott L. Newbert**, Rutgers U.
- ❖ ENT: Sustaining Corporate Entrepreneurship: Perceived Implementation/Outcome Comparisons at the Organization and Individual Levels | Donald F. Kuratko, Ball State U.; Jeffrey S. Hornsby, Ball State U.; Michael G. Goldsby, Ball State U.
- **ENT:** Encouraging Entrepreneurial Endeavors in Established Enterprises | **Chris Tuggle**, Texas A&M U.

598 : (Paper Session) - (ENT) Entrepreneurial Satisfaction, Orientation, and Leadership

4:10- 5:20 Convention Center: A212

Chair: Per Davidsson, Jönköping International Business School ENT: Entrepreneurial Satisfaction: An Empirical Test of Three Approaches to Job Satisfaction | Leon Schjoedt, U. of Colorado, Boulder

- → ENT: Environment, Founding Team Attributes and Entrepreneurial Orientation in Chinese Technology Ventures | Haiyang Li, Texas A&M U.; Jun Li, Texas A&M U.
- → ENT: Entrepreneurial Leadership: Developing a Cross-Cultural Construct | Vipin Gupta, Fordham U.; lan C. MacMillan, U. of Pennsylvania; Gita Sud de Surie, U. of Pennsylvania

599 : *(Paper Session) - (GDO)* **New Understandings from a Gendered Context**

4:10- 5:20 Convention Center: A109

Chair: Claartje J. Vinkenburg, Vrije U.

GDO: Gendering the Silences: Psychoanalysis, Gender and Organization Studies | Leroy Lowe, Saint Mary's U.; Jane Mullen, Saint Mary's U.; Albert J. Mills, Saint Mary's U.

GDO: Women's Entry to the Academic World – An Institutional Approach to the Process that Shapes Organizational Fields | Ulf Elg, Lund U.; Karin Jonnergard, Växjö U.

❖GDO: From Crime Fighting to Problem-Solving: A Gendered Analysis of 'New Policing' Identities □ | Annette Davies, Cardiff U.; Robyn Thomas, Cardiff U.

Discussants: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Deborah R. Litvin**, U. of New Haven

600 © ❖ JS: *(GDO, SIM)* Building Networks to Address Intimate Partner Violence

4:10- 5:20 Convention Center: A108/110

Chair: Anne M. O'Leary-Kelly, U. of Arkansas

Presenter: Christine M. Pearson, U. of Western Ontario

Speakers: Amy Farmer, U. of Arkansas; Cynthia E. East, Georgia

State U.; Ramona L. Paetzold, Texas A&M U.

601 © ❖: (HCM) Distinguished Speaker: William F. Jessee, MD

4:10- 5:20 Convention Center: A112

William F. Jessee, MD, CMPE is President and Chief Executive Officer of the Medical Group Management Association (MGMA), the nation's leading voice for group medical practice.

Introduction: Kathleen Montgomery, U. of California, Riverside Distinguished Speaker: William F. Jessee, Medical Group Management Association

602 : (Paper Session) - (HR) High Performance Work Systems

4:10- 5:20 Adam's Mark: Vail

Chair: Rebecca A. Thacker, Ohio U.

→ HR: Use of High-Involvement Work Systems | Dong-Bae Kim, Korea Labor Institute; Kyungmook Lee, Seoul National U.; Frits Pil, U. of Pittsburgh

HR: HR Practices and High Involvement: A Group Level Analysis | Dennis M. Rose, Queensland U. of Technology; Mark A. Griffin, Queensland U. of Technology

◆ + ★ HR: High-Performance Work Systems and Layoff Strategies: The "Tough Love" of Human Resource Management | Roderick D. Iverson, Simon Fraser U.; Christopher D. Zatzick, Simon Fraser U.

Discussant: Christopher Collins, Cornell U.

603: (Paper Session) - (HR) New Forms of Organizing 4:10-5:20 Adam's Mark: Terrace

Chair: Stephen T. Teo, U. of Technology, Sydney

HR: Professional Employer Organizations and Their Impact on HR Outcomes: A Field Study of HR Outsourcing | D | Brian S. Klaas, U. of South Carolina; Thomas W. Gainey, State U. of West Georgia; John A. McClendon, Temple U.; Hyuckseung Yang, Yonsei U.

- HR: Human Resource Alliances as a Means of Improving the Recruiting, Management, and Retention of Employ | Timothy M. Gardner, Brigham Young U.
- HR: Information Technology, Union Organizing, and Union Effectiveness | Jack Fiorito, Florida State U.; Paul Jarley, U. of Kentucky; John T. Delaney, Michigan State U.

Discussant: Clinton Chadwick, U. of Illinois, Urbana-Champaign

604 ❖: (////) AIM-IMD Distinguished Scholar Forum: Relational Assets, Networks, and International Business Activity

4:10- 6:10 Convention Center: C102/104

Chair: Joseph L.C. Cheng, U. of Illinois

Distinguished Speaker: John H. Dunning, U. of Reading/Rutgers U.

Speakers: **Jose De La Torre**, U. of California, Los Angeles; **Harbir Singh**, U. of Pennsylvania; **Will Mitchell**, Duke U.

605 ❖: (Paper Session) - (IPC) Networks, Competition and Firm Performance

4:10- 5:20 Convention Center: C205 T5

Facilitator: Constance E. Helfat. Dartmouth College

❖BPS: Inclusive Transactions in Substitutable Ties: A Longitudinal Study of Competition in Cooperation | Jonghoon Bae, INSEAD

BPS: External Sources of Knowledge and Performance in R&D Organizations | **Julian M. Birkinshaw**, London Business School; **Carl Fey**, Stockholm School of Economics

- SPS: Network Structure and Competitive Behavior: Empirical Evidence From the Global Steel Industry | Devi R. Gnyawali, Virginia Polytechnic Institute and State U.; Jinyu He, U. of Illinois, Urbana-Champaign; Ravindranath Madhavan, U. of Pittsburgh
- BPS: Social Networks and Strategic Agency | Shih-Chang Hung, National Tsing Hua U.

606 : (Paper Session) - (IPC) Top Management Teams and Organizational Performance

4:10- 5:20 Convention Center: C105 T1

Facilitator: Wm. Gerard Sanders, Brigham Young U.

- BPS: The Effects of Differences in Management Style at the Top Management Level on Organizational Performance Following a Merger or Acquisition | Joseph P. Daly, Appalachian State U.; Richard Pouder, Appalachian State U.; Boris Kabanoff, Queensland U. of Technology
- ❖BPS: Top Management Group Social Capital and Its Impacts on Firm Performance | Yangmin Kim, Marquette U.
- **MED:** Learning to Strategize: Practice Perspectives | **Richard Whittington**, Oxford U.
- MH: Ralph Currier Davis: A Lesson in Management History | Michael J. Provitera, Saint Peter's College

607: (Paper Session) - (IPC) The Natural Environment, Sustainability, and Development

4:10- 5:20 Convention Center: A106 T3

200

Facilitator: Irene Henriques, York U.

→ ONE: Sustainable Development or Neo-Colonialism? The

- Role of Biotechnology and Intellectual Property Rights | **Bobby Baneriee**, U. of South Australia
- → ONE: How Green is Ireland? Ireland's "Celtic Tiger"

 Economy Through the Lens of Sustainable Development |

 James J. Kennelly, Skidmore College; Finbarr Bradley, Dublin

 City U.
- **ONE:** Autopoietic Theory and Ecology | **Janet D. Fiero**, The Fielding Institute
- ODC: The Challenges of Changing From the Present to the Past: The Makah Indian Whaling Case | Karen S. Whelan-Berry, Texas Wesleyan U.; Gregory R. Berry, Texas Wesleyan II

608 : (Paper Session) - (IPC) Issues in Research Design and Methods

4:10- 5:20 Convention Center: A106 T1

Facilitator: Jose M. Cortina, George Mason U.

- RM: Embracing Paradox: Multi-Perspective Theorizing on Strategic Change | Robert MacIntosh, U. of Glasgow; Donald MacLean, U. of Glasgow; Nic Beech, U. of Strathclyde
- RM: Within-Person Variation Over Time: Implications for Organizational Research | Cynthia Diane Fisher, Bond U.
- RM: Response Rates for Mail Surveys of Nonprofit Organizations: A Review and Empirical Test | Mark A. Hager, The Urban Institute; Sarah Wilson, The Urban Institute; Thomas H. Pollak, The Urban Institute; Patrick Rooney, Indiana U./Purdue U., Indianapolis

609 : (Paper Session) - (IPC) Using Cases and Narratives in Organizational Research

4:10- 5:20 Convention Center: A106 T2

Facilitator: Anne D. Smith, U. of Tennessee, Knoxville

- RM: Narrative Genres and Biases | Terrie C. Reeves, U. of Wisconsin, Milwaukee; Eric W. Ford, Pennsylvania State U.; W. Jack Duncan. U. of Alabama. Birmingham
- OMT: Do Doors Have Lives of Their Own? A Case of Organizing in an Internet Start-Up Company | Aydin Orsan Orge, U. of Kansas
- OMT: Adaptive Abduction as a Mechanism for Generalizing From Narratives | Caroline A. Bartel, New York U.; Raghu Garud, New York U.
- ODC: Towards a Multi-Paradigmatic Analysis of Organizational Change Processes: A Case Study Approach
 Alain Vas, Catholic U., Louvain; Marc Ingham, Edhec-UCL

610 : $(Paper\ Session)$ - (IPC) The Many Faces of Time and Organizational Change

4:10- 5:20 Convention Center: A106 T4

Facilitator: John S. Carroll, Massachusetts Institute of Technology

OMT: Contingency and Equifinality: Paradoxical or Complimentary? | **Greg Wayne Olsen**, North Texas U.

OMT: Radical Change Direction: What New Alternative Does an Organization Choose? | Katsuhiko Shimizu, U. of Texas, San Antonio

- ODC: Characteristics of New Greenfield Plants: An Investigation of Organizational Change | Wendy S. Becker, U. at Albany
- OMT: The Many Faces of Time: Temporal Perspectives in the Study of Organizational Decision Making | Gerardo A. Okhuysen, Utah State U.; Tiffany L. Galvin, U. of Texas, Dallas; David M. Berg, U. of Texas, Dallas

611: (Paper Session) - (IPC) A Long Term View of Organizational Change

4:10- 5:20 Convention Center: C205 T4

Facilitator: Kenneth Murrell, West Florida U.

- ODC: The Durability of OD Interventions: The 14-Year-Impact of a Third-Party Intervention | R. Wayne Boss, U. of Colorado, Boulder; Mark L. McConkie, U. of Colorado, Colorado Springs; Robert T. Golembiewski, U. of Georgia
- **HCM**: Hospital Restructuring and Downsizing and Psychological Burnout among Nursing Staff: A Longitudinal Study | **Ronald J. Burke**, York U.
- **□ CODC:** On the Back of a Napkin: Exploring and Explaining the Systems Equilibrium Model | **Patrick M. Williams**, San Jose State U.; **W. Scott Sherman**, Pepperdine U.
- **ODC:** Organizational Change as a Process of Death and Dying | **Deone Maria Zell**, California State U., Northridge

612 : (Paper Session) - (IPC) Strategy, Organizing and Firm Performance

4:10- 5:20 Convention Center: A214 T2

Facilitator: Brian Golden, U. of Western Ontario

- BPS: The Performance Effects of Strategy Development Processes | Robert S. Atkin, U. of Pittsburgh; Patrick Gibbons, U. College, Dublin; Peter McNamara, U. College, Dublin; Amanda Susan Nealon, U. College, Dublin
- OMT: The Impact of Organizational Constraints and Integration Processes on Organizational Fit in Related Business Mergers | Henry P. Mobley, U. of Kentucky
- **TIM:** The Recency of Technological Inputs and Financial Performance | **Michael B. Heeley**, Rice U.; **Robert Jacobson**, U. of Washington
- **OMT:** Performance Effects on Strategic Activities Within the Organization | **Pino G. Audia**, London Business School

613: (Paper Session) - (IPC) Issues in Manufacturing, Quality and Change in Organizations

4:10- 5:20 Convention Center: A214 T3

Facilitator: Paul C. Hong, U. of Toledo

- ODC: Achieving Competitive Advantage Through Implementing a Replicable Management Standard | Eitan Naveh, Technion-Israel Institute of Technology
- OMT: Retention of TQM Program | Ilya Okhmatovskiy, U. of Southern California
- OM: Lean Manufacturing: Context, Practice Bundles and Performance | Rachna Shah, U. of Minnesota; Peter T. Ward, Ohio State U.
 - **OM Division Honorable Mention Student Paper Award**

MC: Do Isomorphism and Ceremonial Behavior in Organizational Intervention Pay Off? The Case of ISO 9000 | Flavio Vasconcelos, Escola de Administracao de Empresas de Sao Paulo; Miguel P. Caldas, Escola de Administracao de Empresas de Sao Paulo

614 □ • →: (MC) Can CEOs Change? Yes but Only if They Want to ...

4:10-5:20 Convention Center: C110

Distinguished Speaker: Manfred Kets de Vries, INSEAD

615 ❖ □: (MED) Leadership as Art: Using Music and Drama to Enhance Learning

4:10- 5:20 Convention Center: A113

Interactive, engaging session exploring the use of music and drama to teach leadership.

Chair: Dorothy Marcic, Vanderbilt U.

Presenter: William P. Ferris, Western New England College

616 ☐ → ❖ SHCS: (MED, ONE, ODC) Educating for Sustainability: Exploring Appropriate Forms and Practices

4:10- 5:20 Convention Center: C207 Chair: Judi Marshall, U. of Bath

Mainstreaming Sustainability Issues in Core Undergraduate Management Education at McGill University | Kariann Aarup. Ecole des Hautes Etudes Commerciales

The M.Sc. in Responsibility and Business Practice: Matching Form to Content | **Judi Marshall**, U. of Bath

Co-operative Inquiry as Education into Deep Ecology | Peter Reason, U. of Bath

WISE Learning and Obstacles: Reflections on the Weatherhead Institute for Sustainable Enterprise | Hilary Bradbury, Case Western Reserve U.

617: - (MH) Business Meeting

4:10-5:20 Convention Center: A104

Organizer: Shawn M. Carraher, Texas A&M U.

Division Chair: Jorge M. Herrera, CultureSense International, Inc. Division Chair-Elect.: Charles Booth, U. of the West of England

618 ❖: (MOC) Distributed Cognition: Networks and Scholarly Development

4:10-5:30 Convention Center: C201

In this session all first authors are students and the discussant will not only comment on the research itself, but will also discuss how to use common research interests to build effective career networks.

What is Rationality if Cognition is Distributed? The Problems and Promise of a New Perspective | Scott G. Johnson, U. of Minnesota

Specialization and Coordination of Cognition in Group Problem Solving | Matthew A. Cronin, Carnegie Mellon U.; Ken Kotovsky, Carnegie Mellon U.; Linda Argote, Carnegie Mellon U.

Visualizing Networks in Action: A Graphical Technique for Evaluating Knowledge Utilization | **Scott Allen Robbins**, U. of New Mexico

Discussant: Wayne E. Baker, U. of Michigan

619 ❖ JS: *(MOC, OB, OMT)* Emotional Intelligence and Leadership: Concepts and Controversies

4:10- 5:20 Convention Center: A101/103

Chairs: Neal M. Ashkanasy, U. of Queensland; Marie T.

Dasborough, U. of Queensland

Speakers: Bernard M. Bass, Binghamton U.; Joan Faye Pastor, Alliant International U.; Delbert M. Nebeker, Alliant International U.; Jennifer M. George, Rice U.; Jing Zhou, Texas A&M U.; Richard E. Boyatzis, Case Western Reserve U.; Maree Veronica Boyle, U. of Queensland; Marie T. Dasborough, U. of Queensland; Neal M. Ashkanasy, U. of Queensland

620 SHCS: *(MOC, OB, OMT)* **Organizing for Resilience: Processes and Prospects**

4:10- 5:20 Convention Center: C209

Speakers: Kathleen M. Sutcliffe, U. of Michigan; Amy C. Edmondson, Harvard U.; Monica C. Worline, U. of Michigan; Jody Hoffer Gittell, Brandeis U.; Karlene A. Roberts, U. of California, Berkeley; Carmit Tadmor, U. of California, Berkeley; Timothy J. Vogus, U. of Michigan; Jane E. Dutton, U. of Michigan; Peter J. Frost, U. of British Columbia; Jacoba Marja Lilius, U. of Michigan; Jason M. Kanov, U. of Michigan Discussant: Joseph Porac, Emory U.

621 ©: *(MSR)* Bringing Spirituality into Organizational Management

4:10- 5:20 Convention Center: A102

Chair: Sandra West King, California State Polytechnic U., Pomona Speakers: Sandra West King, California State Polytechnic U., Pomona; Jerry Biberman, U. of Scranton; Lee Perry Robbins, Golden Gate U.

622: (Paper Session) - (OB) Emotions at Work: Types and Consequence

4:10- 5:20 Adam's Mark: Gov. Sq. 10

Chair: Ramon J. Aldag, U. of Wisconsin, Madison

OB: A Control Theory Conceptualization of the Emotional Labor Process | **James M. Diefendorff**, Louisiana State U.; **Robin Gosserand**, Louisiana State U.

OB: Is That Smile for Real? Reactions to Inauthenticity in Service Settings | Alicia A. Grandey, Pennsylvania State U.; Glenda M. Fisk, Pennsylvania State U.; Anna Mattila, Pennsylvania State U.; Lori Sideman, Pennsylvania State U.

OB: The Joint Effect of Noise Exposure and Job Complexity on Distress | Samuel Melamed, National Institute of Occupational and Environmental Health; Yitzhak Fried, Wayne State U.

OB: Emotional Labor and Compensating Wage Differentials | John Kammeyer-Mueller, U. of Florida; Theresa M. Glomb, U. of Minnesota

Discussant: James R. Meindl, State U. of New York, Buffalo

623 : (Paper Session) - (OB) Further Perspectives on Organizational Commitment and Identity

4:10- 5:20 Adam's Mark: Plaza Court 8

Chair: Jorge A. Gonzalez, U. of Wisconsin, Milwaukee

OB: A Test of Interaction Effects Between Meyer and Allen's (1991) Three Components of Organizational Commitment | **Joseph Huff**, North Texas U.

- OB: Why Would a Person Like You Identify with a Place Like This? Antecedents to Organizational Identification | Joanna 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. Whitener, U. of Virginia
- OB: The "Low Alternatives" Component of the Allen and Meyer (1990) Continuance Commitment Scale | Robert Culpepper, Stephen F. Austin State U.; Stephen Jaros, Southern U.
- □ → OB: Feasibility and Antecedents of Dual Commitment: Evidence From A Korean Adversarial Industrial Relations Context | Jiman Lee, Yonsei U.

Discussant: Suzanne S. Masterson, U. of Cincinnati

624 JS: *(OB, HR)* Sculpting the Construct of the Psychological Contract

4:10- 5:20 Adam's Mark: Gov. Sq. 14

Chairs: Richard J. Klimoski, George Mason U.; Karin Amanda Orvis, George Mason U.

- The Operationalization and Concurrent Validation of the Employment Goals Construct | **Jennifer R.D. Burgess**, Bradley U.
- Filling in the Blanks: How Social Networks Shape Psychological Contracts | **Violet Ho**, Carnegie Mellon U.
- The Social-Psychological Contract: Is There any Justice in Violation? | Brian Griepentrog, George Mason U.
- Individual Differences as Predictors of Psychological Contract Formation and Reactions to Violation | Karin Amanda Orvis, George Mason U.

Discussant: Lois E. Tetrick, U. of Houston

625 © JS: *(OB, MOC)* Looking Forward and Looking Back: 25 Years of Decision Bias Research

4:10-5:20 Convention Center: A209

Chairs: Henry Moon, U. of Maryland; Kelly E. See, Duke U.

A Theoretical Integration of Goal Substitution, Midpoints and Decision Frames | Donald E. Conlon, Michigan State U.

- Choice, Progress or Ongoing Decisions: An Integration of Need to Complete and Sunk Cost Effects | **Howard Garland**, U. of Delaware
- Strategic Persistence and Withdrawal in Group Decision Making: The Role of Collective Efficacy | Glen Robert Whyte, U. of Toronto
- Goals as Reference Points in Action: The Majority of People Perform Better with Lower Rather than H | Chip Heath, Stanford U.

Discussants: **Joel Brockner**, Columbia U.; **Barry M. Staw**, U. of California, Berkeley

626: (OC/S) OCIS Distinguished Speakers

4:10- 5:20 Convention Center: A204

Chair: Pamela Hinds, Stanford U.

New Theories and Models for Studying Organizational Networks | Janet Fulk, U. of Southern California; Peter R. Monge, U. of Southern California

627: (Paper Session) - (ODC) The Role of Technology in Change

4:10-5:20 Convention Center: C112

Chair: Nick Nissley, U. of St. Thomas

- → ODC: The Influence of Attitudes to Change on Adoption of an Integrated IT System | Alannah Rafferty, Queensland U. of Technology; Roland Hirokazu Simons, Queensland U. of Technology
- ODC: The Effects of Users' Perceptions of Implementation Communication on Success of New Technologies in the Workplace | Laurie Kay Lewis, U. of Texas, Austin
- ODC: Case Studies Exploring the Implications of Telework for Knowledge-Enabling and Social Learning | Kimberly Wells, Claremont Graduate U.; Thomas A. Horan, Claremont Graduate U.
- ODC: Understanding Race in New Ways: Reflective Learning in Asynchronous Conversations | Ann C. Baker, George Mason U.

Discussants: **Gavin M. Schwarz**, U. of Wollongong; **Eric Goodman**, Colorado Technical U.

628: (Paper Session) - (OMT) Creativity, Humor and Irony at Work

4:10- 5:20 Adam's Mark: Gov. Sq. 9

Chair: Ted Baker, U. of Connecticut

OMT: On Creativity, Humor and Strategic Renewal | **Elie Matta**, U. of Western Ontario

- OMT: Enhancing Creativity through Mindless Work: Enhancing an Expanded Model of Managerial Job Enrichment | Kimberly D. Elsbach, U. of California, Davis; Andrew Hargadon, U. of California, Davis
- OMT: The Impact of Humor on Performance in Task-Based Interactions: A Theoretical Model | Allan Filipowicz, Harvard U.
- **○OMT**: An Ironic Story about Fads, Canned and Structured Teamwork Training and Common Sense | **Jill Woodilla**, Sacred Heart U.; **Ulla Johansson**, Vaxjo U.

629 : (Paper Session) - (OMT) Strategic Organization: Competition and Imitation in Networks

4:10- 5:30 Adam's Mark: Tower Court B

Chair: Henrich R. Greve, Norwegian School of Management

- → OMT: Imitation and the Sustainability of Competitive
 Advantage Pu | Erik Reimer Larsen, City U., London;
 Costantinos Markides, London Business School; Shayne Gary,
 Australian Graduate School of Management
- OMT: Competitive Dynamics of Non-Profit Organizations: Growth Rates of Huiguans in Singapore, 1820-1998 | Tai-Young Kim, Hong Kong U. of Science and Technology; Albert Teo, National U. of Singapore
- OMT: An Evaluation of Network Building Principles for Coevolving Competitive Strategies: The Case of Complexity Theory's NK[C] Model | Pedro S. Hurtado, Texas A&M U.; Ananda Mukherji, Texa A&M International U.

❖OMT: The Competitive Dynamics of Network Status: Status Discrimination in Market Entry | Michael Jensen, U. of Michigan

630 : (Paper Session) - (OMT) Alternative Perspectives on Strategy

4:10- 5:20 Adam's Mark: Tower Court D *Chair:* **Jay Bourgeois**, U. of Virginia

OMT: Strategy as Power: A Gramscian Critique | David L. Levy, U. of Massachusetts; Hugh Willmott, Cambridge U.; Mats G. Alvesson, U. of Gottenburg

OMT: Legitimation Through Differentiation? How Architects Socially Construct Their Reputations | Candace Jones, Boston College; Ivan M. Manev, U. of Maine; Pacey Foster, Boston College

OMT: Strategy as a Political Translation Process:
Obligatory Passage Points, Structural and Black Holes |
Manuel Hensmans, Erasmus U.

631 SHCS: (OMT, HR, CAR) Skilled and Contingent: Paradoxes and Prospects for Professional Independent Contractors

4:10- 5:20 Adam's Mark: Gov. Sq. 12

Chair: Thomas Kochan, Massachusetts Institute of Technology Speakers: Alison Davis-Blake, U. of Texas, Austin; Joseph P. Broschak, U. of Illinois, Urbana-Champaign; Daniel Chng, U. of Texas, Austin; Lei Wang, U. of Texas, Austin; Stephen Barley, Stanford U.; Gideon Kunda, Tel Aviv U.; James A. Evans, Stanford U.; Sharon F. Matusik, Rice U.; Sally Riggs Fuller, U. of New Mexico; M. Diane Burton, Massachusetts Institute of Technology; Isabel Fernandez-Mateo, Massachusetts Institute of Technology

Discussant: Arne L. Kalleberg, North Carolina U., Chapel Hill

632 ⊕→ ❖ JS: (ONE, IM, CM) Pursuing the Kyoto Protocol: International Cooperation in Global Climate Changes

4:10- 5:20 Convention Center: C101/103

Chair: Raymond Saner, Centre for Socio-Eco-Nomic Development Speakers: Anne Arquite Niederberger, Policy Solutions; Peter J. Kalas, World Bank; Duncan Marsh, Natsource Discussant: Lichia Yiu, Centre for Socio-Economic Development

633 ❖ JS: *(ONE, SIM)* Stakeholder Engagement for Sustainability, Innovation and Competitiveness

4:10- 5:20 Convention Center: A207

Organizer: Mary Lucille Hastings, Houston Advanced Research Center

Speakers: Mary Lucille Hastings, Houston Advanced Research Center; Ann Svendsen, Simon Fraser U.; Elizabeth C. Kurucz, York U.; David Wheeler, York U.; Andrea Larson, U. of Virginia; Stuart Hart, U. of North Carolina, Chapel Hill; Sanjay Sharma, Wilfrid Laurier U.; Prakash Sethi, City U. of New York, Baruch College; Anita Burke, Shell Oil Company

634: (PNP) PNP Division Business Meeting

4:10- 5:20 Adam's Mark: Plaza Court 7

Division Chair: Michael A. Card, South Dakota U.

635 : *(RM)* Organizational Research Methods Editorial Board Meeting

4:10- 6:00 Convention Center: C210

Chair: Larry J. Williams, Organizational Research Methods

636 (S/M) Responsibility Management in the Old and New Economies: Common Values in Quality and Responsibility

4:10- 5:20 Convention Center: C109

Chair: Sandra Waddock, Boston College

Speakers: Math Göbbels, Nijmegen U.; Jan Jonker, Nijmegen U.; Jeanne Liedtka, U. of Virginia; Andrew C. Wicks, U. of Washington; Charles Bodwell, International Labor Organization

637 ⊚: (Paper Session) - (S/T) Managerial Wrong Doing 4:10-5:20 Convention Center: A208

Facilitator: Claudia J. Ferrante, U.S. Air Force Academy

CM: Auditor Independence, Conflict of Interest, and the Unconscious Intrusion of Bias | Don Moore, Carnegie Mellon U.; Max H. Bazerman, Harvard U.; George Loewenstein, Carnegie Mellon U.

SIM: In Addition to Whistle-Blowing: An Investigation into Witness's Talk about Wrongdoing | Brian Keith Richardson, North Texas U.

OMT: Is Anyone Watching Managers During a Speculative Bubble? | **Yuri Mishina**, U. of Illinois, Urbana-Champaign

■ MED: Moral Awareness: Assessing the Influence of Business Education, Culture, and Demographic Factors | Yvette P. Lopez, California State U., Fresno; Julie B. Olson-Buchanan, California State U., Fresno; Paula Rechner, California State U., Fresno

638 € ❖: (Paper Session) - (S/T) Networks Variations

4:10- 5:20 Adam's Mark: Director's Row F

Facilitator: Vincenzo Perrone, Bocconi U.

- → ♣BPS: Strategy of Grouping and Reputation Linkage in Ethnically Based Networks and Multi-Product Firms | Chong Ju Choi, Cambridge U.; Soo Hee Lee, U. of London
- ❖TIM: Network Building and Strategy Formation in Biotechnology Firms | Jesper Norus, Copenhagen Business School
- PNP: Public Sector Networks: Governance and Effectiveness | Robyn Keast, Queensland U. of Technology; Kerry Brown, Queensland U. of Technology

639 : (Paper Session) - (TIM) Research in Modularity and Standards

4:10- 5:20 Convention Center: C212

Chair: Nile W. Hatch, Brigham Young U.

Winner of TIM Division Best Student Paper Award

- ❖TIM: Informational Complexity, Computational Complexity and the Dynamics of Product Modularization | Mihnea Calin Moldoveanu, U. of Toronto; Eytan Lasry, U. of Toronto
- TIM: Unexpectedly Absent: Positive Feedback Dynamics in Computer Software | Scott F. Turner, North Carolina U., Chapel Hill; Richard A. Bettis, U. of North Carolina, Chapel Hill; Gerardine DeSanctis, Duke U.
- **❖TIM**: The Use of Open Source Adoption Networks in Proprietary Platform Strategies | **Joel West**, San Jose State U.

Monday 4:50PM

640: (OM) OM Business Meeting

4:50-6:00 Convention Center: C206

All members and prospective members are welcome! Come join us for a celebration of the division's 30th anniversary and receive a commemorative button!

Program Chair: Kenneth Boyer, Michigan State U. Division Chair: Thomas Y. Choi, Arizona State U.

Professional Development Workshop Chair: **Morgan Swink**, Michigan State U.

Division Chair-Elect.: Janet L. Hartley, Bowling Green State U.

Monday 5:30PM

641 ☐ ❖: (BPS) Social Event : Networking for Mid-Career BPS Academics

5:30- 7:30 Adam's Mark: Director's Row E

The Business Policy and Strategy Division will sponsor a new social event for mid-career faculty with at least seven years of experience since earning a doctorate. Contact Prof. Anita McGahan at amcgahan@bu.edu.

Chairs: **Dawn Harris**, Loyola U., Chicago; **Anita McGahan**, Boston U.

Speakers: Allan N. Afuah, U. of Michigan; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Margaret A. Peteraf, Dartmouth College; Brian Silverman, U. of Toronto

642 : *(ENT)* Entrepreneurship Division Business Meeting

5:30- 6:45 Convention Center: A105

Division Chair: Thomas J. Dean, U. of Colorado, Boulder

643 : *(GDO)* Gender and Diversity in Organizations Divisional Meeting

5:30-6:15 Convention Center: A109

Division Chair: Ellen Ernst Kossek, Michigan State U.

644 : *(HCM)* Health Care Management Division Business Meeting

5:30- 6:30 Convention Center: A112

Division Chair: Sharon Topping, U. of Southern Mississippi

645 : (HR) HR Division Ice Cream Social

5:30- 7:00 Adam's Mark: Plaza Ballrm E+F

Open to members of the HR Division and their families.

Organizer: Patrick Wright, Cornell U.

646: (MC) Business Meeting

5:30- 6:00 Convention Center: C110

Division Chair: **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

647: (MSR) MSR Business Meeting & Elections

5:30- 6:50 Convention Center: A102

Division Chair: Judi Neal, Association for Spirit at Work

648: *(OB)* **OB** Division Awards Ceremony and Business Meeting

5:30- 7:00 Adam's Mark: Gov. Sq. 14

Presiding: Terence R. Mitchell, U. of Washington, Seattle

649: (OC/S) OCIS Division Meeting

5:30- 6:30 Convention Center: A204

Open to members of the OCIS Divison as well as anyone interested in learning about the OCIS Division. Awards will be presented. Chair: Mark Keil, Georgia State U.

650: (OMT) **OMT** Business Meeting and Artifact

5:30- 6:00 Adam's Mark: Tower Court D

Program Chair: **Mary Jo Hatch**, U. of Virginia *Division Chair:* **Eric Abrahamson**, Columbia U.

Professional Development Workshop Chair: Tina Dacin, Queen's

Division Chair-Elect.: Joel A. C. Baum, U. of Toronto

651: (ONE) ONE Interest Group Business Meeting

5:30-6:45 Convention Center: C108

Division Chair: Gordon P. Rands, Western Illinois U. *Division Chair-Elect.*: Sanjay Sharma, Wilfrid Laurier U.

652: (PNP) PNP Division Party

5:30- 10:30 Adam's Mark: Plaza Court 7

Organizer: Stephen P. Osborne, Aston U.

Monday 6:00PM

653 : (OMT) OMT Social Hour

6:00- 7:00 Adam's Mark: Silver

Division Chair: Eric Abrahamson, Columbia U.

Monday 6:20PM

654: (MC) Management Consulting Social Hour

6:20-7:30 Convention Center: A103

Organizer: Georges Trepo, HEC, France

655: (OM) OM Division Social

6:20- 8:30 Convention Center: A201

All members and prospective members are welcome! Special thanks to Arizona State University which is providing financial sponsorship for this event.

Program Chair: **Kenneth Boyer**, Michigan State U. *Division Chair:* **Thomas Y. Choi**, Arizona State U.

Monday 6:30PM

656 : (GDO) GDO Social: Meet, Greet, and Eat!

6:30-8:00 Convention Center: A110

Presenter: Elizabeth Cooper, U. of Rhode Island

657 : (MH) Social Hour for the Management History Division – Honoring the Memory of Richard Hodgetts

6:30-8:00 Convention Center: A104

Sponsored by the Journal of Leadership and Organizational Studies Host: Shawn M. Carraher, Texas A&M U.

658 ❖: (OC/S) OCIS Social Hour

6:30-7:30 Convention Center: A205

The OCIS Social Hour, following the OCIS Division Meeting, is an opportunity to meet other OCIS members. Please join us!

Monday 6:45PM

659: (OB) OB Division Social Hour

6:45- 8:30 Adam's Mark: Gov. Sq. 10 *Host:* **Sigal G. Barsade**, Yale U.

Monday 7:00PM

660 : (ENT) ENT Division Reception

7:00-8:30 Convention Center: A107

Division Chair: Thomas J. Dean, U. of Colorado, Boulder

661: (HCM) Health Care Management Division Reception

7:00- 9:00 Convention Center: A202

Host: Leonard H. Friedman, Oregon State U.

662: (MSR) MSR Social Hour and Reception

7:00-8:15 Convention Center: A101

Division Chair-Elect.: Lee Perry Robbins, Golden Gate U.

663: (ONE) ONE Interest Group Social

7:00- 9:00 Convention Center: C106

Program Chair: Carolyn Egri, Simon Fraser U.

Monday 8:00PM

664: (MC) MC Friends and Members' Dinner

8:00- 11:00 Convention Center: C110

Host: H. William Vroman, Morgan State U. / Strategic Planning Inc.

Monday 8:01PM

665: (IM) IM Division Dance

8:01- 10:30 Hyatt: Grand Ballrm

Come one, come all, to the 2002 IM Division dance: Contra

dancing! (don't worry: we'll teach 'ya, partner!)

Host: Sully Taylor, Portland State U.

Monday 9:00PM

666: (AAC) President's Dessert Reception for New and International Members

9:00- 10:30 Adam's Mark: Plaza Ballrm D+E *Host:* **Jean M. Bartunek**, Boston College

Tuesday, August 13, 2002

Tuesday 7:30AM

667 **○ ❖**: (AA) A Shared Hour of Meditative/Contemplative Silence

7:30- 8:30 Adam's Mark: Silver

This will be an hour of contemplative/meditative practice. Teachers from various traditions (Buddhist Practice, Christian Centering Prayer, Christian Mantra Meditation, Hindu Practice, Jewish Practice, Muslim Practice, and Quaker Practice), together with members of the Academy will share readings, music and silence. In light of September 11 and subsequent events, the readings will focus on World Peace and the gathering will provide an opportunity to engage in silent, inter-religious meditation. Participants are asked to arrive ten minutes early, in order to be seated in silence as the session begins. Movement in and out of the room will be restricted during the actual hour of shared practice.

Chair: Andre L. Delbecq, Santa Clara U.

Speakers: Abdelmagid M. Mazen, Suffolk U.; Father Thomas Keating, St. Benedict's Monestary, Snowmass, CO; Arvind Sharma, McGill U.; Father Laurence Freeman, O.S.B., World Community of Christian Meditation; Rita Weathersby, U. of New Hampshire; Norman Fisher, Zen Center; Rabbi Lewis E. Bogage, DePaul U.

Tuesday 8:10AM

668 €→: (Paper Session) - (MC) Examining the Consulting Business Model: Theoretical, Financial and Process Issues

8:10- 10:10 Convention Center: C110 *Chair:* **Jeffrey L. Kerr**, U. of Miami

MC: Economic Functions of Management Consulting Firms - an Integrative Theoretical Framework ☐ | Michael Nippa, Freiberg U. of Mining and Technology; Kerstin Petzold, Freiberg U. of Mining and Technology

Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting Practic

Discussants: **Gary A. Bojes**, George Washington U.; **Judith Gebhardt**, Pepperdine U.

Tuesday 8:30AM

669 ❖: (AA) Spirituality/Contemplative Practice and Managerial Health: What's the Connection?

8:30- 10:10 Adam's Mark: Silver

Chair: Thomas G. Plante, Santa Clara.U./Stanford U. Speakers: Carl E. Thoresen, Stanford U.; Allen C. Sherman, U. of Arkansas For Medical Sciences

670 ❖: (AA) National Networks as Small Worlds

8:30- 10:10 Convention Center: A205

Organizer: Gordon Walker, Southern Methodist U.

