Special Thanks

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University of Washington Business School
Photo by Janet Thompson

Knowledge, Action and the Public Concern
Atlanta, Georgia
August 11 - 16
2006
Looking for what's happening each day at a glance?

Go to Section B – Conference Program Guide which acts as a quick reference guide, listing sessions by day in an easy-to-use overview format similar to a television guide. Sessions are displayed by day part (Morning, Afternoon and Evening) and each meeting location is displayed with sponsors and a brief description of sessions. If you want to find out more information about a particular session, continue to either Section C – Summary Overview by Sponsor, or Section D – Session Details.

NOTE: Session start and end times in this section are approximate, please refer to Section D – Session Details, for the exact information. The Friday through Sunday early afternoon sessions are, for the most part, Professional Development Workshops (PDW) and committee activities and meetings. The All Academy opening is on Sunday afternoon followed by an evening reception. Monday through Wednesday sessions are the scholarly sessions, i.e., paper sessions and symposia. Monday and Tuesday evening are also times for division receptions, business meetings and social hours.

Looking for a session sponsored by a specific division, interest group, committee or sponsor?

Go to Section C – Summary Overview by Sponsor where all conference activities are listed by the division or interest group sponsoring specific sessions or meetings. Sessions are listed by day, time and location. Also the session numbers are listed so you can reference Section D – Session Details for more information or the full description of a particular session.

Looking for a full description of a session?

Go to Section D – Session Details to review all the details of a particular session. Because the sessions are numbered consecutively for the entire Annual Meeting, you can first locate the session number throughout the other sections of the program. In Section D – Session Details you will find the full title, the listing of session participants, the papers or presentations included in the session and any additional instructions for attendees or participants. The symbols located next to the session number indicate the orientation(s) that apply for that given session, paper or presentation. For example the next to the session number indicates that the session is theme-oriented. For a listing of all abbreviations and symbols used in the program, see the inside back cover.

Looking for someone on the program?

Go to Section F – Participant Index where you will find an alphabetical listing of conference participants followed by the numbers of the sessions associated with a particular individual.

Looking for a specific meeting room in a conference hotel?

Once you’ve found a session, you may need to refer to the conference hotel floor plans found toward the back of this book in Section G – Hotel Floor Plans in order to find out the room, floor or specific location within the hotel.

We hope we have made the Program easy to use so you can make the most of this year’s Academy of Management Annual Meeting.
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Welcome to the 2006 AOM Annual Meeting in Atlanta

On behalf of the many members and staff who have worked extremely hard to organize this year’s meeting, we welcome you to Atlanta for the 66th Annual Meeting of the Academy of Management. As a professional association of approximately 16,000 members from 94 nations, the Academy of Management is dedicated to creating, applying and disseminating knowledge about management and organizations. The annual meeting provides a special opportunity for the Academy community to come together to share knowledge and experiences, to create and renew friendships and professional relations, and to replenish and further develop our careers.

Program Participation

This year’s program vividly demonstrates the strong commitment of our members to the annual meeting. The 2006 Call for Papers generated 4,343 scholarly submissions and 334 professional development workshops (PDWs), for a grand total of 4,677 submissions. Over 6,000 people participate on this year’s program, and over 4,000 members volunteered as reviewers. We thank everyone who stepped forward to make this exciting program a wonderful reality.

2006 Theme: Knowledge, Action and the Public Concern

In 2006, the Academy of Management once again invites management scholars from around the globe to convene, consort and attend. Like every Academy meeting, there will be excellent conversation, good friends and, of course, good cheer. This year’s theme explores the linkages among organizational knowledge, managerial action and the major issues that face people in the global and knowledge economy. First, we want to push the bounds of our current theories and research. Second, we want to highlight the concrete action-implications from our evidence-based knowledge. Third, and perhaps most important, we want to focus our evidence-based and actionable knowledge on the great questions of the day. Simultaneously, we gather to celebrate what we do best, namely, advancing management research while solving real-world problems.

To help direct our collective deliberations, three general questions are posed. First, what are our success stories and what actions can we confidently advocate? In other words, what do we know so well that we hold exceptional confidence in prescribing substantive managerial actions? Second, what are likely to be our next success stories? What should soon become sufficiently well understood that we can offer specific and concrete advice to managers? Third, what do our scientific theories, empirical research and recommendations for evidence-based actions inform us about the larger issues of public concern?

At the 2006 AOM meetings in Atlanta, Georgia, please join your friends and colleagues from around the world and engage in the discussion involving the interplay of Knowledge, Action and the Public Concern. In the words of the world famous, Professor Albus Dumbledore, “It is our choices, Harry, that show what we really are . . . .”

Thomas W. Lee
2006 Program Chair

Janet A. Thompson
2006 Program Coordinator

Angelo DeNisi
2006 PDW Chair

Jimmy Le
2006 Program Coordinator
Distinguished Executive Address

Distinguished Executive Address by Joel I. Klein, Chancellor of Schools, New York City: “Coming to Grips with Monopolies — Corporate and Public”

All Academy Convocation
Sunday, August 13, 5:00 pm – 7:00 pm
Atlanta Marriott Marquis, Marquis Ballroom

When Joel I. Klein stepped down six years ago as head of the antitrust division of U.S. Department of Justice, having successfully led the division’s landmark prosecution of Microsoft, The New York Times hailed him for having “brought new energy and credibility to a division whose enforcement arm had lain dormant.” After a period as chairman and CEO of Bertelsmann, Inc., in July 2002 Mr. Klein accepted an entirely new kind of challenge when he was appointed chancellor of the nation’s largest school system, a position that had had no fewer than 12 occupants over the previous 20 years, only one of whom had left voluntarily.

The man who had fought the nation’s largest corporate monopoly thus found himself at the head of the nation’s largest educational monopoly, a monolith of 1350 schools, more than 1.1 million students, 140,000 employees, and a $15 billion budget. Faced with the challenge of invigorating a system with deep chronic problems, the Chancellor has used management innovation as a major engine of reform; for example, he has introduced a new measure of decentralization into the system by increasing the number of charter schools and by creating an “autonomy zone” in which school principals enjoy greatly enhanced executive power and entrepreneurial freedom. Initiated less than two years ago, the autonomy zone will expand next month to 200 schools, more than 15 percent of the total system.

Introducing Chancellor Klein will be Prof. William G. Ouchi, Sanford and Betty Sigloff Professor in Corporate Renewal at UCLA, whose critique of monopolistic and top-down organization in public education has had a profound effect on school-reform efforts from New York to Hawaii.

All Academy Symposia


Rise of the New Philanthropy
Tuesday, August 15, 10:30 – 11:50 am
Atlanta Marriott Marquis, International 6

Philanthropy has never been more popular among the rich and famous, not just in its traditional heartland, the United States, but also in the rest of the world. Much of the recent increase in giving is by a new generation of philanthropists such as Bill Gates, Gordon Moore, Pierre Omidyar and the “Google guys,” who are trying to use the techniques that made them rich to increase the effectiveness of philanthropy. As a result, they say, philanthropy is in a period of rapid transition from amateurism to a business-like professionalism, a claim that has attracted the attention of such prominent management thinkers as the late Peter Drucker, Michael Porter, and Jim Collins.

In February, the distinguished speaker for this session, Mathew Bishop, published a 14 page special supplement in The Economist titled “The Business of Giving,” that reported on how business techniques are transforming philanthropy. In this session, Mr. Bishop will examine the challenges that this transformation presents and will explore the potential of what he calls “philanthrocapitalism” to bring about a management-led industrial revolution in philanthropy.

Hurricane Katrina and the Public Concern: Organizational Precursors, Responses, and Lessons Learned

Hurricane Katrina and the Public Concern
Monday, August 14, 10:40 am – 12:00 pm
Atlanta Marriott Marquis, International 6

The public and private discourse during and following the events surrounding Hurricane Katrina has forced management academicians, policy makers and practitioners alike to take stock. While some push exists for us to “move forward” and to help rectify the situation, it is also prudent for us to investigate how and why a triggering event, such as Hurricane Katrina, brought numerous issues rarely discussed among broad management academic circles to light. This symposium highlights how we, as organizations/management scholars, may apply our skills and knowledge in a manner that may help provide deeper understanding of the event’s precursors and the requirements needed for proper responses.

In this session, the presenters and audience will be engaged in a lively discussion of the factors that contributed to the calamity. Presentations will address specifically how organizational decisions (or the lack thereof) contributed to the difficulties organizations faced when attempting to remedy the immediate concerns of various Katrina victims. The presenters will also address how organizations are developing (or should develop) long-term managerial approaches that may mitigate the problems brought to light by the hurricane. Finally, given the symposium context, the audience will be asked to provide insight as to what our responsibilities are, as academicians, to the public.
Academy Program Highlights

Enacting the News: Real-Time Learning and Organizing in Newsrooms

Enacting the News
Monday, August 14, 8:30 – 10:20 am
Hilton Atlanta, Grand Ballroom D

Few would question the role of news organizations in shaping organizational and public life. Their influence is omnipresent. Our symposium has three goals: 1) To learn from organizations whose daily actions and missions lie at the intersections of knowledge, action, and the public concern; 2) To enhance our understanding of the dynamics of organizing under uncertainty—a crucial challenge not only for news organizations but also for other kinds of enterprises and society at large; and 3) To stimulate broader interest across the Academy in the study of media organizations. We will set the stage with empirical research presentations based on research gathered in news organizations that highlight the role of organizing processes, communication, and divergent logics of organizing at play in organizational learning. This is followed by practical insights from news managers at CNN and The Atlanta Journal Constitution to bring the practitioner’s stance into the conversation and show how their organizations are grappling with the issues being studied. We end with an analysis/synthesis from Karl Weick, the Rensis Likert University Professor from the University of Michigan. This combination of accounts from both scholars and practitioners will make for what we anticipate will be a lively and thought-provoking session, which addresses topics directly related to the conference theme.

Organizational and Managerial Wisdom

Organizational and Managerial Wisdom
Monday, August 14, 8:30 – 10:20 am
Atlanta Marriott Marquis, International 6

Whereas wisdom is an ancient yet nebulous concept, its application to professional pursuits is that much more elusive. The subject of wisdom is a philosophical yet practical theme to consider ways that organizations and business institutions might transcend the mere development and leveraging of knowledge and focus on the higher-order objective of using knowledge in efficient, effective, and even enlightened ways. Lapses in corporate ethics, applications of rapidly advancing technologies and the emergence of increasingly complex global business networks reinforce the importance of an organization and its leadership that is not only knowledgeable but also wise. Notwithstanding the growing need for wisdom, there is at best a fragmented and embryonic scholarly literature that has addressed itself to examining (1) the nature of organizational and managerial wisdom, (2) best practices of applying wisdom, and (3) methods for developing wisdom. Our symposium will consider these topics by structuring conversation around the five schools of philosophy at various levels of analysis.

Thirty-Five Years of Workplace Reform and Research: An All Academy Symposium

Thirty-Five Years of Workplace Reform and Research
Monday, August 14, 12:20 – 2:10 pm
Hilton Atlanta, Grand Ballroom C

In far too many instances, the US is attempting to implement tomorrow’s competitive strategies with yesterday’s managerial ideas and public policy infrastructure. A recent book entitled The New American Workplace sees a disturbing disconnect between the rhetoric of competitiveness and the reality of how U.S. corporations are managed. The authors conclude “that, unless major change occurs, America’s managerial practices and its public education, labor, and social policies are unlikely to provide the mix, quality, and supply of jobs and trained workers needed for success in the emerging global economy. The good news they report is that ‘America does not yet face a crisis. America’s strategy of riding the crest of the wave can be successful if business owners, managers, educators, citizens, workers, and political leaders focus on and clarify the consequences of the public and private choices they now face, and then choose wisely among available alternatives.”

This symposium brings together the authors of the book as well as two of the contributing researchers to discuss the issues raised in the book. These issues include, but are not limited to the following issues: increased choice and risk; increased influence of competitive and economic drivers; increased tension between work and family life; mismatch between skills and business needs; social stratification and importance of education; changing nature of careers; reduction in community and commitment; shortcomings of the health care system; the Boomer demographic imperative; and unrealized opportunities to make more effective use of human capital.

Business as an Agent of World Benefit: Management Knowledge Leading Positive Change

Business as an Agent of World Benefit
Tuesday, August 15, 8:30 – 10:10 am
Atlanta Marriott Marquis, International 7

The relationship between business and society—including business’s search for mutually beneficial advances that address the world’s most pressing global needs—has become one of the defining issues of the 21st century. Throughout the world, immense entrepreneurial energy is finding expression; energy whose converging force is in direct proportion to the turbulence,
Academy Program Highlights

Academic management education has experienced a considerable expansion throughout the world since World War II. This success in attracting students and resources has occurred despite the fact that management education has been challenged both inside and outside academic institutions. Insiders have questioned the academic standards of management studies, while outsiders in the business world have criticized them for irrelevance and for becoming too scientific. These double challenges make it very important to consider the future of management education on the basis of earlier institutional developments. In so doing the panel will identify two different types of institutional solutions to management education. First, there are different kinds of arrangements inside universities (departments, business schools, etc.) and second there is a supply of management education outside universities (stand-alone business schools, consultants, corporate universities, etc.). The two kinds of solutions have their advantages and disadvantages, and their possible effect, which will be important for the future of management education. The integrated academic institutions can benefit from the prestige and resources of their mother institutions, but have on the other hand to handle struggles over resources and prestige with other disciplines. The outside solutions, on the other hand, have the disadvantage in terms of academic credibility and of generality. At the same time they may be considered as more useful among practitioners. The presenters will discuss the significance of these circumstances from a historical perspective. Their presentations will be followed by comments from discussants and by audience participation.

Where’s The Reflection in Action Learning?

Monday, August 14, 2:30 – 3:50 pm
Hilton Atlanta, Grand Salon E

This symposium proposes to take up the most controversial aspect of action learning, its focus on reflection as a means of understanding: a) action learning's limited use as an educational and developmental learning modality in various parts of the world, and, b) when it is used, the over-deployment of action at the expense of critical reflection. We propose that action learning’s classical format might be overly ambitious with audi-
Through A Prism Darkly? Network Cognition In Organizations

The social network has been described as a prism through which sensemaking proceeds (Podolny, 2001). This symposium showcases three papers that begin the task of articulating the meaning, dynamics, antecedents, and outcomes of this sensemaking process. The first paper outlines a new theoretical understanding of how networks and cognition mutually constitute biased sensemaking in an organizational context. The second paper examines how a person's position in the friendship network will bias their cognitive representation of job performance. The third paper explores how leader centrality in advice network facilitates the development of shared knowledge among team members. This will be followed by a discussion among symposium members and the audience guided by the expert discussant.

Bringing the Design Sciences to Organization Development and Change Management Consulting

Design Science, which has evolved from work exemplified by Simon's Sciences of the Artificial and Schön's Reflective Practitioner, is a multidisciplinary research approach that emphasizes not only understanding phenomena, but also solving problems in a way that is guided by a broader practical purpose and target. As such, it has recently begun to emerge as an approach that is particularly appropriate to Organization development and change management consulting. Romme (2003) and van Aken (2004) have laid out conceptual foundations of Design Science for organizational research. However, there has been comparatively little discussion regarding how design science might be applied specifically to ODC and management consulting. The purpose of this symposium, which points towards a forthcoming special issue of the Journal of Applied Behavioral Science, is to remedy this shortcoming. Some of the papers to be presented here will summarize recent conceptual developments in design science in relation to management. The other papers will describe applications of design science in management, including development of its "rules," how it is being used in a large scale organizational intervention at the National Health Service in the UK, and in the design of the Society for Organizational learning. Audience members will have the opportunity to dialog with the presenters, and implications of the approach will be drawn.