Speakers: Bruce Kogut, U. of Pennsylvania; Gerald F. Davis, U. of Michigan; Sea-Jin Chang, Korea U.; Maurizio Zollo, INSEAD; Mina Yoo, U. of Michigan; Gordon Walker, Southern Methodist U.

671 : (Paper Session) - (BPS) Turnover in the Executive Suite: The Role of Underperformance and Symbolism

8:30- 10:10 Adam's Mark: Director's Row H

Chair: Vincent L. Barker, U. of Kansas

BPS: Exploring Involuntary Executive Turnover Through a Managerial Discretion Framework | **Wei Shen**, U. of Florida; **Theresa S. Cho**, Rutgers U.

BPS: Fight or Flight: Managing Stigma in Executive Careers

| | Albert A. Cannella Jr., Texas A&M U.; Donald R. Fraser,
Texas A&M U.; D. Scott Lee, Texas A&M U.; Matthew
Semadeni. Texas A&M U.

BPS: CEO Dismissal and Firm Performance: A New Look at Who's to Blame | **Margarethe Wiersema**, U. of California, Irvine

BPS: Top Management Team Effects in Mergers & Acquisitions: An Analysis of Long-Term Turnover Patterns | Jeffrey A. Krug, U. of Illinois; Douglas Nigh, U. of South Carolina

❖BPS: Executive Social Capital and Its Impacts on Job Promotion ☐ | Yangmin Kim, Marquette U. *Discussant:* James W. Fredrickson, U. of Texas, Austin

672: (Paper Session) - (BPS) Dynamics of Resource-Based Competition: The Creation and Endurance of Resource Asymmetries

8:30- 10:10 Adam's Mark: Gov. Sq. 17

Chair: Tima Bansal. U. of Western Ontario

BPS: What Happens to Rents? | Jean J. Boddewyn, City U. of New York, Baruch College

BPS: The Evolution of Heterogeneity in Performance ☐ ☐ | **Tammy L. Madsen**, Santa Clara U.; **Gordon Walker**, Southern Methodist U.

■ BPS: Creating Competitive Advantage Through Dynamic Resource Interactions | Abhijit Mandal, U. of London

BPS: Do Capabilities Enhance Efficiency? Stochastic Frontier Estimation in US Manufacturing | **P. Konstantina Kiousis**, Ohio State U.

→ ♣ BPS: Challenger-Incumbent Competitive Dynamics: An Extended Resource-Based View | John A. Mathews, Macquarie U.

Discussant: Richard Makadok, Emory U.

673: (Paper Session) - (BPS) Strategic Adaptation and

Renewal: The Role of Structure and Process

8:30- 10:10 Adam's Mark: Director's Row E

Chair: Yiorgos Mylonadis, London Business School

BPS: Institutionalizing Renewal | Janine Nahapiet, Oxford U.

BPS: The Framing of Strategic Threats: A Dilemma in Response | Clark Gilbert, Harvard U.

BPS: Process Management and Adaptation to Technological Change: Evidence from Digital Photography | Mary J. Benner, U. of Pennsylvania

BPS: The Role of Process and Context in the Evolution of Incompatible Strategic Initiatives | **Christoph Lechner**, U. of St. Gallen; **Steven W. Floyd**, U. of Connecticut

Discussant: Catherine Maritan, State U. of New York, Buffalo

674 : (Paper Session) - (BPS) R&D, Intellectual Property, and the Strategic Use of Patents

8:30- 10:10 Adam's Mark: Plaza Court 3

Chair: Mariko Sakakibara, U. of California, Los Angeles

- → BPS: R&D and the Patent Premium | Ashish Arora, Carnegie Mellon U.; Marco Ceccagnoli, INSEAD; Wesley M. Cohen, Carnegie Mellon U.
- BPS: Refilling the Tub? The Effects of Knowledge Obsolescence on Innovative Success in the Biotech-Industry | Andreas Al-Laham, U. of Dortmund; Terry L. Amburgey, U. of Toronto
- BPS: The Duration of Patent Litigation: Firm Strategies and Litigation Tactics in Computers and Research | Deepak Somaya, U. of Maryland

BPS: Public Sector Science and the Strategy of the Commons | Ajay K. Agrawal, Queen's U.

BPS: The Private Values of "Thicket" Patenting: An Empirical Study Across Industries and Patent Types | Markus Georg Reitzig, Munich School of Management

Discussant: Melissa M. Appleyard, U. of Virginia

675 SHCS: (BPS, ENT) Intuition as a Driver of Organizational Decisions and Actions

8:30- 10:10 Adam's Mark: Gov. Sq. 12

Chair: Michael A. Hitt, Arizona State U.

Intuition in Strategic Decision Making | Jay Barney, Ohio State U.

Effective Use of Intuition in Strategic Decision Making | Chet Miller. Wake Forest U.

Entreprenurial Opportunity Recognition: Intuition, Insight, and Foresight and the Definition of New | Shaker A. Zahra, Georgia State U.

Entrepreneurship and Intuition: A Research Agenda | Jeffrey G. Covin, Indiana U., Bloomington

Inserting Intuition into Strategic Decision Making | Paul Nutt, Ohio State U.

Discussants: **George P. Huber**, U. of Texas, Austin; **R. Duane Ireland**, U. of Richmond

e76 © JS: (BPS, S/M) Government Institutions and Firms' Political Strategies: National and International Perspectives

8:30- 10:10 Convention Center: A207

Chair: Guy Holburn, U. of Western Ontario

Lobbying Legislatures or Agencies: A Game-Theoretic Decision Framework | **Richard Vanden Bergh**, U. of Vermont

Managing to Keep the Lights On (and the Profits Flowing):
Political Risk Identification and Management in Electricity
Generation | Bennet A. Zelner, Georgetown U.

Global and Political Strategies in Deregulated Industries: Are Former Monopolies Schizophrenic? | Jean-Philippe Bonardi, U. of Western Ontario

Discussants: Witold J. Henisz, U. of Pennsylvania; Guy Holburn, U. of Western Ontario

677: (Paper Session) - (CAR) Career Paths Outside North America: Gaining Experience and Competency

8:30- 10:10 Convention Center: A105

Chair: J. Bruce Prince. Kansas State U.

CAR: Domestic International Jobs | Phyllis Tharenou, Monash U.

- → CAR: Exploring Changes in Organizational Career

 Management: The Case of Israel | Tzabbar Daniel, U. of
 Toronto
- © CAR: Personal Quest for Building Global Competence: A Taxonomy of Self-Initiating Career Path Strategies □ | Charles M. Vance, Loyola Marymount U.

Discussants: Lynn K. Harland, U. of Nebraska, Omaha; David Marshall Hunt, N/A

678 ©SHCS: *(CAR, HR, OMT)* Building the Fast Organization: A Multi-Level Analysis

8:30- 10:10 Convention Center: C209

Chair: **Elizabeth Weldon**, International Institute for Management Development

Creating Customer Solutions with Integrated Speed | Jay R. Galbraith, U. of Southern California

Fast, Agile Managers: The Role of Social Support and Strategic Improvisation | Elizabeth Weldon, International Institute for Management Development

The Protean Orientation: Creating the Adaptable Workforce Necessary for Flexibility and Speed | Jon P. Briscoe, Northern Illinois U.

The "Boundaryless" Career, Work Force Flexibility, and Organization Speed | P. Monique Valcour, Cornell U. *Discussants:* Douglas T. Hall, Boston U.; Ron Sanchez, International Institute for Management Development

679 : (Paper Session) - (CM) Identity, Conflict, and Diversity: New Research From Multiple Perspectives

8:30- 10:10 Convention Center: A107

Chair: Ingrid Fulmer, Michigan State U.

CM: Demographic and Cultural Dissimilarity's Effects on Responses to Offense | **Karl Aquino**, U. of Delaware;

- Rebecca J. Bennett, U. of Toledo; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Tae-Yeol Kim, North Carolina U., Chapel Hill
- CM: White Views of Civil Rights and Equal Opportunity: Colorblindness, Qualifications, and Quotas | Nancy DiTomaso, Rutgers U.; Rochelle Parks-Yancy, Rutgers U.; Corinne A. Post, Rutgers U.
- CM: The Effect of Conflict and Power Differentials on Social Identity and Intergroup Discrimination | Bongsoon Cho, State U. of New York, Buffalo; Debra L. Connelley, State U. of New York, Buffalo
- **CM**: When Does Gender Matter in Negotiation? | **Hannah Riley**, Harvard U.; **Kathleen Valley**, Harvard U.

680 ❖ SHCS: *(CM, HR)* Network Research and Union-Management Relations: U.S. and U.K. Comparisons

8:30- 10:10 Convention Center: C207

Chair: Thomas Kochan, Massachusetts Institute of Technology Building Union-Management Partnerships in the European Civil Aviation Industry | Peter Turnbull, Cardiff U.

Building and Sustaining Labor Management Partnerships: Recent Experiences in the U.S. | **Susan C. Eaton**, Harvard U. Phoenix from the Ashes? Labor-Management Partnerships in Britain | **Simon Deakin**, Cambridge U.

Alternative Approaches for Airline Labor Relations: Lessons for the Future | **Andrew von Nordenflycht**, Massachusetts Institute of Technology

Discussant: Paul Adler, U. of Southern California

681 JS: *(CM, OB)* Third-Party and Victim Reactions to Unfairness: Similar or Dissimilar – When, Why, and How? 8:30-10:10 Convention Center: A101/103

Chairs: James J. Lavelle, Tulane U.; Robert Folger, Tulane U. Speakers: Daniel Skarlicki, U. of British Columbia; Brian Bemmels, U. of British Columbia; Graham Brown, U. of British Columbia; Thomas M. Tripp, Washington State U., Vancouver; Robert Bies, Georgetown U.; Karl Aquino, U. of Delaware; Ramona Bobocel, U. of Waterloo; Gregory Irving, Wilfrid Laurier U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Catherine Tinsley, Georgetown U.; Jeanne M. Brett, Northwestern U.; Tetsushi Okumura, Shiga U.

Discussant: Russell Cropanzano, Colorado State U.

682 : (ENT) Venturing in the Inner City: Rethinking Entry Barriers to 'New' Markets

8:30- 10:10 Convention Center: A212

Social, Cultural, Legitimacy, and Institutional Barriers to the Cultural Product Market | **Jeffrey A. Robinson**, Columbia U. Exploring Entrepreneurial Success in the Inner City:

Antecedents of New Ventures Growth | Brett Anitra Gilbert, Indiana U.

The Role of the Banker-Entrepreneur Network in Inner-City Economic Development | Leyland M. Lucas, Morgan State U.

Leveling the Playing Field: How Business Incubators Help New Businesses and Startups Overcome Entry | **Joseph Eshun**, Columbia U.

Discussant: Gregory Fairchild, U. of Virginia

683 ☐ ❖: (Paper Session) - (HCM) Building Effective Networks: Lessons Learned from Healthcare Organizations

8:30- 10:10 Convention Center: A112

Chair: Bruce Fried, North Carolina U., Chapel Hill

- +HCM: Emergency Department Overcrowding: Health Care System Failure from a Network Perspective | Philip Yoon, U. of Alberta

HCM: The Changing Configuration of Health Organizations:
Revisiting the Taxonomy of Health Networks and Systems

| D | Nicole L. Dubbs, Columbia U.; Gloria J. Bazzoli, Virginia
Commonwealth U.; Stephen M. Shortell, U. of California,
Berkeley; Peter D. Kralovec, Health Forum

Discussant: Rebecca S. Wells, Pennsylvania State U.

684 ❖: (HR) International Diffusion of Industrial Relations and HR Systems: Building a Research Network

8:30- 10:10 Adam's Mark: Columbine

Chair: Mark Paul Fenton-O'Creevy, Open U., U.K.

Presenter: Rudiger Kabst, U. of Paderborn

Speakers: Paul Gooderham, Norwegian School of Economics and Business Administration; Arne L. Kalleberg, North Carolina U., Chapel Hill; Jean-Luc Cerdin, ESSEC; Patrick C. Flood, U. of Limerick

Discussant: Paul R. Sparrow, U. of Manchester

685 : (Paper Session) - (HR) Employee Reactions to Different Compensation Systems

8:30- 10:10 Adam's Mark: Terrace

Chair: Michael Wesson, Texas A&M U.

HR: When Stock Options Fail to Motivate: Attribution and Context Effects on Stock Price Expectancy | Benjamin B. Dunford, Cornell U.; John W. Boudreau, Cornell U.; Wendy R. Boswell, Texas A&M U.

HR: Reactions to Merit Pay Increases: A Longitudinal Test of a Signal Sensitivity Perspective | Jason D. Shaw, U. of Kentucky; Michelle K. Duffy, U. of Kentucky; Atul Mitra, U. of Northern Iowa; Daniel E. Lockhart, U. of Kentucky; Matt Bowler, U. of Kentucky

HR: Strategic Compensation and Perceived Pay Fairness | Larry W. Howard, Middle Tennessee State U.; Thomas W. Dougherty, U. of Missouri, Columbia

Discussant: Atul Mitra, U. of Northern Iowa

686 ❖: (Paper Session) - (IM) MNC Subsidiary Strategy and Performance

8:30- 10:10 Convention Center: C104

Chair: Gerhard Fink, Wirtschaftsuniversitaet Wien

- → IM: Managing Interdependence in Multinational Companies:
 A Configurational Approach P | Sharon Watson, U. of
 Delaware; Mohan Subramaniam, Boston College
- → IM: Establishing Corporate Governance Structures for Foreign Subsidiaries of Multinational Corporations | Bongjin Kim, Tilburg U.; John E. Prescott, U. of Pittsburgh

- IM: The Impact of Internal and External Competitive Forces on MNC Subsidiary Performance | Julian M. Birkinshaw, London Business School; Neil Hood, U. of Strathclyde; Stephen Young, U. of Strathclyde
- IM: Testing the Impact of Internal and External Network Drivers on MNC Subsidiary Evolution | Ana Teresa Tavares, U. de Porto

Discussant: John Mezias, U. of Miami

687 ❖: (Paper Session) - (IM) Antecedents and Outcomes of International Cooperation

8:30- 10:10 Convention Center: C102

Chair: Davina E. Vora, U. of South Carolina

- IM: Knowledge Acquisition and Sharing in International Strategic Alliances (ISA): The Role of Trust | Thang V. Nguyen, U. of Oregon; Scott Bryant, Montana State U.
- IM: Alliance Motivation and Identity Adaptation: The Case of the BP and Statoil Alliance | Lin Lerpold, Stockholm School of Economics
- → IM: Ethnic Similarity and Equity in IJV | Sanjeev Agarwal, lowa State U.; Pol Herrmann, lowa State U.; Krishna Erramilli, Nanyang Technology U.
- IM: Explaining the Propensity to Form Alliances in Global Pharmaceutical Industry R&D Networks | Farok J. Contractor, Rutgers U.; Sam Beldona, Wichita State U.; Chang-Su Kim, Nanyang Technological U.

Discussant: R. Scott Marshall, Portland State U.

688 : *(Paper Session) - (IPC)* How Organizations Treat Employees When Ethical Issues Arise

8:30- 10:10 Convention Center: A106 T1

Facilitator: Susan Key, U. of Alabama, Birmingham

- SIM: 'Here's Looking at You': Surveillance as a Trope for Organizational Domination | James R. Barker, U.S. Air Force Academy; Graham Sewell, U. of Melbourne
- **SIM:** Sexual Harassment Reporting as Whistle-Blowing: Test of a Model of Predictors and Outcomes | **Jeong-Yeon Lee**, Indiana U.; **Sharon Gibson**, Indiana U.; **Janet P. Near**, Indiana U., Bloomington
- SIM: Weight Discrimination in the American Workplace: Ethical Issues and Analysis | Mark V. Roehling, Michigan State U.

689 ❖ : (Paper Session) - (IPC) Business and Government: The Importance and Function of Strategic and Political Networks

8:30- 10:10 Convention Center: A106 T2

Facilitator: John F. Mahon, U. of Maine

- SIM: A Strategic Approach to MNC Government Affairs: Integrating Competitive and Political Activities | Timothy P. Blumentritt, Marquette U.
- ❖SIM: Interface Dynamics in Cause Based Partnerships: Initial Evidence of Negotiated Culture | Barbara Parker, Seattle U.; John W. Selsky, U. of Melbourne

SIM: Dilemmas of Industrial Policy: A Varieties-of-Capitalism

- Analysis of Stuck-in-the-Middle Governments | Mark Lehrer, U. of Rhode Island
- SIM: The Fundamental Economic Work of Governments |
 Thomas M. Jones, U. of Washington; Shawn Berman, Santa
 Clara U.

690 : (Paper Session) - (IPC) Managing Employees for High Performance on Multiple Dimensions

8:30- 10:10 Convention Center: A106 T3

Facilitator: Mary J. Mallott, U. of Hawaii, West Oahu

- HR: Voluntary Turnover and Organizational Performance | Jason D. Shaw, U. of Kentucky; Nina Gupta, U. of Arkansas; John E. Delery, U. of Arkansas
- SIM: Individual Moral Development and Ethical Climate: The Influence of P-O Fit on Job Attitudes | Anke Arnaud, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida; Marshall J. Schminke, U. of Central Florida
- SIM: Perceptions of Organizational Ethicality: Do Inflated Perceptions of Self Lead to Inflated Perceptions of the Organization? | Scott J. Reynolds, U. of Minnesota

691 : (Paper Session) - (IPC) Career Success, Part-Time Work and Retirement: A Closer Look

8:30- 10:10 Convention Center: A106 T4

Facilitator: Kay M. Glasgow, California Polytechnic State U., San Luis Obispo

- CAR: Time to Retire? An Examination of the Relationships
 Between Time Usage and Retirement Anxiety | Vivien Lim,
 National U. of Singapore; Daniel C. Feldman, U. of South
 Carolina
- CAR: Factors Related to Bridge Employment Participation: A Study of Private Sector Early Retirees | Mark Alan Davis, North Texas U.
- CAR: An Integrative Model of Part-Time Work: Determinants, Consequences, and Moderators | Sara McComb, U. of Massachusetts, Amherst; Melissa W. Barringer, U. of Massachusetts, Amherst; Kristina A. Bourne, U. of Massachusetts, Amherst
- OB: Intra-Organizational Network Resources: Relation to Career Success and Personality | Nikos Bozionelos, U. of Strathclyde

692: *(Paper Session) - (IPC)* **Management in the Classroom** 8:30-10:10 Convention Center: A214 T1

Facilitator: Michael Young, Chinese U. of Hong Kong

- MED: "High-maintenance Students" A Conceptual Exploration and Implications for Instructors | Lisa A. Burke, Louisiana State U., Shreveport
- ■MED: Evaluating the Effectiveness of OB Teaching Methods: A Results Oriented Approach | James (Ben) Shaw, Bond U.
- MED: The Masks We Wear: Acting in the Classroom | Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington

△ MED: Reflections on Implementing an Innovative Management Curriculum, or Tacking Between Scylla and Charybdis | Donald W. McCormick, U. of Redlands; Teri C. Tompkins, Pepperdine U.; James C. Spee, U. of Redlands

693 : *(Paper Session) - (IPC)* Firm Boundaries, Technology and Entrepreneurship

8:30- 10:10 Convention Center: A214 T2 *Facilitator:* **Melvin Blumberg**, N/A

- ❖TIM: Safeguard Mechanisms for Information Systems Outsourcing Under Bounded Rationality | Yong-Mi Kim, U. of Oklahoma; Shaila Miranda, U. of Oklahoma
- TIM: Internal Versus External Technology Sourcing and Their Impact on Product Market Opportunities | Maria Tereza Alexandre, Michigan State U.; Frank T. Rothaermel, Michigan State U.
- □ TIM: Technology Transfer An Action and Technology Perspective | Stefan M. Koruna, Swiss Federal Institute of Technology
- ENT: Why do Entrepreneurs Pull the Plug on Their Innovations? | Thomas Astebro, U. of Waterloo; John L. Michela. U. of Waterloo

694 : (Paper Session) - (IPC) Managing Human Resources in Cross-Cultural Settings

8:30- 10:10 Convention Center: A214 T3

Facilitator: David C. Thomas, Simon Fraser U.

- IM: Job Formalization and Cultural Individualism as Barriers to Trust in Management | Xu Huang, U. of Groningen; Evert Van de Vliert, U. of Groningen
- IM: Where Intrinsic Job Satisfaction Fails to Work: National Moderators of Intrinsic Motivation | Xu Huang, U. of Groningen; Evert Van de Vliert, U. of Groningen
- ►→ IM: Building Effective Organizations: Transformational Leadership, Collectivist Orientation and Outcomes | Fred Ochieng Walumbwa, U. of Illinois, Urbana-Champaign; John Lawler, U. of Illinois, Urbana-Champaign
- → IM: Cultural Values in Flux?: The Interactive Effects of Generation and Country on Value Differences | Darla Domke-Damonte, Coastal Carolina U.; Carolyn Egri, Simon Fraser U.; David A. Ralston, U. of Oklahoma; Isabelle Maignan, Katholieke U. Nijmegen; Tomasz Lenartowicz, U. of Texas, Austin; Nancy K. Napier, Boise State U.; Trang Nguyen, National Economic U.; Ana Maria Rossi, Clinica De Stress E Biofeedback; Mark Weber, U. of Minnesota; Alan Wallace, Costa Mesa College

695 : (Paper Session) - (IPC) Understanding E-Business and On-line Behavior

8:30- 10:10 Convention Center: C106 T3

Facilitator: Dave Chatterjee, U. of Georgia

- OCIS: Perceptions of Personal Web Usage in the Workplace: A Concept Mapping Approach | Claire A. Simmers, St. Joseph's U.; Murugan Anandarajan, Drexel U.
- OB: Service Per Mouseclick: Identifying Antecedents of Customer Coproduction and Citizenship Behaviors | Markus Groth, Australian Graduate School of Management

- OM: Understanding the Barriers to e-Auction Adoption | Janet L. Hartley, Bowling Green State U.; Michelle D. Heine, Bowling Green State U.; Edward Duplaga, Winona State U.
- OCIS: Understanding Online Shopping Behavior Using the Transactions Cost Economics Approach | Thompson S.H. Teo, National U. of Singapore; Pien Wang, National U. of Singapore; Chang Hong Leong, National U. of Singapore
- **TIM:** Deconstructing Cyberspace: A Model for Bringing Order to the 21st Virtual "Wild Wild West" | **Laura Brandt**, Southern Colorado U.: **Jose Castillo**, Southern Colorado U.

696 ❖ : (Paper Session) - (IPC) Networks and Building Organizational Legitimacy

8:30- 10:10 Convention Center: C106 T1

Facilitator: Kenneth Bettenhausen, N/A

- ONE: A Model of Firm Ecological Legitimacy | Mei-Ling Wei, York U.
- OMT: Bricolage a Process-Model for the Creation of New Organizational Forms: The Case of Microfinance in Bolivia | Silvia Dorado, U. of Massachusetts, Boston
- OMT: Institutional Influences on Founding Variation in the Emerging Independent Power Industry | Wesley Sine, U. of Maryland; Heather Haveman, Columbia U.; Pamela S. Tolbert, N/A

697: (Paper Session) - (IPC) Quality in Healthcare Management and Delivery

8:30- 10:10 Convention Center: A214 T4

Facilitator: Jim Paul, U. of Kansas Medical Center

- ▶HCM: Building an Understanding of Qualities Needed for Health Administration Practice: A Cognitive Mapping Approach | Richard M. Shewchuk, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Alabama, Birmingham; David J. Fine, U. of Alabama, Birmingham
- ●HCM: The Impact of Implementation Factors on the Success of Healthcare Quality Improvement Programs | Jason L. Jensen, U. of North Dakota
- OMT: Customization and Conformity: A Replication and Extension of Westphal, Gulati, and Shortell (1997) | Kaumudi Misra, Case Western Reserve U.; Gil Preuss, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.
- HCM: How do Integrated Delivery Systems Adopt and Implement Clinical Information Systems? | Bryan J. Weiner, North Carolina U., Chapel Hill; Lucy Ann Savitz, RTI/U. of North Carolina

698 : *(Paper Session) - (IPC)* Colleagiality and Careers in Organizations and Professional Bureaucracies

8:30- 10:10 Convention Center: C105 T2

Facilitator: Monica L. Forret, St. Ambrose U.

- OMT: The Network Relationship: "Collegiality" in Professional Bureaucracies | Paul D. Nugent, Rensselaer Polytechnic Institute
- ODC: Helping Older Workers Cope with Continuous Quality Improvement: A Typology of Reactions. | Roland E. Kidwell, Jr., Niagara U.

OMT: Professional Service Firm Mergers and Their Impact on Career Outcomes | **Lisa Haueisen Rohrer**, Harvard U.

699 : (Paper Session) - (IPC) Human Capital and High Performance Systems in Organizations

8:30- 10:10 Convention Center: C105 T1

Facilitator: Richard A. Swanson, U. of Minnesota

- **OMT:** Human Capital and Firm Performance: Understanding the Impact of Employee Turnover on Competitive Advantage | **Likoebe Mohau Maruping**, U. of Maryland
- ❖OMT: To Bridge or to Bond? Integrating Social Capital and Upper Echelons Theories | Andrew V. Shipilov, U. of Toronto; Wade M. Danis, Marquette U.
- ❖OMT: The Value of Values: A Framework for Within-Groups Social Capital | Harry J. Van Buren III, Northern Iowa U.

700: (Paper Session) - (IPC) Communication, Involvement and Performance in Groups and Teams

8:30- 10:10 Convention Center: C205 T5

Facilitator: Todd Weber, North Carolina U., Chapel Hill

- ❖ OB: A Structural Equation Analysis of Performance in Face-to-Face and Virtual Teams | Pierre Andre Balthazard, Arizona State U.; David A. Waldman, Arizona State U.; Jane M. Howell, U. of Western Ontario; Leanne E. Atwater, Arizona State U.
- **CM:** The Influence of Accounts on Perceived Social Loafing in Work Teams | **Jasmine Tata**, Loyola U., Chicago
- OB: Exploring the Mechanisms Through Which High Involvement Results in Group-Level Performance Outcomes | Hettie A. Richardson, Louisiana State U.
- ❖ OB: Team-Based Communication Networks: Antecedents and Consequences | Lucinda Lawson, Lehigh U.
- → OB: Acting on What Others Know: Distributed Knowledge and Team Performance | Martine R. Haas, Harvard U.

701 : (Paper Session) - (IPC) Identification, Self-verification and Collaboration in Organizations

8:30- 10:10 Convention Center: C105 T3

Facilitator: Michele Issel, U. Illinois, Chicago

- **GDO:** Malleability of Identity | **Keith James**, U. of Alaska, Fairbanks
- OB: An Alternative Understanding of Prototypical Behavior: An Incorporation of the Self-Verification Mot | Bradley Andrew Schleyer, New York U.
- MOC: Scale Development and Validation of a Field Measure of Transactive Memory Systems | Kyle Lewis, U. of Texas, Austin
- OCIS: Diffuse Collaboration: Copying as a Collective Activity | Anne-Laure Fayard, INSEAD; Austin Henderson, Rivendel Consulting & Design, Inc.

702: (Paper Session) - (IPC) Helping Employees Cope With Organizational Change: Avenues for Empowerment and Grievance Initiation

8:30- 10:10 Convention Center: C106 T2

Facilitator: Jeffrey J. Bailey, U. of Idaho

- → OB: The Four Dimensions of Empowerment and the Outcomes of Job Performance and Job Satisfaction | Onne Janssen, U. of Groningen
- OB: The Role of Employability in How Employees Cope with Organizational Change | Mel Fugate, Tulane U.; Angelo J. Kinicki, Arizona State U.
- MOC: Resistance to Empowerment of Subordinates: Why Can't John Follow Through? | Kent D. Fairfield, New York U.
- CM: Suffering in Silence: Power-Dependence Theory and the Efficiency Model of Grievance Initiation | Peter Bamberger, Technion-Israel Institute of Technology; Samuel B. Bacharach, Cornell U.

703: (Paper Session) - (IPC) Information Technology and the Management of Employee Productivity and Organizational Memory

8:30- 10:10 Convention Center: C205 T4

Facilitator: Steve Scullen, North Carolina State U.

- OMT: Using Organizational Memory: A Study in Professional Service Firms | Davi Noboru Nakano, U. of Sao Paulo / UNIFIEO
- **OCIS:** Linking Meaning and IT Diffusion | **Susan Winter**, U. of North Carolina, Charlotte; **Connie Marie Gaglio**, San Francisco State U.
- **OCIS:** Going Online on Company Time: The Moderating Effect of Neutralization Technique on Cyberloafing and Organizational Justice | **Vivien Lim**, National U. of Singapore

704 (MED) Pedagogical Ideas in Action – Practical Pedagogical Development Efforts at the Stockholm School of Economics

8:30- 10:10 Convention Center: A113

Chair: Par Martensson, Stockholm School of Economics

- Some Experiences from Leading Pedagogical Development Efforts in a Changing Environment | Magnus Bild, Stockholm School of Economics
- Combining Group Development Phases With Teaching Methods to Meet Several Learning Styles and Create | Kristina Nilsson, Stockholm School of Economics
- In the Minds of Students A Project for Education
 Development Based on Students' Learning Styles | Par
 Martensson, Stockholm School of Economics

705 ❖ JS: *(MED, CAR)* Building Effective Networks in Our Own Backyard

8:30- 10:10 Convention Center: C101/103

Chair: Haze Nicole Schepmyer, U. of Toronto Speakers: Steven James Yule, U. of Aberdeen; Ana Sierra Leonard, U. of Cincinnati; Haze Nicole Schepmyer, U. of Toronto; Jerome Katz, Saint Louis U.

706 : (Paper Session) - (MH) Developmental Processes in Management History

8:30- 10:10 Convention Center: A104

Chair: Gillian Wright, Liverpool John Moores U.

- MH: Rediscovering the Historical Network: Comparative Analysis Linking Values of Lewin to OD Consultants | Therese F. Yaeger, Benedictine U.
- → MH: Lewin's Action Research Peers: Ronald Lippitt and John Collier | Bill Cooke, U. of Manchester
- MH: The Use of Historicism in Reviews of Strategic Management Research | M. Ronald Buckley, U. of Oklahoma, Norman; Michael G. Harvey, Mississippi State U.; Milorad Novicevic, U. of Wisconsin, La Crosse; Thomas J. Hench, U. of Wisconsin, La Crosse
- MH: The Dynamics of Resource Development: The Case of the French Royal Navy | Pierre-Xavier Meschi, Ecole Supérieure de Commerce de Marseille, Provence; Emmanuel Metais. EDHEC

Discussants: M. Ronald Buckley, U. of Oklahoma, Norman; David Jacobs, American U.; Gillian Wright, Liverpool John Moores U.; Michael Rowlinson, U. of North London

707 ©: (MOC) Making Sense in the Field: Approaches and Implications for Researchers and Practitioners

8:30- 10:10 Convention Center: C201

Speakers: Ben Bryant, London Business School; Julia Christine Balogun, Cranfield U.; Colin Eden, U. of Strathclyde; Phyllis Johnson, U. of Strathclyde; Gerry Johnson, U. of Strathclyde Discussants: Anne S. Huff, U. of Colorado, Boulder; Dennis A. Gioia, Pennsylvania State U.

708 ❖: (Paper Session) - (MSR) The Integration of Different Religious Perspectives and Work

8:30- 10:10 Convention Center: A102

Chair: Joseph W. Weiss, Bentley College

- MSR: Linking Business, Spirituality and Religion | Michael K. Moch, Michigan State U.; Jean M. Bartunek, Boston College
- MSR: Legacy Leadership: The Leadership Wisdom of the Apostle Paul | J. Lee Whittington, U. of Dallas; Woody Kageler, Texas Wesleyan U.; Tricia Pitts, Texas Wesleyan U.
- MSR: The Sage Entrepreneur: Traditional Confucian Practices Applied to Contemporary Entrepreneurship | John E. Young, U. of New Mexico; Janice Baker Corzine, U. of New Mexico
- MSR: Creating in the Name of God Who Creates: A Biblical View of Vocation & Work | Margaret Diddams, Seattle Pacific U.; J. Lee Whittington, U. of Dallas; Teresa Davigo, Seattle Pacific U.

Discussant: Eric B. Dent, U. of Maryland, U. College

709 ❖: (OB) Research Workshop Networks: A Methodology for Developing the Employee-Organization Relationship

8:30- 10:10 Adam's Mark: Gov. Sq. 10

Chair: M. Susan Taylor, U. of Maryland

Psychological Contract: Definition and Nomological Net | Lynn M. Shore, Georgia State U.

Thorny Issues Within Psychological Contract and Social Exchange Literatures | Lois E. Tetrick, U. of Houston

The Organization's Perspective on the Employment Exchange | Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science

Discussants: **Robert Eisenberger**, U. of Delaware; **Judi McLean Parks**, Washington U.; **Anne S. Tsui**, Hong Kong U. of Science and Technology

710 ❖: (OB) Beyond Supervision: Reconceptualizing Leadership for the Network Age

8:30- 10:10 Adam's Mark: Plaza Court 8

Speakers: Mary Uhl-Bien, U. of Central Florida; Claudia C. Cogliser, U. of Oklahoma; James G. Hunt, Texas Tech U.; Richard N. Osborn, Wayne State U.; Anson Seers, Virginia Commonwealth

711 ❖ JS: (OB, HR) Shared Leadership: Reframing the How's and Why's of Leadership

8:30- 10:10 Convention Center: A201

Chair: Craig L. Pearce, Claremont Graduate U.

Viewing Leadership as a Shared Construct: Going from the "I" to the "We" | **Bruce J. Avolio**, State U. of New York, Binghamton

Vertical and Shared Leadership in the Age of Information | Henry P. Sims Jr., U. of Maryland

The Role of Cognition in Enabling Shared Leadership | C. Shawn Burke, U. of Central Florida

Self-Leadership and Super Leadership: The Heart and Art of Creating Shared Leadership | **Jeffery D. Houghton**, Abilene Christian U.

Leadership and Entrepreneurs: Differentiating Myth from Reality | **Michael Ensley**, U. of North Carolina, Charlotte

Qualitative and Quantitative Approaches to the Examination of Shared Leadership | Craig L. Pearce, Claremont Graduate U.

Shared Leadership 2.0: An Agenda for the Next Generation of Research | Jay A. Conger, London Business School

712 **© ❖** JS: (OB, TIM, OCIS) Knowledge Sharing in R&D Teams: Antecedents to Effective Knowledge Use, Team Learning, & Innovation

8:30- 10:10 Convention Center: A209

Chair: Mimi Shields, U. of Melbourne

Speakers: Leon Mann, U. of Melbourne; Nicole Gillespie, U. of

Melbourne; **Deborah Sole**, Harvard U. *Discussant:* **Nancy Katz**, Harvard U.

713: (Paper Session) - (OM) Cutting Edge New Product Development

8:30- 10:10 Convention Center: C206

Chair: Chan K. Hahn, Bowling Green State U.

❖ OM: Marketing-Manufacturing Joint Involvement Across Stages of New Product Development: Effects on the Success of Radical vs. Incremental Innovations ☐ ☐ ☐ ☐ Morgan Swink, Michigan State U.; Michael Song, U. of Washington

Winner of Chan Hahn Best Paper Award

❖OM: Integrating Externally Sourced Technology into New Products and Processes: An Empirical Study | Gregory N. Stock, Northern Illinois U.; Mohan V. Tatikonda, Indiana U.

OM: Product Development Performance: Evidence from the Aerospace Industry ☐ | Isabelle Dostaler, Concordia U. Discussant: Karen R. Chinander, U. of Miami

714 : (Paper Session) - (OMT) Organizational Learning, Adaptation and Failure

8:30- 10:10 Adam's Mark: Gov. Sq. 9

Chair: Mark Easterby-Smith, Lancaster U.

OMT: Learning from Success, Failure and Non-Events: A Study of Event Enactment in the North European Ferry Industry 1960-2000 | Claus Rerup, U. of Pennsylvania

OMT: Is There a Learning Curve in Responses to Technological Change? Speed of Response to Tennis Racket Innovations 1960-1991 | Kristina Dahlin, U. of Toronto

OMT: Building Bridges to A Distant Peak: Organization Adaptation in the Face of Incomplete Knowledge | **Christina Fang**, U. of Pennsylvania

715: (Paper Session) - (OMT) Uncovering Organizational Logics

8:30- 10:10 Adam's Mark: Tower Court D

Chair: Andrea Casey, George Washington U.

OMT: Alliances and Market Participation in the Absence of Standards: A Study of Enterprise Systems Software Industry | Ramnath K. Chellappa, U. of Southern California; Nilesh Saraf, U. of Southern California

OMT: Organizations Operating on the Institutional Cusp: The Case of Community Development Venture Capital | Julia Sass Rubin, Harvard U.; Marc Ventresca, Northwestern U.

OMT: Postindustrial Logics in an Industrial World: The Case of the U.S. Software Industry | **Rodney Lacey**, U. of Florida

OMT: The Firm Enacts the Environment and the Environment Feeds Back: Mortality Rates in the United Kingdom | Filippo Carlo Wezel, U. of Groningen

716: (Paper Session) - (OMT) Advanced Organizational Theorizing: Understanding Complex Processes in Loosely Coupled Organizations

8:30- 10:10 Adam's Mark: Tower Court B

Chair: James Douglas Orton, U. of Nevada, Las Vegas

OMT: A Method for Better Understanding "Understanding" | Jonathan B. King, Oregon State U.; Jonathan T. Down, Oregon State U.

OMT: "What Does 'Organizational Complexity' Mean? What Does It Do? "An Approach to the Representation and

Dynamics of Complexity in Organizational Phenomena | **Mihnea Calin Moldoveanu**, U. of Toronto; **Robert Bauer**, Institut fur Unternehmensfuhrung

OMT: Why Opposites Attract – On the Problems of Dichotomisation in Research | Monica Lindgren, Stockholm School of Economics; Carin Holmquist, Stockholm School of Economics

OMT: Pop-Management | Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo; Ana Paula Paes de Paula, Campinas U.

717 🗀 🖭 S. (OMT, OB, SIM) Organizational Virtues: Implications for Performance

8:30- 10:10 Convention Center: A108/110

Chair: Kim S. Cameron, U. of Michigan

Speakers: Kim S. Cameron, U. of Michigan; David S. Bright, Case Western Reserve U.; Monica C. Worline, U. of Michigan; Jason M. Kanov, U. of Michigan; Arran Caza, U. of Michigan; Lauren Vanessa Kachorek, U. of Michigan; David A. Whetten, Brigham Young U.

718 ©: (Paper Session) - (ONE) Corporate Environmental Performance as Competitive Advantage

8:30- 10:10 Convention Center: C108

Chair: David L. Levy, U. of Massachusetts

ONE: Evolving Sustainably: A Longitudinal Study of Corporate Commitment to Sustainable Development | Pratima Bansal, U. of Western Ontario; Jodi Evans, Blue Zone Solutions Inc.; Kendall Roth, U. of South Carolina

○ONE: Do Customers Matter? The Impact of Customer Influence on Corporate Environmental Behavior | **Niran Harrison**, U. of Oregon

○ONE: Testing Strategic Environmental Assets in a Multi-Level Model of Competitive Advantage | Iain Clelland, Radford U.; Thomas J. Douglas, Clemson U.

©ONE: Environmental Policy and Competitive Advantage: A Resource-Based View | Tim Hargrave, U. of Minnesota *Discussants:* Andrew King, New York U.; Alfred Marcus, U. of Minnesota; Knud Sinding, Southern Denmark U.; W. Edward Stead, East Tennessee State U.

719 ❖: (RM) Networks, Quasi-Objects, and Identity: Reintegrating Humans, Technology, and Nature

8:30- 10:10 Convention Center: C210

Organizer: Grace Ann Rosile, New Mexico State U. Speakers: Bruce Clarke, Texas Tech U.; Alexis Downs, U. of Central Oklahoma; Rouven Hagemeijer, Erasmus U.; Rita Anne Durant, U. of Alabama; Grace Ann Rosile, New Mexico State U.; Dave M. Boje, New Mexico State U.

720 ဩ ⊚: (Paper Session) - (S/M) Stakeholder Models and Research

8:30- 10:10 Convention Center: A206

Chair: James E. Mattingly, U. of Missouri

SIM: Stakeholders and The Firm: Part of a Network or Caught in a Web? | **Eleanor O'Higgins**, U. College, Dublin

- Resource Dependencies and Social Networks | Kalle Pajunen, Tampere U. of Technology
- SIM: Implementing the Stakeholder View An Empirical Investigation | Sybille Sachs, U. of Zurich; Edwin Rühli, U. of Zurich; James E. Post, Boston U.

Discussants: **Shawn Berman**, Santa Clara U.; **Philip L. Cochran**, Pennsylvania State U.

721 �O: (Paper Session) - (S/T) Project Teams 8:30-10:10 Convention Center: C204

Facilitator: Catherine Cramton, George Mason U.

- OB: External Sourcing of Core Technologies and the Architectural Dependency of Teams

 → | Henrik Bresman, Massachusetts Institute of Technology
- ODC: Team Level Antecedents of Team Members' Network Building in Innovation Projects | Martin Hoegl, Bocconi U.; K. Praveen Parboteeah, U. of Wisconsin, Whitewater

Winner of ODC Division Best Practice-Related Paper

- **TIM:** The Embeddedness of Project Teams in Organizations: Implications for Product Innovation | **C. Annique Un**, Cornell U.
- TIM: The Impact of an Innovative Workspace Technology on Team Networking Ability: An Exploratory Study | Tim O. Peterson, Oklahoma State U.; Jon W. Beard, Southern Illinois U., Edwardsville

722 ©: (Paper Session) - (S/T) Leadership Emerging and Transforming

8:30- 10:10 Convention Center: A208

Facilitator: Boas Shamir, Hebrew U.

- **PNP:** Reconsidering Leadership Research: Insights from Emerging Perspectives | **Sonia Ospina**, New York U.
- OB: Personality, Transformational Leadership, Trust and the 2000 U.S. Presidential Election Vote | Rajnandini Pillai, California State U., San Marcos; Ethlyn Anne Williams, U. of South Florida; Kevin B. Lowe, U. of North Carolina, Greensboro; Dong I. Jung, San Diego State U.
- OMT: The Paradox of Post Heroic Leadership: Gender, Power and the "New" Organization | Joyce K. Fletcher, Simmons College
- ➡ ❖IM: Leadership Prototypes and Cultural Variation |
 Peter W. Dorfman, New Mexico State U.; Paul Hanges, U. of
 Maryland; Felix C. Brodbeck, Aston Business School

723 ©: (Paper Session) - (S/T) Emotions in Organizational Life

8:30- 10:10 Adam's Mark: Director's Row F

Facilitator: Joo-Seng Tan, Nanyang Technology U.

- **BPS:** An Alternative Approach to Appraising Corporate Social Performance: Stakeholder Emotion | **Rosa Chun**, U. of Manchester

- ODC: Emotional Intelligence: A Key Ability to Succeed in the Matrix Organization | Stéphane Côté, U. of Toronto; Thomas Sy, A.T. Kearney
- **OB**: Emotional Exhaustion and Effective Work Behavior: A Social Exchange Approach | **Russell Cropanzano**, Colorado State U.; **Deborah E. Rupp**, Colorado State U.

724 ❖: (TIM) Towards a New Paradigm for Industrial R&D: New Models and New Contexts

8:30- 10:10 Convention Center: C208

Speakers: Kwanghui Lim, National U. of Singapore; Annabelle Gawer, INSEAD; Fiona Murray, Massachusetts Institute of Technology; Diane Burton, Massachusetts Institute of Technology; James A. Evans, Stanford U.; Henry Chesbrough, Harvard U.

725: (Paper Session) - (T/M) Managing Innovation 8:30-10:10 Convention Center: C212

Chair: Ralph Katz, Northeastern U.

- TIM: Managing Technology Flows in Practice: A Grounded Theory of Sustained Innovation [□ | Deborah J. Dougherty, Rutgers U.; Kamal Ahmed Munir, Cambridge U.; Mohan Subramaniam, Boston College
- ❖TIM: Integration of Routine Functions in New Product Development: The Moderating Effect of Innovativeness | Michael Cratzius, U. of Kiel; Soeren Salomo, Technical U., Berlin
- ❖ TIM: Does Communication Have to be so Hard?: The Effects of Communication Mode in Collaborative R&D Projects | William H. A. Johnson, McMaster U.
- **TIM:** Cross Functional Integration Deficiencies in Concurrent Engineering | **J. Daniel Sherman**, U. of Alabama, Huntsville

Tuesday 8:45AM

726: (Paper Session) - (GDO) Quality of Life at Work: Importance of Identity, Recognition and Acceptance 8:45-10:10 Convention Center: A109

Chair: Robert Sardy, Progressive Research and Traing for Action GDO: The Importance of Ethnic Identity to Attitudes, Norms and Behavioral Intentions Toward Diversity □ | Frank Linnehan, Drexel U.; Donna Chrobot-Mason, U. of Colorado, Denver; Alison M. Konrad, Temple U.

- GDO: Keeping Color in Corporate America: What Generates
 Organizational Commitment for Managers of Color | Martin
 N. Davidson, U. of Virginia; Lynn Foster-Johnson, Dartmouth
 College

Discussants: **Deborah A. O'Neil**, Case Western Reserve U.; **Margaret M. Hopkins**, Case Western Reserve U.

Tuesday 9:00AM

727: (AAC) Placement Registration

9:00- 5:00 Hyatt: Pikes Peak

Organizer: Nancy H. Leonard, West Virginia U.

(Closed during Presidential Luncheon and will re-open at 2:15 PM)

728 : (AAC) Registration

9:00- 11:45 Convention Center: Ballroom

Organizer: Nancy Urbanowicz, Academy of Management

729 : (AAC) Exhibits

9:00- 11:45 Convention Center: Ballroom

Exhibits will be closed during the Presdiential Luncheon, and we will re-open at 2:15 PM. This is the last day for Exhibits

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

730 : (AAC) Membership

9:00- 11:45 Convention Center: Ballroom

Discover the benefits of membership, update member information, find out how to get involved.

Organizer: Jane Whitney Gibson, Nova Southeastern U.

731 : (AP) Art and Poetry Exhibition

9:00- 11:50 Convention Center: Ballroom

Please stop by our gallery adjacent to the Exhitbit area.

Organizer: Christian F. Poulson, II, California State Polytechnic U., Pomona

Tuesday 10:15AM

732 : (AAC) Conference Break

10:15- 10:45 Convention Center: Exhibit Break Area *Join us in the exhibits area for refreshments.*

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 10:30AM

733 © ❖: (AA) Building Effective Networks in a Pluralistic World

10:30- 11:50 Adam's Mark: Gov. Sq. 14

Organizers: Sally Blount-Lyon, New York U.; Jeffrey Sanchez-

Burks, U. of Michigan

Speakers: Jeffrey Sanchez-Burks, U. of Michigan; Francis J. Flynn, Columbia U.; Ya-Ru Chen, New York U.

Discussants: Karen A. Jehn, U. of Pennsylvania; Margaret A.

Neale, Stanford U.

734 : (AA) People and Strategy: Building an Effective Network

10:30- 11:50 Convention Center: A201

Speakers: Jeffrey B. Arthur, Virginia Polytechnic Institute and State U.; Gregory G. Dess, U. of Kentucky; Harold Doty, Syracuse U.; Barry Gerhart, U. of Wisconsin, Madison; Anne S. Tsui, Hong Kong U. of Science and Technology; Patrick Wright, Cornell U. Discussant: Clinton Chadwick, U. of Illinois, Urbana-Champaign

735 ❖: (AA) Creating International Networks: Economic, Political and Social Issues Strategy

10:30- 11:50 Convention Center: A205

Machiavellian Marketing Revisited: Public Affairs and Lobbying in Europe and the U.S. | **Phil Harris**, Manchester Metropolitain U.

Corporate Storytelling in a Networked Society: The Case of Biotechnology in European Markets | Pursey Heugens, Concordia U.

International Strategic Networking for Political and Regulatory Success | Patricia C. Kelley, U. of Washington

Creating Competitive Strategic Advantage in the International Arena: Strategic Alliances and Other | **Kevin J. Laverty**, U. of Washington, Bothell

So What do we Know About International Networking Now? | **John F. Mahon**, U. of Maine

736: (Paper Session) - (BPS) How Do Financial Markets Value Innovation? Funding and Valuing R&D Strategies

10:30- 11:50 Adam's Mark: Plaza Court 3 *Chair:* Marco Ceccagnoli, INSEAD

BPS: Assessing the Market Valuation of Firms' Technological Knowledge Using a Real Options Perspective | Raffaele Oriani, U. of Bologna; Maurizio Sobrero, U. of Bologna

BPS: The Role of Organizational Innovation in Initial Public Offerings of High-Technology Firms | **Geraldine Amber Wu**, Columbia U.

BPS: A Simultaneous Equation Model of the Relationship Between Liquidity and Research and Development | **Edward Levitas**, U. of Wisconsin, Milwaukee

→ BPS: Capturing the Value of Exploration With Option Contracts | Charles Baden-Fuller, City U., London; Peter McNamara, U. College, Dublin; Alison Dean, U. of Kent Discussant: Jamal Shamsie, Michigan State U.

737 : (Paper Session) - (BPS) The Behavioral Consequences of TMT Heterogeneity

10:30- 11:50 Adam's Mark: Director's Row H

Chair: Peggy A. Cloninger, U. of Houston, Victoria

BPS: Top Management Team Behavioral Integration, Diversity and Size: Implications for Firm Performance | Zeki Simsek, U. of Connecticut; John F. Veiga, U. of Connecticut; Richard N. Dino, U. of Connecticut

→ BPS: Top Management Team Heterogeneity: Promoting or Inhibiting Foreign Expansion? | Harry G. Barkema, Tilburg U.; Oleg Chvyrkov, Tilburg U.

BPS: Inequality, Instability and Integration: Does the Need for Collaboration Reduce Top Team Inequality? | Matthew Bidwell, Massachusetts Institute of Technology

BPS: Top Management Team Heterogeneity, Consensus, and Collaboration: A Moderated Mediation Model of Decision Quality D | Susan G. Michie, Oklahoma State U.; Robert S. Dooley, Oklahoma State U.; Gerald Fryxell, Hong Kong Polytechnic U.

Discussant: Anna Stafsudd, Lund U.

738 : (Paper Session) - (BPS) Knowledge Integration and Transfer

10:30- 11:50 Adam's Mark: Gov. Sq. 17 *Chair:* **Jose F.P. Santos**, INSEAD

BPS: A Dynamic Model of Knowledge Mobilization Between Firm's External and Internal Environments | **C. Annique Un**, Cornell U.

- → BPS: The Corporate Elements Shaping Knowledge Integration: A Study of Continental European Firms | Raymond Van Wijk, Erasmus U.; Andrew M. Pettigrew, Warwick U.; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
- → BPS: Transferring Collective Knowledge: Collective and Fragmented Teaching and Learning in the Chinese Auto Industry | Zheng (Jane) Zhao, U. of Michigan; Jaideep Anand, U. of Michigan; Will Mitchell, Duke U.
- BPS: Chain Affiliation and Ownership of Spatially Dispersed Outlets: Substitutes or Complements?

 | Arturs T. Kalnins, U. of Southern California; Kyle J. Mayer, U. of Southern California

Discussant: Gabriel Szulanski, U. of Pennsylvania

739 ❖: (Paper Session) - (BPS) Middle Managers Networks and Strategic Adaptation

10:30- 11:50 Adam's Mark: Director's Row E *Chair:* **Silviya Svejenova**, U. of Navarra

- BPS: Knowledge Heterogeneity in Managerial Networks: A
 Link to Dynamic Capability and Value Creation | | |
 Simon A. Rodan, San Jose State U.; Charles Galunic, INSEAD
- → ❖ BPS: Local External Networks and Managerial
 Performance in a Global Professional Services Firm | Marie
 Louise Mors, INSEAD; Bjorn Lovas, London Business School
- **BPS**: How Much do Middle Managers Matter, Really? An Empirical Study on Their Impact on Profitable Growth | **Johanna Mair**, IESE
- ❖BPS: Social Networks and Strategic Knowledge: A Study of Strategic Renewal from a Mid-Level Perspective ☐ | James M. Pappas, Oklahoma State U.; Bill Wooldridge, U. of Massachusetts, Amherst

Discussant: Steven W. Floyd, U. of Connecticut

740 JS: (BPS, OMT, ENT) Multi-Disciplinary Perspectives on Entrepreneurial Failure

10:30- 11:50 Convention Center: A207

Chair: Heather Haveman, Columbia U.

Failing to Innovate or Innovating to Fail? Entrepreneurship and Failure in the Disk Drive Industry | David McKendrick, U. of California, San Diego

The Impact of Institutional and Status Effects on Organizational Failure | Wesley Sine, U. of Maryland

History of Failure in Real Time: Identifying, Accumulating and Interpreting Perspectives on Failure | **David A. Kirsch**, U. of Maryland

Regulatory Protectionism and Learning in the U.S. Commercial Banking Industry: Survival-Enhancing

Learning in New Banks | Michael L. DeVaughn, U. of Wisconsin, Madison

Discussant: **Jesper B. Sorensen**, Massachusetts Institute of Technology

741 : (Paper Session) - (CM) Justice and Injustice

10:30- 11:50 Convention Center: A107

Chair: Lucy L. Gilson, U. of Connecticut

- CM: The Injustices of Others: Social Reports and Organizational Justice □ | Laura Kray, U. of Arizona; E. Allan Lind, Duke U.
- CM: Shame, Guilt and Justice: Self-Conscious Emotions as Mediators of the Positive Effects of Perceived Justice | Chris Bell, Duke U.
- ©CM: Is Alternative Justice Just? ADR Program
 Characteristics and Employee Fairness and Trust
 Perceptions | Brenda Richey, Florida Atlantic U.; Esmeralda
 Garbi, Florida Atlantic U.; John Bernardin, Florida Atlantic U.

742 JS: *(ENT, OMT)* Complex Systems Approaches to the Study of Entrepreneurship

10:30- 11:50 Convention Center: A101/103

- A Complexity Approach to Entrepreneurial System Emergence: The Case of Silicon Alley | **Andac Arikan**, New York U.
- Field-Level Entrepreneurship and the Structuring of Emerging Industries: Evidence from U.S. and Europe | Marc Ventresca, Northwestern U.
- The Non-Linear Dynamics of Entrepreneurship: Complexity Methods for Studying Organizational Emergenc | Benyamin Bergmann Lichtenstein, U. of Hartford
- Explaining the Emergence of the Entrepreneurial Firm | Philip C. Anderson, INSEAD

Discussant: Bill McKelvey, U. of California, Los Angeles

743: *(GDO)* Invisible Diversities in the Workplace: Exploring and Integrating Hidden Identities

10:30- 11:50 Convention Center: A109

Organizers: Judith A. Clair, Boston College; Tammy MacLean, U. of Massachusetts, Boston

Chair: Joy E. Beatty, Boston College

Speakers: Sandra Rothenberg, Rochester Institute of Technology; Maureen Scully, Simmons College; Cynthia K. Matthews, U. of Kentucky; Andre L. Delbecq, Santa Clara U.; Judith A. Clair, Boston College; Joy E. Beatty, Boston College; Tammy MacLean, U. of Massachusetts. Boston

Discussants: Paula J. Caproni, U. of Michigan ; Ellen Ernst Kossek, Michigan State U.

744 JS: *(GDO, OMT, RM)* Otherness at Large: Diversity and Multiculturalism in the New Globalized Organizational Landscape

10:30- 11:50 Convention Center: C101/103

Chairs: **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven

The Other Speaks: Postcolonial Theory and Workplace Diversity | **Anshuman Prasad**, U. of New Haven

Representing Postcolonial Identities at Home and Away | Anna Lorbiecki, Lancaster U.

Transnational Migration and the Nature of Work | Ali H. Mir, Monmouth U.

Institutions and Exoticization: Managing Difference to Keep the Other in Place | Pushkala Prasad, Skidmore College *Discussant:* Miguel P. Caldas, Escola de Administracao de Empresas de Sao Paulo

745 □ **©**: (Paper Session) - (HCM) Provision of Long Term Care Services: The Role of Management

10:30- 11:50 Convention Center: A112

Chair: Robert C. Myrtle, U. of Southern California

HCM: The Impact of PPS for SNFs on Therapy Service
Provision: A Transaction Cost Approach | Jacqueline Zinn,
Temple U.; Vincent Mor, Brown U.; Joseph Angelelli, Brown U.; Jullet A. Davis, U. of Alabama, Tuscaloosa; Orna Intrator,
Brown U.; Zhanlian Feng, Brown U.

HCM: Does Quality of Care Lead to Better Financial
Performance?: The Case of the Nursing Home Industry |
Robert J. Weech-Maldonado, Pennsylvania State U.; Gerald
Neff, Kaufman, Hall, and Associates; Vince Mor, Brown U.
Winner of HCM Division Best Theory-to-Practice Paper

HCM: Relationship Between Management Practice, Staff Turnover, and Resident Outcomes in Nursing Homes | Ruth A. Anderson, Duke U.; L. Michele Issel, U. of Illinois, Chicago; Reuben R. McDaniel, U. of Texas, Austin Discussant: Alison Cuellar, Columbia U.

746: (HR) Safety in the New Millennium: Multi-Level Examination of Safety in Organizations

10:30- 11:50 Adam's Mark: Vail

Chair: Gilad Chen, Georgia Institute of Technology
High Quality Work, Employee Morale, and Occupational

Injuries | Roderick D. Iverson, Simon Fraser U.

Development and Validation of the Workplace Cognitive Failure Scale | **J. Craig Wallace**, Georgia Institute of Technology

Integrating Values With Safety Climate and Safety Behavior | Naomi Iris Maierhofer, Queensland U. of Technology

Autonomous Work Design and Employee Safety: Cross-Sectional and Longitudinal Explorations | **Nick Turner**, U. of Sheffield

Discussant: David A. Hofmann, U. of North Carolina, Chapel Hill

747 *: (HR) Temporary Work Agencies as Market Makers: Tripartite Networks in Work Transitions

10:30- 11:50 Adam's Mark: Terrace

Chairs: **Kay M. Glasgow**, California Polytechnic State U., San Luis Obispo; **Rebecca A. Ellis**, California Polytechnic State U., San Luis Obispo

Speakers: Kate Purcell, U. of the West of England; John Purcell, U. of Bath; Bastiaan Anton Koene, Erasmus U.; Jaap Paauwe, Erasmus U.; Stephanie Tailby, U. of the West of England; Rebecca A. Ellis, California Polytechnic State U., San Luis Obispo; Kay M. Glasgow, California Polytechnic State U., San Luis Obispo;

Lars Walter, U. of Goteborg; Torbjorn Stjernberg, U. of Goteborg *Discussants:* Gerald Keim, Arizona State U.; Alison Davis-Blake, U. of Texas, Austin

748 : (HR) The Strategic Management of Human Capital

10:30- 11:50 Adam's Mark: Columbine

Chair: David P. Lepak, U. of Maryland, College Park

Determinants of High Commitment HR Systems: Strategy, Cultural Values, Employee Skills, and Employment | **David P. Lepak**, U. of Maryland, College Park

Putting "Knowledge" into "Worker": Managing Social Capital to Facilitate Knowledge Exchange Between Employees | Shad Steven Morris, Cornell U.

Knowledge Management Strategies, Human Resources, and Firm Innovation: An Empirical Study of Australia | Scott A. Snell, Cornell U.

Hiring Embeddedness And Firm Performance | Ian O. Williamson, U. of Maryland

Discussant: David P. Lepak, U. of Maryland, College Park

749 : (Paper Session) - (IM) The Internationalization Journey 10:30-11:50 Convention Center: C104

Chair: Manuel Becerra, Instituto De Empresa

IM: Navigating Through the Value Landscape: The Journey Towards a Successful MNC | Harry G. Barkema, Tilburg U.; Dorota Piaskowska-Lewandowska, Tilburg U.

IM: Early International Expansion as a Sensemaking Process: A New Framework | Anne D. Smith, U. of Tennessee, Knoxville; Seung Bai Bach, U. of Tennessee, Knoxville

IM: Synoptic versus Incremental Internationalization | Paula Danskin Harveston, Berry College

IM: Cluster Reputation and the Internationalization Process of Small and Medium Sized Enterprises | Stelios C. Zyglidopoulos, Rochester Institute of Technology; Richard DeMartino, Rochester Institute of Technology; David McHardy Reid, Rochester Institute of Technology

Discussant: Yair Aharoni, Tel Aviv U.

750 ❖: (Paper Session) - (IM) Global Networks: Is it Who you Know?

10:30- 11:50 Convention Center: C102

Chair: Julius H. Johnson Jr, U. of Missouri, St. Louis

- → ❖IM: Social Network Explanation of Entry Decisions: The Evidence of Taiwanese SMEs | Hongxin John Zhao, Saint Louis U.; Chin-Chun Hsu, Saint Louis U.
- → ★IM: Building Effective Networks in Multinationals: A Micro-Macro Model of Social Capital Formation | Tatiana Kostova, U. of South Carolina; Kendall Roth, U. of South Carolina
- → ❖IM: External Networks and Geographic Clustering as Sources of MNE Advantages | Lilach Nachum, Cambridge U.; David Keeble, Cambridge U.
- → ❖IM: Listening to the Global Grapevine: Towards a Study of SME Export Managers' Social Networks for Export | Poul Houman Andersen, Aarhus U.

Discussant: Tailan Chi, U. of Illinois, Urbana-Champaign

751 : (*Paper Session*) - (*IPC*) Unpacking Diversity: Gender, Disability and Relational Demography

10:30- 11:50 Convention Center: C106 T4

Facilitator: Magoroh Maruyama, Interactive Heterogenetics

- **GDO:** Exploring Perceived Diversity | Samir Shrivastava, Bond U.; James (Ben) Shaw, Bond U.; Elain Barrett-Power, Bond U.
- GDO: Making a Difference How Organizations Cope with Disability | Dipl.-Kfm. Ralf Wetzel, Chemnitz U.of Technology
- **⊚GDO:** The Influence of Gender and Power in the Ultimatum Game | Constance R. James, Pepperdine U.

752 : (Paper Session) - (IPC) Corporate Social Responsibility: Investments, Performance and Firm Reputation

10:30- 11:50 Convention Center: A106 T1

Facilitator: Anne T. Lawrence, San Jose State U.

- SIM: Does a Reputation for Corporate Social Responsibility Pay Off? | Karen Elisabeth Schnietz, Rice U.; Marc Epstein, Rice U.
- SIM: Towards a Typology of Corporate Social Responsibility Orientations | Leeora D. Black, Monash U.; Charmine E.J. Hartel, Monash U.
- ❖SIM: Building Effective Networks for Corporate Social Responsibility | Victoria E. Johnson, Mercer U.; Linda L. Brennan, Mercer U.
- MC: Balancing the Triple Bottom Line: Financial, Social, and Environmental Performance Consulting | Thomas Clarke, U. of Technology, Sydney

753 : (Paper Session) - (IPC) Managing in China: Examining Human Resources and Organizational Culture

10:30- 11:50 Convention Center: A106 T2

Facilitator: Alicia S. M. Leung, Hong Kong Baptist U.

- IM: Globalization and Social Protection Reform: Emerging HRM Issues in China | Cherrie J. Zhu, Monash U.; Chris Thomas Nyland, Monash U.
- → IM: Upward Influence Strategies: A Comparative Study of Chinese Managers and American Managers | Neng Liang, China European International Business School / Peking U.
- → IM: Rewards Allocation Preferences in Chinese State
 Firms: A Revisit after a Decade's Radical Reform | Wei He,
 Boston College; Chao C. Chen, New York U. / Rutgers U.; Lihua
 Zhang, Dalian U. of Technology
- →IM: Organizational Culture in the PRC: An Analysis of Culture Dimensions and Culture Types | Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology; Hui Wang, Hong Kong U. of Science and Technology

754 : (Paper Session) - (IPC) Career Discussions and Mentoring

10:30- 11:50 Convention Center: A106 T3

Facilitator: C. Douglas Johnson, Winthrop U.

CAR: Predictors of the Career Commitment of Research Scientists | Jennifer M. Kidd, Birkbeck, U. of London; Frances Green, N/A

- CAR: So You Want to be a Business Ph.D.? | Marcus M. Stewart, U. of Georgia; Ian O. Williamson, U. of Maryland; James E. King, Samford U.
- CAR: Straight Talking: The Nature of Effective Career
 Discussion at Work | Jennifer M. Kidd, Birkbeck, U. of
 London; Wendy Hirsh, N/A; Charles Jackson, Kingston U.
- CAR: A Dyadic Investigation of Perceptions of Mentoring and the Influence of Relational Demography | Ellen Fagenson Eland, George Mason U.; S. Gayle Baugh, U. of West Florida; Melenie J. Lankau, U. of Georgia

755: (Paper Session) - (IPC) Organizational and Individual Learning and Creativity

10:30- 11:50 Convention Center: A106 T4

Facilitator: Loizos Th. Heracleous, National U. of Singapore

- ☐ ♠ MC: New Learning Builds Effective Management Consulting Networks | Marilyn E. Harris, CMU/HSCC
- MED: Creating High Impact Learning Environments | Ellen R. Auster, York U.; Krista K. Wylie, York U.
- ODC: Understanding Creativity in the Workplace | Sherry Phelan, Turn Around Programs (TAP); Angela M. Young, California State U., Los Angeles

756: (Paper Session) - (IPC) Cross-Cultural Issues in Management Education

10:30- 11:50 Convention Center: C205 T5

Facilitator: David S. Shaw, U. of Macau

- → MED: The Evolution of Russian Management Education: An Institutional Dynamics Perspective | William Q. Judge, U. of Tennessee, Knoxville; Sergey Miassoedov, Academy of National Economy; Irina Naumova, Kazan State U.
- → MED: Training Managers in the Network of Foreign Companies Based in Central and Eastern Europe | Pierre Kletz, Tours U.
- □→ MED: The Cultural Imprint of Teaching-Cases: A
 Comparative Study of the Best-selling MBA Cases in the
 U.S and China | Neng Liang, China European International
 Business School / Peking U.; Jiaqian Wang, Peking U.

757: (Paper Session) - (IPC) A Closer Look at Project Management

10:30- 11:50 Convention Center: A214 T1

Facilitator: Oscar Hauptman, Melbourne Business School

TIM: Multi-Team Projects: A Conceptualization and Longitudinal Study on Management Functions | Katharina Weinkauf, U. of Karlsruhe; Martin Hoegl, Bocconi U.; Hans Georg Gemuenden, Technical U., Berlin

TIM: Fortune, Fame and Feast: External Sources of

Collaboration in the Laboratory | Raul Necochea, Georgia Institute of Technology

☐ ○ → TIM: No Project is an Island: Linking Projects to History and Context | Mats Engwall, Stockholm School of Economics

758: (Paper Session) - (IPC) Who Enters Foreign Markets? Factors Impacting Organizational Choice and Foreign Direct Investment

10:30- 11:50 Convention Center: A214 T2

Facilitator: Stanley D. Nollen, Georgetown U.

- → IM: Sequential Investment, Firm Motives, and Agglomeration of Japanese Electronic Firms in the US | Wilbur Chung, New York U.; Jaeyong Song, Yonsei U.
- IM: Reproducing Behaviors in International Expansion: Japanese Location Choices in Europe | Paula V. Bastos, U. Federal Rio de janeiro
- ►IM: Transaction Costs, Risk Behavior and International Entry Mode Choice | Keith Brouthers, U. of East London; Lance Brouthers, U. of Akron
- → IM: Who Goes Abroad? International Diversification by Emerging Market Firms into Developed Markets | Douglas E. Thomas, U. of New Mexico; Lorraine Eden, Texas A&M U.; Michael A. Hitt, Arizona State U.

759: (Paper Session) - (IPC) A Medley of Research on Joint Ventures

10:30- 11:50 Convention Center: A214 T3

Facilitator: Bernard M. Wolf, York U.

- → IM: Leveraging Knowledge through Cooperative Entry Modes: The Effects of Tacitness and Transfer Capacity | Xavier Martin, New York U.; Robert Salomon, New York U.
- → IM: Knowledge "Spill-backs" to Foreign Market Participants: The Impact of Exporting on Firm Innovation | Robert Salomon, New York U.
- → IM: Organizational Identity and International Joint Venture Performance: The Role of Human Resources | Yaping Gong, Ohio State U.
- IM: The Relationship Between Trust and Control in International Joint Ventures | Alexander Toni Mohr, U. of Bradford

760: (Paper Session) - (IPC) Management and Spirituality in the Workplace

10:30- 11:50 Convention Center: C106 T3

Facilitator: Kathy Lund Dean, Idaho State U.

- MSR: "Spirituality at Work": A Critical Review | Ken Weidner, Saint Joseph's U.
- → MSR: A Buddhist Perspective on the Capitalist Iron Cage | Siriwut Buranapin, Boston U.
- Synergistic Spirituality: the Intersection of Spiritual Values, Organizational Culture and Ethics | Aimee Wheaton, Regis U.; Catharyn Baird, Regis U.
- ONE: Missing Nature in the Discourse of Spirituality-in-Business | Michael B. Elmes, Worcester Polytechnic Institute

761 : *(Paper Session) - (IPC)* Gender and Diversity Issues in Management

10:30- 11:50 Convention Center: C105 T3

Facilitator: Justin D. Rueb, U. of Wisconsin, Stevens Point

- GDO: The Impact of Race and Gender on Organizational Effectiveness: Toward a More Encompassing Theory | Melissa E. Wooten, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan
- **GDO:** The Experienced Jugglers: The Impact of Work-Life Balance for Older Working Women | **Judith R. Gordon**, Boston College; **Karen S. Whelan-Berry**, Texas Wesleyan U.; **Elizabeth Hamilton**, Boston College
- RM: Exploring Leadership Vision: A Study of Women Entrepreneurs and Executives | Barbara Jean Bird, American U.; Candida G. Brush, Boston U.
- GDO: The Influence of Gender Identity on Proteges' Satisfaction with Mentoring Relationships | Rowena Ortiz-Walters, U. of Connecticut; Kimberly A. Eddleston, Northeastern U.

762: (Paper Session) - (IPC) Diversity, Culture and Managing Human Resources

10:30- 11:50 Convention Center: C105 T1

Facilitator: Alison Linstead. U. of Essex

- → GDO: Gender and Difference, Culture and Context in India Post | Elisabeth Mary Wilson, U. of Manchester
- HR: The Effects of Network Groups on Minority Employee Turnover Intentions | Raymond A. Friedman, Vanderbilt U.; Brooks C. Holtom, Marquette U.
- **GDO:** Relational Demography, Communication and Supervisor Satisfaction | **Kawai Anita Chan**, U. of Macau

763 : (Paper Session) - (IPC) Information Systems and Management

10:30- 11:50 Convention Center: A214 T4

Facilitator: Vicki McKinney, U. of Arkansas

- TIM: IS Implementation: Contingent Effects of Technical Complexity, Task Interdependence and Training | Rajeev Sharma, U. of New South Wales; Philip Yetton, U. of New South Wales; Benjamin Chong, U. of New South Wales
- OCIS: Information Overload Within Organizations: The Employee's Perspective | Suzanne C. de Bakker, U. of Amsterdam; Jan A. de Ridder, U. of Amsterdam
- OCIS: Organizational Member Identification During
 Communication-Based and Administrative Activities | Craig
 Richard Scott, U. of Texas, Austin
- OCIS: Reluctance to Report Reality in Troubled Software Projects: An Application of Mischel's Person-Situation Argument | Lisa A. Burke, Louisiana State U., Shreveport; Jo Ellen Moore, Southern Illinois U., Edwardsville

764 : (Paper Session) - (IPC) A Closer Look at Celebrity Leaders and CEOs

10:30- 11:50 Convention Center: C105 T2 Facilitator: Arthur Rasher, N/A

MH: A Biography of Bill Gates | Chaitanya Dhulipalla, Texas

MH: America's Most Successful Retailer | **John Thomas Thios**, New Mexico Highlands U.

MH: John McCain's Legacy | Alvin Joseph Jackson, Texas A & M U., Commerce

OMT: The Causes and Consequences of Chief Executive Officer Celebrity | **Mathew Hayward**, U. of Texas, Austin; **James D. Westphal**, U. of Texas, Austin

765 : (Paper Session) - (IPC) Innovation and Reform in the Public and Nonprofit Sector

10:30- 11:50 Convention Center: C105 T4

Facilitator: David R. Connelly, Western Illinois U.

PNP: Law and Public Management: Possibility in Paradox | **Robert K. Christensen**, Indiana U.

- PNP: Improving Inter-Professional Collaboration in Child Protection Using Group Process Support Systems | Michael Connolly, U. of Glamorgan; Catherine Jones, U. of Glamorgan; Anthony Gear, U. of Glamorgan
- → ❖ PNP: Dynamics of Privatization: Hierarchies, Markets and Networks in the Brazilian Electrical Sector | Alketa Peci, Fundacao Getulio Vargas
- BPS: Fractal Development as a Metaphor for the Creation of Strategic Coherence | Janice A. Black, New Mexico State U.; Kim T. Hinrichs, New Mexico State U.; Frances H. Fabian, Tulane U.

766: (Paper Session) - (IPC) Encouraging Employees to Implement Organizational Change

10:30- 11:50 Convention Center: C106 T1

Facilitator: Ann E. Feyerherm, Pepperdine U.

ODC: Expectations of Change Outcomes: Believe Yourself or Believe Others? | **Feirong Yuan**, Texas A&M U.

OMT: Masking the Real Problems: The Perils of Local Initiative | J. Bradley Morrison, Massachusetts Institute of Technology

OB: Breaking the Silence: Toward an Understanding of Speaking Up in the Workplace | **Sonya F. Premeaux**, Arkansas State U.; **Arthur G. Bedeian**, Louisiana State U.

OB: Negotiating Change: Vicious and Virtuous Cycles of Employee Initiative-Taking and Organizational Resistance | Jeffery A. Thompson, Miami U., Ohio; Andrew H. Van de Ven, U. of Minnesota

767 : (Paper Session) - (IPC) Social Networks, Groups and Transactive Memory Systems

10:30- 11:50 Convention Center: C106 T2

Facilitator: Mark Fichman, Carnegie Mellon U.