Connecting Who We Are with What We Do: The Enabling Functions of Professional Identity

Organizational researchers know relatively little about the functions of professional identity in contemporary organizational life. This is a significant gap in the literature because professional identity is likely to exert a strong influence on individuals' cognition and behavior in contemporary organizational contexts. This symposium creates a forum for dialogue about the enabling properties of professional identity in work organizations. We will open the session with an integrated review of classic sociological and psychological conceptualizations of professional identity, its formation and its impact on individuals in work organizations. Five scholars will then share current empirical research that examines the role of professional identity in various work organizations. We will then encourage audience involvement by opening the panel for questions. To close the symposium, the panel and the audience will work together to create a research and practice agenda that will pave the way for future work in professional identity.

Interactive Paper Sessions

Interactive Paper Sessions

Sponsored by: University of Illinois at Urbana-Champaign, College of Business and Tulane University, A. B. Freeman School of Business

Interactive Paper Sessions

Monday, August 14, 8:30 am – 5:20 pm
Tuesday, August 15, 8:30 am – 5:20 pm
Hyatt Regency Atlanta, Regency Ballroom
This year’s Interactive Papers Program promises to be intellectually stimulating for both presenters and audience. The sessions have been deliberately created to maximize cross divisional association. By stretching the theoretical boundaries, each session aims to create opportunities for innovation in researching old questions and asking new ones. For example, the session on “Hope, Optimism and Self-Regulation” (Monday, 4:10 – 5:20 pm) turns our attention on individual differences to the positive affects that are creating excitement in the neurosciences. Reliable staples such as the session on “Construct Development and Validation in Diverse Contexts” (Monday, 12:20 – 2:10 pm) continue to educate researchers with new challenges and insights in areas of research that we all struggle to get right. Finally, in an enthusiastic thumbs up to multilevel research, sessions such as “Regional Entrepreneurship, Innovation and Economic Growth” (Monday, 4:10 – 5:20 pm) and “The Impact of National Institutions on Industrial Structure” (Tuesday, 10:30 – 11:50 pm) point us to fast growing inter-disciplinary domains to which we can opportunistically apply well established theoretical lenses.

As a nod to suggestions from past years, and because we lucked out on space, this year the IP Program will feature more space (30 to 40ft!) between the tables, fewer tables in each room (4!), curtains to maximize privacy and minimize outside noise, and more comfortable surroundings for presenters and participants. The entire IP Program is held in the Hyatt Regency in the Regency Ballroom. Therefore, you need to stop by and discover something new to seed your own research, make new friends, and even pick up a future co-author!

Caucuses

Caucuses

August 14, 8:30 am – 5:20 pm
August 15, 8:30 am – 5:20 pm
Hyatt Regency Atlanta, Brussels and Geneva

The Caucuses scheduled for Atlanta once again provide a range of topical interest and professional concerns. In addition to the a variety of discussion topics there are two caucuses focused on seeking members; one, interested in forming a new interest group and a second interested in forming a regional Academy of Management. Please review the schedule and make time to stop by and add your voice to the discussion.

Visual Village Presentations

Visual Village Presentations

Monday, August 14, 8:30 am – 8:00 pm
Tuesday, August 15, 8:30 am – 5:30 pm
Atlanta Marriott Marquis, Marquis Salon IV
Hyatt Regency Atlanta, International North
Hilton Atlanta, Board & Directors

As a trademark, the eclectic nature and interactive format determine that Visual Village be the best place for a “jam session” of diverse topics and ideas. Conference attendees will be able to sample a platter of topics they find interesting yet have little time to explore as their major research topic. For example, for the majority of us who assume a for-profit organizational environment would benefit much in learning about the challenges non-profit and public sectors face and counter-stereotypes uncovered in research (“Issues in Public & Nonprofit Management,” Tuesday, 10:30-11:50am). To address our conference theme this year, Change (Action!) and Knowledge are the two major topics authors explored. Authors examined different aspects of change, from individual level concerns (“Change Agents,” Tuesday, 10:30-11:50am) to institutional level issues (“Institution and Change,” Tuesday, 8:30-10:10am); from the process of change (“Managing Large-Scale Change,” Tuesday, 10:30-11:50am) to the human factors of change implementation (“Change Implementation,” Tuesday, 10:30-11:50am). Students of knowledge management examined this topic within (“Managing Knowledge within Firms,” Monday, 8:30-10:20am) and between (“Managing Knowledge between Firms,” Tuesday, 8:30-10:20am) firms, and in a multinational corporation context (“Knowledge, Learning, and Integration in the MNC,” Tuesday, 10:30-11:50am). Last but not least, cognition and network continue to be two important aspects authors explored to address the above topics.

To increase exposure of the visual presentations and make them easily accessible to the conference attendees, we have arranged them into three clusters by subject relevance and placed one in each of the conference hotels:

Cluster 1 – BPS, ENT, IM, MOC, OMT, RM, TIM, OM, OCIS (Marriott)
Cluster 2 – OB, CAR, HR, GDO, MED, CM, MC (Hyatt)
Cluster 3 – CMS, MSR, HCM, ODC, ONE, PNP, SIM, MH (Hilton)

Although this doesn’t make available the entire visual program to all the attendees in three hotels, it eliminates the inconvenience of having to travel back and forth between hotels for an intellectual treats. We also hope that such arrangement would spur some cross-disciplinary interests: if you are strictly strategy, a 2-minute stop at a Careers presentation might lend you a perspective you have never been exposed to; if your thing is management spirituality and religion, a chat with the author of a technology and innovation paper could offer both sides curious ways to examine each other’s topic of interest. Please stop by while you wait for friends for lunch, or while you take that afternoon coffee break. Start a casual conversation about the authors’ work and their interests in life.

Borrowing the Starbucks idea, Visual Village is not just a place to present the outcomes of our intellectual efforts, it is a “third place” for us to do a bit work, have a little fun, and make a few friends. Enjoy our Villages!
**Academy Program Highlights**

**Division Program Highlights**

**Business Policy & Strategy:**
BPS Dissertation Award Finalists will present their work in a session on Tuesday, Aug. 15 at 4:10 pm in the Bonn Room at the Atlanta Marriott Marquis. If you are wondering what the cutting edge of strategy research looks like, this is the place to be. The first-place winner will be announced at the BPS business meeting immediately following the session in Marquis Salon I. This, in turn will be followed by the BPS Social hour in Imperial Salon A.

**Careers:**
Please join the Careers Division as we examine many facets of careers in our 2006 program. We have an exciting and diverse program for you to enjoy. We will highlight a few sessions to give a sense of the depth and breadth of Career excitement at the Academy this year.

First, Elizabeth Craig has put together an excellent *Showcase Symposium on Career History* as a methodology. This session is scheduled on Monday, Aug. 14 at 8:30 am in the Marriott Marquis: Marquis - Salon II. Join Elizabeth and her colleagues as they provide examples of using career histories successfully and the challenges in learning from them.

Second, there is a variety of gender themed sessions this year. There is the Paper Session *Ins and Outs of Women’s Careers* (Monday, Aug. 14 at 8:30 am, Hyatt Regency Cairo Room) which includes papers about transitions, spousal support, and leadership role activation. There is the Symposium entitled *She's Having a Baby!* (Monday, Aug. 14 at 12:20 pm, Hyatt Regency Inman Room) which focuses on transitions related to motherhood and pregnancy. There is the Symposium on *Women on Boards of Directors* (Monday, Aug. 14 at 2:20 pm, Marriott Marquis: Marquis Salon I) which takes a global look at intervention strategies to include more women on boards. *Women Above the Glass Ceiling* (Tuesday, Aug. 15 at 8:30 am, Hyatt Regency Cairo Room) is a symposium that examines how women get above the glass ceiling and the dynamics that happen once they “arrive”. Finally, don’t miss the All Academy Symposium, *the Opt Out Revol* (Tuesday, 4:10pm-5:25pm, Hyatt Regency, Hanover A), which explores the truth behind the hype of women exiting the workforce.

Third, there are many other excellent sessions which will stimulate and challenge you. If you are interested in international issues, try the Symposium on *Staffing Challenges in MNCs*. If you are interested in Mentoring, Wednesday morning, Aug. 16, has two Mentoring sessions back to back (Hyatt Regency Cairo Room) with a Symposium that focuses on the Problems with Mentoring and then a Paper Session with excellent papers examining real and perceived mentoring quality and outcomes. If you want to hear from those on the front lines, try *Voices of Reality* on Tuesday, Aug. 15 at 4:10 pm. For this session, we are bringing in executives from the health care industry to share their career challenges and observations in a dynamic challenging setting. If you want to know about new Careers books or want to get advice on the dynamics of writing a book, come to “Career Books Publishing” on Tuesday, Aug. 16 at 10:30 am. Hear from some authors of recent careers books as they share their experiences and provide advice about the challenges of writing a book. And these are just a few of the great session we have in store for you.

Finally, we invite you to participate in the Career Division business meeting on Tuesday evening at 5:30 followed by our Social Gathering at 6:30. We look forward to your participation and involvement in an exciting program in 2006.

**Conflict Management:**
Several themes run through our program this year, highlighting our members’ current interests in trust, justice, power, group conflict, negotiations, mediation, and workplace deviance and incivility. Of special interest are two sessions that help us to understand the dynamics of trust and distrust in organizations. Trust is at the foundation of human interaction, yet it is difficult to build and easy to break. Papers in the session on “Engendering Trust,” (Monday, 10:40am-12:00pm, Hyatt Regency, Hanover C) examine factors and processes that build interpersonal trust, such as positive emotions and the timing of trust violations. Papers in the companion session on “Trust, Distrust, and Relationship Repair,” (Monday, 2:30pm-3:50pm, Hyatt Regency, Hanover C) focus on the dynamics of distrust and paranoia in groups, the conflict buffering effects of trust in groups, and on the process of trust repair. Together, these paper sessions tell a fascinating story about this foundational element of human interaction. We also invite you to a very special forum on “Hurricane Katrina: Consequences of Inaction and Mismanagement in Race-Related Public Concerns” (Tuesday, 4:10pm-5:25pm, Hyatt Regency, Hanover A). This session builds on the conference theme and location, examining leadership, conflict management, and race-related public concerns.

For anyone interested in learning about our division, we invite you to stop by our new CM Division Lounge, and join in our Business Meeting and Social Hour. Our domain is broad and includes: the nature and management of conflicts at the individual, group, organizational, inter-organizational and societal levels; power processes, including influence, coalitions, coercion, and persuasion; bargaining and negotiation; collaboration and competition; third party intervention (such as facilitation, arbitration, mediation); justice (distributive, procedural, etc.) and dispute resolution procedures.

Major topics include the application of these conceptual foci to a variety of contexts such as team interactions, inter-cultural relations, organizational diversity, labour relations, workplace disputes, community conflict and public policy development. Come find out more about the CM Division!
Academy Program Highlights

Engendering Trust
Monday, August 14, 10:40 am – 12:00 pm
Hyatt Regency Atlanta, Hanover C

Trust, Distrust, and Relationship Repair
Monday, August 14, 2:30 - 3:50 pm
Hyatt Regency Atlanta, Hanover C

Hurricane Katrina: Consequences of Inaction and Mismanagement in Race-Related Public Concerns
Tuesday, August 15, 4:10 - 5:25 pm
Hyatt Regency Atlanta, Hanover A

Conflict Division Lounge: A Place to Meet Over the Lunch Hour
Monday, August 14, 12:20 - 2:10 pm
Hyatt Regency Atlanta, Hanover A

Conflict Division Business Meeting
Tuesday, August 15, 5:45 - 6:45 pm
Hyatt Regency Atlanta, Hanover A

Conflict Division Social Hour
Tuesday, August 15, 6:45 - 8:00 pm
Hyatt Regency Atlanta, Hanover C

Critical Management Studies:
This year we are very excited to have as our Keynote Speaker, the renowned New York Times columnist Lou Uchitelle. Uchitelle’s keynote, “The Disposable Workers in The Global Economy” will show that layoffs have become a taken-for-granted part of corporate strategy — an easy quick fix to improve the bottom line even when corporate profits are healthy. Uchitelle will make clear the ways in which layoffs are counterproductive, rarely promoting efficiency or profitability in the long term; and their devastating impact on individuals, families and society.

Our special plenary session is on “CMS Perspectives on Race and Gender”. Marta Calas, Joanne Martin, Stello Nkomo and Linda Smircich will discuss the extent can we be encouraged or satisfied with Critical Management Studies’ engagements with race and gender. Panel members will discuss critical approaches to race and gender, how far we have come, where future research needs to go, and how research can inform policy and practice. All CMS interest group members, and anyone with an interest, are welcome:

CMS Keynote: Lou Uchitelle
Monday, August 14, 4:10 - 5:20 pm
Atlanta Marriott Marquis, Tigris & Danube Room

CMS Plenary: Marta Calas, Joanne Martin, Stello Nkomo and Linda Smircich:
Tuesday, August 15, 4:10 - 5:20 pm
Atlanta Marriott Marquis, Tigris & Danube Room.

CMS IG members, their friends, and anyone else keen to find out more (especially doctoral students) are very welcome to our social on Saturday and on Sunday evenings:

CMS IG Welcome Reception:
Saturday, August 12, 5:30 -7:30 pm
Hilton Atlanta, Crystal Ballroom A & F

CMS IG Social
Sunday, August 13, 6:00 - 8:00 pm
Hilton Atlanta Room, Crystal Ballroom B & E

Gender & Diversity in Organizations:
Hailed as “the city too busy to hate” in the turbulent 60’s and dubbed “the city not too busy to care” in the 21st century, Atlanta provides a rich backdrop for this year’s GDO program. We are proud to present all the workshops, papers, and symposia on the program and encourage members and non-members alike to sample as many offerings as possible. We wish to bring your attention to several special events, which integrate the theme of the conference with the past and present of our host city, Atlanta.

Our Theme Session, “Diversity Leadership Academy: Putting Diversity Knowledge into Action for the Public Concern” is a panel symposium featuring noted diversity scholar and consultant R. Roosevelt Thomas. This session will focus on the future direction of diversity training/leadership development and research, the use of ‘learning circles’ by executives to address diversity challenges and opportunities, and perspectives of DLA alumni and agency benefactors. Please join us for the:

Immediately following our theme session in the same room is the GDO Town Hall Meeting: “Reporting Progress and Planning Next Steps for the AOM Coalition on Faculty Diversity.” The Coalition, which includes many divisions and interest groups of the Academy, individual Academy members and advisors representing Academy leadership, strives to increase faculty diversity in business schools and their affiliates within and outside the U.S. The Coalition uses task action projects to tackle issues (from recruitment to the glass ceiling) faced by AOM members
Academy Program Highlights

Diversity Leadership Academy
Monday, August 14, 2:30 - 3:50 pm
Hyatt Regency Atlanta, International Ballroom South

GDO Town Hall Meeting – Coalition on Faculty Diversity
Monday, August 14, 4:10 - 6:15 pm
Hyatt Regency Atlanta, International Ballroom South

Our Business Meeting and Awards Presentation will follow the Town Hall meeting in the same room, so stay to listen to what’s going on in the division and to cheer on members receiving awards. And finally, don’t forget about the…

GDO Social Hour
Monday, August 14, 7:30 – 9:30 pm
Marriott Marquis, Marquis Salon I

During the pre-conference, there will be a Diversity Research Publishing Workshop (Saturday, 8:30 to 12:30, Hyatt Regency in Inman) lead by senior scholars who will review manuscripts submitted by junior faculty in an open discussion format. Manuscripts must be received by May 15th, 2006 - several will be selected for in-depth reviews. Insights into principles underlying successful publication and an opportunity to network with diversity scholars, review board members and journal editors will be additional benefits of this session. Pre-registration is required - contact Raymond Trau at raymond.trau@deakin.edu.au. There will also be a workshop on Designing and Teaching Courses on “Diversity in Organizations,” (Sunday 8:00 to 12:00, Hyatt Regency, in Lenox) for those with limited or no experience in teaching diversity. Pre-registration is required - contact David Kravitz at dkravitz@gmu.edu.