OB: A Social Network Perspective on the Dynamics of Group Performance: A Theoretical and Empirical Study | Zhi Huang, U. of Texas, Dallas; Dan Li, U. of Texas, Dallas; Zhiang Lin, U. of Texas, Dallas

- ❖ MOC: Integrating Culturally Distant Members Into Groups: The Role of Choice, Competence and Trust | Willie Edward Hopkins, Colorado State U.; Jackie L. Hartman, Colorado State U.; Shirley A. Hopkins, U. of Denver
- **MOC**: Comparing Two Scales Measuring Transactive Memory Systems in Work Groups | **Yu Yuan**, U. of Southern California
- MOC: Structure and Perception of Interpersonal Affect, and the Formation of Work Networks | Tiziana Casciaro, Harvard U.

768: (Paper Session) - (IPC) Socialization, Turnover and Work-Family Conflict

10:30- 11:50 Convention Center: C205 T1 *Facilitator:* **Gary Johns**, Concordia U.

HR: The Well-Adjusted Newcomer: Personality, Pre-Entry Knowledge, Perceived Mobility and Socialization | **John Kammeyer-Mueller**, U. of Florida

HR: How Long is Forever? The Role of Anticipated Tenure in Organizational Socialization | **Melissa S. Cardon**, Case Western Reserve U.

HR: You Paid for the Skills, Now Keep Them: Tuition-Reimbursment and Employee Turnover | **George Benson**, U. of Southern California

HR: The Relationship of Work and Work-Family Practices with Work-Family Conflict | Jarrod Haar, Waikato U.; Chester Spell, Washington State U., Richland

769 : (Paper Session) - (IPC) Incentives and Fairness in the Human Resources Management Systems of Firms

10:30- 11:50 Convention Center: C205 T2

Facilitator: Gary C. McMahan, U. of Texas, Arlington

- HR: Perceived Fairness of a Web-Based Applicant Screening System: Weighing the Rules of Justice | Brian R. Dineen, Ohio State U.; Raymond A. Noe, Ohio State U.; Chongwei Wang, Ohio State U.
- HR: Individual Differences and Risk in Employee Retirement Savings Behavior | James Hamilton Dulebohn, Michigan State U.; Brian Murray, N/A
- HR: Group Incentives and Performance: A Study of Spontaneous Goal Setting, Goal Choice and Commitment | James P. Guthrie, U. of Kansas; Elaine Cahalan Hollensbe, U. of Cincinnati

770 : (Paper Session) - (IPC) Some Central Issues in Effective Healthcare Management

10:30- 11:50 Convention Center: C205 T4

Facilitator: Carmen Leonor Martínez-López, N/A

- * HCM: Organizational Learning, Diffusion of Innovation and International Collaboration in Telemedicine | David F. Robinson, Texas Tech U.; Grant T. Savage, U. of Alabama, Tuscaloosa; Kim Sydow Campbell, U. of Alabama, Tuscaloosa
- HCM: Managed Care and Physician Retirement Intentions: Implications for Health Care Managers | Bahman Bahrami, North Dakota State U.; John Elder, North Dakota State U.; Sarah Jacobson, North Dakota State U.

HCM: Organizational Issue Interpretations and Labels as

Antecedents of Conflict Among Hospital Managers | Christopher Shook, U. of Texas, Arlington; Kathleen E. Voges, U. of Texas, Arlington; Scott Scarborough, U. of Texas, Arlington

771 (Paper Session) - (MC) Behavior Change and Emotions as Cornerstone Issues in Consulting

10:30- 11:50 Convention Center: C110

Chair: Leyland M. Lucas, Morgan State U.

- ☐ ♠ ★ MC: Prevailing Perspectives On Change | Leon de Caluwe, Free U., Amsterdam; Hans Vermaak, Twynstra Management Consultants
- ☐ MC: Getting Hierarchy to Work | Samuel A. Culbert, U. of California, Los Angeles; Scott Schroeder, Chaminade U.

Winner of the Bentley College/Copenhagen Business School Best Paper Award

Discussant: Larry E. Greiner, U. of Southern California

772 □ • →: (MED) What is a Manager? An Essential Question for Management Education

10:30- 11:50 Convention Center: A113

Chair: Jerome Meric, CERMAT-IAE de Tour

- Is to be a Manager to Make Profit? The Relevance of Teaching Management for Non-Profit Organizations | Pierre Kletz, Tours U.
- The Manager as a Figure Should Management Education be Based only on Techniques ? | Yvon Pesqueux, Conservatoire National des Arts et Métiers
- "Aren't Managers Ordinary People ?" | Andreu Solé, HEC, France

Discussants: **Eric Cornuel**, European Foundation for Management Development; **Henry Mintzberg**, McGill U.

773 : (Paper Session) - (MH) Sociocultural Trends in Management History

10:30- 11:50 Convention Center: A104

Chair: Jorge M. Herrera, CultureSense International, Inc.

- MH: In Conversation With Art Bedeian | Alfred A. Bolton, Averett College; John Joos, Skylake Productions; Mirta M. Martin, U. of Richmond
- MH: Management and Rock Music: A Historical Comparison of Popular Music and Management in the 20th Century | Harold Langford, Texas A&M U.
- MH: Creating a Process for Firing Managers 1960s to 1990s: The Role of Outplacement Consulting | Lisa V. Torres, U. of California, Santa Barbara

Discussants: Alfred A. Bolton, Averett College; Satyanarayana Parayitam, Oklahoma State U.; Emeric Solymossy, Western Illinois U., Quad Cities

774 : (Paper Session) - (MOC) Framing: Process and Outcome

10:30- 11:50 Convention Center: C201

Chair: D. Christopher Kayes, George Washington U.

MOC: When Technology Fails: How Organizational Accidents

- Rooted in Technology Influence Accountability | Charles E. Naguin, U. of Notre Dame
- MOC: Crowded Minds in the Organization: The Implicit
 Bystander Effect | Stephen Michael Garcia, Princeton U.;
 Kimberlee D. Weaver, Princeton U.; Gordon Moskowitz,
 Lehigh U.; John M. Darley, Princeton U.

775 : (OB) Trust Within and Between Organizations: Rational Choice or Sense-Making Process?

10:30- 11:50 Adam's Mark: Gov. Sq. 11

Chairs: Katinka M. Bijlsma-Frankema, Vrije U.; Franck N. Pruvost, HEC, Paris

Trust in Market Relationships | Sandro Castaldo, Bocconi U. Consumer Trust in the Internet Context: Future Research Directions | Rita F. Ferreira, IESE

Procedural Trust Building for Electronic Commerce | Yao-Hua Y. Tan, Vrije U.

Trust in Alliances - A Difficult Transition from Thin to Thick Trust | **Antoinette Weibel**, U. of Zurich

- The Relevance of Organizational Learning to Trust in Top Management: A Serendipity Pattern Approach | **Katinka M. Bijlsma-Frankema**, Vrije U.
- Breaking the Frame: Combining Interactions, Representations and Discourse to Understand Trust | Franck N. Pruvost, HEC. Paris

Discussants: **Peter S. Ring**, Loyola Marymount U.; **Tom Tyler**, New York U.

776: (Paper Session) - (OB) Goal Setting: New Ideas, New Settings, and New Directions for Research

10:30- 11:50 Adam's Mark: Gov. Sq. 10

Chair: Christopher O.L.H. Porter, Texas A&M U.

- **OB:** Influences of Goal Difficulty, Goal Importance, and Gender on Subject Cortisol Levels | **Bruce Teague**, U. of Pennsylvania
- **OB:** Influences of Goal Difficulty, Goal Importance, and Gender on Subject Cortisol Levels | **Bruce Teague**, U. of Pennsylvania
- ☐ **©OB:** Goal Setting and Goal Orientation: An Integration of Two Divergent Literatures | **Gerard H. Seijts**, U. of Western Ontario; **Brandon Latham**, U. of Western Ontario
- **OB:** A Longitudinal Examination of Entrepreneurs' Goal Pursuit | **Amy L. Kenworthy-U'Ren**, Bond U.
- OB: Predicting Changes in Goals from Goal-Performance Discrepancies: What's the Difference? | Howard J. Klein, Ohio State U.; Brian R. Dineen, Ohio State U. Discussant: Carrie R. Leana, U. of Pittsburgh

777: (Paper Session) - (OB) Issues in The Virtual Workplace 10:30-11:50 Adam's Mark: Tower Court A

Chair: Joan Brett. Arizona State U.

- Purdue U.; Gary A. Ballinger, Purdue U.; Stephen G Green, Purdue U.; Gregory Till, Purdue U.
- ❖OB: Managing Impressions in the Virtual Organization: The Impact of Three Forms of Distance | Zoe Barsness, U. of Washington, Tacoma; Kristina Diekmann, U. of Utah; Marc-David L. Seidel, U. of Texas, Austin
- OB: The Impact of Extent of Telecommuting on Job Satisfaction: Toward Unraveling a Conundrum | Timothy Golden, U. of Connecticut; John F. Veiga, U. of Connecticut
- OB: Work Non-Work Conflict and Stress Among Virtual Workers | Sumita Raghuram, Fordham U.; Batia Mishan Wiesenfeld, New York U.

Discussant: Robert P. Wright, U. of Hong Kong

778 : (OB) Business Week's Index of Intellectual Capital: Another Potential Threat to Management Scholars

10:30- 11:50 Adam's Mark: Plaza Court 8

Speakers: Murray R. Barrick, Michigan State U.; Ricky W. Griffin, Texas A&M U.; Bruce M. Meglino, U. of South Carolina; Angelo S. DeNisi, Texas A&M U.; Soon Ang, Nanyang Technology U.

779 JS: *(OB, OMT)* The Sounds of Silence in Organizations: Causes and Consequences

10:30- 11:50 Convention Center: A209

Organizer: Patricia Faison Hewlin, New York U.

Behind the Smile and Nod: An Ethnographic Account of Silencing Conflict | Leslie Perlow, Harvard U.

Choosing to Stay Silent at Work: What Employees Don't Speak About and Why? | Frances J. Milliken, New York U. Silence with Pretense: Some Antecedents to the Creation of Facades of Conformity | Patricia Faison Hewlin, New York U. Self-In-Relation as a Concept to Inform Our Understanding of Organizational Silence | Joyce K. Fletcher, Simmons College Discussant: Elizabeth W. Morrison, New York U.

780 *: (Paper Session) - (OCIS) **E-Business** 10:30-11:50 Convention Center: A204

Chair: Alain Pinsonneault, McGill U.

❖ OCIS: Information Value in Electronic Networks: The Case of Subscription-Based Online Information Goods ☐ │ Alexandre Barsi Lopes, U. of Pittsburgh; Dennis Frank Galletta, U. of Pittsburgh

Winner of OCIS Division Top Paper Award

- OCIS: Moving Service Relationships Online: The Role of Provider Involvement | Anita D. Bhappu, Southern Methodist U.; Ulrike Schultze, Southern Methodist U.
- ◆→ ◆OCIS: Electronic Commerce in China: Theory and Cases | Maris G. Martinsons, City U., Hong Kong
- OCIS: Bridging Time and Space: An Interpretive Analysis of a Virtual Organization | Leigh Jin, San Francisco State U.; Daniel Robey, Georgia State U.

Discussants: Pamela E. Carter, U. of Oklahoma; Dave Chatterjee, U. of Georgia; Mike Gallivan, Georgia State U.; Carsten Osterlund, Massachusetts Institute of Technology

781 ♠→ ❖ SHCS: (OCIS, ONE, SIM) Corporate Citizenship: Examining New Modes and Methods of Stakeholder Engagement & Accountability

10:30- 11:50 Convention Center: C207

Chairs: **Dirk Matten**, U. of Wales, Swansea; **Andrew Crane**, Cardiff U.

- Corporate Citizenship, Civil Rights, and Democratic Accountability in a Global World | **Dirk Matten**, U. of Wales, Swansea
- Corporate Accountability & Stakeholder Communication: A Critical Examination of Stakeholder Dialogue | Sharon Livesey, Fordham U.
- Stakeholders and Strategic Management: Developing an Instrument for Involving Stakeholders | Michael Behnam, European Business School
- Social Auditing: Implementing Business Ethics in Multinationals with Social Accountability 8000? | Dirk Ulrich Gilbert, European Business School

Discussant: David Wheeler, York U.

782: (ODC) Distinguished Speaker: Susan A. Mohrman

10:30- 11:50 Convention Center: C112

Program Chair: Chris Worley, Pepperdine U.

Context, Perspective, and Complexity: Making a Difference in a Changing World | Susan A. Mohrman, U. of Southern California

783 © SHCS: *(ODC, MH, MC)* Historical Foundations of Major Concepts in OD: The Influence of Kurt Lewin for OD

10:30- 11:50 Convention Center: C209

Chair: Therese F. Yaeger, Benedictine U.

- Revisiting the Origins of Action Research, Models, and Planned Change: Implications for Today | Peter Sorensen, Benedictine U.
- The Model of a Scholar-Practitioner: Kurt Lewin as Scholarly Contributor and Practicing Theorist | **George W. Hay**, McDonald's Corp./Benedictine U.
- Examining the Concept of Diversity from an OD Perspective: Groups, Social Change and Cross-Cultural | Greg Roper, Ryder Systems
- Laying the Developmental Foundation for Today's OD: Lewinian Values and Global Implications | Therese F. Yaeger, Benedictine U.

784: *(Paper Session) - (OM)* **Technology and Environment** 10:30-11:50 Convention Center: C206

Chair: Mikko Junttila, Helsinki U. of Technology

- OM: Normal Accident Theory and the Environmental Reliability and Risk of Petroleum Refineries | Frederick Wolf, Portland State U.
- OM: Developing e-Loyalty in a Not-for-Profit, Service Organizaiton | John R. Olson, DePaul U.; Kenneth Boyer, Michigan State U.

❖OM: Decision Support for the Career Field Selection Process at the U.S. Air Force Academy | **Andrew Armacost**, U.S. Air Force Academy; **James Lowe**, U.S. Air Force Academy *Discussant*: **Mohamed A. Youssef**, Norfolk State U.

785: (Paper Session) - (OMT) Innovation Processes and Organizational Forms

10:30- 11:50 Adam's Mark: Tower Court D

Chair: Andrew H. Van de Ven, U. of Minnesota

→ OMT: Cognitive Determinants of the Innovative Performance of Organizations | Pedro David Perez, Cornell U.

OMT: Engagement in Innovative Work Across Multiple Boundaries | Anca Metiu, INSEAD

OMT: Innovation Streams and Ambidextrous Organizational Forms | Wendy K. Smith, Harvard U.; Robert Chapman Wood, San Jose State U.; George Westerman, Harvard U.; Michael L. Tushman, Harvard U.

©OMT: Process, Practice and Politics: Understanding the Relationship Between Documentation, Deployment and Daily Work | David G. Bell, Xerox Palo Alto Research Center; Susan Newman, U. of California, Berkeley; Nelson P. Repenning, Massachusetts Institute of Technology

786: (Paper Session) - (OMT) Sensemaking, Enactment and Collective Belief

10:30- 11:50 Adam's Mark: Tower Court B *Chair:* **Michel Bougon**, Bryant College

OMT: Cognitive Mechanisms of Government: Debate About Clinton's Healthcare Reform Efforts as a Driver of | **Amit Nigam**, Northwestern U.

OMT: The Social Processes of Organizational Sensemaking | Sally Maitlis, U. of British Columbia

OMT: Disorganization Theory: Messes, Messiness And Messing Up | **Eric Abrahamson**, Columbia U.

OMT: Escalation in Organizations: The Role of Collective Belief | **Isabelle Royer**, Paris Dauphine U.

787: (Paper Session) - (OMT) Organizational Survival 10:30-11:50 Adam's Mark: Gov. Sq. 9

Chair: Anand Swaminathan, U. of California, Davis

OMT: Survival as Success in the Face of a Scarcity of Resources | **Manuel Núñez-Nickel**, U.Carlos III de Madrid

- OMT: Self-Confirming Attribution Errors in the Dynamics of Process Improvement | Nelson P. Repenning, Massachusetts Institute of Technology
- → OMT: Strategic Moves and Organizational Survival in Turbulent Environments | Jose D. Vicente-Lorente, Salamanca U.; Jose Angel Zuñiga Vicente, Salamanca U.

OMT: Ethnic Business Groups, Chain Affiliation, and Survival of Geographically Dispersed Service Firms ⊅ | Arturs T. Kalnins, U. of Southern California; Wilbur Chung, New York U.

788 JS: *(OMT, MOC)* Beyond the Taken-For-Granted: Institutions, Cognition, and Agency in Organizations

10:30- 11:50 Convention Center: A108/110

Chair: William Ocasio, Northwestern U.

Speakers: Patricia H. Thornton, Duke U.; Michael Lounsbury, Cornell U.; Stephen Mezias, New York U.; William Ocasio, Northwestern U.

Discussant: Walter W. Powell, Stanford U.

789 *: (Paper Session) - (PNP) Networks and Public Management

10:30- 11:50 Adam's Mark: Plaza Court 7 *Chair:* **Dean Eitel**. DePaul U.

- PNP: Trust and Networking: Knowledge Sharing in the Public Sector | Anthony M. Cresswell, U. at Albany; Theresa A. Pardo, U. at Albany; Fiona Thompson, State U. of New York, Albany; Jing Zhang, U. at Albany
- ❖ PNP: Networking Among Public Service Organizations: Learning and Change Through the Beacon Council Scheme ☐ James Downe, N/A; Jean Hartley, Warwick U.; Lyndsay Rashman, Warwick U.

790: (Paper Session) - (RM) Methods and Topics in Organizational Behavior Research

10:30- 11:50 Convention Center: C210

Chair: Richard J. Klimoski, George Mason U.

- RM: A Neural Network View of Organizational Behavior | Purnima Bhaskar, Pennsylvania State U.
- RM: Role Taking in Organizations: An Investigation of Multi-Level Effects | Kyoungsu Kim, Chonnam National U.; Fred Dansereau, State U. of New York, Buffalo; Joseph A. Alutto, Ohio State U.; Francis J. Yammarino, State U. of New York, Binghamton; Steven E. Markham, Virginia Polytechnic Institute and State U.
- RM: The Effects of Directive and Non-Directive Task Strategy Interventions in Moderating Goal-Setting | Robert W. Verner, Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.

Discussants: **Andrew F. Simon**, Seton Hall U.; **Margaret Williams**, Virginia Commonwealth U.

791 ②: (Paper Session) - (S/T) Downsizing and its Effects on People and Firms

10:30- 11:50 Convention Center: C204

Facilitator: Jiing-Lih Farh, Hong Kong U. of Science and Technology

PNP: Downsizing the Public Sector: A Mini-Case Study in Texas | Juliana Durr Lilly, U. of Texas, Arlington

BPS: The (B)hold and the Beautiful | **Peter Berends**, Maastricht U.

CAR: Re-Employed Layoff Victims | **James E. King**, Samford U.

CAR: Predicting Self-Esteem During Unemployment: The Effect of Gender. | **Lea Elizabeth Waters**, U. of Melbourne

792 ©: (Paper Session) - (S/T) Intercultural Dilemmas for Firms

10:30- 11:50 Convention Center: A208 *Facilitator:* **Dov Te'eni**, Bar Ilan U.

- ❖ OCIS: Inter-Cultural Communication: Coping with Different Organizational Discourse Systems and its Implications | Dov Te'eni, Bar Ilan U.; Nurit Zaidman, Ben Gurion U., Negev; David G. Schwartz, Bar Ilan U.
- → ODC: Does Japan Need Third Cultures for its Foreign Ventures? | George Bear Graen, U. of Louisiana
- OM: Perception of Foreignness: An Analysis of Mexican and U.S. Purchasing Agents | Gary S. Insch, West Virginia U.; Stewart R. Miller, U. of Texas, Austin
- → IM: Why Does an Option Clause Exist in a Joint Venture Contract? | Malika Richards, Drexel U.; Daniel C. Indro, Pennsylvania State U., Great Valley

793 ©: (Paper Session) - (S/T) The Processes of Change 10:30-11:50 Adam's Mark: Director's Row F

Facilitator: Robert P. Gephart, Jr., U. of Alberta

- OB: The Role of Individual Differences in Shaping
 Interpretations and Reactions to Organizational Change

 □ | Steven D. Caldwell, Georgia Institute of Technology; David
 M. Herold, Georgia Institute of Technology; Donald B. Fedor,
 Georgia Institute of Technology
- OCIS: The Development of Organizational Control in IT-Enabled Work: Exploring the Context of Change | Siew Kien Sia, Nanyang Technology U.; May Theresa Tang, Nanyang Technology U.
- MSR: The Second Half of the Journey: Companioning Organizations through Spiritual Transformation 원 | Margaret Benefiel, Andover Newton Theological School
- RM: Charting Organizational Change Phenomena Over Time: The Power of Pictorial Data Collection | Karen J. Jansen, Pennsylvania State U.; Purnima Bhaskar, Pennsylvania State U.

794 : *(Paper Session) - (TIM)* Knowledge Transfer and Acquisition

10:30- 11:50 Convention Center: C212

Chair: Melissa M. Appleyard, U. of Virginia

- TIM: Different Patterns of Performance Improvement for Explicit and Tacit Knowledge: An Empirical Test Pa | Amy C. Edmondson, Harvard U.; Ann B. Winslow, Harvard U.; Gary P. Pisano, Harvard U.; Richard M. J. Bohmer, Harvard U.
- © TIM: Knowledge Acquisition Processes for Technology Decisions ⊅ | Loren Falkenberg, U. of Calgary; Jaana Woiceshyn, U. of Calgary; John Karagianis, U. of Calgary
- TIM: Exploring the Black Box of Knowledge Transfer: An Analysis of Barriers to Transfer, Accuracy and Stickiness | Gabriel Szulanski, U. of Pennsylvania; Sidney G. Winter, U. of Pennsylvania; Rossella Cappetta, U. L. Bocconi; Christophe Van den Bulte, U. of Pennsylvania
- ●TIM: Transferring R&D Knowledge | Jeffrey L. Cummings, George Washington U.

795 : (Paper Session) - (TIM) The Evolution of Technological Communities

10:30- 11:50 Convention Center: C208

Chair: Riitta Katila, U. of Maryland/Stanford U.

- → TIM: Open Source New Rules in Software Development? | Margit Osterloh, U. of Zurich; Sandra Gabriela Rota, U. of Zurich; Marc von Wartburg, U. of Zurich
- **TIM:** Sources and Patterns of Innovation in a Consumer Products Field: Innovations in Sporting Equipment | **Sonali Shah**, Massachusetts Institute of Technology
- ❖TIM: The Content of Norms Surrounding Multi-Institutional Collaboration in the Medical Device Field | Mary Dunn, Boston College
- TIM: Building Networks of Software Communities in a Large Corporation | Catharina Melian, Stockholm U.; Cathryn Burles Ammirati, Hewlett-Packard; Pankaj K. Garg, Hewlett-Packard; Guje Sevon, Stockholm School of Economics

796 SHCS: (TIM, OMT, MOC) Managing in the Age of Complexity: A Symposium in Honor Of Herbert A. Simon

10:30- 11:50 Adam's Mark: Gov. Sq. 12

Chairs: Mie Augier, Stanford U.; Raghu Garud, New York U. The Architecture of Simon's Science | Mie Augier, Stanford U. Beyond Modularity | Raghu Garud, New York U.

Managing in the Age of Near-Decomposability | **Daniel Levinthal**, U. of Pennsylvania

The Flow of Ideas and Knowledge Creation in Complex Organizations | **Zur Shapira**, New York U.

Cognitive Comparative Advantage and the Problem of Management: Herbert Simon's Vision of the Future | Richard Langlois, U. of Connecticut

Tuesday 12:00PM

797 : (AA) Presidential Luncheon

12:00- 2:15 Adam's Mark: Plaza Ballroom

President Jean M. Bartunek will address the Academy on the topic of "A Dream for the Academy". 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 2001 Best Paper Awards will be announced by President-Elect Jone L. Pearce.

Chair: Jone L. Pearce, U. of California, Irvine Distinguished Speaker: Jean M. Bartunek, Boston College

Tuesday 2:00PM

798: (AAC) Registration 2:00- 5:00 Convention Center: Ballroom

Tuesday 2:15PM

799 : *(AAC)* Exhibits

2:15- 5:00 Convention Center: Ballroom

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

800 : (AAC) Membership

2:15- 5:00 Convention Center: Ballroom

Discover the benefits of membership, update member information, find out how to get involved.

Tuesday 2:30PM

801 ❖: (AA) A Positive Approach to Building Effective Networking Relationships in Today's Organizations

2:30- 3:50 Convention Center: A201

Chair: Fred Luthans. U. of Nebraska. Lincoln

An Overview of Positive OB and Leadership Approach to Networking | Fred Luthans, U. of Nebraska, Lincoln

E-Leadership Can Be a Positive Approach to Networking at a Distance | Bruce J. Avolio, State U. of New York, Binghamton

Implications of Collective Efficacy on Networking Within Groups and the Organization | Alexander D. Stajkovic, U. of Wisconsin, Madison

The Role of Trust in Effective Networking | K. Michele Kacmar, Florida State U.

Self-Reliance: The Implications of Character in Building Effective Networking | James Campbell Quick, U. of Texas, Arlington

Discussant: Fred Luthans, U. of Nebraska, Lincoln

802 ❖: (AA) Building A Career – An Interactive Network of Relationships

2:30-3:50 Convention Center: A205

Chair: Mariann Jelinek, College of William and Mary

The Protean Careerist-Development and Innovation in 21st Century - New Links Not Yet Defined | Sherry E. Sullivan, Bowling Green State U.

Trajectories and Simultinaeities - The Impact of Electronic Networks on Facilitating Entrepreneurship | **Jerome Katz**, Saint Louis U.

New Directions in Work/Family Research - Self vs.
Organizationally-employed: Identifying Balance | Claire A.
Simmers, St. Joseph's U.

Networking Link Between Organizational and Entrepreneurial Careers in a Time of Global Change | **Dorothy P. Moore**, The Citadel

Discussant: Mariann Jelinek, College of William and Mary

803 ❖: (AA) Ties that Bind

2:30- 3:50 Hyatt: Moulin Rouge

Author: Steven S. Taylor, Worcester Polytechnic Institute
Actors: Melissa S. Baucus, Xavier U.; Dawn R. Elm, U. of St.
Thomas; Michael B. Elmes, Worcester Polytechnic Institute; Dale
M. Finn, U. of New Haven; Erica Gabrielle Foldy, Harvard U.;
William Torbert, Boston College; Jenny W. Rudolph, Boston
College

804 ❖: (AA) The 21st Century Corporation: How Digital Technologies Affect Corporate Transformation & Performance

2:30- 3:50 Adam's Mark: Gov. Sq. 14

Chairs: Raphael H. Amit, U. of Pennsylvania; Christoph Zott, INSEAD

Speakers: Philip C. Anderson, INSEAD; Ranjay Gulati, Northwestern U.; Lorin M. Hitt, U. of Pennsylvania; Bruce Kogut, U. of Pennsylvania; Nicolaj Siggelkow, U. of Pennsylvania

805: (AAC) Membership Committee Debriefing Meeting 2:30- 4:00 Adam's Mark: Plaza Court 1

806: (AP) Art and Poetry Exhitbition

2:30- 5:00 Convention Center: Ballroom 3

Please stop by our gallery adjacent to the Exhitbit area.

807: (BPS) Perspectives on the Diversification Discount: Emerging Evidence and New Research Questions

2:30- 3:50 Adam's Mark: Director's Row H

Chair: Vasudevan Ramanujam, Case Western Reserve U. Speakers: Huseyin Tanriverdi, U. of Texas, Austin; Belen Villalonga, Harvard U.; Douglas J. Miller, Tulane U.; Michael Raynor, Deloitte Research

Discussant: N. Venkatraman, Boston U.

808: (Paper Session) - (BPS) The Value of Organizational Capabilities

2:30- 3:50 Adam's Mark: Gov. Sq. 17

Chair: Joseph Lampel, City U., London

BPS: Signaling the Strategic Value of Knowledge | **Hermann Achidi Ndofor**, U. of Wisconsin, Milwaukee; **Edward Levitas**, U. of Wisconsin, Milwaukee

❖BPS: Are Organizational Capabilities Valuable? An Empirical Test of the Pitfalls of Leveraging Knowledge Martine R. Haas, Harvard U.; Morten Hansen, Harvard U.

■ SPS: Valuing Knowledge-Based Capabilities | Allan N. Afuah, U. of Michigan

BPS: Are More Resources Always Better for Growth? | Yuri Mishina, U. of Illinois, Urbana-Champaign; Tim G. Pollock, U. of Maryland, College Park; Joe Porac, Emory U.

Discussant: Bente Lowendahl, Norwegian School of Management

809 ❖: (Paper Session) - (BPS) Trust and Opportunism in Interfirm Relationships

2:30- 3:50 Adam's Mark: Director's Row E

Chair: Clara E. Garcia, U.Carlos III de Madrid

- ❖BPS: The Role of Trustworthiness in Reducing Transaction Costs and Increasing Information Sharing: An Empirical Study | Jeff Dyer, Brigham Young U.
- ❖BPS: Determinants of Partner Opportunism in Strategic Alliances | T.K. Das, City U. of New York, Baruch College; Noushi Rahman, City U. of New York, Baruch College

❖BPS: Commitment to a Strategic Alliance: A Comparison of Direct-Competitor and Non-Competitor Alliances | Candace Elizabeth Young-Ybarra, Chapman U.

Discussant: Akbar Zaheer, U. of Minnesota

810 : (Paper Session) - (BPS) Past Performance, Decision Framing and Risk Taking: Extending the Behavioral Theory of the Firm

2:30- 3:50 Adam's Mark: Plaza Court 3

Chair: Henrich R. Greve, Norwegian School of Management

BPS: Antecedents to Strategic Change: The Role of Managerial Perceptions and Attributions | **Jerayr Haleblian**, U. of California, Riverside; **Nandini Rajagopalan**, U. of Southern California

- BPS: Success, Persistence, and Regression Toward the Mean | Pino G. Audia, London Business School; Warren Boeker, U. of Washington
- **BPS:** Variable Organizational Risk Preferences: Tests of the March-Shapira Model | **Kent Miller**, Purdue U.; **Weiru Chen**, Purdue U.
- **BPS:** Betting the Farm: The Effect of Prior Performance on the Framing of Strategic Risk Decisions | **Craig Turner**, Florida Institute of Technology; **Thomas J. Dean**, U. of Colorado, Boulder

Discussant: Phil Bromiley, U. of Minnesota

811 ©JS: (BPS, OMT, SIM) Renewing Governance and Organizations: New Paradigms of Governance?

2:30- 3:50 Convention Center: A207

Organizers: **Morten Huse**, Norwegian School of Management; **Anna Grandori**, Bocconi U.

Speakers: John Child, U. of Birmingham; Suzana B. Rodrigues, U. of Birmingham; Diana Bilimoria, Case Western Reserve U.; Deborah Dahlen Zelechowski, Robert Morris College; Anna Grandori, Bocconi U.; Edward Zajac, Northwestern U. Discussants: Andrew M. Pettigrew, Warwick U.; Michael Useem, U. of Pennsylvania

812 : *(CAR)* Everett Cherrington Hughes Distingished Speaker

2:30- 3:50 Convention Center: A105

The Distinguished Speaker is the recipient of the Everett Cherrington Hughes Award from the previous year. The award recognizes scholarship that has made a significant contribution to the task of linking careers theory with the broader field of organization studies.

Chair: Maury Peiperl, London Business School Introduction: Samuel Rabinowitz, Rutgers U., Camden Distinguished Speaker: Douglas T. Hall, Boston U.

813 : (Paper Session) - (CM) The Social Context of Negotiation

2:30- 3:50 Convention Center: A107

Chair: Maurice Schweitzer, U. of Pennsylvania

CM: Conflicting Social Motives in Negotiating Groups | Laurie R. Weingart, Carnegie Mellon U.; Jeanne M. Brett, Northwestern U.; Mara Olekalns, U. of Melbourne

CM: Negotiations in Embedded Relationships: Toward an

Integrative Framework | Pacey Foster, Boston College

- CM: The O. Henry Effect: Relational Norms and Negotiation | Jared R. Curhan, Massachusetts Institute of Technology; Margaret A. Neale, Stanford U.; Lee Ross, Stanford U.
- CM: Interdependent Self-Construals Increase the Benevolent Use of Power in a Dispute Resolution | Elizabeth A. Seeley, Northwestern U.; Wendi L. Gardner, Northwestern U.; Leigh Thompson, Northwestern U.

814: (Paper Session) - (ENT) Management and the IPO 2:30-3:50 Convention Center: A210

Chair: Lynn Neeley, Northern Illinois U.

- ENT: Impressing IPO Investors With Prestige: Do Top Managers Matter? | Richard H. Lester, Texas A&M U.; S. Trevis Certo, Texas A&M U.; Catherine M. Daily, Indiana U.; Dan R. Dalton, Indiana U.
- **ENT:** Organizational Slack and the Productive Opportunity of Growing Firms | **Heidi M. Neck**, Babson College
- **ENT**: Determinants and Performance Outcomes of Business Press Endorsement: A Study of Software IPOs | **Joseph E. Coombs**, U. of Richmond; **Monica A. Zimmerman**, Temple U.

815 : (Paper Session) - (ENT) Motivations for New Venture Creation

2:30- 3:50 Convention Center: A212

Chair: Douglas Moesel, U. of Missouri, Columbia

- → ENT: A Cross-National Study of Gender Gaps in Potential for Entrepreneurship | Stephen L. Mueller, Texas Christian U.
- ENT: Nascency to Newness: The Influence of Internal and External Factors on the Likelihood of First Sales | Tatiana
 S. Manolova, Boston U.; Candida G. Brush, Boston U.; Linda Edelman, Bentley College
- **ENT:** Women-Owned Businesses in New York City: Results of the First Survey of a Growing Economic Force | **Carolynn R. Jennings**, New York Women's Agenda

816 : (Paper Session) - (GDO) Discrimination at Work: Issues of Race, Sexual Orientation, and Affirmative Action

2:30- 3:50 Convention Center: A109

Chair: Christine Brown Mahoney, U. of Minnesota

- → GDO: Awareness of Racism as a Predictor in the Study of Occupations: A Cross-National Approach | Maria Fernanda Garcia, Texas A&M U.
- **GDO:** Hiring Discrimination on the Basis of Sexual Orientation | **Michael Horvath**, Clemson U.

GDO: Change in an Individual's Level of Support for Affirmative Action: A Longitudinal Model | Stephanie Esther Case, Louisiana State U.; Marcia J. Simmering, Louisiana State U.

Discussants: Mary E. McLaughlin, Pennsylvania State U.; Frieda Reitman. Pace U.

817 SHCS: (GDO, SIM, MED) A Call to Action: Confronting the Powers That Be

2:30-3:50 Convention Center: C207

Speakers: Carol D. Watson, Rider U.; Mark Konrad, Global Importune; Jacqueline N. Hood, U. of New Mexico; Judith A. White, Santa Clara U.; Leslie Oakes, U. of New Mexico

818 ⓒ→: (Paper Session) - (HCM) Hospitals and Nurses: Teamwork, Commitment, and Shared Success

2:30- 3:50 Convention Center: A112

Chair: Linda Searle Leach, California State U., Fullerton

HCM: A Longitudinal Analysis of the Impact of Workplace

Empowerment on Staff 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

Winner of HCM Division Best Paper Award

- ●HCM: Relationship Between Nurse Staffing Levels and Hospital Resource Use | James D. Bramble, Creighton U.; Eleanor V. Howell, Creighton U.; Eugene C. Rich, Creighton U.
- ➡ ♣ HCM: Professionalism and Organizational Citizenship Behavior (OCB): An Empirical Examination Among Israeli | Aaron Cohen, Haifa U.; Yardena Kol, Haifa U.

Discussant: E. Faye Wright, Case Western Reserve U.

819 : (HR) The Ties that Bind: Employee-Customer Relationships

2:30- 3:50 Adam's Mark: Terrace

Chair: Sheila Simsarian Webber, Concordia U.

Speakers: Stephanie C. Payne, Texas A&M U.; Sheila Simsarian Webber, Concordia U.; Kimberly J. Hall, Texas A&M U.; Lauren N. Knight, Texas A&M U.; Sherry Schneider, Monash U.; Barbara A. Gutek, U. of Arizona; Markus Groth, Australian Graduate School of Management; Karen Holcombe Ehrhart, San Diego State U. Discussant: David E. Bowen, Thunderbird, The American Graduate School of International Management

820 ©: (HR) New Perspectives on Culture and Compensation

2:30- 3:50 Adam's Mark: Columbine

Speakers: Robert J. House, U. of Pennsylvania; Vipin Gupta, Fordham U.; Mary F. Sully de Luque, U. of Pennsylvania; Julia A. Welch, U. of Michigan; Mikhail V. Grachev, Institute of World Economy and International Relations; Atul Mitra, U. of Northern lowa

821 : (Paper Session) - (HR) HR and Trust

2:30- 3:50 Adam's Mark: Vail

Chair: Quinetta M. Roberson, Cornell U.

HR: Unfairness and Injustice in HR Practice: Who is to Blame? | Lynda Gratton, London Business School; Krystyna Joanna Zaleska, London Business School

- + HR: The Influence of Human Resource Management Practices on Individual Transactive Knowledge Networks | Lisa M. Moynihan, Cornell U.
- **HR:** Trust, HRM Practices and Firm Performance | **Shay Tzafrir.** Technion
- HR: Social Capital-Enhancing Human Resource Management | Sung-Choon Kang, Cornell U.; Christopher Collins, Cornell U.; Scott A. Snell, Cornell U.; Shad Steven Morris, Cornell U. Discussant: Jill Perry-Smith, Emory U.