Health Care Management:
The Health Care Management Division has an exciting program planned for this year’s meeting. Join us on Monday evening, 4:00 pm at the Hilton Atlanta for our distinguished speaker, Dr. Reuben McDaniel of the University of Texas, who will talk to us about chaos theory and how it can be applied and used to study health care. Also, we have several exciting symposia planned dealing with organizational learning, innovation, and the physician-patient relationship. Sociologists will love to attend our session on the social construction of medical work, on Wednesday morning at the Hilton. Institutional theorists will want to be there Monday morning at 10:40 to hear papers that all apply institutional concepts to different health care issues. This is a great division in which to see the application of our theories to real industry problems. Any session you attend will have a practical focus on how our theories produce stronger policy and management in the health care field.

International Management:
We have an excellent set of streams in this year’s program and it always difficult to highlight any one set of papers. Instead, we would like to call your attention to two events that are special in their recognition of the young and the (not so) old. This year, in recognition of his contribution to the field of international management, the Booz Allen Hamilton/strategy and business Eminent Scholar Award is being given to C.K. Prahalad at 5:30 PM on Tuesday, August 15 in the Stockholm room at the Marriott Marquis. C.K. is the Harvey C. Fruehauf Professor of Business Administration at the University of Michigan Business School. His books include Competing for the Future (1994), co-authored with Gary Hamel and printed in fourteen languages, and named the Best Selling Business Book of the Year in 1994; Multinational Mission: Balancing Local Demands and Global Vision (1987), co-authored with Yves Doz; and The Fortune at the Bottom of the Pyramid (2004). He is being honored not just for the depth of his influence but the breadth of his work. Commentary on C.K.’s work will be given by Professor Yves Doz from INSEAD. C.K. will also be featured earlier in the day at the All Academy Symposium “Managing in an Age of Disruption” at 2:30 PM on the same day.

In recognition of the next generation of international management scholars we will be having presentations by the finalists for the Barry Richman Dissertation Award at 4:10 PM, Monday, August 14 in the Amsterdam room. This is to be followed by the business meeting (Copenhagen) where this award will be granted along with the Doug Nigh Award for the best paper by a student or junior scholar and the best paper from an under-represented country. These papers are highlighted throughout the program. We encourage you to come to the business meeting to celebrate the achievements of our younger scholars and those from more distant lands.

Booz Allen Hamilton Eminent Scholar in International Management Award
August 14, 5:30 - 7:00 pm
Atlanta Marriott Marquis, Stockholm

Barry Richman Dissertation Award Finalists Session
August 15, 4:10 - 5:20 pm
Atlanta Marriott Marquis, Amsterdam
Management Consulting:
Join MC Division’s Members and Friends Dinner (Monday, 8:00 pm at City Grill restaurant) to hear Ed Schein’s talk, Process Consultation: Option or Necessity for Management Consultants? Schein believes that the management consultation field is still confused about the role of content vs. process expertise in the consulting process. Inasmuch as consultation is a human helping process involving personality, group norms and culture, process consultation is a necessary part of building a client relationship such that other forms of expertise can become relevant and effective. Reservation required via the M&F Dinner link on the MCD website, (http://uwf.edu/mcd/).

This year’s MC Division Keynote (Monday, 4:10pm at Hyatt Regency Montreal room) features a panel comprised of a high level consultant, a client, and a client advisor who designs systems for purchasing and evaluating consulting services. They will share their different perspectives about how changes in the consulting industry are affecting the impact consultants can have on clients and society.

This year’s PDW program includes a wide array of shared PDWs co-sponsored with other divisions (listed on the Division’s Program Overview Page). In response to past participants’ requests, we have expanded the depth of popular MC Division’s skill-building workshops. The MC Division’s PDW program culminates in a session dedicated to Communities of Practice in Management Consulting intended to bridge the PDW and Annual Meeting programs (Sunday, 10:30-11:45 am, Hyatt Regency Hanover F).

A new feature of the MC Division’s PDW for 2006 is two full days of programs focused solely on the needs and interests of doctoral students. A two-part Knowledge/Action Doctoral Student Colloquium runs Friday 2:00 pm through Saturday 11:15 am (Hilton Crystal Ballroom A & F). Pre-registration is required via the MCD website (http://uwf.edu/mcd/).

The MC Division’s inaugural Doctoral Student Consortium consists of three consecutive sessions, beginning Saturday 12:30 pm through Sunday 10:15 am (Hyatt Regency, Hanover E). Panels and presenters include a wide range of perspectives ranging from recently completed doctorates to leading researchers/practitioners in the field. Advance registration is recommended via the MCD website (http://uwf.edu/mcd/).

Management History:
A Guide to Historical Method for the Management Historian
Wednesday, August 16, 8:30 – 10:20 am
Hilton Atlanta, Roosevelt

The process of writing history generally includes three operations. First, one must search for material on which to work, sources of information. Second, the material found must be appraised from the viewpoint of evidential value. That is the historian is not interested in all material, only that which is important to the research question. Third, there must be some formal statement of findings, an assembling of the data in such a way that some objective truth is revealed.

In the area of management history, this process should result in some advancement of our knowledge about the study and practice of management. While these three elements are necessary, the way in which they are employed is as varied as the individuals who employ the process. This symposium will allow successful management researchers to share the variety of methods available to achieve this end. The symposium will open with an overview of history and historical method. Then each of the six panelists will share their insights into the writing of successful management history. Finally, we will open the panel to a general discussion with the other participants to answer questions and compare methods. The purpose of the symposium is to open to future and present management history researchers some insight into the threads that make up the varied fabric of historical research into the rich field of management.

Management Spirituality & Religion:
Distinguished Speaker: Lee Bolman, “Spirituality in Management: Past, Present, or Yet to Come?”
Tuesday, August 15, 2:30 – 3:50 pm
Hilton Atlanta, Paulding

Lee Bolman is an author, scholar, consultant and lecturer who currently holds the Marion Bloch Missouri Chair in Leadership at the University of Missouri-Kansas City. He has written numerous books on leadership and organizations with co-author Terry Deal, including The Wizard and the Warrior: Leading with Passion and Power (2006); Reframing Organizations: Artistry, Choice, and Leadership (1991, 1997, 2003); Leading with Soul: an Uncommon Journey of Spirit (1995; 2d ed., 2001); Reframing the Path to School Leadership (2002); Escape from Cluelessness: a Guide for the Organizationally-Challenged (2000); Becoming a Teacher Leader (1994); and Modern Approaches to Understanding and Managing Organizations (1984). Bolman and Deal’s books have been translated into more than ten languages. His publications also include numerous cases, chapters, and articles in scholarly and professional journals. Lee consults and lectures worldwide to corporations, public agencies, universities and schools. He holds a B.A. in History and a Ph.D. in Organizational Behavior from Yale University. Prior to assuming his current position, he taught at Carnegie-Mellon University (1967 to 1971), and at Harvard University (1971 to 1993). He lives in Kansas City, Missouri, with his wife, Joan Gallos, the two youngest of his six children, Christopher and Bradley, and an orthopedically-challenged Dalmatian, Vincent Van Gogh of KCMO.
Managerial and Organizational Cognition:
Join us at our exciting sessions this year! MOC presentations tackle sense-making, decision-making, meaning-making and memory-making, as well as the dynamics of learning, identity, knowledge, networking, relational practices, leadership, creativity, positive organizing, emotions and high quality connections. MOC spans individual, team, and organizational levels and studies fascinating contexts, including national security, disasters, medical errors, globalization, virtual space, and visionary leadership. *Think about it!*

Start with our PDW sessions, especially our unique developmental workshop, *Cognition in the Rough*, on Sunday morning where scholars offer one-on-one help to authors. Be sure to register in advance. This year’s scholars include Elena Antonacopoulou, Denise Rousseau, Andrea Casey, Janet Dukerich, Dov Eden, Colin Eden, Marlena Fiol, Peer Fiss, Raghu Garud, Gerard Hodgkinson, Susan Houghton, George Huber, Lynn Isabella, Gerry Johnson, Steve Mezias, Chet Miller, Frances Milliken, Rhonda Reger, and Mary Waller.

The MOC scholarly program opens with a glimpse into the future, answering the question: Where has the cognitive turn taken us? We begin with work from the “next generation” of MOC scholars – the presentation of our best student papers. This is an outstanding set that includes our 2 award-winning papers and the Dexter Award Nominee. Next, Karl Weick reflects astutely on the future domain of MOC in our Welcome Session. Then, back to the present: current MOC research is on display in our 22 sponsored symposia and 102 paper presentations.

**Opening Session: The Next Generation: MOC Best Student Papers**
- Monday, 8:30 – 10:20 am
- Atlanta Marriott Marquis, Magnolia

**MOC Welcome with Karl Weick: Where has the cognitive turn taken us?**
- Monday, 10:40 am – 12 pm
- Atlanta Marriott Marquis, Magnolia

**Operations Management:**
By way of overview, the Operations Management (OM) Division will be hosting one Showcase Symposium (with TIM), one Shared Symposium (with BPS), one Division Symposium, and 11 Division Sessions. Furthermore, 11 papers will be presented at the 10 Interactive Paper Sessions and another set of 10 papers will be delivered at two Visual Paper Sessions. Continuing with tradition, the OM Division will have the *Journal of Operations Management*’s Best Paper Session. We invite all OM members and prospective OM members to the Division Welcome Breakfast (Monday, 8:30 – 9:00 am, Marriott Marquis, Rio Grande & MacKenzie), the Division Social (Monday, 6:00 – 7:30 pm, Rio Grande & MacKenzie), the several coffee breaks that will be held, and the Division Business Meeting (Monday, 4:10 – 5:00 pm, Rio Grande & MacKenzie) during which we will present the Division Awards.

Space prohibits a description of all the presentations, but we would like to highlight a couple. Drs. James E. Flynn and Kimberly A. Bates have organized a symposium with distinguished OM scholars who will take up the topic “Operations Management Capabilities: The Cornerstones of Dynamic Capabilities.” The presenters will survey the various ways in which OM “has contributed to the development and understanding of dynamic capabilities,” and they will speculate about OM’s future contributions to the development and refinement of these capabilities. However, they won’t be the only ones talking. The audience will have the opportunity to provide feedback on their speculations.

You also will not want to miss the OM-sponsored Showcase Symposium (with TIM) on Service Innovations. Highly respected scholars from the fields of service operations and innovation will present five papers highlighting new work in service innovation and consider the impact on future research this new work might have.

Please also join us at the *Journal of Operations Management*’s Best Paper Session. The authors of the three best papers published by *JOM* in 2005 will present their research. Dr. Robert B. Handfield, Editor-in-Chief of *JOM*, will make the awards after the presentations.

**Operations Management Capabilities: The Cornerstones of Dynamic Capabilities**
- Monday, August 14, 9:00 -10:20 am
- Atlanta Marriott Marquis, Rio Grande & MacKenzie

**Service Innovation**
- Tuesday, August 15, 2:30 –3:50 pm
- Atlanta Marriott Marquis, Marquis - Salon III

**Journal of Operations Management Best Paper Award**
- Monday, August 14, 2:30 – 3:50 pm
- Atlanta Marriott Marquis, Rio Grande & MacKenzie

**Organization & Management Theory:**
Join us for our Welcome Breakfast and Distinguished Scholar Award on Monday at 8:30 AM. This year we honor Stephen Barley of Stanford University for his creative and innovative scholarly work. Steve’s talk is titled: “Corporations, Democracy and the Public Good” and promises to be provocative and engaging.

Immediately following this session, OMT will sponsor its Theme Session. This year, Mike Tushman and Majken Schulz have organized an exciting session that brings together scholars and practitioners to discuss how organizational scholars can make their research more relevant to practice. Their session is
titled: “On the Interface between Research and Practice: Experiences in Executing Engaged Research”. Finally, OMT will continue to hold is ever-popular OMT social hour, including the release of this year’s OMT artifact. Don’t miss it!

OMT Welcome Breakfast and Distinguished Scholar
Monday, August 14, 8:30 - 10:20 am
Atlanta Marriott Marquis, International 3

On the Interface between Research and Practice: Experiences in Executing Engaged Research
Monday, August 14, 10:40 am - 12:00 pm
Atlanta Marriott Marquis, International 3

OMT Social Hour
Monday, August 14, 6:15 - 7:30 pm
Atlanta Marriott Marquis, International 5

Organization Development and Change:
Join us for our welcome breakfast followed immediately by our theme session. This year, we are honored to have our theme session presented by William H. Starbuck and Chris Argyris! Their presentation, “How Can We Make ODC More Useful? Learning, Participation, and Humanism,” promises to be a remarkable kickoff to the 2006 Annual Meetings. We are also privileged to have L. David Brown as this year’s distinguished speaker. His talk is titled, “Changing Organizations in a Globalizing World,” and will be immediately followed by our awards and business meeting. Join us to review the past year, and to honor winners of the best paper and distinguished reviewer awards. The ODC Division will also sponsor 18 paper sessions and 14 symposia. Finally, this year’s ODC Social will be held on the Hilton Atlanta Pool Deck after the business meeting Tuesday evening.

ODC Welcome and Breakfast
Monday August 14, 08:00 – 08:30 am
Hilton Atlanta, Jackson

ODC Theme Session: How Can We Make ODC More Useful? Learning, Participation, and Humanism
Monday, August 14, 08:30 – 10:20 am
Hilton Atlanta, Jackson
Presenters: William H. Starbuck, U of Oregon; Chris Argyris, Harvard U, Monitor PLC

ODC Distinguished Speaker: L. David Brown, Harvard U, Kennedy School of Management
“Changing Organizations in a Globalizing World”
Tuesday, August 15, 4:10 – 5:20 pm
Hilton Atlanta, Jackson

ODC Awards and Business Meeting
Tuesday, August 15, 5:30 – 6:30 pm
Hilton Atlanta, Jackson

ODC Social
Tuesday, August 15, 6:30 – 9:00 pm
Hilton Atlanta, Pool Deck

Organization Behavior: The OB Division is highlighting three very special events at this year’s conference. First, Dr. Lyman Porter, this year’s recipient of the OB Division Lifetime Achievement Award, will be presenting an invited address on Tuesday at 9:00am. Second, the OB Division is sponsoring an International Lounge. This is a new initiative to provide a space and opportunity for international members to (a) meet and make connections with OB Division members from other countries and (b) generate ideas on how to help International members make connections with other OB scholars. Join us for a cup of coffee. Finally, we encourage our members to attend the OB Division Awards (Monday at 6:30pm), which segues into the Division’s Celebration and Social Hour. In this annual event, we will celebrate the accomplishments of our award winners, offer thanks to our members who have served the division during the last year (especially our dedicated reviewers!), reconnect with old friends, and make new connections.

OB Division Lifetime Achievement Award Invited Address
Tuesday, August 15, 9:00 – 10:10 am
Hyatt Regency Atlanta, Hanover G

International Lounge
Monday - Tuesday, August 14-15, 10:30 am – 12:00 pm
Hyatt Regency Atlanta, Chicago A

OB Division Awards and Celebration
Monday, August 14, 6:30 – 8:30 pm
Hyatt Regency Atlanta, Centennial Ballroom III - IV

Organizational Communication & Information Systems:
This year, 120 papers and 7 co-sponsored symposia will be presented as part of the OCIS program. We are very pleased that 5 of our symposia were selected as All-Academy and Showcase symposia. While this a great honor, it also means that the symposia are presented in rooms that are not always adjacent

Organizational Communication & Information Systems:
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to the OCIS meeting rooms. For instance, the symposium on Situated Practice in Online Communities will be held in the Hilton Hotel, Grand Salon D, on Monday morning. On Tuesday, there are two more Showcase symposia scheduled for the Hilton. They are New Directions in Team Leadership Research, and Discourse Perspectives on Organizational Change.

The papers will be presented in 23 division paper sessions, 1 visual paper session, and numerous interactive paper sessions. It is noteworthy, that the paper sessions are arranged into different tracks. The first track, which meets in Marriott Marquis International 1 on Monday, focuses on IS Implementation Studies. The second track, which meets in Marriott Marquis International 5 on Monday, focuses on the theme of Knowledge and its Management.

On Tuesday, a third track is introduced; it deals with issues of Virtuality and Online Communities and three sessions in this track meet in Marriott Marquis Magnolia. A fourth track, which is also introduced on Tuesday, focuses on Media Research. This track meets in the Marriott Marquis International 1. The fifth track, which meets in Marriott Marquis International 5 on Tuesday morning, focuses on IT Infrastructure issues. On Tuesday afternoon, the sixth track, on IT Adoption Research meets in Marriott Marquis International 5. The final track, which deals with Leading and Controlling issues, is introduced on Wednesday. Its sessions are held in Marriott Marquis International 1.

The Visual Paper Session will be held on Monday night (6:30-8:00pm), in conjunction with the OCIS Social Hour, at which food and drinks (cash bar) will be served. Nine visual papers will be presented during the OCIS Social Hour. Please join us in Marriott Marquis Salon IV for food, drinks and engaging conversations with our visual paper presenters and other OCIS members.

The International Networking and Research Opportunities PDW, which will be held on Sunday morning (8:00-10:00am), is a networking event for OCIS members who are keen to do more international research and to develop their network of researchers with similar interests. Two speakers, Maris Martinsons and Carol Saunders, will make provocative/controversial opening statements as a way of stimulating debate among participants. Working in groups, the participants will then work on drafting either individual or collaborative proposals for some internationally-themed research, with an aim of submitting a paper to next year’s Academy meeting. Even though registration is not required for this workshop, interested participants are encouraged to review Donald Hambrick 1993 Presidential address to the Academy (“What if the Academy Actually Mattered?”) Academy of Management Review 19(1), 11-16, and to let Robert Davison (isrobert@cityu.edu.hk) know that they are planning to attend the PDW.
Special Thanks

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Others
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Tulane U.
U. of New Orleans
James Jiambalvo (Dean, U. of Washington Business School)
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Lauretta Tomasco
Gary Rashkov
Veronica Howell
Soo-Hoon Lee
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Mentoring Committee....Liz Borredon, EDHEC School of  
Management  
Kenneth Gray, Florida A&M U.  
New Doctoral Student Consortium .....Laura Erskine, U. of  
Southern California
Welcome to Atlanta!

The Local Arrangements Committee of the Academy of Management welcomes you to Atlanta and the 2006 meeting! Many people have been working diligently to make this one of the most successful meetings ever. We hope you enjoy the presentations, special events, consortia, and all the pleasures Atlanta has to offer. The three host hotels are the Marriott Marquis, Hyatt Regency, and Hilton Atlanta, all located close to one another in the downtown convention district.

A Little Bit of History
Atlanta is the largest city in the Southeast U.S. and has long been a transportation center. You will notice there are many street and business names that include the word “Peachtree.” The term dates back to 1782 when the Native American village of “Standing Peachtree” grew to prominence in the area close to what is now downtown. During the War of 1812 Fort Peachtree was built to defend the middle Georgia area, and many “Peachtrees” have since followed. Railroads moved Atlanta to commercial greatness in the 1800’s as the site was chosen as a major junction of several rail lines. An early city name was “Terminus,” from the three railroads whose lines ended in the area. In 1842 the name was changed to “Marthasville” after the daughter of Governor Wilson Lumpkin. The name was changed again in 1845 to Atlanta, shortened from “Atlantica-Pacifica.”

Atlanta’s prominence as a railroad hub made it a very enticing target for U.S. Union General W. T. Sherman who burned the city to the ground during the Civil War. As a result, few antebellum buildings remain in the city. Instead, one of the oldest (and some believe most interesting) pre-Civil War landmarks is Oakland Cemetery (just 2 miles from the hotel district) where locals watched Atlanta burn and where notables such as Margaret Mitchell (author of “Gone With the Wind”) and the nation’s first African-American mayor, Maynard Jackson, are buried. The cemetery boasts ornate markers and statuary and is a fascinating glimpse into Atlanta’s history.

The city grew rapidly in the twentieth century and the metropolitan area population is now several million. Atlanta is home to Delta Airlines, Coca-Cola, CNN, and many other global organizations. In 1996 the city hosted the Olympics. In the past decade, Atlanta’s diversity has expanded rapidly as it has become a melting pot for numerous ethnic groups. Today the city prides itself on being a world-class city proud of its history but also looking forward to a bright future.

Helpful Information for Your Stay in Atlanta

Access for People with Disabilities
The three conference hotels are within easy walking distance of each other. All conference events will be held in the hotels. For those needing special assistance for disabilities please let us know at needs@aom.pace.edu. We will have electronic scooters available for those who need them.

Copies and Business Services
All of the conference hotels have business centers which can meet your needs. There are also several full-service copy facilities located nearby.

Transportation

From the Airport: Hartsfield-Jackson International Airport (www.atlanta-airport.com) is approximately 12 miles south of the conference hotels. The most economical option to reach the convention area is rapid-rail MARTA system. It costs only $1.75 each way and is very easy to use. The MARTA station is located in the airport terminal. Take the North line to Peachtree Center and walk about one block north to the hotels. MARTA’s rail and bus lines serve many of the city’s downtown locations as well as some of those in the suburbs.

Shuttles, limousines, and taxis are readily available at the exit area near baggage claim. All travelers should allow at least ONE HOUR for the commute as traffic can sometimes be heavy. For departures, the airport suggests arriving no less than 90 minutes before your flight. New security rules prevent entry to the gate areas without a boarding pass.

Marked cabs are plentiful at the airport and in the downtown area. Fares one-way from the airport are approximately $25 per person. Shuttles charge approximately $16 per person each way to and from the airport.
T-Shirts
Conference t-shirts will feature graphics reflective of Atlanta and may be seen on the Academy’s web page. T-shirt sales will benefit The Children’s Healthcare of Atlanta. Please order your t-shirts when registering. They will be available for pick-up in the registration area when the conference starts.

Tours
The Atlanta Local Arrangements Committee will continue the practice of providing assistance with information on available tours so members can make their individual plans. We will be working with American Coach Tours of Atlanta to assist members with their touring plans. There is a link from the Academy website to the American Tours website to allow members to start their planning early.

Shopping
World-class shopping can be found just a short MARTA ride away in the posh Buckhead neighborhood where Phipps Plaza and Lenox Square feature most major national department stores and smaller boutiques. Underground Atlanta (within walking distance of the hotels) offers smaller shops and restaurants catering to all ages. More unusual shops and restaurants may be found in in-town neighborhoods such as Virginia-Highland and Atlantic Station. The Mall of Georgia, one of the south’s largest malls, is located in Gwinnett County about 20 miles north of the city.

Entertainment and Recreation
Atlanta boasts lots of wonderful food in outstanding ethnic restaurants. Restaurants near the downtown hotels may be found on the web site of the Atlanta Convention and Visitor’s Bureau (www.atlanta.net/ACVB). For economical meals, a large food court in Peachtree Center (which links the conference hotels) features several fast-food outlets and specialty restaurants.

The Atlanta Braves will be in town during the conference, so think about taking in a game at “The Ted” (Turner Field). Tickets may be ordered from www.atlanta.braves.mlb.com. A “must-see” in Atlanta is the new Georgia Aquarium, the largest in the world. Be sure to get your tickets in advance at www.georgiaaquarium.org as this is a very popular attraction. CNN Center is located a few blocks from the convention area and hosts tours of the CNN Studios (www.cnn.com).

Atlanta abounds with history, and there are a number of historical attractions within a few miles of downtown. The Atlanta History Center (which houses a museum and two restored homes: a farmhouse and an elegant Buckhead mansion “Swan House”) is a good place to start. The History Center is located near Phipps Plaza in Buckhead and may be reach by MARTA. The Martin Luther King, Jr. National Historic Site is close to downtown and includes both the birth home and burial site (www.nps.gov/malu).

A visit to Grant Park (about 4 miles from downtown), home of the Civil War Cyclorama as well as the Atlanta Zoo, may be combined with a trip to historic Oakland Cemetery where unusual architecture ranging from Gothic to modern may be seen. The Atlanta Botanical Gardens is only a few miles north of the hotels.

Farther from the city center, Six Flags over Georgia and Stone Mountain Park appeal to adults and kids alike. No visit to Atlanta would be complete for kids (and big kids) without a trip to the Varsity, the “World’s Largest Drive-In” near the Georgia Tech campus. Fernbank Science Center (www.fernbank.edu) boasts outstanding exhibits and a planetarium. There is something for all ages, all tastes, and all budgets in Atlanta.

Beyond the City
If time permits, you may want to rent a car and explore areas outside the city. Within two hours drive time lies Helen, Georgia in the north Georgia mountains. Helen is an Alpine village with excellent shopping and restaurants. Many winding mountain roads offer beautiful scenery. South and east of Atlanta is the Oconee “lakes region” where the historic towns of Madison, Social Circle, and Greensboro showcase antebellum homes and glimpses of life in the early South. Take in lunch at the Blue Willow Inn in Social Circle (for hearty Southern fare) or the Ritz-Carlton on Lake Oconee (for the more discriminating). Roosevelt’s “Little White House” and Callaway Gardens west of the city offer golf, good food, and more local history. If you have a little more time, drive to Savannah on the Georgia coast where beautiful city squares and outstanding seafood are featured attractions.
Weather

Weather in Atlanta in August is typically very warm and humid, with highs often in the upper 80’s and lows in the low 70’s. Although Atlanta has lots of sunshine, afternoon rain showers are not uncommon. And while the outside temperature may be quite warm, the hotel air conditioning systems seem to be very effective, so a sweater or jacket may be a good option, especially in the meeting rooms.

Speaking for all members of the Local Arrangements team for Atlanta, we hope to make your visit an enjoyable one! We stand ready to assist you in any way in planning your trip to Atlanta.

Bill Galle
Erich Brockmann
Greg Washington
Maryann Wysor
Jack Huddleston
Henry Moon
Lucy McClurg

Career Path from series “Architecture of Corporate Life”
Chris Poulson, University of Tasmania, Australia
Legend: Hotel Names & Addresses

1. **Atlanta Marriott Marquis**
   265 Peachtree Center Avenue
   Atlanta, GA 30303
   *Co-Headquarters Hotel*

2. **Hyatt Regency Atlanta**
   265 Peachtree Street, NE
   Atlanta, GA 30303

3. **Hilton Atlanta**
   255 Courtland Street, NE
   Atlanta, GA 30303

4. **Sheraton Atlanta**
   165 Courtland Street
   Atlanta, GA 30303

5. **Courtyard by Marriott Atlanta Downtown**
   175 Piedmont Avenue Northeast
   Atlanta, GA 30303
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**University of Maryland University College**

University of Maryland University College (UMUC) is a visionary institution, on the forefront of education for the 21st-century workforce. It is an entrepreneurial and creative institution, committed to the exploration of knowledge, the construction of partnerships, and innovative academic delivery. It is a large and diverse institution, serving 88,000 students around the world, over 32,000 of whom are Maryland residents. It is a substantive institution, committed to lifelong learning and education of non-traditional students.

UMUC is experiencing and planning for significant growth. For the past five years we have experienced double-digit growth rates. UMUC has become the second largest university in Maryland. The Maryland Higher Education Commission projects that UMUC’s enrollments will grow by 120% by 2010, when they will account for one-third of all students enrolled in University System of Maryland institutions.

The university offers bachelor’s degrees with a choice of 26 majors and 36 minors. UMUC’s Graduate School of Management and Technology prepares students for effective leadership and citizenship in a global environment characterized by workforce diversity, increasing competition, and technological innovation. The Graduate School achieves this by offering 20 master’s degrees and three executive master’s programs, in addition to having one of just a few doctor of management programs in the United States.
In addition to degree programs, UMUC offers a broad array of career enhancing undergraduate and graduate certificate programs, with most available online, as well as executive training programs geared towards middle and upper level managers.

UMUC offers more than 600 courses and close to 100 undergraduate and graduate certificate and degree programs completely online via WebTycho, the University’s state-of-the-art interactive classroom software. Last year, UMUC counted 143,544 online enrollments.

And, while increasing numbers of students choose the convenience of UMUC’s award-winning online education programs, they also may complete coursework in traditional classrooms at 16 locations throughout the Maryland and the metropolitan Washington DC region.

In 1949, UMUC began providing educational service to the U.S. military overseas. Today, UMUC is the leading education provider for the U.S. military, serving close to 54,000 service members worldwide at more than 130 locations, including our most recent location in Afghanistan.

Our rapid growth means we have expanding opportunities for innovative academic leaders who value excellence in teaching and lifelong learning. UMUC faculty members bring professional work experience in their field, as well as an impressive academic background to the classroom. The advantages of teaching for UMUC add up. UMUC offers:

A teaching schedule that fits into your professional life
Superior training – we’ll teach you to teach online
The ability to teach from anywhere online using the most advanced proprietary Web teaching software
Multiple in-person classroom teaching locations in the Maryland, Washington, DC metropolitan area, and overseas
Competitive pay that rewards your expertise
Collegial atmosphere
Interaction with highly motivated, non-traditional students

We invite the Academy of Management members to consider adjunct or collegiate faculty positions with the University of Maryland University College. Apply to teach at www.umuc.edu/faculty, and please visit us at exhibit booth 305.

Gold Sponsors

European School of Management and Technology
European School of Management and Technology (esmt) was founded in October 2002 on the initiative of 25 German blue chip companies and associations. The corporate founders’ goal was to endow Germany with a truly international business school – a school with global reach and a European soul, located in the very heart of Europe, Berlin.