822: (Paper Session) - (IM) Institutions & Internationalizing 2:30-3:50 Convention Center: C104

Chair: Dilip Mirchandani, Rowan U.

- IM: Institutional Systems and Variations in Competitive Advantage: An Integrative Model | Andrew Griffiths, U. of Wollongong; Ray Zammuto, U. of Colorado, Denver
- IM: Internationalization and Growth Under Radical Change in the Institutional Environment | Sharon James-Wade, U. of Minnesota
- IM: The Effect of Regulative and Normative Distances on MNE Ownership and Expatriate Strategies | Dean Xu, Peking U.; Yigang Pan, York U.; Paul Beamish, U. of Western Ontario
- → IM: Examining Isomorphic Forces Across Levels of Analysis: An Institutional Perspective of Foreign Entry | John D. Francis, Iona College; Ananda Mukherji, Texa A&M International U.

Discussant: Lorraine Eden, Texas A&M U.

823 **②** ❖ JS: (//M, H/R) Human Resource Management in International Joint Ventures: A Source of Competitive Advantage

2:30- 3:50 Convention Center: A108/110

Chair: William Newburry, Rutgers U.

HRM in IJVs: Literature Review and Directions for Research | Ibraiz Tarique, Rutgers U.

HRM as a Conduit of Cultural Influences in IJVs | **Oded Shenkar**, Ohio State U.

Organizational Learning and the Management of HR in IJVs | Colette A. Frayne, California Polytechnic State U., San Luis Obispo

IJV CEO Characteristics and IJV Effectiveness | Orly Yeheskel, Tel Aviv U.

Discussant: **Michael Geringer**, California Polytechnic State U., San Luis Obispo

824 : (Paper Session) - (IPC) Managing Turnover, Minimizing Lavoffs

2:30- 3:50 Convention Center: C205 T2

Facilitator: Mark B. Milstein, U. of North Carolina, Chapel Hill

OMT: The Social Context of Market Reactions | **Sheila Goins**, U. of Illinois, Chicago

HCM: Complexity Science and the Dynamics of Climate and Communication: Reducing Nursing Home Turnover Ruth A. Anderson, Duke U.; Kirsten Corazzini-Gomez, Duke U.; Reuben R. McDaniel, U. of Texas, Austin

- CM: Task Interdependence as a Moderator of Politics-Work
 Outcomes Relationships | Deondra Conner, Florida State U.;
 Darren Treadway, Florida State U.; Wayne A. Hochwarter,
 Florida State U.
- OB: Job Embeddedness: A Replication and Extension |
 Thomas W. Lee, U. of Washington, Seattle; Terence R.
 Mitchell, U. of Washington, Seattle; Chris J. Sablynski,
 California State U., Sacramento; James Paul Burton, U. of
 Washington, Bothell; Brooks C. Holtom, Marquette U.

825 : (Paper Session) - (IPC) Innovation and New Developments in Management Education

2:30-3:50 Convention Center: A106 T3

Facilitator: Nicholas S. Miceli, Ohio Northern U.

- □ ❖ MED: A Longitudinal Study of Technological and Pedagogical Characteristics of Web-based MBA Courses □ J. B. Arbaugh, U. of Wisconsin, Oshkosh
- ☐ MED: Student Personality Types and Enrollments in Distance Education: A Longitudinal Study | Charles Fornaciari, Florida Gulf Coast U.
- ■MED: Approaches to Learning: Factor Invariance across Gender | Angus Duff, Paisley U.

826 : (Paper Session) - (IPC) New Research on Organizational Knowledge and Innovation

2:30- 3:50 Convention Center: A106 T1

Facilitator: David F. Robinson, Texas Tech U.

- → TIM: State vs. Private Ownership and Innovation
 Performance: An Empirical Analysis Based on Tobin's Q |
 Federico Munari, Bologna U.; Raffaele Oriani, U. of Bologna
- **TIM:** A Review of Research on Innovation in Organizations | **Fariborz Damanpour**, Rutgers U.
- **TIM:** The Product Life Cycle Concept: Buried or Resurrected by the Diffusion Literature? | **Paul Steffens**, U. of Queensland

827 : (Paper Session) - (IPC) The Internet, Information Technology and Innovative Business Models

2:30- 3:50 Convention Center: A106 T4

Facilitator: Richard Leifer, Rensselaer Polytechnic Institute

- **TIM**: Electronic Commerce in a Physical World: A Resource-Based Model of Foreign Market Entry | **Eytan Lasry**, U. of Toronto
- TIM: Innovation Adoption in Multiunit Organizations: U.S. Banks Moving Online | Tieying Yu, Texas A&M U.; Metin Sengul, INSEAD
- ❖TIM: Internet Infrastructures and Healthcare Systems: Networks and Markets | Ann Séror, Université Laval
- → OCIS: Knowledge Consequences of Positivist Assumptions in IT Strategies in the MENA Region | Dmytro Roman Kulchitsky, George Mason U.

828: (Paper Session) - (IPC) A Historical Reassessment of Organization Theory and Practice

2:30- 3:50 Convention Center: A214 T1

Facilitator: Peter D. Sherer, U. of Oregon

- TIM: Evolving Organizational Practices at an Early Venture Capital Firm: American R&D, 1946-1973 | David Hsu, Massachusetts Institute of Technology
- MH: Credit Where Credit is Due: The Relevance of Veblen's Thought to Contemporary Management Theory | Dean A. Hennessy, U. of Toronto
- MH: The Life, Death, and Reincarnation of the Organization Man | Tammy Yates Arthur, Millsaps College
- MH: Scrutinizing the Visible Hand | Denise Lima Fleck, Federal U. of Rio de Janeiro

829: (Paper Session) - (IPC) Issues in Non-Anglo/American Corporate Governance

2:30- 3:50 Convention Center: A214 T2

Facilitator: George S. Vozikis, U. of Tulsa

- → IM: Globalization and Societal Variance of Institutions: A Comparative Analysis of Contract Enforcement | Soo Hee Lee, U. of London
- → IM: Different Routes to the Same Goal: Corporate Governance Change in Central and Eastern Europe | Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Adina Dabu, U. of Illinois, Urbana-Champaign
- IM: Board Control and Involvement in Strategic Decision Making: Evidence from Swiss Companies | Simon Peck, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen; Hansueli Keller, U. of St. Gallen

830: (Paper Session) - (IPC) Learning and Knowledge Transfer in Multinational Enterprises

2:30- 3:50 Convention Center: A214 T3

Facilitator: Steven S. Lui, City U. of Hong Kong

- → IM: MNC Knowledge Transfer, Subsidiary Absorptive
 Capacity and HRM D | Dana Minbaeva, Copenhagen
 Business School; Torben Pedersen, Copenhagen Business
 School; Ingmar Bjorkman, Swedish School of Economics; Carl
 Fey, Stockholm School of Economics; Hyeon Jeong Park,
 Cornell U.
- IM: Subsidiary Innovation: An Integrated Approach on Subsidiaries Learning from Local Knowledge | Shaohua Mu, Virginia Polytechnic Institute and State U.
- → IM: Investment Strategies of U.S. and Japanese Firms in Developing Innovation Capability Pu | C. Annique Un, Cornell U.
- ❖IM: Opportunity Perception at Intermediate Geographic Levels of MNC: Beyond the Local-Global Dichotomy | Kazuhiro Asakawa, Keio U.; Mark Lehrer, U. of Rhode Island

831 : (Paper Session) - (IPC) A Medley of Leadership Theory and Research

2:30- 3:50 Convention Center: A214 T4 Facilitator: Ryan Quinn, U. of Michigan

MSR: Transcendental Leadership Theory: Exploring the

- Spiritual Dimensions of Leadership | Joseph E. Sanders, Colorado State U.; Willie Edward Hopkins, Colorado State U.; Gary D. Geroy, Colorado State U.
- OB: The Effects of Organizational Justice on LMX-Outcome Relationships | Rudolph J. Sanchez, California State U., Fresno; Talya N. Bauer, Portland State U.; Donald M. Truxillo, Portland State U.
- → OB: The Influence of Transformational Leadership on Followers' Relational Versus Collective Self-Concept Ronit Kark, Bar Ilan U.; Boas Shamir, Hebrew U.
- OB: Person-Organization Fit and Work Attitudes: The Moderating Role of Leader-Member Exchange | Description | Berrin Erdogan, Portland State U.; Maria L Kraimer, U. of Illinois, Chicago; Robert C. Liden, U. of Illinois, Chicago
- ❖OB: A Group Exchange Structure Approach to Leadership in Groups | Scott Seibert, U. of Illinois, Chicago; Raymond T. Sparrowe, Washington U.

832 : (Paper Session) - (IPC) Relationships, Trust and Ethnic Chinese Communities

2:30- 3:50 Convention Center: C105 T1

Facilitator: Hwee-Hoon Tan, National U. of Singapore

- OB: Goal Interdependence and Reflexivity for Team Innovation in China | Dean Tjosvold, Lingnan U.; Moureen Tang, Lingnan U.; Michael A. West, U. of Aston
- OCIS: Consumer Trust in E-commerce: A Cross-Cultural Study | Thompson S.H. Teo, National U. of Singapore; Jing Liu, National U. of Singapore
- → OB: Organization Versus Relationships in China: Are Organizational Influences Distinguishable from Personal Relationships | Cynthia Lee, Northeastern U.; Chun Hui, Chinese U. of Hong Kong
- □ ►→ HR: Foreign Talent: Antecedents and Consequences of Underemployment | Chay Hoon Lee, Nanyang Technology U.; Mun Wai Chang, Nanyang Technology U.; Keen Lung Lew, Nanyang Technology U.; Hsueh Pin Tan, Nanyang Technology U.

833 *: (Paper Session) - (IPC) Alliances, Networks and Organizational Legitimacy

2:30- 3:50 Convention Center: C105 T4

Facilitator: Gautam Ahuja, U. of Michigan

- OMT: Networks in Transition: A Leibnizian Perspective | Martin J. Kilduff, Pennsylvania State U.; Ralph Hanke, Pennsylvania State U.
- OMT: Should You Bank on Your Network? Structural Embeddedness in the Making of Financial Capital | Andrew V. Shipilov, U. of Toronto
- OMT: Power and Dependence in Learning Alliances:
 Sociological Contributions to Management Theory | Justin D. Baer, U. of Washington, Seattle
- ❖BPS: Alliance Governance Structure and Trust | Joseph E. Coombs, U. of Richmond; Paul Bierly, James Madison U.

834 : (Paper Session) - (IPC) Organizational Reputation and Brand Building

2:30- 3:50 Convention Center: C106 T2

Facilitator: Long W. Lam, U. of Houston, Clear Lake

- ▶PNP: Organizational Image and Army Officers' Intentions to Leave the Service for a Job in High-Tech Firms | Eran Vigoda, Haifa U.; Eyal Ben-Zion, Haifa U.
- ▶PNP: The Paradox of Branding and Collaboration | Mary Tschirhart, Indiana U.; Robert K. Christensen, Indiana U.; James L. Perry, Indiana U.
- OMT: Effects of Resource Dependence on Strategic Conformity and the Role of Organizational Credibility | Hitoshi Mitsuhashi, U. of Tsukuba

835: (Paper Session) - (IPC) Novel Approches to Training and Team Building

2:30- 3:50 Convention Center: C106 T3

Facilitator: Laurie Milton, U. of Calgary

- MED: From Botticelli to Bertalanffy: Art and Equifinality | Barbara J. Allison, Troy State U.; Richard Steven Voss, Troy State U.
- MED: Target Personality and Rater Agreement Implications for 360-Degree Feedback | Nicholas L. Vasilopoulos, George Washington U.; Mary D. Sass, George Washington U.; Frank M. Shipper, Salisbury U.; Amber L. Story, George Washington U.
- MED: Evaluating Outdoor Experiential Training for Leadership and Team Building | Scott David Williams, Wright State U.; Scott Graham, Wright State U.; Bud Baker, Wright State U.

836: (Paper Session) - (IPC) New Venture Creation and Performance

2:30- 3:50 Convention Center: C205 T1

Facilitator: Sanjay Jain, U. of Wisconsin, Madison

- △ **ENT:** The Entrepreneur on a Path of Gifts: Outline for a Theory of Venture Creation | **Olivier Masclef**, EDHEC
- ENT: Toward a Mid-Range Theory of New Venture
 Performance | Hamid Bouchiki, ESSEC; Erno Tornikoski,
 ESSEC / U. Vaasa
- **ENT:** Optimal Time for Market Entry: Learning From Participation and Others' Experiences | **Moren Levesque**, Case Western Reserve U.

837 □ • →: (Paper Session) - (MC) How to Manage R&D and Innovation: Lessons from Yesterday and Today

2:30- 3:50 Convention Center: C110

Chair: James Ross Warren, Center for Collaborative Management

- MC: The Integration of Corporate Strategic Planning, Innovation and R&D Portfolio Strategy | Charles A. von Urff, U. of Phoenix, Southern California
- MC: Externalization of the Innovation by the Large High-tech Companies of the Silicon Valley | Michel Ferrary, Groupe CERAM Business School

MC: Secrets to Continuous Adaptive Development: Introducing the Concept of Scalable Management Capability | Sarah Mavrinac, INSEAD; Prabal Chakrabarti, Cap Gemini Ernst & Young; Jonathan Low, Cap Gemini Ernst & Young; Neil Jones, INSEAD

Discussant: Bertrand V. Quelin, HEC, France

838 ❖ □: (Paper Session) - (MED) Making Connections: Integrating Theory and Practice in Management Education and Development

2:30- 3:50 Convention Center: A113

Chair: Teresa Torres, Rovira I. Vrigili U.

- ❖ MED: Development of an Inter-Disciplinary Management Consulting Concentration: An Opportunity to Develop Networks with Practitioners and Faculty from Other Disciplines | Debra McGilsky, Central Michigan U.; Randall B. Hayes, Central Michigan U.; Mahmood Bahaee, Central Michigan U.; Larry Lepisto, Central Michigan U.; Kevin G. Love, Central Michigan U.
- MED: Applying Learning Organization Principles through Interdisciplinary Teaching | Mark Mallinger, Pepperdine U.; Lindsley Boiney, Pepperdine U.; Timothy D. Walter, Pepperdine U.
- ❖ ■MED: Teaching Spirituality in the Management Classroom: From a Common Language Come Uncommon Connections | Robert David Marx, U. of Massachusetts, Amherst; Karen P. Manz, U. of Massachusetts, Amherst; Charles C. Manz, U. of Massachusetts, Amherst; Christopher P. Neck, Virginia Polytechnic Institute and State U.

Discussants: Charles Booth, U. of the West of England; Alan T Belasen, State U. of New York, Empire State College; Clive Muir, Stetson U.

839 ❖: (MH) Entrepreneurial History Building in Action: Networking with the AoM and AACSB

2:30- 3:50 Adam's Mark: Silver

Chair: Shawn M. Carraher, Texas A&M U.

Speakers: Jone L. Pearce, U. of California, Irvine; Richard T. Mowday, U. of Oregon; Rosalie L. Tung, Simon Fraser U.; Milton R. Blood, AACSB International-Association to Advance Collegiate Schools of Business

840: (Paper Session) - (MOC) Cognition and Competitive Behavior

2:30- 3:50 Convention Center: C201

Chair: Joseph Gregory Gerard, U. of Georgia

MOC: Evolution of Collective Strategy Frames in High and Low Velocity Industries | Sucheta Nadkarni, U. of Nebraska, Lincoln; V. K. Narayanan, Drexel U.

MOC: Follow the Recipe or Improvise? Performance Implications in Three IPO Fields | Martin L. Martens, Concordia U.; P. Devereaux Jennings, U. of British Columbia

MOC: Dimension Based Relevancy Judgments, Tangled Networks and Competitive Interaction | **Jeremy Marcel**, Georgia State U.

Discussant: Frank C. Schultz, Michigan State U.

841 JS: *(MOC, BPS)* The Dynamics of Organizational Identity: Formation and Change in New Organizations

2:30- 3:50 Convention Center: A101/103

Chair: Dennis A. Gioia, Pennsylvania State U.

Fighting Cancer and Forming the Women's Field Army: Appropriating Identity in New Organizations | Karen Golden-Biddle, U. of Alberta

Organizational Identity Formation Processes During a Strategic Organizational Alliance | **Timothy J. Tobin**, George Washington U.

Breaking Away: An Empirical Examination of How Organizational Identity Changes During a Spin-Off | Kevin G. Corley, U. of Illinois, Urbana-Champaign

Discussant: Celia Virginia Harquail, U. of Virginia

842: (Paper Session) - (OB) Organizational Citizenship Behavior and Other Helping Behavior at Work

2:30- 3:50 Adam's Mark: Tower Court A

Chair: Jing Zhou, Texas A&M U.

- **©OB:** Does Climate Matter? An Empirical Examination of the Relationship Between Organizational Climate and Organizational Citizenship Behavior | **Aaron Cohen**, Haifa U.; **Danny Keren**, Haifa U.
- → OB: Money Attitude, Organization-Based Self-Esteem,
 Helping Motives, and OCB-Altruism: The U.S.A, Taiwan,
 Poland, and Egypt | Thomas Li-Ping Tang, Middle Tennessee
 State U.; Grace Mei-Tzu Wu Davis, Marshall U.; Dariusz
 Dolinski, U. of Opole; Abdul Hamid Safwat Ibrahim, Iman U.;
 Toto Sutarso, Middle Tennessee State U.; Sharon L. Wagner,
 U. of San Francisco; Theresa Li-Na Tang, FISI-Cendant
- OB: Attributions in Teams: A Test of the LePine and Van Dyne Model | Simon Taggar, York U.; Mitchell J. Neubert, Baylor U.
- OB: Escalating Citizenship: The Pressure of the "Good Soldier" Syndrome | Mark C. Bolino, U. of Notre Dame; William H. Turnley, Kansas State U.

Discussant: Xiao-Ping Chen, U. of Washington, Seattle

843 : (Paper Session) - (OB) Different Psychological Contracts for Different Types of People in Different Types of Settings

2:30- 3:50 Adam's Mark: Gov. Sq. 11

Chair: Richard S. DeFrank, U. of Houston

- OB: Multiple Types of Psychological Contracts: A Six-Cluster Solution | Inge Van den Brande, Catholic U., Leuven; Maddy Janssens, Catholic U., Leuven; Luc Sels, Catholic U., Leuven
- OB: Mutuality and Reciprocity in Research Collaborations: Psychological Contracts in Academic Settings | Guillermo E. Dabos, Carnegie Mellon U.; Denise M. Rousseau, Carnegie Mellon U.
- **○OB:** Individual Differences in Psychological Contracts: An Attachment Style Perspective | Venkat Bendapudi, Ohio State U.; Neeli Bendapudi, Ohio State U.; Deb Ballam, Ohio State U.
- **OB:** The Role of Personality in Psychological Contracts: From

Formation to Violation | Usman Raja, Concordia U.; Filotheos Ntalianis, Concordia U.; Gary Johns, Concordia U. Discussant: Matthew Liao-Troth, Western Washington U.

844 : (Paper Session) - (OB) Reactions to Diversity and Discrimination at Work and the Ways Organizations Try to Deal with Them

2:30- 3:50 Adam's Mark: Gov. Sq. 10

Chair: David A. Kravitz, George Mason U.

OB: The Relationship Between the Five-Factor Model and Coworkers' Perceptions of the Appropriateness of Accomodations for Workers with Disabilities | Maria Fernanda Garcia, Texas A&M U.; Ramona L. Paetzold, Texas A&M U.; Adrienne Colella, Texas A&M U.

OB: Not All Differences are the Same: The Role of Status in Predicting Reactions to Diversity | **Sandra Spataro**, Yale U.

OB: Race Differences in Reactions to Affirmative Action Practices: A Referent Cognition's Perspective | Ariel Levi, Wayne State U.; Yitzhak Fried, Wayne State U.

OB: Actions Speak Louder than Words: Impression Management Techniques for Managing Discrimination Lawsuits | Erika Hayes James, U. of Virginia; Lynn Perry Wooten, U. of Michigan

Discussant: Dianna L. Stone, U. of Central Florida

845 SHCS: (OB, BPS, IM) The Role of Sociocultural Processes in Mergers and Acquisitions: Building Integrated Human Networks

2:30- 3:50 Adam's Mark: Gov. Sq. 16

Chairs: Guenter K. Stahl, INSEAD; Franck N. Pruvost, HEC, Paris Mergers Versus Acquisitions: Hard and Soft Differences | Maurizio Zollo, INSEAD

Actors' Accounts of their Learning in Cross-National Merger Integration | Ingmar Bjorkman, Swedish School of Economics Antecedents of Trust in Corporate Acquisitions | Guenter K. Stahl, INSEAD

Employee Sensemaking After Cross-Border Mergers and Acquisitions | Allan W. Bird, U. of Missouri, St. Louis
The Neglected Importance of Leadership in Successful Mergers and Acquisitions | Sim B. Sitkin, Duke U. / Duke Corporate Education. Inc.

Discussants: **Amy L. Pablo**, U. of Calgary; **Mark Mendenhall**, U. of Tennessee, Chattanooga

846 JS: *(OB, HR)* Stretching Fit: Expanding Viewpoints on Relationships in Person-environment Fit Research

2:30- 3:50 Convention Center: A209

Chair: David A. Harrison, Pennsylvania State U. Speakers: Daniel M. Cable, North Carolina U., Chapel Hill; Karen J. Jansen, Pennsylvania State U.; Amy L. Kristof-Brown, U. of lowa; Christine Marie Riordan, U. of Georgia; Elizabeth Weatherly, U. of Alabama, Huntsville; Marcus M. Stewart, U. of Georgia; Margaret A. Shaffer, Hong Kong Baptist U.; Purnima Bhaskar, Pennsylvania State U.; David A. Harrison, Pennsylvania State U.; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill Discussant: Jennifer Anna Chatman, U. of California, Berkeley

847 SHCS: (OB, IM) Which Differences Matter When? Exploring Demographic and Cultural Configurations in Teams

2:30- 3:50 Adam's Mark: Gov. Sq. 12

Organizers: Cristina B. Gibson, U. of Southern California; Mary E. Zellmer-Bruhn, U. of Minnesota

Speakers: Bradley L. Kirkman, Georgia Institute of Technology; Amy Randel, Wake Forest U.; Mary M. Maloney, U. of Minnesota; Cristina B. Gibson, U. of Southern California; Mary E. Zellmer-Bruhn, U. of Minnesota; P. Christopher Earley, Indiana U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Kim Jaussi, State U. of New York, Binghamton; Amanda J. Gidley, U. of North Carolina, Greensboro

Discussant: Sigal G. Barsade, Yale U.

848 ❖: (Paper Session) - (OC/S) The Management of IT Services

2:30- 3:50 Convention Center: A204

Chair: Ritu Agarwal, U. of Maryland

- → ◆ OCIS: Outsourcing vs. Quasi-Outsourcing: The Case of IT in France and Germany | Jerome Barthelemy, AUDENCIA Nantes; Dominique Geyer, AUDENCIA Nantes
- OCIS: Architecting the Digitally Enabled Relational Firm | Nainika Patnayakuni, Southern Illinois U., Carbondale; Arun Rai, Georgia State U.; Ravi Patnayakuni, Temple U.
- OCIS: A Model of the Relationship Between Transferable Knowledge, IT Governance and Performance | Raymond M. Henry, U. of Pittsburgh

Winner of OCIS Division Top Student Paper Award

OCIS: Software Project Risk: An Investigation of the Construct and its Measurement | Linda Wallace, Virginia Polytechnic Institute and State U.; Mark Keil, Georgia State U.; Albert H. Segars, North Carolina U., Chapel Hill

Discussants: Pamsy Hui, U. of Texas, Austin; Catherine Middleton, Ryerson U.; Anandhi Bharadwaj, Emory U.; Siew Kien Sia, Nanyang Technology U.

849 ☐ ❖ JS: (OC/S, RM, OMT) Building Effective Networks in Interacting: A Comparison Between Different Discursive Approaches

2:30- 3:50 Convention Center: C101/103

Chair: Francois Cooren, U. at Albany

Contradictions and Control: Suppression Through Expression in the Meta-Talk about Feelings | Linda L. Putnam, Texas A&M U.

On Talking to Not Make Decisions: Models of Bridge and Fish Markets | **Stanley Deetz**, U. of Colorado, Boulder

Time, Space and Agency in Organizational Interaction:
Towards the Notion of 'Textscapes' | Cliff Oswick, King's
College, London

The Two Registers of Leadership: Conversational and Symbolic Agencies | **Daniel Robichaud**, U. of Montreal *Discussant:* **Stephen Linstead**, U. of Essex

850 ❖ SHCS: (OCIS, TIM) Exaggeration and Information Technology: A Panel on the Rhetoric of Hyperbole in Innovation

2:30- 3:50 Convention Center: C209

Chair: Neil Ramiller, Portland State U.

Speakers: Richard J. Boland, Jr., Case Western Reserve U.; Deborah J. Dougherty, Rutgers U.; Brian T. Pentland, Michigan State U.; Burton Swanson, U. of California, Los Angeles

851 ❖: (ODC) Networking Networks: Perspectives on Change from NTL, ODN, and the Academy of Management

2:30- 3:50 Convention Center: C112

Speakers: Craig C. Lundberg, Cornell U.; Brenda B. Jones, Organization Development Network; Charles N. Seashore, The Fielding Graduate Institute

852: (Paper Session) - (OM) Supply Chain Partnerships 2:30-3:50 Convention Center: C206

Chair: Susan Meyer Goldstein, U. of Minnesota

OM: Post-Industrial Manufacturing | **John E. Ettlie**, Rochester Institute of Technology

- OM: Supply Chain Alliances: Rhetoric and Reality. | Stanley E. Fawcett, Brigham Young U.; Gregory Michael Magnan, Seattle U.
- OM: Strategic Postponement Capacity and Organizational Change Capacity | Gregory A. Graman, Wright State U.; Michael J. Magazine, U. of Cincinnati; Joseph A. Petrick, Wright State U.

Discussant: James C. Hershauer, Arizona State U.

853 ©: (Paper Session) - (OMT) Friends and Foes of CEOs 2:30-3:50 Adam's Mark: Gov. Sq. 9

Chair: Mason A. Carpenter, U. of Wisconsin, Madison

- **OMT:** The Behavioral Consequences of CEO-Board Trust and Power Relationships in Corporate Governance | **Dong Chen**, Rutgers U.
- OMT: Getting by with the Advice of Their Friends: CEO Informal Advice Ties and Firms' Strategic Responses | Michael McDonald, U. of Texas, Austin; James D. Westphal, U. of Texas, Austin
- **OMT:** Mutiny in the Organization: A Reintroduction | **Gokce Sargut**, Columbia U.
- OMT: Survival Beyond Succession: The Impact of Founder Ideological Zeal on Organizational Mortality | Mukti V. Khaire, Columbia U.

854: (Paper Session) - (OMT) Institutional Variation and Change: Conceptualizing Compliance and Contestation 2:30-3:50 Adam's Mark: Tower Court B

Chair: Michael Lounsbury, Cornell U.

- **OMT:** Culture, Institutions, and Change: A Cognitive Analysis of School Improvement Efforts | **James R. Detert**, Harvard U.
- OMT: Do Late Adopters Conform? The Adoption of "Best Practices" in Australasian Manufacturing Firms. | Peter Cebon, U. of Melbourne; E. Geoffrey Love, Rice U.
- → OMT: The Internationalisation of National Institutions:
 Stories from France's Grandes Ecoles System | Jonathan
 A. Matheny, Auckland U. of Technology; Yochanan H. Altman,
 U. of North London; Douglas S. Bryson, Groupe ESC Rennes

855 ©: (Paper Session) - (ONE) Voluntary Environmental Initiatives

2:30-3:50 Convention Center: C108

Chair: Mark Starik, George Washington U.

- ONE: A Discursive Field Approach to Institutionalization: The Case of Voluntary Codes of Environmental Management | Naomi R. Olson, Boston College; William B. Stevenson, Boston College
- ONE: Voluntary Environmental Initiatives as Signaling Mechanisms | Bruce Paton, Silicon Valley Center for Innovation and Sustainability

Discussants: **Robert P. Gephart, Jr.**, U. of Alberta; **Jennifer Howard-Grenville**, Boston U.; **Sandra Rothenberg**, Rochester Institute of Technology

856 *: (Paper Session) - (PNP) Collaboration? 2:30- 3:50 Adam's Mark: Plaza Court 7

Chair: Laurie N. DiPadova, U. of Utah

- **PNP:** Understanding Inter-organizational Cooperation: A Collaborative Approach to the Regulation of Inte | **Brian Davis**, State U. of New York, Albany
- PNP: A Conceptual Framework for Collaborative Partner Selection in Distance Education | Anne Banks Pidduck, U. of Waterloo
- PNP: Interagency Collaboration in Memphis: Is it Possible?
 | Kathryn A. L. Cheever, U. of Memphis

Discussant: Michael Connolly, U. of Glamorgan

857 ❖: (Paper Session) - (RM) New Methodologies for Social Networks Inquiry

2:30- 3:50 Convention Center: C210

Chair: Martin G. Evans, U. of Toronto

- RM: Analysis of Behavior Sequences Using Probabilistic Finite State Automata | Catherine Donna Lees, U. of Western Australia
- RM: Top Manager Responses to Organization Surveys:
 When Questioning Executives, are Networks the Answer?
 P□ | Cynthia S. Cycyota, U.S. Air Force Academy; David A. Harrison, Pennsylvania State U.
- RM: Stochastic Complexity and Blockmodel Selection | Christopher Owen Wheat, Harvard U.

Discussants: **David A. Hofmann**, U. of North Carolina, Chapel Hill; **Jeanie M. Forray**, Western New England College

858 ©: (Paper Session) - (S/T) Organizational Innovation 2:30- 3:50 Adam's Mark: Director's Row F

Facilitator: Stefano Perlusz, Singapore Management U.

- □ → BPS: Strategic Leadership Behaviors and Innovation Influence: An Empirical International Study | Detelin S. Elenkov, U. of Tennessee, Knoxville; William Q. Judge, U. of Tennessee, Knoxville
- RM: Why Using Users for Innovation? A Method for Exploring the Benefit of Involving Users in Innovation | Peter Magnusson, Stockholm School of Economics
- TIM: Critical Factors Associated with Radical Innovation Success | Richard Leifer, Rensselaer Polytechnic Institute; Gina O'Connor, Rensselaer Polytechnic Institute
- TIM: Promoting Organizational Innovativeness: Balancing Chances and Risks of Situation Control | Diether Gebert, Technical U., Berlin; Sabine Boerner, Technical U., Berlin; Ralf Lanwehr, Technical U., Berlin

859 ©: (Paper Session) - (S/T) Work-Family Trends 2:30-3:50 Convention Center: C204

Facilitator: Marcus W. Dickson, Wayne State U.

- → GDO: Work-Family Conflict, Self-Efficacy, and Job Satisfaction: Gender Effects in Asia | Peng Wang, U. of Illinois, Urbana-Champaign; John Lawler, U. of Illinois, Urbana-Champaign; Kan Shi, Chinese Academy of Sciences, Beijing
- SIM: Partner Violence and Work: Not Just a "Domestic Issue"

 | Myrtle P. Bell, U. of Texas, Arlington; Angela Moe, Western Michigan U.; William E. Schweinle, U. of Southern Mississippi
- OB: Boundary Preferences and Work-Family Conflict: A Person-Environment Fit Perspective | Glen E. Kreiner, U. of Cincinnati
- **GDO:** Preferences for Alternative Employment Arrangements in the Context of Gender Schema | **Janet H. Marler**, State U. of New York, Albany; **Phyllis Moen**, Cornell U.

860 €: (Paper Session) - (S/T) Eye of the Beholder:

Paradoxes of Organizational Life

2:30-3:50 Convention Center: A208

Facilitator: John W. Dienhart, Seattle U.

SIM: Dignity in Dirty Work | Ronald L. Dufresne, Boston College; Judith A. Clair, Boston College

OB: Sometimes You've Got to Break the Rules: A Re-Conceptualization of Employee Rule Breaking | Elizabeth W. Morrison, New York U.; Patricia Faison Hewlin, New York U.; Linda M. Dunn-Jensen, New York U.

GDO: The Paradox of the Contented Female Worker: Why are Women Satisfied with Less Pay? | **H. Kristl Davison**, U. of Hartford

PNP: Regulatory Enactment: An Internally Based Model of Compliance | **David W. Hart**, Brigham Young U.

861 : (Paper Session) - (TIM) Organizing for Innovation

2:30- 3:50 Convention Center: C212

Chair: Hans Gemuenden, Technical U., Berlin

TIM: Exploring the Relationship Between Corporate Venturing

- Activity and Incumbent Firm Innovation Rates | Gary Dushnitsky, New York U.; Michael Lenox, New York U.
- TIM: Innovation and Organization over the Life Cycle: Lessons from the Online Drugstore Industry | George Westerman, Harvard U.
- TIM: Sustaining Innovation in Pharmaceutical Firms: Does Corporate Governance Matter? | Phillip Phan, Rensselaer Polytechnic Institute; Gideon D. Markman, U. of Georgia; David B. Balkin, U. of Colorado, Boulder
- **TIM:** Product and Process Modularity, External Economies of Scale, and Outsourcing Decisions | **Jovan Grahovac**, Tulane U.; **Geoffrey Parker**, Tulane U.

862: (Paper Session) - (TIM) Organizational Capabilities and Technological Change

2:30-3:50 Convention Center: C208

Chair: Michael B. Heeley, Rice U.

TIM: Competence Transformation: Reconfiguration of Capabilities in the Face of Technological Change | **Dovev Lavie**, U. of Pennsylvania

- TIM: Exploration vs. Exploitation: An Empirical Test of the Impact of Innovation Strategy on Firm Performance | Zi-Lin He, National U. of Singapore; Poh-Kam Wong, National U. of Singapore
- → TIM: Just Do It: Building Capabilities in Manufacturing Process Innovations | Kimberly A. Bates, U. of Toronto; E James Flynn, Wake Forest U.
- TIM: Capturing the Main Stream Market: Scaling Mission
 Critical Functions Across the Chasm | Nagaraj
 Sivasubramaniam, Duquesne U.; K. Thomas Chandy, State U.
 of New York, Binghamton; Uldarico Rex Dumdum, Marywood
 U.; Marla Tuchinsky, Cisco Systems, Inc.

Tuesday 3:15PM

863: (AAC) Conference Break

3:15- 3:45 Convention Center: Exhibit Break Area *Join us in the exhibits area for refreshments.*

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 3:30PM

864: *(CMS)* The Academy Welcomes Critical Management Studies

3:30- 5:29 Adam's Mark: Plaza Court 6

Chair: Ralph Stablein, Massey U.

Welcomes: Jean M. Bartunek, Boston College; Denise M.

Rousseau, Carnegie Mellon U.

The History and A Vision for the Future | Paul Adler, U. of Southern California

Discussants: Peter J. Frost, U. of British Columbia; Cynthia Hardy, U. of Melbourne; John M. Jermier, U. of South Florida; Linda Smircich, U. of Massachusetts, Amherst; Hugh Willmott, Cambridge U.; Jim Walsh, U. of Michigan

Tuesday 4:10PM

865 ❖: (AA) Illegality, Impression Management, Favoritism, and Secrecy: Negative Elements in Networks

4:10-5:20 Convention Center: A201

Chair: Jone L. Pearce, U. of California, Irvine

Understanding the Uses of Secrecy in Networks: A Study of Chinese, Hong Kong, Thai and U.S. Business | Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology

The Paradoxical Role of Social Networks in Economic Crime | Wayne E. Baker, U. of Michigan

Social Capital: The Role of Particularistic Ties in Chinese Managerial Networks | Anne S. Tsui, Hong Kong U. of Science and Technology

Social Networks as Hidden Moderators | Marc-David L. Seidel, U. of Texas, Austin

866 ❖: (AA) A Celebration of the Life and Accomplishments of Richard Hodgetts

4:10- 5:20 Adam's Mark: Gov. Sq. 14

This symposium celebrates the career and contributions of Richard M. Hodgetts, distinguished educator, mentor, colleague, and friend. Organizers: Regina A. Greenwood, Kettering U.; Alfred A. Bolton, Averett College

Speakers: Fred Luthans, U. of Nebraska, Lincoln; Rosalie L. Tung, Simon Fraser U.; Mary Ann Von Glinow, Florida International U.; Richard T. Mowday, U. of Oregon; John Joos, Skylake Productions; Donald F. Kuratko, Ball State U. Moderator: Daniel A. Wren, U. of Oklahoma, Norman

867 : (Paper Session) - (BPS) Diversification Outcomes: Exploring the Causal Effects on Performance and Innovation

4:10- 5:20 Adam's Mark: Director's Row H

Chair: Giovanni Battista Dagnino, U. of Catania

BPS: Within-Business Diversification in Technology-Intensive Industries | Ithai Stern, U. of Texas, Austin; Andrew D. Henderson, U. of Texas, Austin

BPS: Efficient Deployment and Development of Human Capital, Diversification Strategy and Firm Performance | Yasemin Y. Kor, U. of Delaware; Huseyin Leblebici, U. of Illinois

BPS: An Investigation of Risk-Return Relationships in the Context of the Diversified Firm | **Huseyin Tanriverdi**, U. of Texas, Austin; **Vasudevan Ramanujam**, Case Western Reserve U.