Inaugurated in February 2006 with the German Chancellor Angela Merkel, esmt’s headquarters and main city campus are conveniently situated in the historic part of Berlin, neighboring the State Department and numerous famous museums. esmt offers executive education (since 2003) and international MBA degree programs (since January 2006) in English. In addition to the Berlin campus, the School operates a technology campus in Munich and a castle campus in Cologne.

esmt’s research and teaching focuses on practice, relevance, and applicability. High-impact learning allows participants to translate what they have learned into action as soon as they get back to their companies. esmt imparts participants with state-of-the-art analytical methods in management and teaches them to solve real-life management issues. The aim is to enable participants to take responsibility and accomplish change. esmt’s international faculty, made up of both practice-oriented academics and theory-oriented experts, support this style of teaching.

esmt is fully accredited by the German authorities as a private institution of higher education. While already fulfilling international standards, international accreditation and international ranking will follow as soon as possible. For more information, visit our website at www.esmt.org.

University of British Columbia
Sauder School of Business
The University of British Columbia is recognized as a leading research institution, both within Canada and internationally. Located in Vancouver, close to one of Canada’s largest business centers, the Sauder School of Business plays an important role in the creation and application of new business knowledge. It is very highly-regarded for its well published faculty, innovative research, and demanding business programs.
The Sauder School of Business is recognized as Canada’s leading business research school, as measured by the number of research grants awarded, and publications produced, by its 98 faculty. It also ranks within the top 30 schools internationally for research publication, according to a review of leading business journals.

The school boasts five business degree programs – Bachelor of Commerce, an award-winning MBA program, Master’s of Science in Business, Masters of Management, and PhD. These degrees build on the faculty’s strengths, with specializations in organizational behavior and human resources, operations and logistics, transportation, finance, marketing, strategic management, and management information systems. In addition, the Sauder School of Business has an extensive Executive Education catalogue of courses and frequently designs specialized business programs for companies, both locally and internationally.

As the Sauder School of Business approaches its 50th year as a business school, it continues to grow. Since 2001, 33 new faculty have been recruited, its award-winning MBA program has been expanded, and a solid network of research centers have developed, including centres focused on financial research, family business, transportation, real estate, and healthcare management.

**University of Georgia**

**Terry College of Business**

The Terry College of Business at the University of Georgia was founded in 1912 as the School of Commerce, making it the oldest business school in the South. Today, the college delivers top-quality instruction while providing its world-class faculty a climate for both basic and applied research and a service program designed to meet the needs of the business community of Georgia and beyond.

The Terry College began offering graduate instruction in 1923 and has been a fully accredited member of AACSB International since 1926. Its undergraduate and MBA programs are consistently ranked among the top 20 public business schools by U.S. News & World Report, BusinessWeek, Forbes and The Financial Times.

In keeping with the Terry College’s stated purpose of developing leaders for the world’s private enterprise system, Terry’s Institute for Leadership Advancement was established in 2001 with a vision of creating and promoting cutting-edge knowledge about leadership and to use this knowledge to develop leaders who enhance the performance of their organizations and communities.

In 2005, the Terry College opened its Executive Education Center in Atlanta, a state-of-the-art facility capable of staging and supporting a variety of academic and professional programs, including a quarterly CFO roundtable and the annual Directors’ College for current and prospective corporate board members. In addition to serving as headquarters for Terry’s Executive MBA Program, the center also acts as the venue for students and faculty to interact with Atlanta’s business community.

Additional information about the Terry College can be found at www.terry.uga.edu.

**University of Southern Mississippi**

**College of Business**

Transforming and empowering students for successful business careers in Mississippi and beyond is the mission of the College of Business at The University of Southern Mississippi. A combination of quality academics, superb teaching and relevant experiences provide students with a solid foundation for career success.

The College of Business is among a select group of business programs in the nation fully accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The undergraduate and graduate programs in the School of Accountancy and Information Systems also maintain separate AACSB accreditation.

More than 75 faculty members teach courses to approximately 2,000 graduate and undergraduate students in 15 different majors in Hattiesburg and on the Mississippi Gulf Coast. There are four schools and departments within the College of Business: the School of Accountancy and Information Systems, the Department of Economics, Finance and International Business, the Department of Management and Marketing, and the Department of Tourism Management. Find more information online at www.usm.edu/business.

The University of Southern Mississippi, founded in 1910, is a comprehensive doctoral and research-extensive university fulfilling its mission of being a leading university in engaging and empowering individuals to transform lives and communities. In a tradition of leadership for student development, Southern Miss is educating a 21st century
work force providing intellectual capital, cultural enrichment and innovation to Mississippi and the world. Southern Miss is located in Hattiesburg, with an additional campus and teaching and research sites on the Mississippi Gulf Coast; further information is found at www.usm.edu.

University of St Andrews
School of Management
The University of St Andrews, founded in 1413, is one of the oldest universities in Europe and the oldest in Scotland. For almost six centuries, it has been an internationally recognized centre of learning with top-ranking research across all faculties. It is regularly ranked as one of the top ten universities in the UK.

Management teaching has been established within the University for 25 years with a focus on a suite of flexible undergraduate programs mixing management with maths, biology or arts courses. At the postgraduate level, the School of Management has established a set of specialist one-year Masters programs (e.g. International Business, Marketing, Finance, and a pioneering course in Creativity Management) plus an active PhD program. These postgraduate degrees build on the research strengths of the School. In recent years, the University has placed major investment in the School of Management and this has seen a prestigious new building overlooking the ocean and the golf links of the original home of golf. The investment has resulted also in a rapid rise in the ranking of the School of Management to one of the top ten business schools in the UK according to national surveys.

Students receive a management education which is flexible, student-centred and innovative. At the broader level, the University strives to offer the latest in teaching and research, all within a superbly picturesque mediaeval setting. With its history and status, the University attracts scholars of international repute and students from all over the world who enjoy a unique educational experience.

Silver Sponsors

Society for Human Resource Management
The Society for Human Resource Management (SHRM) is the world’s largest association devoted to human resource management. Representing more than 200,000 individual members, the Society’s mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society’s mission is also to advance the human resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 550 affiliated chapters and members in more than 100 countries. Visit SHRM Online at www.shrm.org.

Tulane University
A. B. Freeman School of Business
Tulane University is one of the country’s leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 7,000 undergraduate and over 4,300 graduate students. Most of these students are enrolled in classes on Tulane’s Uptown Campus, which includes 110 acres and 80 buildings, while the Tulane University Health Sciences Center (including the School of Medicine and the School of Public Health and Tropical Medicine) is located in downtown New Orleans.

The A. B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 1,300 students and includes 60 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top Universities in the U.S. with an average SAT score for entering freshman in 2005-2006 of 1350. The A. B. Freeman School of Business is also consistently ranked among the top Business Schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

University of Illinois at Urbana-Champaign
College of Business
The University of Illinois College of Business is nationally recognized as a leader among American schools of business. Offering outstanding programs in accountancy, business, and finance, the College enrolls more than 3,000 undergraduates and approximately 600 MBA, master’s, and doctoral students from all 50 states and more than 30 countries worldwide.

Illinois Business graduates have gone on to assume leadership roles in business, government, and academia. The more than 48,000 alumni of the College constitute a network of support that extends around the globe. A distinguished faculty provides instruction and academic
leadership in the teaching, research, and outreach programs. Endowed chairs and professorships help to attract and retain our world-class faculty. Research and Learning Centers, such as the Center for International Business Education and Research and the Center for Information Technology and E-Business Management, provide focal points for basic and applied research, conferences and seminars, and scholarly publications.

The College of Business draws upon the vast resources of one of the world’s premier institutions of higher education, the University of Illinois at Urbana-Champaign. The flagship public university in the state, the University of Illinois is recognized for outstanding programs in science, engineering, and agriculture, as well as in business and the liberal arts. The home of the National Center for Supercomputing Applications, the University has distinguished itself as a leader in computer and information technology. Excellence in teaching and research is supported by a world class library collection that is the third largest academic library in the nation.

Bronze Sponsors

BusinessWeek Magazine & Beta Gamma Sigma: Partners in Educational Success

Since 1929, BusinessWeek has been providing unparalleled insight and analysis to a worldwide audience of business leaders, now reaching more than 4.7 million readers each week in 140 countries. For decades, we’ve been honored to help educators bring the world of business into the classroom, elevating today’s students into tomorrow’s leaders. Coupled with BusinessWeek.com, the preeminent provider of daily, essential business news, information, and services, BusinessWeek is a comprehensive way to engage students in current business topics and provide valuable teaching tools for faculty to enhance the classroom experience.

Beta Gamma Sigma is the International Honor Society serving business programs accredited by AACSB International. The mission of Beta Gamma Sigma is to encourage and honor academic achievement in the study of business, to foster personal and professional excellence, to advance the values of the Society, and to serve its lifelong members. With over 540,000 lifetime members in 160+ countries, Beta Gamma Sigma is the world’s largest organization representing business school alumni.

Both BusinessWeek and Beta Gamma Sigma strongly believe in the importance and value of lifelong learning for business people. This has led to a strong partnership between the two organizations.

Georgia State University

J. Mack Robinson College of Business

The J. Mack Robinson College of Business is the sixth largest business school in the United States. The College has 7500 students, with more than 2000 graduate students.

Robinson has an extensive program of graduate studies including four MBA programs (FlexMBA, ExecutiveMBA, Global Partners MBA and Professional MBA) and offers specialized masters programs with 19 specialties. The College has its main campus in downtown Atlanta, but also offers programs in Alpharetta, Brookhaven and (beginning Fall 2005) in Henry County.

Recognized as a leader in business education, the Robinson College boasts programs that are top-ranked by some of the world’s most respected business publications. The FlexMBA has been listed in the U.S. News and World Report top-ten for ten consecutive years and the ExecutiveMBA is ranked among the top programs in the world by Financial Times. From corporate CEOs to some of the world’s most successful entrepreneurs, to government officials to educators, the Robinson College has had a hand in molding those who shape the future.

The Department of Managerial Sciences at Georgia State University is an education and research-oriented unit of the Robinson College. The department is one of the largest in North America and offers majors or concentrations for BBA, MBA, MS and PhD degrees. Faculty are active researchers and outstanding educators in decision sciences, entrepreneurship, human resources management, operations management, organizational behavior and strategic management.

For more information on the Robinson College of Business and the Managerial Sciences Department go to the College website at www.robinson.gsu.edu.

Georgia Tech

College of Management

The intersection of business and technology has always been at the heart of the College of Management and today that focus is more relevant than ever. Leveraging Georgia Tech’s strengths in entrepreneurship and tech-
nology innovation, the College grounds students in critical thinking and teaches them to perform in highly technological and global environments. The interdisciplinary curriculum stresses teamwork, cultural diversity, and relevant solutions to real-world problems to prepare tomorrow’s business leaders to achieve, lead, and succeed in today’s changing technological environments.

The College’s location at Technology Square in Midtown Atlanta creates a new standard in business education. It is a natural setting for exploring synergies between management and technology. Students are exposed to developing businesses on the leading edge of commerce and have access to the latest learning tools. Advanced technology is used throughout the curriculum, enabling the College to fulfill its mission of excellence in the functional areas of business and respond to important and timely issues on Georgia Tech’s agenda—issues like technology entrepreneurship and commercialization, management of change and innovation, financial performance and analysis, managing the extended value chain, enterprise globalization, and international finance.

Students attend classes around the corner from companies where they find fulfilling and challenging internships, co-op jobs, and careers. Area businesses already include the Federal Reserve Bank, Turner Broadcasting, EarthLink, Equifax, and a range of technology companies. As Technology Square thrives as a place to live and work, the presence of the College will continue to enhance the vibrant intellectual environment of this extraordinary community.

Kennesaw State University
Coles College of Business
The Coles College of Business at Kennesaw State University, a 19,000-student unit of The University System of Georgia, is located in suburban Atlanta. All business and accounting programs in the Coles College are accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The 105 fulltime faculty in the Coles College support over 2,500 undergraduates and 1,000 graduate students in an array of academic programs, on campus, at the Cobb Galleria and in Dalton, GA. Besides BBA, MBA, Macc and EMBA programs, the Coles College also offers an in house, executive format MBA at both BellSouth and Cingular.

The Coles College is the proud home to the Cox Family Enterprise Center, the China Research Center, The Edge Microenterprise Center, The National Collegiate Sales Competition, the Econometric Center and the Corporate Governance Center. Additionally, Coles faculty edit Family Business Review and the Journal of Executive Education.

The Department of Management & Entrepreneurship have had a long-standing, mutually productive and proud relationship with the Academy of Management. Annually, the Coles College/Michael H. Mescon Award is presented to an outstanding researcher in the Entrepreneurship Division of the Academy. Our faculty has been deeply involved in Academy leadership activities for years. Tim Mescon served as chair of the Entrepreneurship Division and in that Division, Ken Robinson currently serves as Chair, Awards Committee. Janet Adams chaired the Women In Management Division; Teresa Joyce chaired the Managerial Consultation Division. Tom Kolenko chaired the Management Education and Development Division and Gary Roberts chaired the Management History Division.

Wiley
Founded in 1807, John Wiley & Sons is a global publisher of must-have print and electronic products, with a strong presence in management and organizational fields. Wiley’s highly regarded line of management books includes two new titles that deserve special attention:

- A Leader’s Legacy (0-7879-8296-2): James Kouzes and Barry Posner pen a new book of original focused insights on leadership and legacy, sure to inspire and instruct.

- Exploring Management in Modules Casebook (0-470-08863-X): prolific author John Schermerhorn’s new text releases this fall and is already generating strong demand for higher education management courses.

Wiley’s presence in this field extends to our respected line of journals, which includes:

- Leader to Leader: an award-winning quarterly report on management, leadership, and strategy written by today’s top leaders themselves.

- Human Resource Management: a quarterly journal covering the broad spectrum of contemporary human resource management, arming practicing managers and academics with the latest tools and information.
• **Strategic Management Journal**: a highly prestigious journal publishing original material devoted to improvement and further development of strategic management theory and practice. Launching in 2007 is the sister journal, *Strategic Entrepreneurship Journal*, dedicated to help build the theory and research in the ever-growing entrepreneurship field.

Wiley is once again displaying a large selection of management products, this year in booth spaces 200, 202, and 204. Visit us at our booth, where you can browse through and purchase a wide variety of individual titles and journal subscriptions!

**Pewter Sponsors**

**Benedictine University**

Benedictine University in Lisle, Illinois is a Catholic university in the Benedictine tradition that provides a values-centered liberal arts education enriched by our excellence in science. *U.S. News & World Report* named Benedictine among the top schools in the Midwest and ranked Benedictine sixth in the Midwest for Campus Diversity for 2006.

The Benedictine Ph.D. in organization development (OD) prepares management professionals with state-of-the-art education in the field. Built on a more than 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 OD, 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, Benedictine Ph.D. students and faculty published and presented more than 300 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 is recognized both locally and nationally as a leader in providing education toward managing the human side of organizations. Full-time and adjunct faculty 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.

**University of Southern California**

**Marshall School of Business**

The University of Southern California Marshall School of Business is one of the premier business schools in the United States, and at 85, the oldest in Southern California. It offers management education to more than 5,000 students enrolled in its undergraduate, graduate and Ph.D. programs and is ranked as one of the country’s top schools for accounting, finance, entrepreneurship and international business studies.

Located in the heart of Los Angeles, USC Marshall provides ready access to industries defining the new business frontier: biotechnology, life sciences, media, entertainment, communications and healthcare.

As a prime gateway to Asia and Latin America, USC Marshall was the first school to require international travel as part of every MBA degree. In 2004, it formed a unique partnership with the Antai School of Management at Shanghai Jiao Tong University.