BPS: Effects of Diversification on Innovation: Old Question, New Evidence | Ishtiaq Pasha Mahmood, National U. of Singapore; Chi-Nien Chung, National U. of Singapore; Zixia Sheng, National U. of Singapore

Discussant: Larry Stimpert, Colorado College

868 : (Paper Session) - (BPS) The Performance Consequences of Strategic Alliances

4:10- 5:20 Adam's Mark: Director's Row E *Chair:* **Michael Jensen**, U. of Michigan

❖ BPS: Value Creation through "Going Together": An Event History Study on Market Response to Alliance Formation २० | Beiqing (Emery) Yao, U. of Pittsburgh; Dingkun Ge, U. of Illinois, Urbana-Champaign

BPS: Joint Venture Terminations: An Event Study Analysis | **Shyam Kumar**, City U. of New York, Baruch College

- BPS: Increasing Returns, Strategic Alliances, and the Value of E-Commerce Firms | Namgyoo K. Park, U. of Miami; John Mezias, U. of Miami; Jaeyong Song, Yonsei U.
- BPS: Testing Assumptions About Evaluating Strategic Alliance Performance | Paul M. Olk, U. of Denver; Africa Ariño, U. of Navarra

Discussant: Mark H. Hansen, Brigham Young U.

869 : (BPS) Pioneers of Business Policy and Strategy: Distinguished Speakers' Session

4:10- 5:20 Adam's Mark: Gov. Sq. 17

Chairs: **Dawn Harris**, Loyola U., Chicago; **Constance E. Helfat**, Dartmouth College

Participants: Arnold C. Cooper, Purdue U.; William D. Guth, New York U.; Henry Mintzberg, McGill U.; James Brian Quinn, Dartmouth College; Dan E. Schendel, Purdue U.

870 © JS: (CAR, HR) An Update from the Field Part II: Recruiting and Developing the "Protean" Executive

4:10- 5:20 Convention Center: A101/103

Chairs: Jon P. Briscoe, Northern Illinois U.; Karen O. Dowd, James Madison U.

Speakers: Karen O. Dowd, James Madison U.; Jack R. Beighley, Bank of America Securities; Jon P. Briscoe, Northern Illinois U.; Mary Mannion Plunkett, The Boeing Company

871 (CAU) Incorporating Innovative Technologies into the Classroom: Pedagogical and Practical Issues for Consideration

4:10- 5:20 Convention Center: C105 T1

This caucus will address the growing use of emerging technologies in university business courses. The utilization of electronic equipment and the Internet to augment classes will be discussed. Chairs: Ralph Haug, Roosevelt U.; Josetta S. McLaughlin, Roosevelt U.

872 ©: *(CAU)* Issues for Consideration When Developing Comprehensive Faculty Evaluation Systems

4:10- 5:20 Convention Center: C105 T2

Faculty evaluation systems are widely used for tenure, promotion, reappointment, and developmental purposes in colleges and universities. This caucus will address important components of these systems such as student evaluations, peer observations, teaching portfolios, and other documentation of faculty activities. Chair: Susan M. Burroughs, Roosevelt U.

873 ❖: (CAU) Meet the AMJ Editor

4:10- 5:20 Convention Center: C105 T3

This caucus will permit Academy members to meet in a less formal setting with Tom Lee, the editor of the Academy of Management Journal.

Chair: Pamela M. Williams, N/A

874 *: (CAU) Issues Affecting the Study of Strategy in Service Sector Firms

4:10- 5:20 Convention Center: C105 T4

This caucus will focus on issues related to the study of strategy in the service sector. The purpose is to gain a better understanding of how service organizations affect our current theoretical models so as to highlight areas of future research.

Chair: Bruce Skaggs, U. of Kentucky

875 ❖: (CAU) Achieving High Survey Response Rates with CEOs of Large Nonprofit Organizations

4:10- 5:20 Convention Center: C106 T1

An example will be described of how a high response rate was achieved when surveying the CEOs of large nonprofit organizations for a dissertation on strategic planning and organizational peformance.

Chair: Karun K. Singh, Columbia U.

876 : (CAU) A Social Constructionist Perspective on Mergers and Acquisitions Integration

4:10- 5:20 Convention Center: C106 T2

This caucus group will discuss how organizations combining through M&A can be socially constructed from synergistic combinations of complementary resources contributed by each of the combining organizations.

Chair: Keith P. Bahde, Benedictine U.

877 . (CAU) Correlational Versus Causal Research in Operations Management

4:10- 5:20 Convention Center: C106 T3

This caucus will provide a forum where validty issues relating to both correlational and causal studies in OM can be identified and compared.

Chair: Hale Kaynak, U. of Texas, Pan American

878 : (CAU) How Inquiry and Reflection Can Increase Managerial Success

4:10-5:20 Convention Center: C106 T4

This caucus group will discuss how the manager can utilize a spirit of inquiry or action research to increase his/her effectiveness. Chair: William Leban, DeVry U.

879 . (CAU) Leading Change in Engineering Work Culture

4:10-5:20 Convention Center: A106 T1

This session will explore characteristics and dynamics of the work culture of engineers and other technology professionals.

Chair: Robert Anthony Dengler, Benedictine U.

880 ❖: (CAU) Building Effective Networks to Produce an Edited Book

4:10- 5:20 Convention Center: A106 T2

The caucus discussion will focus on sharing techniques to build and maintain effective relationships with book contributors, publishers, and co-editors.

Chair: Carol P. Harvey, Assumption College

881 **© ❖**: (CAU) Structuration Theory as an Intervention Model for Planned Change

4:10- 5:20 Convention Center: A106 T3

This caucus will provide a forum where scholars and practitioners of ODC can discuss the relevance of structuration theory as a model for planned change.

Chair: George W. Hay, McDonald's Corp./Benedictine U.

882 ❖: (CAU) Spiritual Talk: The Inner and Outer Dialogue about Spirituality in the Workplace

4:10- 5:20 Convention Center: A106 T4

This caucus group will explore individual spiritual talk and its relationship to various organizational contexts.

Chairs: Karen P. Manz, U. of Massachusetts, Amherst; Charles C. Manz, U. of Massachusetts, Amherst; Robert David Marx, U. of Massachusetts, Amherst

883 . (CAU) From Tacit Knowledge to Collective Learning: An Attempt to Create, Capture, and Disseminate Forms of Structured Conversation to Increase Organizational Effectiveness and Performance

4:10- 5:20 Convention Center: A214 T1

This caucus will discuss how to uncover tacit knowledge from the converstations that occur across an organization.

Chair: Jeffrey J. Bailey, U. of Idaho

884 (CAU) The Challenges of Teaching Strategic Management: Working Toward Successful Inclusion of the Resource-Based View

4:10- 5:20 Convention Center: A214 T2

We hope to generate a lively discussion related to the teaching of management, with focus on the capstone strategic management course. An interpretive approach to the strategic management course aimed at enhancing student understanding of the RBV will be considered.

Chairs: Marguerite Schneider, New Jersey Institute of Technology; Pamela Lieb, College of New Jersey

885 ❖: (CAU) Clusters: Effective Networks for Innovation

4:10- 5:20 Convention Center: A214 T3

This caucus will bring together individuals with backgrounds of research in the U.S.A., Europe, and Asia-Pacific, currently engaged in research examining relationships between innovation and cluster formation.

Chair: Judy Matthews, Australian National U.

886 ❖: (CAU) Business Schools as Effective Networked Organizations

4:10- 5:20 Convention Center: A214 T4

The aim of this caucus is to present a live case of the Rotterdam School of Management as a networked organization.

Chair: Michael Page, Erasmus U.

887 🕮: (CAU) Collaborative Learning with Group Interactive Technology

4:10- 5:20 Convention Center: A214 T5

This caucus will discuss the use of a group process support system to facilitate effective interaction and develop decision-making skills in group case study sessions with graduates.

Chairs: Catherine Jones, U. of Glamorgan; Michael Connolly, U. of Glamorgan; Anthony Gear, U. of Glamorgan; Martin Read, U. of Portsmouth

888 *: (CAU) Organizational Citizenship Behavior: Issues of Role Definition, Motivation, & Measurement

4:10-5:20 Convention Center: C205 T1

This caucus will address issues of theory and measurement regarding organizational citizenship behavior and provide an opportunity for researchers to meet and share ideas. Chair: Matt Bowler, U. of Kentucky

889 ❖: (CAU) Micro, Macro, and Meso: Terms of Confusion in Recent Organizational and Strategic Research

4:10- 5:20 Convention Center: C205 T2

The purpose of this caucus is to share views on the relevance of micro and macro descriptors and to more broadly look for ways of describing and categorizing cross-level research areas as interorganizational cooperation, trust, organizational change, and networks.

Chairs: James M. Hagen, Cornell U.; Jens Grundei, Technical U., Berlin

890 ❖: (CAU) Enron: The Need to Restructure an Institutional Field

4:10- 5:20 Convention Center: C205 T3

This caucus will explore the potential restructuring of the institutional field of auditing to accommodate the needs of all stakeholders in the aftermath of the Enron debacle.

Chair: Kenneth Wm. Kury, Boston College

891 ❖: (CAU) Leadership Development as a Relational Journey: Building Networks to Learn and Lead

4:10- 5:20 Convention Center: C205 T4

This caucus proposes discussion of the heightened relational demands of contemporary leadership. It provides an opportunity to generate dialogue toward an integrative framework to examine leadership development.

Chair: John F. McCarthy, Boston U.

892 ☐ ❖: (CAU) Re-envisioning the Ph.D.

4:10- 5:20 Convention Center: C205 T5

This caucus will discuss ways of developing new national-level approaches to the design of Ph.D. education. This group hopes to attract those having an interest in shaping the future of doctoral education.

Chair: Irene M. Duhaime, Georgia State U.

893: (Paper Session) - (ENT) Governance: Family Business To Corporations

4:10- 5:20 Convention Center: A210 *Chair:* **Radha Chaganti**, Rider U.

ENT: New Venture Evolution and Managerial Capabilities | Warren Boeker, U. of Washington; Robert Wiltbank, U. of Washington

ENT: A Culturally Embedded Investigation of Family Firm Governance | **Yan Ling**, U. of Connecticut

ENT: Corporate Governance and Firm Strategic Behavior in SMEs: Director Influence on Corporate Entrepreneurship | **Jonas Gabrielsson**, SIRE/Halmstad U.

ENT: Ethical Environments as Small Businesses Grow: The Emergence of Four Clusters | **Michael H. Morris**, U. of Hawaii, Manoa; **Minet Schindehutte**, Miami U., Ohio

894 : (Paper Session) - (ENT) Growth In Entrepreneurial Companies

4:10- 5:20 Convention Center: A212

Chair: James Almeida, Fairleigh Dickinson U.

ENT: Value Creation Through Entrepreneurial Activity: A Multiple Constituency Perspective | **Johanna Mair**, IESE

ENT: Growth History, Knowledge Intensity and Capital Structure in Small Firms | Stewart Thornhill, U. of Western Ontario; Guy Gellatly, Statistics Canada; Alan Riding, Carleton U.

ENT: The Effect of Entrepreneurial Human Capital on Firm Growth | **Jason C. Senjem**, Syracuse U.

895 (ENT, OB) Organizational Behaviors of New Venture Creation: Synergies Between OB and Entrepreneurship

4:10-5:20 Convention Center: A207

Speakers: Robert A. Baron, Rensselaer Polytechnic Institute; Robert P. Vecchio, U. of Notre Dame; Jerome Katz, Saint Louis U.; Lowell Busenitz, U. of Oklahoma; Michael Frese, Giessen U.; Stefanie Isabel Krauss, Giessen U.

Discussant: J. Robert Baum, U. of Maryland

896 : (Paper Session) - (GDO) It's Not Just What We Say, It's What We Don't Say: How Group Diversity Affects Communication

4:10- 5:20 Convention Center: A109

Chair: Max Wortman, Iowa State U.

□ GDO: How Do We "Dis" Students? Female and Male Student Accounts of (Dis)Respectful Instructor Behavior | E. Holly Buttner, U. of North Carolina, Greensboro

GDO: Not Just Silence, Spirals of Silence | **Frances E. Bowen**, U. of Sheffield; **Kathryn Lee Blackmon**, U. of Bath

GDO: If I Know it, Will I Share it? The Effects of Group
Composition on Information Sharing Within Groups | Melvin
L. Smith, U. of Pittsburgh

GDO: Deconstructing the He Says/She Says Story: Gender & Communication in the Socialization of Women MBAs | **Sharon Livesey**, Fordham U.

Discussants: **C. Douglas Johnson**, Winthrop U.; **Helen Juliette Muller**, U. of New Mexico

897 ©: (Paper Session) - (HCM) Service Line Management: Adding Value to Multiple Stakeholders

4:10- 5:30 Convention Center: A112

Chair: S. Robert Hernandez, U. of Alabama, Birmingham

HCM: Service Line Implementation as a Contingency Process: Behavioral Health in the VA Health System | **Timothy Hoff**, State U. of New York, Albany

HCM: Product-Line Management and the Patient Care Environment of Hospitals: An Empirical Assessment | Gary J. Young, U.S. Dept. of Veterans Affairs; Martin P. Charns, U.S. Dept. of Veterans Affairs; Victoria Parker, U.S. Dept. of Veterans Affairs; Danielle Valley, U.S. Dept. of Veterans Affairs

HCM: Value Definition and Measurement in Community Health Partnerships | Keith J. Benson, Winthrop U.; Robert J. Weech-Maldonado, Pennsylvania State U.; Larry D. Gamm, Texas A&M U.

Discussant: Beth Goodrick, Florida Atlantic U.

898 : (Paper Session) - (HR) Personality and Performance 4:10-5:20 Adam's Mark: Vail

Chair: Lisa M. Moynihan, Cornell U.

EHR: Frame-of-Reference Effects in Personality Testing Revisited: Extension to an Organizational Setting | Mark N. Bing, NSMRL; H. Kristl Davison, U. of Hartford; Jenny M. Post, U. of Southern Mississippi; Tim J. Davis, N/A; James C. Whanger, U. of Tennessee

HR: The Influence of Conscientiousness and Openness to Experience on Positive Discrepancy Creation | Ju-Chien Cindy Wu, U. of Illinois, Urbana-Champaign; Joseph J. Martocchio, U. of Illinois, Urbana-Champaign

HR: A Field Study of Frame-of-Reference Effects on
 Personality Test Validity | Donald M. Truxillo, Portland State
 U.; John Michael Hunthausen, SC Johnson Company; Talya N.
 Bauer, Portland State U.; Leslie B. Hammer, Portland State U.

HR: Cynicism, Self-Esteem and "g": Do Individual Differences Affect Follower Responses to Transformation | Joyce E. Bono, U. of Minnesota; Timothy A. Judge, U. of Florida

HR: Life Satisfaction as a Mediator between Core Self-Evaluations and Performance | Joseph Charles Rode, Indiana U., Bloomington; Marne Arthaud-Day, Indiana U., Bloomington; Christine H. Mooney, Indiana U., Bloomington; Janet P. Near, Indiana U., Bloomington; William H. Bommer, Georgia State U.; Robert S. Rubin, Saint Louis U.

Discussant: Ellen M. Whitener, U. of Virginia

899 : (Paper Session) - (HR) Issues in Employment Interviewing

4:10- 5:20 Adam's Mark: Terrace

Chair: Jon M. Werner, U. of Wisconsin, Whitewater

☐ HR: Evaluating Job Applicants in the Employment
Interview: A Dynamic Information Processing Model | Ghee
Soon Lim, National U. of Singapore

HR: Personality Saturation in Structured Interviews: Less than We Thought? | Philip L. Roth, Clemson U.; Chad H. Van Iddekinge, Human Resources Research Organization; Allen I. Huffcutt, Bradley U.; Carl E. Eidson, Jr., Wilson Learning Corporation; Mark J. Schmit, ePredix

□ HR: Interviewer Susceptibility to Applicant Impression Management Tactics in the Employment Interview | Ghee Soon Lim, National U. of Singapore

Discussant: Howard J. Klein, Ohio State U.

900 : *(Paper Session) - (IM)* Managing Internationally: Individual, Group and Organizational Issues

4:10- 5:20 Convention Center: C102

Chair: Rabi S. Bhagat, U. of Memphis

IM: Dual Organizational Identification among Subsidiary
Managers in Multinational Corporations | Davina E. Vora, U.
of South Carolina; Tatiana Kostova, U. of South Carolina

→ IM: Change Management in MNC: How Global
Convergence Intertwines with National Diversities
Mike Geppert, U. of Wales, Swansea; Dirk Matten, U. of Wales,
Swansea; Karen Williams, U. of Wales, Swansea

→ ❖IM: Transnational Team Functioning: An Intervening Process Model | Vincent J. Duriau, U. of Maryland, College Park; Riki Takeuchi, U. of Maryland, College Park Discussant: Lena Zander, Stockholm School of Economics

901 : (Paper Session) - (IM) Social and Organizational Networks in Diverse National Contexts

4:10-5:20 Convention Center: C104

Chair: Edwin L. Miller, U. of Michigan

- → ❖IM: Network Diversity and Multinational Enterprise Performance | Anthony Goerzen, Babson College; Paul Beamish, U. of Western Ontario
- → IM: Internationalization of Top Management Teams in Europe | Marielle Heijltjes, Maastricht U.; Rene Olie, Erasmus U.; Ursula Glunk, Maastricht U.
- → IM: A Social Exchange Approach to Explain Japan's
 Banking Crisis | William P. Wan, Thunderbird, The American
 Graduate School of International Management; Robert E.
 Hoskisson. U. of Oklahoma
- IM: Towards A Professionally Managed Family-Controlled Overseas Chinese Business | Lai Si Tsui-Auch, Nanyang Technology U.

Discussant: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign

902 (Paper Session) - (MED) Personality and Management Education

4:10- 5:20 Convention Center: A113

Chair: Martin J. Hornyak, U. of West Florida

MED: Goal Orientation and Student Performance ☐ J W. Slocum, Southern Methodist U.; William L. Cron, Texas Christian U.; Don Vandewalle, Southern Methodist U.

MED: The Role of Cognitive Style in Management Education

Pa | Eugene Sadler-Smith, U. of Plymouth

MED: The Effects of Cognitive Style on the Research
Supervision Process in Management Education | Steven
John Armstrong, Hull U.

Discussants: **Amy B. Hietapelto**, Michigan Technological U.; **Thomas Hawk**, Frostburg State U.; **Katherine A. Karl**, Indiana U., South Bend

903 JS: (MED, ODC) Building and Sustaining Networks Using Action Learning

4:10- 5:20 Convention Center: A108/110

Chair: Victoria Jean Marsick, Columbia U.

Speakers: Mike Pedler, U. of Salford; Lyle Yorks, Columbia U.; Yury Boshyk, Global Executive Learning; Joseph A. Raelin, Boston College; Phil DiChiara, Boston Consortium for Higher Education; Paul Coughlan, U. of Dublin; David Coghlan, U. of Dublin; Laria Boston College; Philosophy H. of Dublin; David Coghlan, U. of Dublin; David Coghlan, U. of Dublins Laria Boston Dublin; David Coghlan, U. of Dublins Laria Boston Dublin; David Coghlan, U. of Dublins Laria Boston Dubling David Coghlan, U. of Dublins Laria Boston Dubling David Coghlan, U. of Dublins Laria Boston Dubling David Coghlan, U. of Dublins Laria Boston Coulombia U.;

Dublin; Louis Brennan, U. of Dublin

904 ❖: (Paper Session) - (MH) Attend Memorial Service for Richard Hodgetts (see All Academy Session)

4:10-5:20 Convention Center: A104

The Management History Division is setting aside this time to honor Richard Hodgetts, a long time member of the Division who passed away in November.

905 ❖: (MOC) Networks and Preparedness: The Case of Homeland Defense

4:10- 5:20 Convention Center: C201

Facilitator: Stephen Mezias, New York U.

Speakers: James Douglas Orton, U. of Nevada, Las Vegas; Kathleen Carley, Carnegie Mellon U.; J. Richard Harrison, U. of Texas, Dallas

906: (OB) Conceptual and Methodological Choices and Challenges in Studying Errors in Organizations

4:10- 5:20 Adam's Mark: Plaza Court 8

Chair: Paul S. Goodman, Carnegie Mellon U.

Issues in How Organizations and Organizational Researchers Study Errors | **John S. Carroll**, Massachusetts Institute of Technology

Disaster Dynamics: Using System Dynamics Simulation to Build Theory About Organizational Collapse | Jenny W. Rudolph, Boston College

Issues in Studying Variations in Errors Across Multiple OrganizationalUnits | Rangaraj Ramanujam, Purdue U.

907 : (Paper Session) - (OB) Research on Justice: Good Sides, Bad Sides, and Altogether New Sides

4:10- 5:20 Adam's Mark: Gov. Sq. 10

Chair: Michael Wesson, Texas A&M U.

❖OB: Group Organizational Citizenship Behavior: Conceptualization and Tests of Antecedents / Consequences ☐ | Xiao-Ping Chen, U. of Washington, Seattle; Simon S. K. Lam, U. of Hong Kong; John Schaubroeck, Drexel U.; Stefanie E. Naumann, U. of the Pacific

OB: Bias in Justice Judgments: Outcomes and Identity as Predictors of Process Fairness Evaluations | Steven Blader, New York U. ❖ OB: When Is It a Pleasure to Do Business with You? Status, Outcome Favorability, and Procedural Fairness
☼ | Ya-Ru Chen, New York U.; Joel Brockner, Columbia U.;
Jerald Greenberg, Ohio State U.

Winner of OB Division Best Paper Award

OB: The Metaphysic of Justice Theory: A Belief in Sophism | Raed Elaydi, Texas A&M U.

Discussant: James A. Breaugh, U. of Missouri, St. Louis

908 ❖ JS: (OB, HR) Emotion Recognition as a Core Component of Emotional Intelligence: Evidence Predicting Performance

4:10- 5:20 Convention Center: A205

Chair: Hillary Anger Elfenbein, Harvard U.

Accuracy in Communicating Emotion in the Workplace: More Than Individual-Level Skill | Hillary Anger Elfenbein, Harvard U.

Emotional Intelligence and Managerial Performance:

Nonverbal Emotional Decoding and Subordinates | **Kristin Byron**, Georgia State U.

Emotional Perceptive Abilities, Subclinical Psychopathy, and Sales Performance | **Sophia Terranova**, Emory U.

Emotion Recognition and Managerial Behaviors | **David Matsumoto**, San Francisco State U.

Discussant: Kristin Byron, Georgia State U.

909 SHCS: (OB, HR, CM) Emerging Contexts for Organizational Justice

4:10- 5:20 Adam's Mark: Gov. Sq. 12

Chairs: Jerald Greenberg, Ohio State U.; Jason A. Colquitt, U. of Florida

Speakers: Bradley J. Alge, Purdue U.; Gary A. Ballinger, Purdue U.; Heather Smithson, Purdue U.; Jennifer Z. Carr, Michigan State U.; M. Audrey Korsgaard, U. of South Carolina; Harry J. Sapienza, U. of Minnesota; John C. Shaw, U. of Florida; Robert Eric Wild, U. of Florida; Jason A. Colquitt, U. of Florida Discussant: Jerald Greenberg, Ohio State U.

910 SHCS: (OB, MED, MC) The "Challenge" of Developing Leaders: Practice, Debate, and Discussion 4:10-5:20 Adam's Mark: Gov. Sq. 11

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

Challenging Assignments as a Leadership Development Strategy | **Peg Thoms**, Pennsylvania State U., Erie

Challenging Activities to Develop Leaders at Nationwide Insurance | Natalie Shope Griffin, Nationwide Insurance

Leadership Challenge in Executive Training: An Audience Example | **Jeffrey Miles**, U. of the Pacific

Challenge Activities and Leadership Development: Snake Oil or Pathways to Leadership? | Jay A. Conger, London Business School

The Challenge of Finding the Leader Within: Committing to Leadership | Barry Z. Posner, Santa Clara U.

911 JS: (OB, RM) Modeling Organizational Behavior Over Time: Experience Sampling and Longitudinal Research

4:10-5:20 Convention Center: A209

Chair: Andrew G. Miner, U. of Minnesota

Speakers: Cynthia Diane Fisher, Bond U.; Chris Noble, Bond U.; Remus Ilies, U. of Florida; Timothy A. Judge, U. of Florida; Andrew G. Miner, U. of Minnesota; Theresa M. Glomb, U. of Minnesota; Hui Liao, U. of Minnesota; Constance Noonan Hadley, Harvard U.; Teresa M. Amabile, Harvard U.; Marcus Crede, U. of Illinois, Urbana-Champaign; Reeshad Dalal, U. of Illinois, Urbana-Champaign

Discussant: Howard M. Weiss, Purdue U.

912 *****: (Paper Session) - (OC/S) Privacy and Ethics in an Information Age

4:10-5:20 Convention Center: A204

Chair: Mark Allen Fuller, Washington State U.

OCIS: A Lost Opportunity? MIS Privacy Research in Three Journals, 1995-2000 | Kathleen E. Greenaway, Queen's U.

- ❖ OCIS: Factors Affecting Internet Abuse in the Workplace | Younghwa Lee, U. of Colorado, Boulder; Zoonky Lee, U. of Nebraska, Lincoln; Yongbeom Kim, Fairleigh Dickinson U.
- OCIS: Measuring Antecedents and Trade-Offs to Internet Privacy | Paul Hart, Florida Atlantic U.; Tamara Dinev, Florida Atlantic U.

Discussants: **Dov Te'eni**, Bar Ilan U.; **Claire A. Simmers**, St. Joseph's U.; **Martin L. Fogelman**, State U. of New York, Albany

913: (ODC) ODC Awards and Business Meeting

4:10- 5:20 Convention Center: C112

Program Chair: Chris Worley, Pepperdine U. *Division Chair:* Peter Sorensen, Benedictine U.

914 ©JS: (ODC, RM) Quality in First Person Research

4:10- 5:20 Convention Center: C101/103

The Hollowness of Good Intentions: Interviewing Across Difference | Erica Gabrielle Foldy, Harvard U.

Living Systemic Thinking | Judi Marshall, U. of Bath Aesthetic Form in First Person Inquiry | Steven S. Taylor, Worcester Polytechnic Institute

First Person Inquiry Into Our Purposes: What is Worthy of Attention? | Peter Reason, U. of Bath

Encouraging the Interweaving of 1st-, 2nd-, and 3rd-Person Research | William Torbert, Boston College

915 : (Paper Session) - (OM) Supplier Selection and Development

4:10-5:30 Convention Center: C206

Chair: William Andrew Taylor, U. of Bradford

OM: Factors Affecting Team-Based Judgment of Value in an IT Outsourcing Framework | Terry R. Adler, New Mexico State U.; Robert F. Scherer, Wright State U.; Janice A. Black, New Mexico State U.

OM: Supply Base and Its Complexity: Managerial and Theoretical Implications | Yunsook Hong, Arizona State U.; Thomas Y. Choi. Arizona State U.

Discussant: Carl Pegels, State U. of New York, Buffalo

916 □ • SHCS: (ONE, MED, SIM) Hands-On Mini-Fair of Environmental Teaching Resources

4:10-5:20 Convention Center: C209

Chair: Kathryn S. Rogers, Pitzer College

Speakers: Anne T. Lawrence, San Jose State U.; Ann Svendsen, Simon Fraser U.; David R. Sheets, Pitzer College; Teri C. Tompkins, Pepperdine U.; Lorane M. Dick, Western U. of Health Sciences; Kathryn S. Rogers, Pitzer College

917: (PNP) PNP Distinguished Speaker: The Corporation for National and Community Service and the Bush Administration 'Social' Agenda

4:10- 5:20 Adam's Mark: Plaza Court 7

Chair: Mary Tschirhart, Indiana U.

The Corporation for National and Community Service and the Bush Administration 'Social' Agenda |

918: (RM) Celebrating Scholarship and Recognizing Excellence

4:10- 5:30 Convention Center: C210

The following awards will be presented: RMD Distinguished Career Award, RMD Advancement of Organizational Research Methodology Award, the Best Paper Award, and the Best Dissertation Paper Award. Recipients will share highlights of their research.

Chair: Larry J. Williams, Organizational Research Methods Welcome: Jodi Goodman, Purdue U. Introduction: Philip L. Roth, Clemson U.

919 (S/M) Division Chairperson's Address and Business Meeting

4:10- 6:00 Convention Center: C109

The division chair will deliver her address, followed by comments from the past division chair, from 4:10-5:00. The business meeting will immediately follow, from 5:00-6:00 p.m.

Presenter: **Jeanne M. Logsdon**, U. of New Mexico *Discussant:* **Dawn R. Elm**, U. of St. Thomas

920 ©: (Paper Session) - (S/T) Environmental Performance 4:10-5:20 Convention Center: A208

Facilitator: Kimberly A. Wade-Benzoni, New York U.

- **ONE**: Engaging Sustainability: An Opportunity for Revitalizing External and Internal Worlds | **Hilary Bradbury**, Case Western Reserve U.
- → ONE: A Knowledge-Based View of Environmental Performance in Different Cultural Contexts: Canada, Japan, and China | Oana Branzei, U. of British Columbia; P. Devereaux Jennings, U. of British Columbia; Ilan Vertinsky, U. of British Columbia
- **○OM:** Employee Perceptions of Environmental Performance: The Mediating Roles of Teamwork and Empowerment | **Bonnie F. Daily**, New Mexico State U.; **James W. Bishop**, New Mexico State U.; **Robert Steiner**, New Mexico State U.

CM: Differential Framing of Environmental Disputes by Stakeholder Groups | Ralph Hanke, Pennsylvania State U.; Barbara Gray, Pennsylvania State U.; Linda L. Putnam, Texas A&M U.

921 **② ❖**: (Paper Session) - (SIT) Relationships and Helping Behavior

4:10-5:20 Convention Center: C204

Facilitator: Alan M. Saks, U. of Toronto

SIM: Doing Unto Others: The Reciprocity of Helping Behavior in Organizations | John R. Deckop, Temple U.; Carol C. Cirka, Ursinus College; Lynne Andersson, Temple U.

- ENT: The Social Dimension of Network Ties Between Entrepreneurial Firms: Implications for Information ACQ | Thang V. Nguyen, U. of Oregon; Lynnette Claire, U. of Oregon; Scott Bryant, Montana State U.
- CAR: Relational Stability: Correlates of Dyadic Ties That Stick Through Transition | Jonathon N. Cummings, Massachusetts Institute of Technology; Monica C. Higgins, Harvard U.
- OB: It's What You Do and How You Do It: Differing Predictors of Givers' and Receivers' Reactions to Favors | Francis J. Flynn, Columbia U.; Joel Brockner, Columbia U.

Facilitator: Cathleen McGrath, Loyola Marymount U.

- ❖BPS: Building Effective Exporter Networks: Evidence from the Istanbul Clothing Industry | Liesl Riddle, George Washington U.
- MC: The Need for Management Consulting Interventions to Build Effective Innovation Networks | Eric Davoine, U. of Lyon; Marc Bonnet, ISEOR/U. of Lyon
- PNP: Building Effective Networks: Development and Change in a Sheltered Workshop | Parshotam Dass, U. of Manitoba; Kenneth Zantow, U. of Southern Mississippi
- OMT: A Portfolio of Ties: Managing Knowledge Transfer and Learning Within Network Firms | Francesca Mariotti, Cardiff U.; Rick Delbridge, Cardiff U.

923 : (TIM) TIM Distinguished Speaker: Andy Van De Ven 4:10-5:20 Convention Center: C208

Innovation Scholarship and Practice: The Past, Present, and Future Distinguished Speaker: Andrew H. Van de Ven, U. of Minnesota

924 ❖ SHCS: *(TIM, OMT, BPS)* Knowledge Generation and Flow across Organization and Community Networks 4:10-5:20 Convention Center: C207

Speakers: Jan W. Rivkin, Harvard U.; Olav Sorenson, U. of California, Los Angeles; Toby E. Stuart, U. of Chicago; Lee Fleming, Harvard U.

Discussants: **Waverly W. Ding**, U. of Chicago; **Jesper B. Sorensen**, Massachusetts Institute of Technology

Tuesday 5:30PM

925 : (BPS) Business Policy and Strategy Business Meeting

5:30- 6:29 Adam's Mark: Director's Row H

Program Chair: Javier Gimeno, INSEAD

Division Chair: Albert A. Cannella Jr., Texas A&M U.

Professional Development Workshop Chair: Margaret A. Peteraf,

Dartmouth College

Division Chair-Elect.: Ranjay Gulati, Northwestern U.

926: (CAR) CAR Business Meeting

5:30- 6:29 Convention Center: A105

927 : *(CMS)* Critical Management Studies Business Meeting

5:30- 6:30 Adam's Mark: Plaza Court 6

928: (HR) HR Business Meeting

5:30- 7:00 Adam's Mark: Columbine *Organizer:* **Patrick Wright**, Cornell U.

929: (MED) MED Business Meeting

5:30-7:00 Convention Center: A113

Program Chair: **Regina Bento**, U. of Baltimore *Division Chair:* **Robert J. DeFillippi**, Suffolk U.

930 : (MOC) MOC Business Meeting

5:30- 6:30 Convention Center: C201

Division Chair: Neal M. Ashkanasy, U. of Queensland

931: (RM) Research Methods Business Meeting

5:30- 6:30 Convention Center: C101

Program Chair: Tojo Thatchenkery, George Mason U.

Division Chair: Dave M. Boje, New Mexico State U.

Professional Development Workshop Chair: Philip L. Roth,
Clemson U.

Division Chair-Elect.: Terri A. Scandura, U. of Miami

932: (TIM) TIM Business Meeting

5:30- 6:20 Convention Center: C208

Division Chair: Philip C. Anderson, INSEAD Division Chair-Elect.: Raghu Garud, New York U.

Tuesday 5:40PM

933: (IM) IM Business Meeting

5:40- 7:00 Convention Center: C102/104

Barry Richman Dissertation Award; Best Paper Award; Best Reviewer Awards: Review of Divisional Finances

Chair: Srilata Zaheer, U. of Minnesota

Facilitators: Farok J. Contractor, Rutgers U.; Joseph L.C. Cheng, U. of Illinois; Sully Taylor, Portland State U.; Schon L. Beechler, Columbia U.

Tuesday 5:45PM

934 : *(CM)* Conflict Management Division Business Meeting

5:45- 6:45 Adam's Mark: Plaza Court 1

All members of the CM division are invited and encouraged to attend and help to chart the division's future. A good time will be had by all. (Reception to follow)

Program Chair: Bruce Barry, Vanderbilt U.

Division Chair: Judi McLean Parks, Washington U.

Tuesday 6:30PM

935: (BPS) Business Policy and Strategy Social Hour 6:30-7:30 Adam's Mark: Gov. Sq. 17

936 : (OMA) Human Relations Reception

6:30- 8:30 Adam's Mark: Tower Court B

Organizer: Tamar Jeffers, Tavistock Institute

937 : (CAR) Careers Social Hour

6:30- 8:00 Convention Center: A106

938 : (MOC) Managerial and Organizational Cognition Division Social Hour

6:30- 7:30 Convention Center: C207

Division Chair: Neal M. Ashkanasy, U. of Queensland

939 : *(ODC)* ODC Social Hour 6:30-8:30 Convention Center: A205

940: (RM) Research Methods Division Social and Party

6:30- 10:30 Convention Center: C103

941 ©: (SIM) SIM Division Wine & Cheese Party and Boston College's Center for Corporate Citizenship's Best MBA Paper Award

6:30-8:00 Convention Center: C109

The division wine and cheese party is co-sponsored by The Center for Corporate Citizenship at Boston College to honor the Center's Best MBA Paper Award winner. The Center will present their Best MBA Paper Award at the beginning of the event.

942: (T/M) The Best Social Event in Town

6:30-8:30 Convention Center: C212

Division Chair: Philip C. Anderson, INSEAD

Tuesday 6:45PM

943 : (CM) Conflict Management Division Social Hour

6:45- 8:00 Adam's Mark: Gov. Sq. 16

Members and friends of the Conflict Management Division are

invited to partake in CM hospitality.

Program Chair: Bruce Barry, Vanderbilt U.

Division Chair: Judi McLean Parks, Washington U.

Tuesday 7:00PM

944 : (HR) HR Division Social Hour

7:00- 8:00 Adam's Mark: Columbine

Organizer: Patrick Wright, Cornell U.

945 : (MED) MED Social: Celebrating MED as a Living Network

7:00- 9:00 Convention Center: A108

Program Chair: Regina Bento, U. of Baltimore Division Chair: Robert J. DeFillippi, Suffolk U.

Wednesday, August 14, 2002

Wednesday 8:20AM

946 *: (Paper Session) - (MC) Efficient Networking between Business and Academia through Consulting

8:20- 10:20 Convention Center: C110

Chair: Esther Solomon, Fordham U.

- MC: Strategic Organizational Learning Environment: A New Model for University and Business Partnerships | Dale Jasinski, Quinnipiac U.; Steve Dunn, U. of Wisconsin, Oshkosh
- ❖ MC: Networks for Diffusing Knowledge: Use and Assessment of Management Consultants in Peripheral Economies | Celeste Maria Amorim, U. of Reading/U. of Minho Discussant: Kurt Motamedi, Pepperdine U.