An expert faculty prepares students for the evolving realities of the global marketplace by combining research and real-world experience in programs that emphasize interactive learning. The school offers 11 research-based Centers of Excellence, which connect students to conferences, internships and work opportunities related to their field of interest.

The USC Marshall alumni association is a vast network of 68,000 Trojans spanning 44 countries. It offers graduates exceptionally strong support for success in the global marketplace.

**The University of Tampa**

**John H. Sykes College of Business**

The University of Tampa is a medium-sized comprehensive, private university located on approximately 100 acres of prime riverfront land in the heart of a vibrant downtown Tampa. It is the school of choice for more than 5,100 students from 50 states and 100 countries.

All UT programs emphasize teaching excellence, personal attention and real world experience. An innovative first-year program helps new students fit in quickly. Internship and community service opportunities abound,
and university-wide international initiatives give every student the opportunity to earn a Certificate in International Studies.

There are over 1400 undergraduate majors and 470 graduate students within the John H. Sykes College of Business, an AACSB accredited business school with more than 60 full-time, dedicated teacher-scholars. The Sykes College is known for its very active partnering with a host of community and professional organizations through its centers and institutes, including the TECO Energy Center for Leadership, Center for Ethics, Center for Innovation & Knowledge Management, Namoli Center for Business Strategy and the Florida Entrepreneur & Family Business Program. Learn more at http://ut.edu.

The University of Texas of the Permian Basin
School of Business

The School of Business at The University of Texas of the Permian Basin is committed to providing students with the educational foundation needed for life-long learning and success in the regional and global business communities. Through quality instruction enhanced by timely research and professional service, faculty members strive to continuously improve the business curricula, giving students a cutting-edge educational experience.

The School of Business has more than 600 undergraduate majors and minors and approximately 100 graduate students. The Bachelor of Business Administration degrees in Accountancy, Finance, Management, and Marketing, the Master of Business Administration degree in Management (on campus and online), and the Master of Professional Accountancy degree are accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The School also offers a Bachelor of Arts degree in Economics and a Bachelor of Science degree in Industrial Technology.

Over 90 percent of all student class hours are taught by faculty holding a doctorate in the discipline. Faculty members have extensive experience in the business world in both research and consulting. They apply these experiences in their classrooms to help students better understand the complexity of the 21st century business environment.

Located in Odessa, UT Permian Basin is a component of The University of Texas System. The University was established in 1969 to award junior, senior, and graduate level programs. UT Permian Basin achieved four-year status in 1991. Today, the University enrolls more than 3,400 students. For more information on UT Permian Basin’s School of Business, go to http://www.utpb.edu/schoolofbusiness.

AOM 2007 Sponsorship Information

Are you interested in supporting superior scholarship about management and organizations? Are you interested in having your university/organization associated with one of the world’s premier academic meetings? Are you interested in showcasing your university/organization at a leading professional conference?

If your answers to these questions are “yes”, then you need to serve as a university/organization sponsor for the Academy of Management (AOM) 2007 Annual Meeting, August 3-8, in Philadelphia, Pennsylvania. AOM 2007 has five levels of university/organization sponsorship:

Platinum $10,000 - $15,000 US
Gold $7,500 - $9,999 US
Silver $5,000 - $7,499 US
Bronze $3,000 - $4,999 US
Pewter $1,500 - $2,999 US

For complete information, please contact Dr. Geralyn McClure Franklin, AOM Director of Sponsorships, at geralynf@aol.com.
The University of Southern California Marshall School of Business is one of the premier business schools in the United States, and at 85, the oldest in Southern California. It offers management education to more than 5,000 students enrolled in its undergraduate, graduate and Ph.D. programs and is ranked as one of the country’s top schools for accounting, finance, entrepreneurship and international business studies.

Located in the heart of Los Angeles, USC Marshall provides ready access to industries defining the new business frontier: biotechnology, life sciences, media, entertainment, communications and healthcare.

As a prime gateway to Asia and Latin America, USC Marshall was the first school to require international travel as part of every MBA degree. In 2004, it formed a unique partnership with the Antai School of Management at Shanghai Jiao Tong University.

An expert faculty prepares students for the evolving realities of the global marketplace by combining research and real-world experience in programs that emphasize interactive learning. The school offers 11 research-based Centers of Excellence, which connect students to conferences, internships and work opportunities related to their field of interest.

The USC Marshall alumni association is a vast network of 68,000 Trojans spanning 44 countries. It offers graduates exceptionally strong support for success in the global marketplace.

The University of Washington first opened its doors as the Territorial University of Washington on November 4th 1861. By 1889 at the time of statehood it was a firmly established institution of higher education. The University of Washington Business School, founded in 1917, is the second oldest institution of management education on the West Coast. About 2,500 students are enrolled in the School’s undergraduate and graduate programs each year, and over 1,000 participate in our executive education seminars and lifelong learning programs for working professionals.

The development of a new mission and direction for the Business school about five years ago bore fruit for what has always been a very good business school. U.S. News & World Report ranks our MBA program 18th in the nation, and our Executive MBA program 22nd. The undergraduate program serves over 1,600 students every year and is ranked 22nd by U.S. News & World Report among public undergraduate programs. UW Business School offers a rich array of graduate and executive programs such as a Technology Management MBA, a Global EMBA, and a research-based Doctoral Program to train future scholars. Additionally, UW Business School launched a campaign to build a new world-class facility and increase faculty endowments and funds available for scholarships. Our vision is transforming a very good business school, with an exceptional reputation for scholarship, into one of the nation’s premier institutions for business education.

For more information about specific business programs, call the dean’s office at 206-543-4750 or go online at http://bschool.washington.edu.

Tulane University is one of the country’s leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 7,000 undergraduate and over 4,300 graduate students. Most of these students are enrolled in classes on Tulane’s Uptown Campus, which includes 110 acres and 80 buildings, while the Tulane University Health Sciences Center (including the School of Medicine and the School of Public Health...
Tulane University is consistently ranked among the top Universities in the U.S. with an average SAT score for entering freshman in 2005-2006 of 1350. The A. B. Freeman School of Business is also consistently ranked among the top Business Schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

University of New Orleans
College of Business Administration
(Supporting AOM Local Arrangements Co-Chairs William Galle and Erich Brockmann)

The University of New Orleans is located on the South shore of Lake Pontchartrain and only minutes from the fun and excitement of downtown New Orleans and the French Quarter. The College of Business Administration, with an enrollment of almost 4,600 undergraduate and graduate students, is one of the largest colleges of business in the Gulf Coast region. Business students make up over one-fourth of the University’s student body.

The College, fully accredited by AACSB International, provides degree programs in all the traditional business fields at the undergraduate and graduate levels. It also provides Executive programs in the MBA and Health Care Management areas. In addition to the local offerings, an Executive MBA program is available in Jamaica and Puerto Rico. A new Executive program is expected soon in Hospitality and Tourism Management.

As is the case with the rest of the New Orleans area, the University of New Orleans is recovering from the wrath of Hurricanes Katrina and Rita. Although the evacuation in August 05 disrupted the normal semester offerings, we were able to place thousands of students in different schools and migrate hundreds of courses to the internet. Physically, the majority of the University escaped the flooding. However, most of the infrastructure experienced varying levels of wind and rain damage. Even so, the University was able to offer courses in the New Orleans area by October 05 with a restoration of ‘regular’ offerings for the Spring 06 semester.

Pace University
Lubin School of Business

The Academy of Management is located on the Briarcliff Manor, New York, campus of Pace University. Prior to residing at Pace University, the Academy’s head office was located at the volunteer treasurer’s university, rotating with each new appointment. In 1994, the Academy’s Board of Governors made the decision to hire professional staff for the growing association and conducted a national search for a more permanent home. Pace was selected from the field of potential candidates and the Academy has resided at Pace since 1994. The Academy of Management has benefited from the administrative and infrastructure support given by Pace University and in turn the Academy has contributed to the scholarly objectives of the Lubin School of Business. As in other successful models of this type in which preeminent and independent scholarly associations and universities align, Pace University and the Academy of Management have experienced a mutually beneficial relationship aimed at advancing their shared academic missions. The Academy of Management thanks Pace University and the Lubin School of Business for hosting its office and Website.
# 2006 Academy of Management Exhibitor Relations Committee

George Solomon, Director of Exhibit Relations, George Washington University  
Erik Winslow, George Washington University  
Sergio D’Onofrio, George Washington University  
Ayman Tarabishy, George Washington University  
Ivan e'Tarabishy, George Washington University  
Geralyn Franklin, University of Texas of the Permian Basin

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Exhibit Hall Layout & Schedule

AOM 2006 Exhibit Schedule and Breaks:

**Sunday, August 13**
Hours: 9:00 a.m. – 5:00 p.m.
Breaks: 10:15 a.m. – 10:45 a.m.
2:45 p.m. – 3:15 p.m.

**Monday, August 14**
Hours: 9:00 a.m. – 5:00 p.m.
Breaks: 10:15 a.m. – 10:45 a.m.
(Sponsored by: BusinessWeek Magazine and Beta Gamma Sigma: Partners in Educational Success)
2:45 p.m. – 3:15 p.m.
(Sponsored by: Wiley)

**Tuesday, August 15**
Hours: 9:00 a.m. – 5:00 p.m.
Breaks: 10:15 a.m. – 10:45 a.m.
3:15 p.m. – 3:45 p.m.

Exhibit Hall Location: Hyatt Regency, Grand Hall
Placement Services

Placement Services for the 2006 annual meeting will be located in the Atlanta Conference Center at the Hyatt. Online placement services are available to all Academy members who register for placement until August 25, 2006, and open to all members thereafter. Applicants and institutions are encouraged to pre-register for placement services online at http://careers.aomonline.org/placement/ beginning Wednesday, June 1st. Individuals unable to pre-register should bring the required information to be entered online at Placement Services during the meeting.

Cost to register as an applicant is $50 and provides an active applicant listing until December 15, 2006. The registration fee for positions is $200 and provides an active position listing until December 15, 2006.

Please note that the registration fees for Placement Services are separate from the registration fees for attending the annual meeting.

Tables are provided for conducting interviews in the Atlanta Conference Center. They are located in small-medium size rooms (6–30 tables/room) and will be available from Saturday, August 12 until Tuesday, August 15. The cost to reserve a table for the meeting is $100. Table layouts and reservations will be available online at http://careers.aomonline.org/placement/ beginning June 1st. Tables may be reserved onsite if space is available.

Ins and Outs of Faculty Recruiting Workshop
Saturday, August 12th: 8:00 - 9:30am
Hyatt Regency Atlanta, The Kennesaw Room

This session is designed for individuals who represent institutions with position openings. It provides information on hiring practices, statistics from past and current years, and applicant perceptions. The session will be an interactive format and features a panel of placement experts.

Placement for Applicants Workshop
Saturday, August 12th: 5:30 - 7:00pm
Hyatt Regency Atlanta, Hanover C

This session is designed for applicants. It will provide information on university hiring practices, statistics from past and current years, interview strategies, and suggestions for placement success. The session will be an interactive format and features a panel of university placement experts.
Placement Services

Placement Activities
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 may be used for interviews.

The Academy of Management is concerned about providing appropriate settings for conducting interviews. Settings that will accommodate candidates with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are usually inappropriate settings for conducting recruiting interviews. If interviews must be conducted in hotel guest rooms, we offer the following suggestions: have multiple recruiters meet with each candidate; leave the guest room door ajar; ensure that the room is properly prepared to conduct interviews (i.e., beds are made, personal belongings are put away, etc.); maintain and encourage a professional demeanor by having all parties sit on chairs or sofas, wear shoes, and ask only appropriate questions; and above all, be sensitive to concerns of the other party by avoiding actions or comments that may make others uncomfortable.

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

1. It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic employment, admission, evaluation, or participation in an academic activity; or

2. The conduct has the purpose of interfering with an individual's academic or work performance, by creating an intimidating, hostile, or otherwise unacceptable educational or work environment.

The determination of what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment takes many forms: subtle and indirect, 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 which it is directed.
The William H. Newman Award

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 last three years. Division Program Chairs nominate one paper each for this award. The Awards Committee, under the direction of the Steve Borgatti (Boston College), selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Nick Athanassiu (Northeastern University), Don Bergh (Purdue University), Diane Burton (MIT), Julie Hite (Brigham Young) and Claus Rerup (Western Ontario).

Here are the 2006 William H. Newman Award Nominees:

**BPS**
*Acquisitions of Private Versus Public Firms: The role of Private Information on Acquirer Returns*
Jung-Chin Shen, York U.

**GDO**
*Avoiding the Appearance of Favoritism in Evaluating Others: The Impact of Status and Distinctiveness*
Denise Lewin Loyd, Massachusetts Institute of Technology

**HR**
*Testing a New Orientation Program: A Longitudinal Field Experiment*
Jinyan Fan, Hofstra U.

**IM**
*Acculturation Strategies and Integrative Complexity as Predictors of Overseas Success*
Carmit T. Tadmor, U. of California, Berkeley

**MC**
*Beyond Markets and Communities: A Comparative Approach to Knowledge Exchange in Organizations*
Sheen S. Levine, Singapore Management U., Michael J Prietula, Emory U.

**MOC**
*An Attributional Theory of Convergent Thinking in Groups*
Jack Anthony Goncalo, Cornell U.

**OB**
*Shared Emotions and Group Effectiveness: The Role of Broadening-and-Building Interactions*
Seung-Yoon Rhee, KAIST Graduate School of Management

**OCIS**
*Information Technology and the First-Line Manager's Dilemma*
Joao Cunha, U.Nova De Lisboa

**ODC**
*Lessons Learned and Lessons Lost: A Multi-method Field Study of Vicarious Team Learning Behavior*
Henrik Bresman, INSEAD

**ONE**
*Path to Sustainability of Spanish Utilities: a Study of Sustainable Initiatives and Capabilities*
Serge Poisson De Haro, IESE Business School

**PNP**
*Beyond the Contract: Informal Partnerships as “Dark Matter” in Privatization Research*
Beth Gazley, Indiana U., Bloomington

**RM**
*International Management Research as Autoethnography*
Neri Karra, London School of Economics and Political Science

**SIM**
*Conceptualizing and Measuring Ethical Work Climate: Development of the Ethical Climate Index*
Anke Arnaud, U. of Central Florida

**TIM**
*Exploring the Antecedents of Boundary Object Technological Change in Interorganizational Networks*
John E. Taylor, HEC Lausanne
The Carolyn Dexter Award

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 this prestigious Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside the domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high caliber for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries’ research traditions. Each Division Program Chair nominates one paper to the chair of this year’s Dexter Award Committee, Jacob Eisenberg at University College Dublin. The other Dexter Award Committee members are: David Lamond at David Lamond & Associates, Anat Rafaeli at the Technion - Israel Institute of Technology, Eleanor O’Higgins at University College Dublin, and Neng Liang at CEIBS.

Here are the 2006 Carolyn Dexter Award nominees:

**BPS**
*What Makes and What Does Not Make a Real Option? A Study of International Joint Ventures*
Ilya Cuypers, Tilburg U.
Xavier Martin, Tilburg U.

**CAR**
*Expatriates’ Social Network, Organizational Context, and Repatriation Staffing Outcomes*
Yan Shen, Boston U.

**CM**
The Key Role of Personal Values in Decoupling Task Conflict from Relationship Conflict
Randall S Peterson, London Business School
Ramya Ranganathan, London Business School
Shu-Cheng Chi, National Taiwan U.
Hwa-Hwa Tsai, National Taiwan U.
Shu-chen Chen, National Taiwan U.