Wednesday 8:30AM

947 ♥ ❖: (AA) Inclusive and Effective Networks: Linking Diversity Theory and Practice

8:30- 10:20 Convention Center: A205

Organizer: Barbara Parker, Seattle U.

Speakers: Parshotam Dass, U. of Manitoba; Bernardo M. Ferdman, Alliant International U.; Ronel Erwee, U. of Southern Queensland; Stella M. Nkomo, U. of South Africa; Christopher (Kit) Tennis, Sanchez Tennis & Associates; Jacqueline N. Hood, U. of New Mexico; Martin N. Davidson, U. of Virginia; Hisako Inaba, Kyoto U.; Sally Riggs Fuller, U. of New Mexico; Anita L. Sanchez, Sanchez Tennis & Associates; Barbara Parker, Seattle U.

948 : (BPS) Economic Underpinnings of RBV: Rent Generation Mechanisms in Strategic Factor Markets

8:30- 11:00 Adam's Mark: Gov. Sq. 17

Dynamics of Economic Rent Generation in Strategic Factor Markets Using Auctions | Ilgaz Arikan, Ohio State U.

- The Three Economics of the Resource-Based View | Jay Barney, Ohio State U.
- Combining TCE, RBV & Dynamic Capabilities Theories for Explaining Sustainable Competitive Advantage | **Joseph Mahoney**, U. of Illinois, Urbana-Champaign
- A Strategic Factor Market Perspective on Resource Accumulation Dynamics: The "Snowball Effect" | Richard Makadok, Emory U.
- The Value of a Real Option at Exercise and the Theory of Investment in the RBV | **Rita Gunther McGrath**, Columbia U.
- Accumulation and Exploitation of Technological Assets
 Through Inter-Firm Alliances | Joanne E. Oxley, U. of
 Michigan
- The Economic Underpinnings Of Resource-Based Theory:
 Appropriability Issues and Incentives Problems | Margaret

A. Peteraf, Dartmouth College

Rent Generation Through Dynamic Capabilities: Explaining Intra-Industry Differential Firm Performance | Christoph Zott. INSEAD

Discussant: Jay Barney, Ohio State U.

949 (BPS) A Multi-Generational Retrospective and Prospective on the Field of Business Policy and Strategy

8:30- 10:20 Adam's Mark: Director's Row E

2002 is the 30th Anniversary of the Division of Business Policy and Strategy. In part, this Symposium celebrates the 30 years of contribution by the Division to the development of the field of Business Policy and Strategy.

Speakers: William D. Guth, New York U.; Donald C. Hambrick, Pennsylvania State U.; Edward Zajac, Northwestern U.; Jan W. Rivkin, Harvard U.

950: (Paper Session) - (BPS) Divestitures and Spin-Offs: Antecedents and Post-Divestiture Evolution

8:30- 10:20 Adam's Mark: Plaza Court 3

Chair: Derrick E. D'Souza, U. of North Texas

- BPS: The Extended M&A Process: Understanding the Role of IPOs in Corporate Strategy | Jeffrey J. Reuer, Ohio State U.; Jung-Chin Shen, INSEAD
- **BPS:** Ownership Rights and the Choice Between Spin-Offs and Sell-Offs | **Rolf Buhner**, U. of Passau; **Patrick Stiller**, U. of Passau; **Abdul Rasheed**, U. of Texas, Arlington
- **BPS**: Debuts and Debutants: Examining New Firm Actions and Performance Following Spin-Off | **Matthew Semadeni**, Texas A&M U.

Discussant: **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.

951 : (Paper Session) - (BPS) Experiential Learning in Alliance and Acquisition Behavior

8:30- 10:20 Adam's Mark: Director's Row H

Chair: Nicola C. Dragonetti, INSEAD

- ❖BPS: The Value of Social Capital: The Effect of Alliance Experience and Acquisition History on Post-Acquisition Performance | Patrizia Porrini, New York U.
- BPS: Experience, Learning and Collaborative Returns in R&D Alliances Pa | Rachelle Sampson, New York U.
- BPS: Learning to Learn? The Development of Learning Capabilities in the Biotechnology Industry | Terry L. Amburgey, U. of Toronto; Andreas Al-Laham, U. of Dortmund; Kimberly A. Bates, U. of Toronto
- **BPS**: The Effect of Strategic Timing on the Learning Curve | **Kyung Min Park**, INSEAD

Discussant: Giovanni Gavetti, Harvard U.

952 → SHCS: (BPS, IM) Global Knowledge Competition: Industries, Companies, Projects, and Individuals

8:30- 10:20 Adam's Mark: Gov. Sq. 15

Chair: Stefanie Ann Lenway, U. of Minnesota

Managing New Industry Creation | Thomas P. Murtha, U. of Minnesota

From Global to Metanational: Company Strategies and Managerial Processes | **Yves Doz**, INSEAD

Global Meeting Grounds | Mary Yoko Brannen, San Jose State U.

From Global to Metanational: The Role of Knowledge Magnets | **Jose F.P. Santos**, INSEAD

Discussant: Peter S. Ring, Loyola Marymount U.

953 JS: (BPS, IM) Post-Crisis Restructuring and Strategic Renewal of Korean Firms

8:30- 10:20 Convention Center: A207

This symposium will be followed by a reception sponsored by the Korea Academy of Management.

Chairs: Yongsun Paik, Loyola Marymount U.; Sea-Jin Chang, Korea U.

Is Corporate Korea Doing Better with Restructuring?: The Case of Machinery Industry | Seungwha (Andy) Chung, Yonsei U.

Effect of the Crisis on the Relationship Between Financial and Social Performance of Korean Firms | Hun-Joon Park, Yonsei U.

The Development of the Venture Capital and Business Incubating Industry in Korea | Yong Suk Jang, U. of Utah

Revitalizing the Large Company Through Corporate
Venturing: The Lessons from Korean Experience | Hicheon
Kim, Hanyang U.

A Longitudinal Analysis of Korean Firms' International Alliance Activity | **Byung (Brian) Hee Lee**, California State U., Fullerton Effective Management of Foreign Affiliates | **Yongsun Paik**, Loyola Marymount U.

954 : $(Paper\ Session)$ - (CAR) Diversity, Gender and Career Judgments

8:30- 10:20 Convention Center: A105

Chair: Mary Mallon, Massey U., Palmerston North

CAR: Gender, Task Preferences, and Management Potential Judgments | Irene E. De Pater, U. of Amsterdam; Annelies E.M. Van Vianen, U. of Amsterdam; Agneta H. Fischer, U. of Amsterdam; Dominique Haijtema, N/A

- ❖ CAR: Antecedents of Managerial and Professional Career Trajectories and their Differential Effects on Blacks and Whites □ | Rochelle Parks-Yancy, Rutgers U.
- CAR: Gender Differences in the Creation of Hard and Soft Social Capital | Hetty Van Emmerik, Utrecht U.

Discussants: **Corinne A. Post**, Rutgers U.**; MaryAnne Hyland**, Adelphi U.

955 : (Paper Session) - (CM) Conflict Strategies in Team Settings

8:30- 10:20 Convention Center: A107 *Chair:* **Keith G. Allred**, Harvard U.

CM: How Come Things Don't Work Out: Incorporating Emotion Into Intragroup Conflict Research | Jane Yang, Louisiana State U.; Kevin W. Mossholder, Louisiana State U.

CM: Conflict Resolution Strategies in Leaderless Groups: An Exploratory Study of Their Impact | Kristin M. Jackson, Cornell U.; Randall S. Peterson, London Business School; Elizabeth A. Mannix, Cornell U.; William M. K. Trochim, Cornell U.

CM: Cooperation, Competition, and Team Performance: Towards a Contingency Approach | Bianca Beersma, U. of Amsterdam; John R. Hollenbeck, Michigan State U.; Stephen Humphrey, Michigan State U.; Henry Moon, U. of Maryland; Donald E. Conlon, Michigan State U.; Daniel R. Ilgen, Michigan State U.

CM: Constructive Controversy and Risk-Taking for Team Innovation in China | Dean Tjosvold, Lingnan U.; Zi You Yu, Lingnan U.

956: *(Paper Session) - (ENT)* **Opportunity Exploitation** 8:30-10:20 Convention Center: A212

Chair: Julie Carleton, Georgia State U.

→ ENT: Opportunity Exploitation and Modes of Organizing | Johan Wiklund, Stockholm School of Economics

ENT: The Allocation of Resources to Innovation and Imitation: An Assessment by Top Decision-Makers | Denis Grégoire, U. of Colorado, Boulder; Dean Shepherd, U. of Colorado, Boulder

ENT: Why 'Fools' Stay in: Persistence in the Pursuit of an Opportunity | Alfred Marcus, U. of Minnesota; Marc H. Anderson, U. of Minnesota

ENT: Exploiting an Opportunity: Entrepreneurs' Assessment of Imitation Threat and Liability of Newness | **Young Rok Choi**, Singapore Management U.

957 ❖: (Paper Session) - (ENT) Creating and Maintaining Networks

8:30- 10:20 Convention Center: A210

Chair: Reginald M. Beal, Florida A&M U.

- ENT: Entrepreneurial Networks and the Role of Lawyers | Lloyd P. Steier, U. of Alberta
- ❖ENT: Entrepreneurs' Access to Private Equity in China: The Role of Social Capital | Bat Batjargal, Stanford U./Peking U.; Mannie Liu, Renmin U.

ENT: From Dyadic Ties to Networks: A Model of Surrogate
Motherhood in the Portuguese Plastics Molds Industry
| Manuel Portugal Ferreira, U. of Utah

❖ ENT: Alliance Dynamics for Entrepreneurial Firms | Jeffrey J. Reuer, Ohio State U.; Africa Ariño, U. of Navarra

958 ❖ JS: (GDO, CAR) Complicating the Conversation: Building Relationships and Networks Across Dimensions of Diversity

8:30- 10:20 Convention Center: A101/103

Chairs: **Stacy Blake-Beard**, Harvard U.; **Laura M. Morgan**, U. of Michigan

Speakers: Maureen Scully, Simmons College; Anne Harbison, Harvard U.; Emily Heaphy, U. of Michigan; Kathi Miner-Rubino, U. of Michigan

Discussant: H. Timothy Ewing, Case Western Reserve U.

959 ❖: (Paper Session) - (IM) Acquiring Acquisition Acumen

8:30- 10:20 Convention Center: C104

Chair: Stephen B. Tallman, U. of Utah

- → IM: Nationality of Ownership and MNEs' International Strategies | Lilach Nachum, Cambridge U.
- →IM: Managing Cross-Border Acquisitions: Which Transfer of Experience Does Pay Off? | Louis Hebert, HEC, Montreal; Philippe Very, EDHEC
- → IM: Determining Ownership Positions in Acquisitions:
 Influences on Investments in European Targets D | John
 D. Francis, Iona College

Discussant: Mansour Javidan, U. of Calgary

960 : (Paper Session) - (IM) The Cultural Context of Management

8:30- 10:20 Convention Center: C102

Chair: Paula M. Caligiuri, Rutgers U.

- IM: Continuity and Change in Work Centrality: A Longitudinal Study | Moshe Sharabi, Emek Yezreel College; Itzhak Harpaz, Haifa U.
- → IM: Linking Human Resource Management Practices and Organizational Strategy: A Cross-National Study | C. Christopher Baughn, Boise State U.; Keith F. Ward, Boise State U.; Mark A. Buchanan, Boise State U.
- → IM: The Influence of Cultural Values on Contextual Performance: A Two-Country Comparison | Soo Min Toh, Texas A&M U.; Shung Jae Shin, Texas A&M U.; Arup Varma, Loyola U., Chicago; Srinivas Ekkirala S, Xavier Labour Relations Institute
- → IM: Cross Cultural Study of Leadership Prototypes: Evidence from a Developing Country | Syed Aqeel - Tirmizi, Lahore U. of Management Sciences

Discussant: Schon L. Beechler, Columbia U.

961 (MED) Curriculum Integration in a Part-Time MBA Program

8:30- 10:20 Convention Center: A113

Curriculum Integration Development Process | Mary A. Higby, U. of Detroit, Mercy

Integration in a Gateway Course: Personal Development,
Team Building, and Social Responsibility | Mary Ann Hazen,
U. of Detroit, Mercy

Integrated Learning as a Desired Outcome | Gary A. Giamartino, U. of Detroit, Mercy

962 ☐ ❖ JS: (MED, PNP, SIM) Pushing Pedagogy Forward: Academy Partners Fellows Building Networks through Service-Learning

8:30- 10:20 Convention Center: A108/110

Chair: Amy L. Kenworthy-U'Ren, Bond U.

Developing Courses with a Double-Bottom Line: Learning and Serving the Community | **Silvia Dorado**, U. of Massachusetts, Boston

Exploring New Directions in Learning: Service-Learning Integration at Augusta State | Saundra J. Reinke, Augusta State U.

The Impact of Community-Based Service-Learning on Departments of Management: A Research Project | Ann Whitney Breihan, College of Notre Dame, Maryland

Service-Learning in Hong Kong: Developing an International Partnership | **Donna M. Trent**, Eckerd College

Discussants: **John Saltmarsh**, Campus Compact; **Sandra Waddock**, Boston College

963 : (Paper Session) - (MH) Quality Issues in Management History

8:30- 10:20 Convention Center: A104

Chair: Charles Booth, U. of the West of England

- MH: Networking the Scientific Management Revolution: How Frederick W. Taylor Built a Vast Constituency | Andrea Gabor, City U. of New York, Baruch College
- MH: SCQ Before Deming: The Works of Walter Shewhart | Joseph Michael Stauffer, U. of Oklahoma
- MH: Xerox PARC: Lessons Learned From the Development of the Personal Computer | Wilfred W. Wu, U. of Oklahoma, Norman
- MH: Truly Lean Production: The Road Less Traveled | Sara McComb, U. of Massachusetts, Amherst; Alan G. Robinson, U. of Massachusetts, Amherst

Discussants: Karl Moore, McGill U.; Ira T. Kaplan, Hofstra U.; Chester Spell, Washington State U., Richland; Joseph Michael Stauffer, U. of Oklahoma

964 SHCS: (MH, MSR) Labor and Capital in Symbol and Allegory

8:30- 10:20 Convention Center: C207

Symbols of Good, Bad, and Ugly: Economic Activity as Subject Matter in 19th and 20th Century Western | Craig S. Galbraith, U. of North Carolina, Wilmington

Art in the Management Classroom: A Pedagogical Experiment | **Joel Ryman**, U. of North Carolina, Wilmington

The Wealth of Nations in the Utopia of Thomas More | Curt H. Stiles, Seton Hall U.

965 : (OB) Integrating Trust Perspectives: Foundations for a Revised Integrative Model of Organizational Trust

8:30- 10:20 Adam's Mark: Gov. Sq. 11

Chairs: **Daniel J. McAllister**, Georgetown U.; **Kurt T. Dirks**, Washington U.

Trust in Peer to Peer Delegation: The Role of Ability,
Benevolence, and Integrity | John B. Stark, U. of Missouri

Transformations in Relational Logic: How Types of Supervisory Trust Interact to Predict OCB | **Gregory A. Bigley**, U. of Washington

The Relationship Between Dimensions of Trust on Leader and Organizational Citizenship Behavior | **Daniel Skarlicki**, U. of British Columbia

The Integrative Model of Organizational Trust: A Reassessment | **Hwee-Hoon Tan**, National U. of Singapore *Discussants:* **Roy J. Lewicki**, Ohio State U.; **David Schoorman**, Purdue U.

966 : (Paper Session) - (OB) Teams Research: Types, Processes, and Issues

8:30- 10:20 Adam's Mark: Gov. Sq. 10 *Chair:* **Lucinda Lawson**, Lehigh U.

OB: The Debiasing Effect of Counterfactual Mind-Sets on Group Decisions | Laura Kray, U. of Arizona

OB: Context & Boundary Interactions in Cross-Functional Teams | Stephen G Green, Purdue U.; Sara McComb, U. of Massachusetts, Amherst; Dale Compton, Purdue U.

OB: Problem-Solving Teams, Initial Premises, and External Standards: A Re-Examination of Gersick's Model | Daniel Tzabbar, U. of Toronto; John M. Oesch, U. of Toronto

OB: Individual Consequences of Social and Interdependence-Based Person-Team Fit | David J. Glew, U. of Tulsa Discussant: Mary J. Waller, U. of Illinois

967 ❖ SHCS: (OB, CAR) Development and Success of Management and Leadership Talent in a Netcentric Economy

8:30- 10:20 Adam's Mark: Gov. Sq. 12

Leadership in the Virtual Workplace | **Gretchen Spreitzer**, U. of Michigan

Idiosyncratic Deals and Psychological Contracts of Career Advancement | **Denise M. Rousseau**, Carnegie Mellon U.

Career Consequences of Developmental Networks | Monica C. Higgins, Harvard U.

Manager and Organization Learning Enablers in Utilizing Work Experiences to Develop Managerial Talent | Paul E. Tesluk, U. of Maryland

968 JS: *(OB, HR)* Perceived Organizational Support: Employer Commitment to Employees

8:30- 10:20 Convention Center: C209

Chair: Robert Eisenberger, U. of Delaware

Perceived Organizational Support: The Supervisor as a Symbol of the Organization | Ivan Laars Sucharski, U. of Delaware

Perceived Support and Affective Commitment at the Organizational and Local Work Unit Levels | Louis C. Buffardi, George Mason U.

Politics and Work Outcomes: A Multilevel Analysis of the Role of Perceived Organizational Support | Wayne A. Hochwarter, Florida State U.

Organizational Commitment: Roles of Perceived Organizational Support and Human Resource Practices | *Discussant:* **Robert Eisenberger**, U. of Delaware

969 ♥ ❖ JS: (OB, S/M) Interwoven Relationships: Incorporating Context into Organizational Research

8:30- 10:20 Convention Center: A209

Chairs: **Joerg Dietz**, U. of Western Ontario; **S. Douglas Pugh**, U. of North Carolina, Charlotte

Speakers: John Burrows, Tulane U.; Elizabeth Eve Umphress, Tulane U.; Rebecca M. Butz, Tulane U.; Arthur P. Brief, Tulane U.; Lotte Scholten, U. of Amsterdam; Jack W. Wiley, Gantz Wiley Research; Katherine Klein, U. of Maryland; Jessica Saltz, U. of Maryland; Gary Johns, Concordia U.

Discussant: Yitzhak Fried, Wayne State U.

970 ❖: (ODC) Managing Multiple Dimensions: Mastering the Capability-Opportunity Challenge

8:30- 10:20 Convention Center: C109

Speakers: Jay R. Galbraith, U. of Southern California; Paul Adler, U. of Southern California; Anat Lechner, Rutgers U.

971 : (Paper Session) - (ODC) Processes and Outcomes of Strategic Change

8:30- 10:20 Convention Center: C112

Chair: Thomas C. Head, Roosevelt U.

ODC: Temporal Focusing in Strategic Change | **Quy Nguyen-Huy**, INSEAD

CODC: Enduring Change in the Public Sector: A 25-Year Follow-Up Study of a Successful Merger | R. Wayne Boss, U. of Colorado, Boulder; Mark L. McConkie, U. of Colorado, Colorado Springs; Robert T. Golembiewski, U. of Georgia

ODC: Program Commitment in the Implementation of strategic Change | Mitchell J. Neubert, Baylor U.; Diana J. Wong-Ming Ji, Bowling Green State U.; Janet L. Hartley, Bowling Green State U.; David A. Hofmann, U. of North Carolina, Chapel Hill

ODC: Radical Changes and Financial Performance: A Macro Longitudinal Study | Zachary Sheaffer, Tel Aviv U.; Orly Yeheskel, Tel Aviv U.; Yoav Ganzach, Tel Aviv U.

→ ODC: Elusive Institutions of Reform: Understanding the Corporate Change Process in the Chinese State-Owned Enterprises | John Hassard, U. of Manchester Institute of Science & Technology

Discussant: Keith P. Bahde, Benedictine U.

972 : (Paper Session) - (OMT) Alliances and Embeddedness

8:30- 10:20 Adam's Mark: Tower Court B

Chair: David L. Deephouse, U. of Alberta

OMT: Time Orientations of Strategic Alliances: Alliance Horizons and Opportunistic Behavior | T.K. Das, City U. of New York, Baruch College; Noushi Rahman, City U. of New York, Baruch College

- ❖ OMT: The Social Structure of Cooperation: Embeddedness and Network Relationships | Marco Tortoriello, Carnegie Mellon U.; Vincenzo Perrone, Bocconi U.
- → ❖ OMT: One Size Does Not Fit All: A Contingency
 Perspective on Embeddedness Effects | Kuang-chi Chang,
 U. of Chicago
- *OMT: Dealing with Surprises: Collaborating in an Alliance Team | David Oliver, Imagination Lab Foundation; Johan Roos, Imagination Lab Foundation

973 ❖: (Paper Session) - (OMT) Institutional Networks: Pressures, Linkages and Choices

8:30- 10:20 Adam's Mark: Gov. Sq. 9

Chair: Tiffany L. Galvin, U. of Texas, Dallas

OMT: Three Theories Explaining the Choice to Franchise | **Taco Reus**, Florida State U.

OMT: Virtual Organizations: The Preinstitutional Path to Ongoing Goal Accomplishment | **Linda Isenhour**, U. of Central Florida

OMT: Unexpected Outcomes of Institutional Linkages in Turbulent Industries | Bin Zhao, U. of Western Ontario; David Loree, U. of Western Ontario

OMT: Processes of Partner Choices: Competing for Resources and Legitimacy | Candace Jones, Boston College; Sharon McKechnie, Boston College

974 ©: (Paper Session) - (ONE) Corporate Environmental Information: Sources, Management, and Reporting 8:30-10:20 Convention Center: C108

Chair: Gordon P. Rands. Western Illinois U.

ONE: Proactive Environmental Management of Ecological Information | Andrew Griffiths, U. of Wollongong; Joseph A. Petrick, Wright State U.; Veronica Fung, Queensland U. of Technology

ONE: Corporate Environmental Reporting: Are You Getting What You Want? | R. Scott Marshall, Portland State U.; Darrell Brown, Portland State U.

❖ONE: Regional Innovation Networks for Environmental Management | Gregory Theyel, California State U., Hayward Discussants: Oana Branzei, U. of British Columbia; Bruce Paton, Silicon Valley Center for Innovation and Sustainability; Jorge Rivera, U. of Colorado, Denver

975 : (Paper Session) - (RM) Manufacture of Management Knowledge: Perspectives, Problems, and Controversies 8:30-10:20 Convention Center: C210

Chair: Stewart Clegg, U. of Technology, Sydney

RM: Journals as Producers of Knowledge: Theory and Application to the Field of Management | Abagail McWilliams, U. of Illinois, Chicago; Donald S. Siegel, Rensselaer Polytechnic Institute; David D. Van Fleet, Arizona State U.

RM: Beyond Positivist and Interpretive Studies: The Transformative Approach to Inquiry | **Don Antunes**, Cambridge U.

Discussants: Mary Fambrough, Alliant International U.; Carolyn Gardner, Radford U.

976 \square \circ : (Paper Session) - (SIM) New Approaches to Social Issues in Management Research

8:30- 10:20 Convention Center: A206

Chair: Jeffrey Gale, Loyola Marymount U.

SIM: Multidirectional Stakeholder Networks: Specifying Capability, Turbulence and Reputation | Mark A. Heuer, George Washington U.; Mark Starik, George Washington U. SIM: Testaments as Facilitators of Trust and Self-Regulation | Ron Roman, U. of Pittsburgh

SIM: Radar Screens, Astroturf, and Dirty Work: An Ethnographic Exploration of Corporate Political Behavior | James E. Mattingly, U. of Missouri

Discussants: **Diane L. Swanson**, Kansas State U.; **Craig S. Fleisher**, U. of New Brunswick

977 ©: (Paper Session) - (S/T) Decision Making 8:30-10:20 Convention Center: A208

Facilitator: Don Moore, Carnegie Mellon U.

BPS: Decision-Making Speed Expertise | **Frank C. Schultz**, Michigan State U.

ENT: Sequential Decision Making and Performance: A Study of Venture Capital Decision Making Processes | **Isin Guler**, U. of Pennsylvania

→ OB: Culture and Competitive Decision Making: The Mediating and Moderating Effects of Individualism | Xiao-Ping Chen, U. of Washington, Seattle; Shu Li, Nanyang Technology U.

MOC: The Straw That Broke the Camel's Back: Making Radical Decisions in an Incremental Process | Frances H. Fabian, Tulane U.

978 • •: (Paper Session) - (S/T) Knowledge and Its Sharing 8:30-10:20 Adam's Mark: Director's Row F

Facilitator: Fernando Olivera, U. of Western Ontario

- OB: Why Should I Trust You? Antecedents of Trust in a Knowledge Transfer Context | Daniel Z. Levin, Rutgers U.; Robert L. Cross, U. of Virginia; Lisa C. Abrams, IBM Institute for Knowledge-based Organizations
- OB: Giving Up the 'Secret of Fire': The Impact of Incentives and Self-Monitoring on Knowledge Sharing. | Dishan Kamdar, National U. of Singapore; Glenn J. Nosworthy, National U. of Singapore; Ho-Beng Chia, National U. of Singapore; Yue-Wah Chay, Singapore Management U.
- IM: Stickiness and Adaptation of Complex Knowledge in Cross-Border Knowledge Transfers | Robert James Jensen, U. of Pennsylvania

979 : (Paper Session) - (S/T) National Culture in Organizational Research

8:30- 10:20 Convention Center: C204

Facilitator: Chun Hui, Chinese U. of Hong Kong

●OB: Exploring Effects of Cultural Values on the Relationship between Social Beliefs and Managerial influence | Ping Ping Fu, Chinese U. of Hong Kong; Jeffrey C. Kennedy, Lincoln U., New Zealand; Michael Harris Bond, Chinese U. of Hong Kong; Gary A. Yukl, State U. of New York, Albany; E. S. Srinivas, XLRI Jamshedpur, India; Selda Fikret Pasa, Bogazici U.; Adith Cheosakul, Chulalongkorn U.; T.K. Peng, I-Shou U.; Paul L. Koopman, Free U., Amsterdam; Leonel Prieto, New Mexico State U.; Marie-Francois Lacassagne, U. de Bourgogne; Hiro Higashide, Waseda U.; Jasmine Tata, Loyola U., Chicago

- OM: The Importance of National Culture in Operations Management Research | Mark Pagell, Oregon State U.; Jeffrey P. Katz, Kansas State U.; Chwen Sheu, Kansas State U.
- → IM: Survey Response Bias Among Chinese Managers:
 Overconfidence or Modesty? □ | Robert Culpepper,
 Stephen F. Austin State U.; Liming Zhao, Lexmark, Inc.; Clyde
 Lowery, Lockheed Martin
- RM: Cross-Cultural Comparison of Construct Means: The Issue of Partial Measurement Invariance | Gordon W. Cheung, Chinese U. of Hong Kong

Wednesday 8:45AM

980 : (Paper Session) - (GDO) Is It Sex or Gender? Predicting Reactions to Work

8:45- 10:20 Convention Center: A109

Chair: La Verne Hairston Higgins, Le Moyne College

GDO: Can Work Domain Variables Predict Family Interference with Work? A Comparison of Men and Women | T.

Alexandra Beauregard, London School of Economics

- **GDO**: What Managers Seek From Their Careers: Expanding the Traditional Model of Career Satisfaction | **Kimberly A. Eddleston**, Northeastern U.
- GDO: Gender as a Predictor of Relational and Independent Approaches to Work | Cynthia Trapani Matthew, Columbia U.; Gina Antonella Buontempo, Columbia U.; Frederic P. Delmhorst, Columbia U.; Caryn J. Block, Columbia U. Discussants: Marianne Miller, Virginia Commonwealth U.; David A.

Kravitz, George Mason U.

Wednesday 9:00AM

981 □ • . (AA) The Energy of Positive Professional Practice: Examples of a Working Net

9:00- 10:20 Convention Center: A201

Organizer: Elena P. Antonacopoulou, U. of Manchester Positive Support in Tragic Times | Kim S. Cameron, U. of Michigan

Positive Rethinking of Knowledge Production | **Steve W. Fuller**, Warwick U.

Positive Contributions to Pedagogy and Management Education | Elena P. Antonacopoulou, U. of Manchester Positive Initiative Supporting Co-Education | Regina Bento, U. of Baltimore

982 : (AAC) Placement Registration

9:00- 12:00 Hyatt: Pikes Peak

Organizer: Nancy H. Leonard, West Virginia U.

983: (AAC) Registration

9:00- 12:00 Convention Center: Ballroom

Organizer: Nancy Urbanowicz, Academy of Management

984 : (AAC) Membership

9:00- 12:00 Convention Center: Ballroom

Discover the benefits of membership, update member information, find out how to get involved.

Organizer: Jane Whitney Gibson, Nova Southeastern U. Section D

985 ☐ ❖: (Paper Session) - (HCM) Research on the Interface of Consumers and Healthcare Delivery: Linking Theory and Practice

9:00- 10:20 Convention Center: A112

Chair: Jullet A. Davis, U. of Alabama, Tuscaloosa

- + HCM: Novel Modes of Knowledge Production? Producer/ Consumer Interactions in Health Services Research | Ewan Ferlie, Imperial College of Science, Technology and Medicine; Martin Wood. N/A
- **HCM**: Waiting Lists in Dutch Health Care: An Analysis From an Organization Theoretical Perspective | **Patrick Kenis**, Tilburg U.
- HCM: The Effects of Sociodemographic Characteristics on Patient Satisfaction Under Three Managed Care Conditions | Kevin LaFrance, U.S. Army/Baylor U.; Samuel Robert Hernandez, U. of Alabama, Birmingham; Richard M. Shewchuk, U. of Alabama, Birmingham

Discussant: **Thomas F. Hilton**, National Institutes of Health/ National Institute on Drug Abuse

986 : (Paper Session) - (MOC) Individual Identity and the Concept of Fit

9:00- 10:20 Convention Center: C201

Chair: Danna Greenberg, Babson College

- MOC: Why does Dissimilarity Matter? Contrasting Self-Categorization with Similarity–Attraction | Prithviraj Chattopadhyay, U. of New South Wales; Elizabeth George, U. of New South Wales; Sandra A. Lawrence, U. of Queensland
- → MOC: The Brain Makes the Fit: On the Materialist
 Hypothesis to Consciousness, Neuropsychology and
 Person–Organization Fit | Jon Billsberry, Open U., U.K.;
 John Moss-Jones, Open U., U.K.; Philip Marsh, Open U., U.K.
 MOC: Creating an Individual Work Identity | Kate Walsh.

Cornell U.; Judith R. Gordon, Boston College Discussant: Judith B. White, Dartmouth College

987 : (OC/S) Conceptualizing Change in Communicative Genres: Exploring Levels of Analysis and Drivers

9:00- 10:20 Convention Center: A204

Chair: Natalia Levina, New York U.

Speakers: Carsten Osterlund, Massachusetts Institute of Technology; Kevin Crowston, Syracuse U.; Jennifer Howard-Grenville, Boston U.

Discussant: JoAnne Yates, Massachusetts Institute of Technology

988 : (Paper Session) - (TIM) Technological Determinants of Firm Boundaries

9:00- 10:20 Convention Center: C208

Chair: Kyle J. Mayer, U. of Southern California

TIM: Technological Uncertainties as Strategic Concerns in Vertical Integration | **Mingchun Sun**, Stanford U.

TIM: A Knowledge-Based Perspective on the Internal Boundaries of the Firm | **Phanish Puranam**, London Business School

TIM: Organizational Integration of Acquired Biotechnology Companies in Pharmaceutical Companies | Lars Schweizer, U. of Bamberg TIM: Large-Small Firm Partnerships for Innovation: The Choice Between Equity Alliance and Acquisition | Margaret Dalziel, U. of Ottawa

989 : (Paper Session) - (TIM) Information Technology and Performance

9:00- 10:20 Convention Center: C212

Chair: Jon W. Beard, Southern Illinois U., Edwardsville

TIM: Reconciliation of Differences in Interpretation of Misalignments When Collaborative Technologies are Introduced Into New Product Development Teams

Gerald I. Susman, Pennsylvania State U.; Barbara Gray, Pennsylvania State U.; Candace Blair, Pennsylvania State U.; John Perry, Pennsylvania State U.

TIM: Information Technology and the Formation of Firm Capabilities: The Moderating Effect of Process Choice | Michael J. Fern, U. of North Carolina, Chapel Hill; Laura B. Cardinal, U. of North Carolina, Chapel Hill; Aleda V. Roth, U. of North Carolina, Chapel Hill

TIM: Implementing Computer Technology: A Field Test and an Extension of Klein and Sorra's Model | Patricia J. Holahan, Stevens Institute of Technology; Zvi Harold Aronson, Stevens Institute of Technology; David Schoorman, Purdue U.

TIM: A Longitudinal Study of Software Quality Improvement and Information Technology Infrastructure Costs | **Sandra Slaughter**, Carnegie Mellon U.; **Donald Harter**, U. of Michigan

Wednesday 10:40AM

990 : (AA) Networks Between Businesses and Regulators: A Win-Win Approach to Environmental Protection?

10:40- 12:00 Convention Center: A205

Chair: Stuart Hart, U. of North Carolina, Chapel Hill Speakers: Magali Delmas, U. of California, Santa Barbara; Jorge Rivera, U. of Colorado, Denver; Lawrence Pratt, INCAE; Peter DeLeon, U. of Colorado, Denver; Bradford S. Gentry, Yale U.; Oxana OBanion, U. of Colorado, Denver

991 ❖: (AA) The Role of Networks on Entrepreneurial Processes and Outcomes

10:40- 12:00 Convention Center: A201

Chairs: Ha Hoang, INSEAD; Javier Gimeno, INSEAD

Competition and Corporation: From Entrepreneurial Structure to Corporate Structure | Ryon Lancaster, Northwestern U.

Organizational Growth and Collaborative Capability: Science and Strategy in a Knowledge-Intensive Field | **Kenneth W. Koput**, U. of Arizona

Emerging Entrepreneurial Teams: The Role of Networks | Howard Aldrich, U. of North Carolina

The Role of Networks on the Nascent Entrepreneurial Process | Ha Hoang, INSEAD

Discussants: **David Bruce Audretsch**, Indiana U., Bloomington; **Arnold C. Cooper**, Purdue U.

992: (Paper Session) - (BPS) The Role of Reputation on Competitive Behavior and Performance

10:40- 12:00 Adam's Mark: Plaza Court 3

Chair: Manuel Becerra, Instituto De Empresa

BPS: Reputation Spillover: How Changes in Corporate Reputation Affect Competitive Action
Texas A&M U.; Richard H. Lester, Texas A&M U.; Metin Sengul, INSEAD

BPS: Of Market Signals, Chords, and Tunes: An Empirical Examination of the Relationship Between Strategic Actions and Market Value of Internet Firms | Violina Rindova, U. of Maryland; Walter J. Ferrier, U. of Kentucky; Robert Wiltbank, U. of Washington

● BPS: Walking the Talk: An Empirical Test of the Relative Effects of Organizational Reputation and Employee Know-How on Performance | Alice C. Stewart, Ohio State U.

BPS: Organizational Competence and Firm-Specific Tobin's Q: Moderating Role of Corporate Reputation | **Moses Acquaah**, U. of North Carolina, Greensboro

Discussant: David L. Deephouse, U. of Alberta

993 : (Paper Session) - (BPS) Building and Valuing Intellectual Capital

10:40- 12:00 Adam's Mark: Director's Row H *Chair:* **Raymond Van Wijk**, Erasmus U.

BPS: A Thematic Analysis and Critical Assessment of Absorptive Capacity Research | Pu | Peter J. Lane, Arizona State U.; Balaji R. Koka, Arizona State U.; Seemantini M. Pathak, Arizona State U.

BPS: A Framework for Valuing Intellectual Capital Using Bourdieu's Forms of Capital | **Ken Ogata**, U. of Alberta

BPS: Intellectual Capital and Firm Performance: A Two Sample Test | **Kira Kristal Reed**, Syracuse U.; **Narasimhan Srinivasan**, U. of Connecticut

BPS: Intangible Capital as Drivers of Value: Resources,
Capabilities and Management Systems ☐ | Catherine
Maritan, State U. of New York, Buffalo; Karen Schnatterly, U. of
Minnesota

994 : (Paper Session) - (BPS) The Governance of Innovation: Effect of Top Management Teams and Governance Structures on Innovation

10:40- 12:00 Adam's Mark: Director's Row E

Chair: Ragnhild Kvalshaugen, Norweigan School of Management

BPS: Top Management Team Attributes, Corporate Governance and R&D Investment Strategy | **Yasemin Y. Kor**, U. of Delaware

BPS: CEO Tenure and Pharmaceutical Patent Filings Under Differing Levels of Technological Uncertainty | Sibin Wu, U. of Wisconsin, Milwaukee; Edward Levitas, U. of Wisconsin, Milwaukee; Richard L. Priem, U. of Wisconsin, Milwaukee

BPS: The Influence of Outside Directors Incentive Pay on Firms' R&D | **Yuval Deutsch**, York U.

BPS: The Impacts of Governance Structures on Patenting Behavior in the U.S. Semiconductor Industry | Yoon-Suk Baik. Purdue U.

Discussant: Parthiban David, U. of Notre Dame

995 > JS: (BPS, IM) Corporate Refocusing: New **Perspectives and International Comparisons**

10:40- 12:00 Convention Center: A207

Chair: Mike Wright, U. of Nottingham

Speakers: Donald D. Bergh, Pennsylvania State U.; Richard A. Johnson, U. of Missouri, Columbia; Robert E. Hoskisson, U. of Oklahoma; Laszlo Tihanyi, U. of Oklahoma; Steve Toms, U. of Nottingham; Garry D. Bruton, Texas Christian U.; William P. Wan, Thunderbird, The American Graduate School of International Management

996 SHCS: (BPS, MOC, OB) How Much Do Managers Need Accurate Perceptions to Strategize?

10:40- 12:00 Adam's Mark: Gov. Sq. 15

Chairs: John Mezias, U. of Miami; William H. Starbuck, New York

Which Mistakes Matter? | Sidney G. Winter, U. of Pennsylvania Some Reasons to Doubt the Accuracy of Managers'

Perceptions | William H. Starbuck, New York U.

Investigating Perceptual (In)accuracy in Strategizing: Methodological Problems & Tentative Solutions | Gerard P. Hodgkinson, Leeds U.

Coping with Inaccurate Perceptions | John Mezias, U. of Miami Accuracy or Agreement? A Constructionist View of Managerial Cognitive Competence | Joseph Porac, Emory U.

997 : (CAR) Experiencing Networks, Exploring Career Issues

10:40- 12:00 Convention Center: A105

This session is an experiential exploration of networks and issues related to conceptualizing objective and subjective perceptions of careers. Attendees will be active participants in an exploration of networks and careers issues.

Facilitators: Allan W. Bird. U. of Missouri, St. Louis: Monica L. Forret, St. Ambrose U.; Martin Greller, U. of Wyoming; Hugh Gunz. U. of Toronto

Moderator: Gregory K. Stephens, Texas Christian U.

998: (Paper Session) - (ENT) Cultural, Governmental, and Social Influences

10:40- 12:00 Convention Center: A210

Chair: Irene M. Duhaime, Georgia State U.

→ **ENT**: Opening the Black Box of Regional Culture: A Cross-Section of 54 Regions | Sjoerd Beugelsdijk, Tilburg U.; Niels G. Noorderhaven, Tilburg U.; Anton van Schaik,

ENT: Governments, Entrepreneurs, and Positive Externalities: A Real Options Perspective | Seung-Hyun Lee, Ohio State U.; Mike W. Peng, Ohio State U.

ENT: An Evaluation of Incubators as a Sustainable Institutional Form for High-Technology Venturing | Victor Seidel. Stanford U.

ENT: Social and Institutional Barriers to Market Entry | **Jeffrey** A. Robinson, Columbia U.; Gregory Fairchild, U. of Virginia

999 : (Paper Session) - (ENT) Family Business

10:40- 12:00 Convention Center: A212

Chair: Melissa S. Cardon, Case Western Reserve U.

ENT: Stakeholder Mapping Technique: Toward the Development of a Family Firm Typology | Pramodita Sharma, Wilfrid Laurier U.

ENT: Feuding Families: When Conflict Does a Family Good | Franz Kellermanns, U. of Connecticut; Kimberly A. Eddleston, Northeastern U.

ENT: An Examination of the Antecedents of Conflict Over Money, Management, Vision, and Control in Family Businesses | Michael W. Wakefield, Southern Colorado U.; Terrence C. Sebora, U. of Nebraska

❖ENT: Gendered Network Dynamics: The Impact of Spousal Influence on the Cooperative Network Orientation | Ritch L. Sorenson, Texas Tech U.; Cathleen Folker, U. of St. Thomas

1000 JS: (GDO, HR, OB) Can the Company Make a Difference? Organizational Practices and the Inclusion of Women in Management

10:40- 12:00 Convention Center: A101/103

Chair: Katherine Giscombe, Catalyst

How Much Progress Have Women Made? Announcements of Women's and Men's Job Moves in the WSJ | Karen S. Lyness, Baruch College

A Longitudinal Examination of Career Mobility of Women of Color | Katherine Giscombe, Catalyst

Organizational Climate and the Effective Inclusion of Women Managers | Marian N. Ruderman, Center for Creative Leadership

Perceived Inclusion and the Experience of Fair Treatment: An Examination of Gender and Justice | Brian Welle, Catalyst / New York U.

Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee

1001 JS: (GDO, HR, OB) The Work-Life Interface: Firm Implementation, Individual Preferences, and Behavior

10:40- 12:00 Convention Center: A108/110

Chair: Jill Perry-Smith, Emory U.

Walking the Talk: Why Some Organizations are More Successful than Others at Implementing Work-Life | Lynn Perry Wooten, U. of Michigan

The Role of Perceived Implementation Attributes of Work-Life Policies in Individual Decision-Making | Ellen Ernst Kossek, Michigan State U.

The Role of Images in Influencing the Effects of Work-Life Policies on Recruitment and Retention | Ann Marie Ryan, Michigan State U.

It's Not that I Don't Like You: Preferences for Segmentation & Engagement in Discretionary Organization | Nancy Rothbard, U. of Pennsylvania

1002 JS: *(GDO, OB, OMT)* The Impact of Gender Context on Individuals and Organizations

10:40- 12:00 Convention Center: C101/103 *Chair:* **Alison M. Konrad**, Temple U.

The Effects of Gender Context: A Meta-Analysis | Caren Goldberg, George Washington U.

More or Less: Gender Composition of Universities and the Hiring of Women Faculty | **Heather Geraci**, Cornell U.

Relational Demography:An Investigation of Demographic Dissimilarity and Identity | **Christine Marie Riordan**, U. of Georgia

Perceived Discrimination and Organizational Support: The Effects of Hospital Unit and Hospital Lead | Kathleen M. Cannings, Uppsala U.

Developing a Measure of Sex-Role Spillover | Bambi M. Douma, U. of Arizona

Discussant: Mary E. Graham, Clarkson U.

1003 (Paper Session) - (HCM) Integrated Health Networks: Prespectives on Strategy

10:40- 12:00 Convention Center: A112

Chair: Hanh Q. Trinh, U. of Wisconsin, Milwaukee

- *HCM: Who Do They Serve? Community Responsiveness Among Hospitals Affiliated with Health Systems and Networks | Shoou-Yih Daniel Lee, U. of North Carolina, Chapel Hill; Jeffrey A. Alexander, U. of Michigan; Gloria J. Bazzoli, Virginia Commonwealth U.
- EHCM: From the Ladder of Intended Vertical Integration Toward the Business of Realized Diversification | David R. Williams, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Alabama, Birmingham
- HCM: The Effects of Relative Resource Configuration, Organizational Legitimacy, and Integration on Divestiture | Melissa Succi-Lopez, Chapman U.; Shoou-Yih Daniel Lee, U. of North Carolina, Chapel Hill; Jeffrey A. Alexander, U. of Michigan

Discussant: K. Joanne McGlown, Battelle Memorial Institute

1004 : (Paper Session) - (IM) IB Research: Let's Give'em Something to Talk About

10:40- 12:00 Convention Center: C102

Chair: Aharon Tziner, Netanya Academic College

- → IM: Forgotten and Neglected Language: The Orphan of International Business Research | Alan Feely, U. of Aston; Anne-Wil Harzing, U. of Melbourne
- → IM: The Role of Language in Cross-National Mail Survey Research | Anne-Wil Harzing, U. of Melbourne
- → IM: What Matters Most? A Review of MNE Literature, 1990-2000 | Eunni V. Rangamohan, Boston U.; James E. Post, Boston U.
- IM: Thirty Years of International Business Environment Research in International Business Studies | Manuel Portugal Ferreira, U. of Utah; Dan Li, U. of Texas, Dallas; Stephen E. Guisinger, U. of Texas, Dallas

Discussant: Lilach Nachum, Cambridge U.

1005: (Paper Session) - (IM) Development in Emerging Economies

10:40- 12:00 Convention Center: C104

Chair: Hemant Merchant, Simon Fraser U.

IM: Collaboration Across Borders: Benefits to Firms in an Emerging Economy | Rekha Krishnan, Tilburg U.; Niels G. Noorderhaven, Tilburg U.

IM: How Does the Size of an Informal Economy Affect FDI in Developing Countries? | Anna Lamin, U. of Minnesota

- → IM: Organizational Coping with Institutional Upheaval: The Case of Transition Economies in CEE | Kendall Roth, U. of South Carolina; Tatiana Kostova, U. of South Carolina
- → IM: Administration and Development Revisited Twenty Years Later | Taieb Hafsi, Ecole des Hautes Etudes Commerciales; Mehdi Farashahi, Concordia U. Discussant: Robert C. Moussetis, North Central College

1006 ❖ JS: (//M, OMT, RM) Globalization and Knowledge Activism from Malaysia, India and Mexico: Networking Among Disciplines

10:40- 12:00 Convention Center: C207

Chair: **Marta B. Calas**, U. of Massachusetts, Amherst Institutional Ethnography for Globalization Inquiry:

"Knowledge Transfers" in Malaysia | Vanessa C.M. Chio, U. of Washington, Tacoma

Intra-Organizational Knowledge Transfer: Between Authority and Dialogue | Raza A. Mir, Monmouth U.

Culture, Knowledge and Power: A Cultural Studies
Exploration of Maquiladora Management and Research |
Carlos B. Gonzalez, U. of Massachusetts, Amherst
Discussant: Linda Smircich, U. of Massachusetts, Amherst

1007 □ • ∴ (MED) Networking Theory and Practice: Meeting Mintzberg's Challenge

10:40- 12:00 Convention Center: A113

Chair: Carol H. Sawver. U. of La Verne

Speakers: Cindy Alexandra Tuttle, U. of La Verne; Michael Driebe, LeRoy Haynes Center; Brian Morgan Armstrong, U. of La Verne; Kathleen Duncan, Management Consultant; Grace Harper, Deputy Superintendent of Buildings, City of Los Angeles

1008: (Paper Session) - (MH) People in Management History 10:40-12:00 Convention Center: A104

Chair: Terrell G. Manvak. Nova Southeastern U.

- MH: Daniel Defoe: The Complete Small Business Manager | Patricia Hamilton, Union U.; R. H. Hamilton, Georgia State U.
- MH: Louise and Sidney Homer: A 21st Century Dual-Career Couple, Circa 1911 | Linda Achey Kidwell, Niagara U.; Roland E. Kidwell, Jr., Niagara U.
- MH: Business Cycles, Entrepreneurship and Innovation:
 Austrian School of Economics to Schumpeter to Drucker to
 Now | Timothy Scott Kiessling, U. of Oklahoma, Norman
- MH: The Anabasis and Lessons in Leadership: Xenophon as a Prototypical Transformational Leader | John Humphreys, Eastern New Mexico U.

Discussants: Joseph R. Bell, U. of Northern Colorado; Mohammed R. Ahmed, Ameer Institute of Technology; Beverly Jones, Kettering U.; Raymond Louis Hogler, Colorado State U.

1009 ❖: (Paper Session) - (MOC) Social Networks in Organizations

10:40- 12:00 Convention Center: C201

Chair: Scott Bryant, Montana State U.

- MOC: Diminishing the Social Network in Organizations Is there such a Phenomenon as 'Survivor Syndrome'? | Bernadette Maree Cross, U. of Newcastle, Australia
- ❖MOC: How Personality Drives Network Benefits: Need for Cognition, Social Networks, and Information Amount Marc H. Anderson, U. of Minnesota
- ❖ MOC: The Strength of Weak Ties You Can Trust: The Mediating Role of Trust in Effective Knowledge Transfer ☐ | Daniel Z. Levin, Rutgers U.; Robert L. Cross, U. of Virginia; Lisa C. Abrams, IBM Institute for Knowledge-based Organizations

Discussant: Susan K. Lippert, Drexel U.

1010: (Paper Session) - (MSR) Leadership and Sense Making

10:40- 12:00 Convention Center: A102

Chair: David S. Steingard, St. Joseph's U.

- ●→ MSR: Birthing New Worlds Through Exceptional Responses to Challenging Circumstances | Sangeeta Parameshwar, U. of Illinois, Springfield
- MSR: Translating Spiritual Intelligence into Leadership-Development Competencies | David A. Cowan, Miami U., Ohio
- MSR: Understanding Spirituality At Work: A Sense Making Perspective | Mario Fernando, Victoria U., Wellington
- MSR: Spirituality & Archetype in Organizational Life | F. Neil Brady, Brigham Young U.; David W. Hart, Brigham Young U. Discussant: Robin Duncan Matthews, Kingston U.

1011: (Paper Session) - (OB) Roles For Cultural Values Within Organizations and Across National Boundaries 10:40-12:00 Adam's Mark: Plaza Court 8

Chair: James W. Bishop, New Mexico State U.

- OB: Collectivism as Personality: Implications for Team Selection and Staffing | Christine Lynn Jackson, U. of Florida; Jason A. Colquitt, U. of Florida; Robert Eric Wild, U. of Florida; Michael Wesson, Texas A&M U.
- ©OB: Study of Chinese Business Executives: A Value-Based Approach | Ping Ping Fu, Chinese U. of Hong Kong; Robert J. House, U. of Pennsylvania; Jun Liu, Tsinghua U.; Ling Zhang, Tsinghua U.; Weiku Wu, Tsinghua U.; Wu Liu, Fudan U.; Hua Gong, Fudan U.; An Li Wang, Fudan U.; Rongxian Wu, Suzhou U.; Xiao Li Ji, Chongqing U.; Su Zhong, Chongqing U.; Yong Gang Fu, Dalian U. of Technology; Yong Kang Yang, Fudan U.
- OB: Influence of Cultural Values and Work Value/Job Satisfaction Fit on Organizational Commitment | Pei-Chuan Wu, National U. of Singapore

OB: Determinants of Procedural Justice Perceptions: The Roles of Outcome Favorability, Procedural Characteristics and Individualism-Collectivism | **Jaepil Choi**, Hong Kong U. of Science and Technology

Discussant: Amy C. Edmondson, Harvard U.

1012 JS: (OB, GDO, RM) Examining the Influence of Multiple Forms of Diversity on Team Outcomes Over Time

10:40- 12:00 Convention Center: A209

Chair: John Mathieu, U. of Connecticut

- The Effect of TMT Diversity on the Use of International Strategic Alliances | **Ho-uk Lee**, U. of Connecticut
- Linear and Interactive Effects of Multiple Team Diversities on Performance Trajectories | **Zeki Simsek**, U. of Connecticut
- Diversity in Member Ability as a Predictor of Teamwork
 Processes and Outcomes | Michelle Amy Marks, Florida
 International U.
- Trust as a Mediator of the Impact of Team Diversity on Performance in Project Teams | Lucy L. Gilson, U. of Connecticut
- Demographic Diversity, Deep Diversity, and Team Outcomes Over Time | Katherine Klein, U. of Maryland Discussant: David A. Harrison, Pennsylvania State U.

1013 ❖: (Paper Session) - (OCIS) Knowledge Sharing & Learning

10:40- 12:00 Convention Center: A204

Chair: Deborah J. Armstrong, U. of Arkansas

OCIS: Evaluation Apprehension and Perceived Benefits in Interpersonal and Database Knowledge Sharing [2] | Bernd Erhard Irmer, U. of Queensland; Prashant Bordia, U. of Queensland; David Abusah, U. of Queensland Runner up to Best Paper Award

- OCIS: Age, Size, and Contribution Dynamics of Online Learning Communities | Gerardine DeSanctis, Duke U.; Michael Roach, Duke U.
- OCIS: E-Learning Difficulty: The Impact of Content, Process and Context on the Outcome of Technology-Mediated Learning | Ruey-lin Hsiao, National U. of Singapore; Tsai-hsin Chu, National Sun Yat-Sen U.; Bob F. Y. Kuo, National Sun Yat-Sen U.
- OCIS: The Role of Exchange Processes, Inter-group Context and Identification in Knowledge Sharing | Bernd Erhard Irmer, U. of Queensland

Discussants: Youngjin Yoo, Case Western Reserve U.; Molly Wasko, Florida State U.; Poppy L. Mcleod, Case Western Reserve U.; Ashley Braganza, Cranfield U.

1014: (Paper Session) - (ODC) Building Knowledge and Organizational Learning

10:40- 12:00 Convention Center: C112

Chair: Peter Sorensen, Benedictine U.

❖ ODC: Organizational Learning & Change: Evidence of Shared Understanding in Two Public Sector Organizations | David P. Spicer, U. of Bradford

WEDNESDAY

- ●→ ❖ODC: Efficacy of Appreciative Inquiry in Building
 Relational Capital in a Transcultural Strategic Alliance
 | Monty G. Miller, Pepperdine U.; Stephen P. Fitzgerald,
 Collaborative Capacity Consulting; Kenneth Murrell, West
 Florida U.; Joanne Preston, N/A
- ODC: Building Up, Breaking Down: Assessment of Knowledge Capital & Learning Capabilties in Mergers & Acquisitions | Garry L. Adams, Florida State U.; Taco Reus, Florida State U.

Discussant: George Roth, Massachusetts Institute of Technology

1015 ❖: (OMT) Powering Networks: The Power of Networks and Networks of Power

10:40- 12:00 Adam's Mark: Tower Court B

Speakers: Stewart Clegg, U. of Technology, Sydney; Salvador T. Porras, U. Autonoma Metropolitana, Iztapalapa; Marc W.D. Tyrrell, Carleton U.; Tyrone S. Pitsis, U. of Technology, Sydney; Raymond D. Gordon, U. of Technology, Sydney; Henry Wai-Chung Yeung, National U. of Singapore

Discussants: **Nelson Phillips**, Cambridge U.; **Nicole Woolsey Biggart**, U. of California, Davis

1016: (Paper Session) - (OMT) Evolution or Ecology? 10:40-12:00 Adam's Mark: Gov. Sq. 9

Chair: James Wade, U. of Wisconsin, Madison

- OMT: Network Evolution and Efficient Alliance Strategies | Jonghoon Bae, INSEAD; Martin Gargiulo, INSEAD
- OMT: All That Glitters Is Not Gold: The Ecology of Educational Prestige in the SV Corporate Legal Market | Olga M. Khessina, U. of California, Berkeley; Jonathan Jaffee, Carnegie Mellon U.
- ❖OMT: Inter-Firm Mobility as Endogenous Precursor of Industry Dynamics and Organizational Dissolution | Gino Cattani, U. of Pennsylvania; Johannes M. Pennings, U. of Pennsylvania; Filippo Carlo Wezel, U. of Groningen
- OMT: Evolutionary Origin of Trust: A Learning Perspective | Christina Fang, U. of Pennsylvania; Steven Kimbrough, U. of Pennsylvania; Stefano Pace, Bocconi U.; Annapurna Valluri, U. of Pennsylvania; Eric Zheng, U. of Pennsylvania

1017 : (Paper Session) - (PNP) Performance Management and Accountability in the Public Sector

10:40- 12:00 Adam's Mark: Plaza Court 7

Chair: Robyn Thomas, Cardiff U.

- PNP: Performance Implications of Strategic Consistency in the Nonprofit Environment | Virginia Baeten, U. of Wisconsin, Milwaukee
- PNP: Emergent Accountability through Negotiation in Program Fields | Lenahan O'Connell, U. of Kentucky
- PNP: Outcomes Measures as Organizational Sensemaking | Richard Michael Clerkin, Indiana U., Bloomington Discussant: Owen Hughes, Monash U.

1018 . (S/M) The Dark Side of Networks

10:40- 12:00 Convention Center: C109

Chair: Nancy C. Roberts, Naval Postgraduate School Speakers: Eric R. Cheney, U. of Massachusetts; Michael Kenney, U. of Florida; Gordon H. McCormick, Naval Postgraduate School; John Arquilla, Naval Postgraduate School

1019 (Paper Session) - (SIM) Using Nonmarket Strategies, Political Action and Political Capital to Exert Influence

10:40- 12:00 Convention Center: A206

Chair: Brian Shaffer, U. of Maryland, College Park

- ©SIM: The Probability of Corporate Political Action: Research Framework for Descriptive Analysis | Juha Lamberg, Tampere U. of Technology
- SIM: Nonmarket Strategies in Election Issues: A Theoretical Framework Based on Information and Reputation | Jean-Philippe Bonardi, U. of Western Ontario; Gerald Keim, Arizona State II
- **SIM:** Exploring a Dimension of Political Capital: Which Firms Gain Access to Key Policymakers? | **Kathleen Rehbein**, Marquette U.; **Douglas A. Schuler**, Rice U.

Discussants: **Jennifer Griffin**, George Washington U.; **Kathleen A. Getz**, American U.

1020 ©: (Paper Session) - (S/T) The Capabilities of Organizational Culture

10:40- 12:00 Convention Center: A208

Facilitator: Boris Kabanoff, Queensland U. of Technology

- → CM: Why Do Individuals Follow Cultural Norms? Need for Closure, Script-based Expectancies, and Conflict Pu | Hoying (Jeanne) Fu, Nanyang Technological U.; Michael Morris, Columbia U.; Sau-lai Lee, U. of Hong Kong; Chi-yue Chiu, U. of Hong Kong
- **TIM:** Corporate Culture and New Product Success: An Empirical Analysis | **Holger Ernst**, Otto Beisheim Graduate School of Management (WHU)
- ❖ PNP: Exploring the Effects of Controversy and Culture-Based Practices on Public and Private Sector Strategies | Paul Nutt, Ohio State U.
- **BPS**: Culture as a Dynamic Capability: The Case of 3M in the UK | Cliff Bowman, Cranfield U.; Pauline Gleadle, Cranfield U.

1021 ©: (Paper Session) - (S/T) **Psychological Contracts in Alternate Forms**

10:40- 12:00 Adam's Mark: Director's Row F

Facilitator: Harry J. Van Buren III, Northern Iowa U.

- MSR: Expanding the Network: What About Including "the All" in the Psychological Contract? | Renu Burr, U. of Western Australia; Patricia Kay Thomson, Curtin U. of Technology
- OB: A Cognitive Approach to Breach in the Psychological Contract | Lisa Schurer Lambert, North Carolina U., Chapel Hill; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Daniel M. Cable, North Carolina U., Chapel Hill

CAR: Comparing Psychological Contracts of Part-Time and Full-Time Employees: A Quasi-Experimental Study | Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Neil J. Conway, London U.

ODC: The Psychological Contract and the Psychoanalytical Approach to the Study of Organizations | Michaela C. Driver, East Tennessee State U.

1022 **©**: (Paper Session) - (S/T) Story-telling and Narrative 10:40-12:00 Convention Center: C204

Facilitator: Dave M. Boje, New Mexico State U.

©SIM: Managing Public Affairs Through Storytelling | **Pursey Heugens**, Concordia U.

OB: Leading and Learning by Analogy | Leigh Thompson, Northwestern U.; Ashleigh S. Rosette, Northwestern U.

© ODC: A Tale of Two Leaders: Exploring the Role of Leader Storytelling and Follower Sensemaking in Transformational Change | Randy Spicochi, N/A; Kristi Lewis Tyran, Western Washington U.

OMT: Time and Narrative History in Organization Theory: Charting Historical Narratives | **Peter Anthony Clark**, U. of Birmingham; **Michael Rowlinson**, U. of North London

1023 ❖: (T/M) Networked Communities of Practice: An Integrated Approach to Organizational Learning

10:40- 12:00 Convention Center: C212

Speakers: Tony Burgess, U.S. Military Academy, West Point; Nate Allen Allen, U.S. Military Academy, West Point; Steve Schweitzer, U.S. Military Academy, West Point

Discussant: Joseph LeBoeuf, U.S. Military Academy

1024 : (Paper Session) - (TIM) Effective Strategies for New Product Development

10:40- 12:00 Convention Center: C208 *Chair:* **Jay Nathan**, St. John's U.

TIM: Technology Push Versus Market Pull Resolved?

Determinants of R&D Project Commercialization | **Thomas Astebro**, U. of Waterloo

TIM: Sacrificing Speed over Novelty? | Bart van Looy, K.U.Leuven; Koenraad D. Debackere, K.U.Leuven; Rene Bouwen, K.U.Leuven

- ➡ ★TIM: Communicate to Innovate: Communication Patterns and Creativity in New Product Development Teams | Roger Th.A.J. Leenders, U. of Groningen; Jan Kratzer, U. of Groningen; Jo M.L. Van Engelen, U. of Groningen
- **©TIM:** The Role of Project Target Clarity in the Success of New Product Development | **Paul C. Hong**, U. of Toledo

Wednesday 12:20PM

1025 ❖: (AA) Shifting Social Identities in the Networked Global Economy: Linking Identity, Motivation and Resource-based Theory

12:20- 2:10 Convention Center: A201

Speakers: Judith B. White, Dartmouth College; Claartje J. Vinkenburg, Vrije U.; Marvin Washington, Texas Tech U.; Margaret A. Peteraf, Dartmouth College; Robert E. Wood, Australian Graduate School of Management; Blake E. Ashforth, Arizona State U.

1026 ❖: (AA) Rebuilding Trust: Theory, Empirical Evidence, and an Agenda for Future Research

12:20- 2:10 Convention Center: A205

Chair: Donald L. Ferrin, State U. of New York, Buffalo Speakers: David Leonard Patient, U. of British Columbia; Sandra L. Robinson, U. of British Columbia; Sabrina Deutsch Salamon, U. of British Columbia; Peter H. Kim, U. of Southern California; Kurt T. Dirks, Washington U.; Cecily Cooper, U. of Southern California; Edward C. Tomlinson, Ohio State U.; Roy J. Lewicki, Ohio State U.; Brian R. Dineen, Ohio State U.; Mark Allen Fuller, Washington State U.; Roger C. Mayer, U. of Akron Discussant: M. Audrey Korsgaard, U. of South Carolina

1027 SHCS: *(ENT, BPS, MH)* Pioneers in Entrepreneurship Research

12:20- 2:10 Adam's Mark: Gov. Sq. 15

Chairs: Hans Landstrom, Lund U.; Morten Huse, Norwegian School of Management; Anders Lundstrom, Swedish Foundation for Small Business Research

Speakers: Zoltan Acs, U.of Baltimore; Howard Aldrich, U. of North Carolina; David Bruce Audretsch, Indiana U., Bloomington; David Birch, Cognetics, Inc.; Arnold C. Cooper, Purdue U.; Ian C. MacMillan, U. of Pennsylvania

1028: (IM) Member Feedback and Reflection

12:20- 2:10 Convention Center: C104

Please come and give us your ideas on the IM Division program this year, and how the division can better serve you!

Chair: Schon L. Beechler, Columbia U.

Facilitators: Farok J. Contractor, Rutgers U.; Joseph L.C. Cheng, U. of Illinois; Srilata Zaheer, U. of Minnesota; Sully Taylor, Portland State U.

1029 : *(Paper Session) - (MH)* Organizational Issues in Management History

12:20- 2:10 Convention Center: A104 *Chair:* **Eileen Kelly**, Ithaca College

Ronald B. Shuman Best Graduate Student Paper Award

→ ♦ MH: Jardine, Matheson & Company - The Role of the External Organization in Risk Reduction and Learning Carol Matheson Connell, Glasgow U.

WEDNESDAY

MH: The Theory of the Firm Meets the 17th Century: The Case of the Chartered Trading Companies | Andrew von Nordenflycht, Massachusetts Institute of Technology *Discussants:* Lois Landis Kurowski, Indiana U., Kokomo; Tiffany L. Galvin, U. of Texas, Dallas; Arthur Rasher, N/A

1030 : (Paper Session) - (OB) Deviance and Counterproductive Behavior at Work

12:20- 2:10 Adam's Mark: Gov. Sq. 11 *Chair:* **David J. Glew**, U. of Tulsa

OB: How Individual and Situational Factors Influence the Use of Neutralization Strategies in the Aftermath of Lying in Organizations | Karl Aquino, U. of Delaware; Thomas E. Becker, U. of Delaware

OB: Injustice as Mediator of the Relationship between Dispositional Aggressiveness & Workplace Deviance | Susan M. Burroughs, Roosevelt U.

OB: Does Trust Climate Deter Workplace Deviance? An Organizational Level Analysis | Sabrina Deutsch Salamon, U. of British Columbia; Sandra L. Robinson, U. of British Columbia

OB: Predicting Workplace Deviance from the Interaction between Organizational Justice and Personality | Christine A. Henle, U. of North Carolina, Charlotte Discussant: Joerg Dietz, U. of Western Ontario 1031 SHCS: (OB, CM, HR) Destructive Leadership: Antecedents, Manifestations, Attributions, and Outcomes 12:20- 2:10 Adam's Mark: Gov. Sq. 14

Chairs: **Talya N. Bauer**, Portland State U.; **Pamela Tierney**, Portland State U.

Speakers: Pamela Tierney, Portland State U.; Bennett J. Tepper, U. of North Carolina, Charlotte; James J. Lavelle, Tulane U.; Daniel Skarlicki, U. of British Columbia; Chris J. Sablynski, California State U., Sacramento; Rodney Rogers, Portland State U.; Robert Folger, Tulane U.; Michelle K. Duffy, U. of Kentucky; Jenny M. Hoobler, U. of Kentucky; David Leonard Patient, U. of British Columbia; S. Douglas Pugh, U. of North Carolina, Charlotte Discussant: Terri A. Scandura, U. of Miami

1032: (Paper Session) - (PNP) Expanding the Scope of Public Management

12:20- 2:10 Adam's Mark: Plaza Court 7 *Chair:* **Jane E. Fountain**, Harvard U.

PNP: New Labor Market Intermediaries: Network Adaptation and Conflict Among Public and Nonprofit Organiza | Joaquin Herranz, Jr., Massachusetts Institute of Technology

PNP: Strategic Change in Government Based on Organization Hierarchy and Role | William H. Price, U. of Texas, Permian Basin

PNP: Should Churches Operate Like a Business: An Exploration of Church Growth and Adaptive Strategies | Phyllis R. Okrepkie, U. of Mary; Eric Goodman, Colorado Technical U.

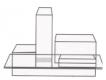
Discussant: Sonia Ospina, New York U.

Join us next year in Seattle!

Adam's Mark Hotel

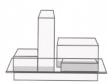


Mezzanine Level



Second Level

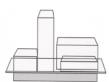
Grand Ballroom Tower Court A-D Windows



Street Level

Directors Row E-J

Escalator to Terrace and Majestic Levels



Concourse Level

Plaza Ballroom Governor's Square 9 Plaza Court 1-8

Buildings connect underground on Concourse Level (C)



Terrace and Majestic Levels

Tower Building

Meeting



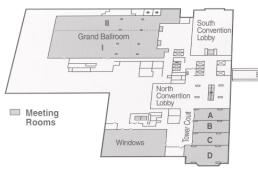
Mezzanine Level

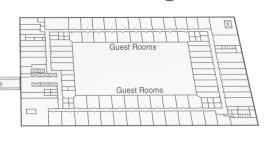
- 1. Colorado 2. Silver
- 3. Gold
- 4. Century
- 5. Spruce
- DenverAspen

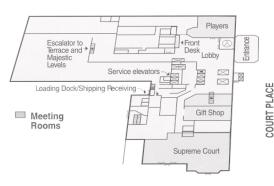
COURT PLACE

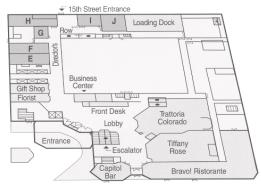


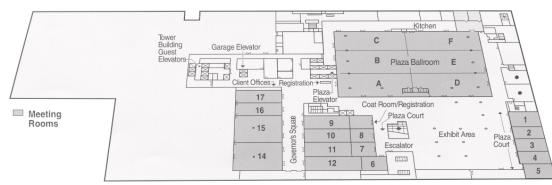
Plaza Building



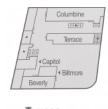








16TH STREET MALL



Terrace

Meeting Rooms



Majestic

Terrace Level

Beverly Biltmore Capitol Columbine Terrace

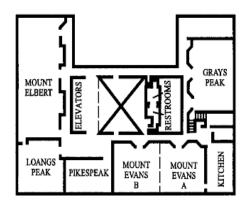
Majestic Level

Section G

Majestic Ballroom Savoy Vail

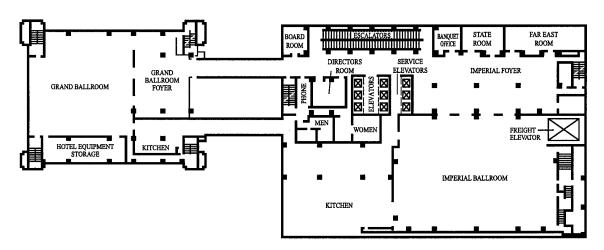
Hyatt Regency Denver



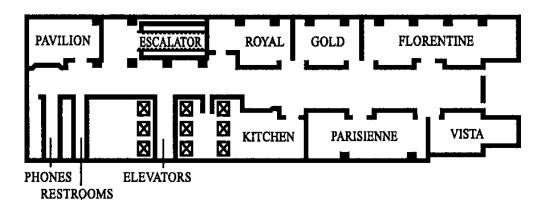


Hyatt Conference Center

Second Floor Ballroom Level



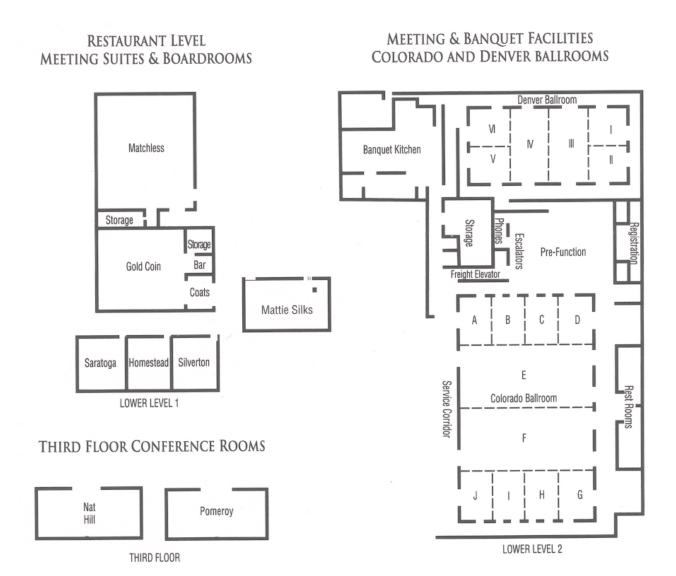
Third Floor Meeting Rooms



Section G 338

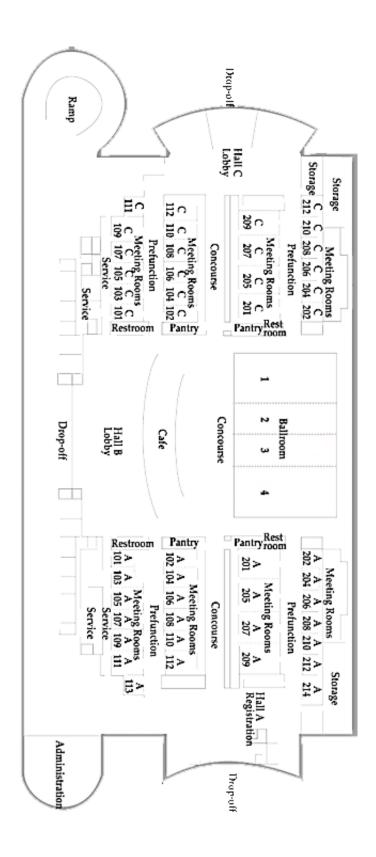
Denver Marriott City Center





339 Section G

Colorado Convention Center



Section G 340









Abbreviations used in the Program Guide

Divisions, Interest Groups, Committees

AAC Academy and Affiliate Activities and Committees

AA All Academy Theme Sessions

SHCS Showcase Symposia

SIT Shared Interest Track Paper Sessions

IP Interactive Paper Sessions

JS Joint Symposium

AP Art & Poetry: Building Effective Networks BPS Business Policy & Strategy Division

CAR Careers Division
CM Conflict Management

CMS Critical Management Studies Interest Group Division

ENT Entrepreneurship Division

GDO Gender & Diversity in Organizations
HCM Health Care Management Division
IM International Management Division
MC Management Consulting Division

MED Management Education & Development Division

MH Management History Division

MOC Managerial & Organizational Cognition Division
MSR Management, Spirituality & Religion Interest Group

OB Organizational Behavior Division

OCIS Organizational Communication & Information Systems Division

ODC Organization Development & Change Division

OM Operations Management Division

OMT Organizations & Management Theory Division

ONE Organizations & the Natural Environment Interest Group

PNP Public and Nonprofit Division RM Research Methods Division

SIM Social Issues in Management Division

TIM Technology & Innovation Management Division
PS Practitioners Series (Teaching Theme Committee)

ITC International Theme Committee

MEN Mentoring Committee

Other Abbreviations

OMA Other Meetings and Activities
AAM Asia Academy of Management

CAU Caucus

IAM Iberoamerican Academy of Management NDSC New Doctoral Student Consortium

SPDW Shared Professional Development Workshop

Ballrm Ballroom

Col Colorado Ballroom (Marriott City Center Hotel)

Sal Salon Ste Suite

N/A Affiliation Not Available/ Not specified

Hotels and Other Locations

AM Adam's Mark Hotel

CC Colorado Convention Center MT Marriott City Center Hotel HY Hyatt Regency Denver Hotel

OFF Offsite Site

Symbols

Theme-oriented paper or sessionTeaching-oriented paper or session

Management Practice-oriented session

→ International-oriented session
Selected for Best Paper Proceedings



SPECIAL THANKS

The Academy of Management gratefully acknowledges major support for the development of the 2002 Denver, Colorado Meeting from:



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