**CMS**
*Applying the Dominant Logic Construct to MNCs: An Epistemic Re-Presentation of the Global Firm*
Jann-Marie Halvorsen Culhane, Flagler College

**GDO**
*Gender and Influence Across the Globe: Cross-Cultural Differences in Organizational Upward Influence*
Dafna Eylon, U. of Richmond
Carolyn Egri, Simon Fraser U.
David A. Ralston, U. of Oklahoma
Tania Casado, U. of Sao Paulo
Chay Hoon Lee, Nanyang Business School
Wade Danis, Georgia State U.
Francisco B. Castro, U. do Porto, CEMPRE
Emmanuelle Reynaud, U. Aix-Marseille 3
Marina Dabic, U. of Osijek
Malika Richards, Pennsylvania State U.
Ana Maria Rossi, Clinica De Stress E Biofeedback
Ping Ping Fu, The Chinese U. of Hong Kong
Arunas Starkus, CIBER-Vilnius
Ilya Girson, U. of Westminster
Mahfooz Alam Ansari, U. Science Malaysia
Philip Hallinger, Mahidol U.
Laurie Milton, U. of Calgary/U. of Western Ontario
Christine Min-Hsun Kuo, Yuan Ze U.

**HR**
*Global Leader Effectiveness: Relationships between International Experience and Adaptive Competencies*
Soon Ang, Nanyang Business School
Linn Van Dyne, Michigan State U.
Jean Leslie, Center for Creative Leadership

**IM**
*How Do Long-Term Project Investors “Vote” In Developing Country Elections?*
Paul M. Vaaler, UIUC
Burkhard N. Schrage, Singapore Management U.

**MC**
The Relationship Between Clients and Management Consultants: An Empirical Analysis
Ansgar Richter, European Business School
Sandra Niewiem, European Business School

**MED**
*Hybrid Learning Environment: Impact of Individualism-Collectivism and Power Distance*
Alvin Hwang, Pace U.
Anne Marie Francesco, Hong Kong Baptist U.
The Carolyn Dexter Award

MH
Changing Sources of Competitive Advantage: Evolution of the Finnish Retail Industry 1945-1995
Juha-Antti Lamberg, Helsinki U. of Technology
Henrikki Tikkanen, Helsinki School of Economics

MOC
Biculturalism and Integrative Complexity: Testing the Acculturation Complexity Model
Carmit T. Tadmor, U. of California, Berkeley
Philip E. Tetlock, U. of California, Berkeley
Kaiping Peng, U. of California, Berkeley

OB
Satisfaction and Individual Preference for Structuring: What Is Fit Depends on Where You Are From
Yih-teen Lee, U. of Lausanne and Groupe ESSCA
John Antonakis, HEC, U. of Lausanne
Ho-Beng Chia, National U. of Singapore
Yongjuan Li, Chinese Academy of Sciences
Maria Teresa de la Garza Carranza, Instituto Tecnologico de Celaya

OM
Shedding Light on Causation between ISO 9000 and Improved Business Performance
Gavin P. M. Dick, U. of Kent, Canterbury
Inaki Heras, Basque U.
Martí Casadesús, U. of Girona

OMT
Unveiling the Creation and Content of Strategic Organizational Processes
Christopher B. Bingham, U. of Maryland
Kathleen M. Eisenhardt, Stanford U.

ONE
Redefining Corporate Responsibilities Through Ecological Citizenship
Andrew Crane, Nottingham U.
Jeremy Moon, Nottingham U. Business School
Dirk Matten, Royal Holloway, U of London

PNP
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David R. Stiles, Cardiff U.
Yusuf Karbhari, Cardiff U.
Muslim Har Sani Mohamad, International Islamic U. Malaysia

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Christine Koenig, Giessen U.
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SIM
Government-oriented Corporate Public Relation Strategy in Transitional China
ZhiLong Tian, Huazhong U. of Sci. & Tech. China
Yuanqi He, Huazhong U. of Sci. & Tech. China

TIM
The Practice of Knowledge Reuse in Open Source Software: "Shifting the Creative Effort"
Georg von Krogh, ETH Zurich
Stefan Haefliger, ETH Zurich
Sebastian Spaeth, ETH Zurich
About the Academy of Management

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.

- 16,052 Members (65% U.S. / 35% Non-U.S.)
- 94 Countries Represented
- 24 Divisions and Interest Groups
- 7 Regional Affiliates (Eastern, Midwest, Southern, Southwest, Western, Asia, Iberoamerican)

**Member Type Percentages**
- Professors.................................................................63%
- Students.......................................................................26%
- Business Executive .....................................................9%
- Emeriti (i.e. retired professors).................................2%

**AOM Publications**

**Academy of Management Journal**

Presents cutting edge research that provides readers with a forecast for new management thoughts and techniques.

Published 6 times per year. Circulation: 17,300.

**Academy of Management Review**

Explores new management theories and presents high quality conceptual work.

Published quarterly. Circulation: 17,200.

**Academy of Management Perspectives**

Effective with the February, 2006 issue The Academy of Management Executive changed its name to the Academy of Management Perspectives. Articles are aimed at the non-specialist academic reader, and should also be useful for teaching.


**Academy of Management Learning & Education Journal**

Examines pressing issues in the fields of management learning and education.

Published quarterly. Circulation: 15,600.

**Academy of Management News**

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OCIS Ann Majchrzak, U. of Southern California
ONE Mark Cordano, Ithaca College
PNP Matthew Liao-Troth, Western Washington U.
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SIM Kathleen Rehbein, Marquette U.
TIM Gautam Ahuja, U. of Michigan

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Anaheim Convention Center & Surrounding Hotels
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1952-1953 Franklin E. (Frank) Folts ..........Harvard University
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1947-1948 Ralph C. Davis ..................Ohio State University
1941-1947 Robert P. (Bob) Brecht ...University of Pennsylvania
1936-1940 Charles L. (Charlie) Jamison...University of Michigan
2006 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors
Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

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Table 2: Sessions & Participants

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Table 3: Affiliations with 30+ Participants

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Table 4: Participant Country Representation

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*Self-Identified. Data may be incomplete. The Academy takes no position on national borders.
### Friday Morning, August 11, 2006

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<td>MT: Cluster 4 - Yukon</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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**Friday Evening, August 11, 2006**

*Pillars of Corporate Ethics from series “Visions of Management in the 21st Century”*

Chris Poulson, University of Tasmania, Australia

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Morning, August 12, 2006

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<tr>
<th>Time</th>
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<tr>
<td>7:30</td>
<td><strong>MT: Chablis &amp; Picard</strong> 128 RM &amp; Co-Sponsors: Interaction/Moderating Effects</td>
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<td><strong>MT: Champagne</strong> 69 ENT: Award Winning ENT Teachers 138 ENT/MED/BPS: Global Social</td>
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<td><strong>MT: Chardonnay</strong> 61 AAA: Membership Committee Meeting</td>
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<td><strong>MT: Cluster 1 - Amsterdam</strong> GDO &amp; Co-Sponsors: Katrina Social Issues 129 ODC &amp; Co-Sponsors: Katrina Cooperation 149 OM &amp; Co</td>
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<td><strong>MT: Cluster 1 - Copenhagen</strong> TTC &amp; Co-Sponsors: Scientist And Educator 143 ENT: Exit Strategies for Entreps.</td>
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<td><strong>MT: Cluster 1 - Quebec</strong> 84 OM: Using Simulation To Teach OM 141 IM/BPS/ITC: Entry Mode Research. The</td>
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<td><strong>MT: Cluster 2 - Magnolia</strong> 109 ENT: Learning Entrepreneurship 144 ENT: &quot;How To Change&quot;</td>
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<td><strong>MT: Cluster 3 - Bonn</strong> 103 RM &amp; Co-Sponsors: Process Research Methods I</td>
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<td><strong>MT: Cluster 3 - Sydney</strong> 89 RM &amp; Co-Sponsors:</td>
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<td><strong>MT: Cluster 3 - Zurich</strong> 117 OM: Teaching Product Innovation</td>
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<td><strong>MT: Cluster 4 - Yukon</strong> 105 AAA: BOG Meeting</td>
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<td><strong>MT: Cluster 5 - Rivera</strong> 88 PTC &amp; Co-Sponsors: SPARC Workshop</td>
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<td><strong>MT: Cluster 5 - Shangri-La</strong> 120 RM &amp; Co-Sponsors: Social Constructionism</td>
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<td><strong>MT: Cluster 5 - South Hampton</strong> 106 BPS/MOC: Strategy and Identity</td>
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<td><strong>MT: Imperial - Consulate</strong> 115 OCIS: Doctoral Consortium</td>
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<td><strong>MT: Imperial - Summit</strong> 121 RM &amp; Co-Sponsors: Multilevel Constructs &amp; Theory</td>
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<td><strong>MT: International 1</strong> 107 BPS &amp; Co-Sponsors: Digital Transformations</td>
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<td><strong>MT: International 10</strong> 135 OMT/CMS: Power In Institutional Theory</td>
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<td><strong>MT: International 2</strong> 93 BPS/HRO/CMT: Scholars And Practitioners</td>
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<td><strong>MT: International 4</strong> 102 OMT &amp; Co-Sponsors: Advanced Social Networks</td>
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<td><strong>MT: International 5</strong> 146 TIM: TIM Junior Faculty</td>
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<td><strong>MT: International 6</strong> 122 TIM: TIM Meet the Editors</td>
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<td><strong>MT: International 7</strong> 85 OMT: OMT Junior Faculty Consortium</td>
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<td><strong>MT: International 8</strong> 86 OMT/OCIS/MOC: OMT/OCIS/MOC Phd. Consortium</td>
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<td><strong>MT: International 9</strong> 118 OMT &amp; Co-Sponsors: Positive Org. Scholarship</td>
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<td><strong>MT: International A</strong> 134 MOC/MOC/CDC: Are You Ready?</td>
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<td><strong>MT: International B</strong> 98 IM: IMD Doctoral Consortium I</td>
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<td><strong>MT: International C</strong> 99 IM: IMD Jr Faculty Consortium I</td>
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<td><strong>MT: Marques - Salon I</strong> 66 BPS: BPS Doctoral Consortium</td>
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<td><strong>MT: Marques - Salon II</strong> 67 BPS: BPS New Faculty Consortium</td>
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<td><strong>MT: Rhine &amp; Savoy</strong> 116 OCIS: Junior Faculty Consortium</td>
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<td><strong>MT: Trinidad &amp; Madrid</strong> 124 MOCSIM: Cognitive Maps and CSR</td>
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<td><strong>HI: Carter</strong> 76 IAM: Appropriation-Knowledge Benefit</td>
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<td><strong>HI: Council/Cabinet Room</strong> 111 ITC &amp; Co-Sponsors: Polar Winds to Tropical Breeze</td>
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<td><strong>HI: Crystal Ballroom C &amp; D</strong> 78 ITC &amp; Co-Sponsors: Spiritual Entrepreneurship</td>
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<td><strong>HI: DeKalb</strong> 87 ONE/OCC: Sustainability And Humanities</td>
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<td><strong>HI: Director's Room</strong> 127 PNP &amp; Co-Sponsors: Gov. In Public &amp; Nonprofit</td>
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<td><strong>HI: Douglas</strong> 113 MS/MED/BPS: Art, Education &amp; Knowing</td>
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<td><strong>HI: Jackson</strong> 75 HCM: HCM 95 HCM: Tactics for Teaching</td>
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<td><strong>HI: Jefferson</strong> 136 ONE/MED/SIM: Service Learning</td>
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<td><strong>HI: Madison</strong> 96 HCM: Qualitative Research</td>
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<td><strong>HI: State Room</strong> 112 MH: Introduction to</td>
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<td><strong>HI: Washington</strong> 133 MH: Historically-Based Research</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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**Virtual Organization - Post “Neutron Jack” from series “Visions of Management in the 21st Century”**

Chris Poulson, University of Tasmania, Australia

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Saturday Afternoon, August 12, 2006

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<td>OMT/BPS/TIM: As A Research Context</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Saturday Afternoon, August 12, 2006 (cont.)

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<td>167 HR/BPS/GDO: SHRM Focus On</td>
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<td>175 MED &amp; Co-Sponsors: Virtual Global R&amp;D Teams</td>
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<td>208 GDO/CAR: TenurePromotion in Academe</td>
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<td>HR: Montreal</td>
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<td>217 MED/CM: Teaching Negotiations</td>
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<td>213 CAR &amp; Co-Sponsors: Leading In High</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Evening, August 12, 2006

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<tr>
<td>5:00</td>
<td>MT: Chablis &amp; Picard - RM/BPS/GDO: Multilevel SEM</td>
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<tr>
<td>5:30</td>
<td>MT: Cluster 1 - Amsterdam - SIM &amp; Co: Katrina</td>
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<td>6:00</td>
<td>MT: Cluster 2 - Magnolia - ENT: International</td>
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<td>MT: Cluster 3 - Bonn - 235 BPS: Meet BPS Social Hour!</td>
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<td>7:00</td>
<td>MT: Imperial - Consulate - OMT/BPS: Simulation Techniques</td>
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<td>7:30</td>
<td>MT: International 10 - BPS &amp; Co: Stakeholders</td>
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<td>8:00</td>
<td>MT: International 4 - 233 ICW: IACMR Annual Business Mtg</td>
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<td>MT: International 5 - ENT: TIM Junior</td>
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#### More Events:

- **228**: MT: Cluster 3 - Sydney
- **236**: OMT/CMT: OMT Reception
- **237**: ICW: Nova SE U. Meeting
- **238**: OMT/CMT: OMT Reception
- **239**: MT: Cluster 4 - Amsterdam
- **240**: MT: Cluster 5 - Magnolia

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Morning, August 13, 2006

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<tr>
<th>Time</th>
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<tr>
<td>7:30</td>
<td>MT: Chablis &amp; Picard 258 IM &amp; Co-Sponsors: Local and Global Interactions</td>
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<td>357 OMT/BPS/IM: Globalizing Film Industry</td>
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<td>8:00</td>
<td>MT: Champagne 268 OCIS/ITC: International Networking</td>
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<td>345 OCIS: OCIS Paper Development</td>
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<td>MT: Cluster 1 - Amsterdam 270 OM/Littlefield Technologies</td>
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<td>337 OM &amp; Co-Sponsors: Working with</td>
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<td>9:00</td>
<td>MT: Cluster 1 - Calgary 259 IM &amp; Co-Sponsors: Interactive Teaching Methods</td>
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<td>MT: Cluster 1 - Madrid 260 IM &amp; Co-Sponsors: Interactive Teaching Methods</td>
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<td>MT: Cluster 1 - Quebec 272 OMR/BPS: Pushing Ahead With Cases</td>
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<td>338 OM &amp; Co-Sponsors: Project Mgmt Research Methods</td>
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<td>MT: Cluster 1 - Stockholm 306 OMT: OMT Dissertation Consortium</td>
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<td>MT: Cluster 1 - Trinidad 261 IM &amp; Co-Sponsors: Interactive Teaching Methods</td>
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<td>MT: Cluster 2 - Magnolia 254 ENT: Students/New Faculty Consortia</td>
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<td>325 ENT: ENT Doc. Student Consortium</td>
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<td>MT: Cluster 3 - Bonn 289 MOC: Cognition in the Rough</td>
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<td>MT: Cluster 3 - Cabinet 271 OMBPS/ENT: Intersections</td>
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<td>326 ENT/BPS: ENT &amp; Research Methods</td>
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<td>327 ENT/ONE/BPS: Sustainable Entrepreneurship</td>
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<td>10:00</td>
<td>MT: Cluster 3 - London 278 RM/IM: Methods for IM Research</td>
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<td>MT: Cluster 3 - State 327 ENT/ONE/BPS: Sustainable Entrepreneurship</td>
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<td>MT: Cluster 3 - Sydney 277 RM/BPS: Robust Regression</td>
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<td>342 RMBPS: Factor Retention in EFA</td>
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<td>MT: Cluster 3 - Zurich 273 OM &amp; Co-Sponsors: Technology In</td>
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<td>362 ICW: JMI</td>
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<td>MT: Cluster 4 - McKenzie 315 IM &amp; Co-Sponsors: External Innovation</td>
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<td>321 TIM/BPS/IM: Geography and Innovation</td>
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<td>MT: Cluster 4 - Rio Grande 311 TIM/BPS/IM: Alliances and Innovation</td>
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<td>MT: Cluster 4 - Thames 312 TIM/OM/BPS: Ecology And Technology</td>
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<td>MT: Cluster 4 - Yukon</td>
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<td>292 AAA: Current/Incoming Committees</td>
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<td>347 AAA: Ethics Committee Meeting</td>
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<td>MT: Cluster 5 - South Hampton 293 AAA: 2006 Program Chairs Meeting</td>
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<td>MT: Imperial - Salon A 279 RMN/OSC/TIM: Ask the Qualitative Experts</td>
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<td>MT: Imperial - Salon B 249 AAA: AOM Affiliates &amp; Associates</td>
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<td>297 BPS/OMT/IM: RBV &amp; Industry Attractiveness</td>
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<td>314 ENT: Method And Panel Data In ENT</td>
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<td>MT: International 1 282 BPS: Managing Your Dissertation</td>
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<td>MT: International 2 288 BPS/OMT/IM: Alliance Incubator</td>
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<td>MT: International 5 296 BPS &amp; Co-Sponsors: Strategy As Practice</td>
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<td>MT: International 6 319 OMT/BPS/MOC: Culture and Language</td>
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<td>MT: International 7 325 OMT &amp; Co-Sponsors: Teaching OMT</td>
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<td>329 IMII: International Data Collection</td>
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<td>MT: International 8 327 ENT/ONE/BPS: Sustainable Entrepreneurship</td>
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<td>339 OMT/OMT/MOC: Editor’s Panel II: OMT/OMT/MOC</td>
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<td>MT: International B 304 MOC &amp; Co-Sponsors: Complexity, Leadership&amp;NatSecMgt</td>
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<td>MT: Rhine &amp; Savoy 274 OMT/BPS: Asumptions &amp; Managerial Action</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Morning, August 13, 2006 (cont.)

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**Section B**

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Afternoon, August 13, 2006

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<th>Time</th>
<th>Room/Area</th>
<th>Event Description</th>
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<td>12:00</td>
<td>MT: Champagne</td>
<td>ICW: ML Editorial Board Meeting</td>
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<td>MT: Cluster 5 - Riviera</td>
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<td>MT: Trinidad &amp; Madrid</td>
<td>ICW: MFCA Business Meeting</td>
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<td>HI: Board Room</td>
<td>ICW: Org Science Editorial Meeting</td>
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<td>ICW: Org. Jnl Editorial Brd Mtg</td>
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<td>ICW: JAME Editorial Brd Mtg</td>
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<td>HI: Crystal Ballroom B &amp; E</td>
<td>AAC: ITC Meeting</td>
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<td>HI: DeKalb</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

**Section B**
### Sunday Evening, August 13, 2006

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<th>Time</th>
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<tr>
<td>5:00</td>
<td>MT: Copenhagen &amp; Stockholm</td>
<td>426 OB: Leadership PDW Reception</td>
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<td>5:30</td>
<td>MT: Imperial Ballroom</td>
<td>428 AAA: All Academy Reception</td>
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<td>6:00</td>
<td>MT: International 1</td>
<td>416 AAA: ENT Executive Committee</td>
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<td>MT: International 10</td>
<td>428 ICW: Network Leadership</td>
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<td>7:00</td>
<td>MT: International 5</td>
<td>422 OCIS: OCIS Executive Meeting</td>
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<td>7:30</td>
<td>MT: International B</td>
<td>421 MOC: MOC Ini Members</td>
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<td>8:00</td>
<td>MT: Marquis Ballroom I-II</td>
<td>417 AAA: AOM Convocation</td>
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<td>MT: Skyline Terrace - N orth</td>
<td>419 AAA: ENT Executive Committee</td>
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<td>HI: Crystal Ballroom A &amp; F</td>
<td>418 ICW: Org Science</td>
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<td>423 AAA: AAM Reception</td>
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<td>424 CMS: CMS Social</td>
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<td>425 ICW: Adv Inst. Mgmt Rsch Reception</td>
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<td>420 ICW: Warwick B- Schl Cocktail Prty</td>
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<td>429 ICW: MED-OBTS Reception</td>
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<td>432 GDO: LGBT and Friends</td>
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Modern vs. Classical Management from series “Visions of Management in the 21st Century”
Chris Poulson, University of Tasmania, Australia

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Morning, August 14, 2006

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<tr>
<td>7:00</td>
<td>MT: Chablis &amp; Picard 434 ICW: JABS Editorial Brd</td>
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<td>7:30</td>
<td>MT: Champagne 538 RM: Thinking, Writing and Training 637 RM: Multilevel Research</td>
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<td>8:00</td>
<td>MT: Cluster 1 - Amsterdam 477 IM: Politics and the MNC 542 AAA: Meet the Editors</td>
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<td>MT: Cluster 1 - Copenhagen 478 IM: Knowledge and Int'l Expansion 581 IM: Non-Market Organizations</td>
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<td>MT: Cluster 1 - Madrid 479 IM: New Products and Knowledge 582 IM: Organizational Learning</td>
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<td>MT: Cluster 1 - Stockholm 480 IM: Expat Assignment Choice 583 IM: Managing in China</td>
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<td>MT: Cluster 1 - Trinidad 481 IM: Location Choice and Entry Mode 584 IM: Success Factors for Expatrate</td>
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<td>MT: Cluster 2 - Magnolia 497 MOC: MOC Best Student Papers 607 MOC: MOC Welcome with Karl</td>
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<td>11:00</td>
<td>MT: Cluster 3 - Bonn 532 BPS: Multi-Level Capabilities 547 BPS: Rivalry &amp; Dynamic</td>
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<td>MT: Cluster 3 - Cabinet 447 BPS: Alliance Capabilities 548 BPS: Strategic Dynamics: New</td>
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<td>MT: Cluster 3 - London 533 BPS: Post Acquisition Success 549 BPS: Corporate Strategy Process</td>
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<td>MT: Cluster 3 - State 448 BPS: What is Performance Anyway? 550 BPS: An Integrated Strategy</td>
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<td>MT: Cluster 3 - Sydney 449 BPS: TMs and Personality 551 BPS: Key Individuals &amp; Strategy</td>
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<td>MT: Cluster 3 - Zurch 450 BPS: Geographic Clusters 552 BPS: Strategic Responses to</td>
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<td>MT: Cluster 4 - Yukon 535 OM: Issues in Performance Mgmt. 625 OM: E-Operations</td>
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<td>MT: Cluster 5 - Monte Carlo 436 TIM: TIM Welcome 626 TIM: Technological Evolution</td>
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<td>MT: Cluster 5 - Riviera 524 TIM: Open Systems 627 TIM: Patent Perf &amp; Invent Output</td>
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<td>MT: Cluster 5 - Spanish La 525 TIM: Electronic Monitoring 644 TIM: Strat, Tech &amp; Innov II</td>
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<td>MT: Cluster 5 - South Hampton 526 TIM: Innov, Global &amp; Reg Factors 645 TIM: Interorganizational Learning</td>
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<td>MT: Garden Terrace 498 MOC: Emotions: Culture &amp; Values 608 MOC: Mood and Extra-Role</td>
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<td>MT: Imperical - Consulate 500 MOC/OB: Organizing with Self-Awareness 609 MOC/OB: Two Decades of Self-</td>
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<td>MT: International 508 OGIS: Cases of IS Implementation I 619 OGIS: Cases of IS Implementation</td>
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<td>MT: International 10 455 BPS/TIM/OMT: Technology and Firm Boundaries 553 BPS: Knowledge Transfer</td>
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<td>MT: International 2 519 OMT/BPS/ENT: Governance in Family Firms 627 OMT: Roles of Power &amp; Politics</td>
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<td>MT: International 3 514 OMT: OMT Breakfast/Dist. Scholar 628 OMT: Interface research &amp;</td>
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<td>MT: International 4 515 OMT: Legitimacy of Institutions 629 OMT: Adaptation in Institutions</td>
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<td>MT: International 5 439 OGIS: 509 OGIS: Knowledge Creation/Ownership 620 OGIS: Knowledge Sharing</td>
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<td>MT: International 6 442 AAS: Organizational/Managerial Wisdom 543 AAS: Hurricane Katrina &amp; the</td>
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<td>MT: International 7 443 AAS: Responsible Leadership 544 AAS: Justice &amp; Public Concern</td>
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<td>MT: International 8 451 BPS: Alliance Success Factors 554 BPS: Alliance Partner Selection</td>
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<td>MT: International 9 454 BPS/SIM: Strategy and Responsibility 555 BPS: Governance &amp; Boards</td>
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<td>MT: International A 516 OMT: Status/Competition in Networks 630 OMT: Networks &amp; Interorg. Ties</td>
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<td>MT: International B 517 OMT: Networks and Learning 631 OMT: Learning and Strategy</td>
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<td>2:00</td>
<td>MT: International C 518 OMT: Status Issues 632 OMT: Power in Top Management</td>
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<td>MT: Marquis - Salon II 457 CAR/RM: Learning from Career Histories 565 CMS/IR: Searching for the ‘H’ in</td>
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<td>MT: Marquis - Salon III 528 TIM/OMT/BPS: Cumulative Innovation 615 OB/CM: Membership and Status</td>
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<td>MT: Marquis Salon IV - IM 1 519 OMT: Status Issues 587 IM: Forms of Internationalization</td>
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<td>MT: Marquis Salon IV - IM 2 527 TIM: Managing Knowledge w/fn Firms 646 TIM: Int’l Views on Technology</td>
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<td>MT: Rhine &amp; Savoy 522 RMOB: Self-report Measurement Issues 638 RM: Online Technologies</td>
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<td>8:00</td>
<td>MT: Tigris &amp; Danube 465 CMS: Encounters With Empires 566 CMS/OMT/GDO: Resisting the</td>
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<td>9:00</td>
<td>HI: Board &amp; Directors - ODC 1 621 ODC: Barriers to Change 581 IM: Non-Market Organizations</td>
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<tr>
<td>9:30</td>
<td>HI: Board &amp; Directors - ONE 633 ONE: Strategies - Sust Devel</td>
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<tr>
<td>10:00</td>
<td>HI: Carter 511 ODC: Org. Responses to Change 622 ODC: Change Models</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Monday Morning, August 14, 2006 (cont.)

<table>
<thead>
<tr>
<th>Time</th>
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<tr>
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<td>11:30</td>
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### HI: Council/Cabinet Room
- 486 ENT: Starting New Ventures
- 567 ENT: Risk & Individual Differences

### HI: Crystal Ballroom A & F
- 523 SIM: Welcome Session SIM
- 639 SIM: Ethical Corp. Culture

### HI: Crystal Ballroom B & E
- 640 SIM: Moral Justification

### HI: Crystal Ballroom C & D
- 467 ENT: Entrepreneurial Strategy
- 568 ENT: Entrepreneurial Exit

### HI: DeKalb
- 574 HCM: Institutional Theory in Health

### HI: Douglas
- 521 PNP: PNP Organizational Commitment
- 635 PNP: Perspectives on New Public Management

### HI: Embassy Room
- 468 ENT: Entrepreneurship Theory
- 569 ENT: Revisiting Theory

### HI: Grand Ballroom C
- 444 AAS: Virtuous Management
- 545 AAS: Analytic Collaboration

### HI: Grand Ballroom D
- 445 AAS: Learning/Organizing in Newsmarks
- 546 AAS: Strategic Renewal

### HI: Grand Salon A
- 463 CMR/MOB: Analyzing Dyad & Group Data
- 601 CM/ODC/OMT: Lessons from Crisis

### HI: Grand Salon B
- 446 AAS: Competence and Incompetence

### HI: Grand Salon C
- 462 CMHR/IMC: Justice/Management Constructs
- 618 OB/IMC: Ethics and Social Responsibility

### HI: Grand Salon D
- 510 OCIS/OMT: Situated Action Online Forums
- 617 OB/OMT/TIM: Leadership & Org. Development

### HI: Grand Salon E
- 641 SIM/IMC: Business and Violent Crime

### HI: Gwinnett
- 472 HCM: HCM Business Meeting
- 575 HCMHR: Physician-Patient Relationship

### HI: Jackson
- 512 ODC: ODC Theme Session
- 623 ODC: Team Learning

### HI: Madison
- 520 OCE: Strategy/Environment
- 634 OCE: Stakeholder/Environment

### HI: Monroe
- 537 PNP: Issues in Nonprofit Management
- 636 PNP: Nonprofit Markets & Identity

### HI: Paulding
- 501 MSR: Spiritual Leadership

### HI: Roosevelt
- 496 MH: Employees and Motivation
- 606 MH: Leadership, Practice and Policy

### HI: Washington
- 469 ENT: Corp Venturing & Spin-offs
- 570 ENT: Entrepreneurship

### HR: Brussels
- 458 CAU: Business Ethics Core Outcomes
- 559 CAU: Spirituality Research

### HR: Cairo
- 456 CAR: Ins & Outs of Women's Careers
- 557 CAR: Career Self-Management

### HR: Chicago A
- 541 OB: International Lounge

### HR: Chicago C
- 437 AAA: Atlanta 2006, LAC

### HR: Executive Room 219
- 459 CAU: Distance Education
- 560 CAU: Understanding Web

### HR: Grand Hall
- 529 AAA: Exhibits

### HR: Grand Hall - Break Area
- 540 Conf Break

### HR: Hanover A
- 460 CM: Social Comparison & Accounts
- 561 CM: Deviance and Incivility

### HR: Hanover B
- 473 HR: Welcome and Awards Ceremony
- 576 HR: HR and Proximal Outcomes

### HR: Hanover C
- 461 CM: Negotiation Fortune Reversals
- 562 CM: Engendering Trust

### HR: Hanover D
- 507 OB/HRCA: New Insights into LMX Theory
- 616 OB/MOC: Norm Misperception

### HR: Hanover E
- 502 OB: Emotion Regulation at Work
- 610 OB: Proactive Behavior

### HR: Hanover F
- 474 HR/IMD: Training and Technology
- 577 HR: Withdrawal Behaviors: Antecedents, Processes, and Consequences

### HR: Hanover G
- 503 OB: Leadership and Fairness
- 611 OB: Leadership and Emotions

### HR: Harris
- 438 AAA: Placement Services

### HR: Inman
- 441 GDO/HO/IB: Work-Family Decision-Making
- 571 GDO: Emotional Intelligence

### HR: International North - CAR
- 558 CAR: Career Concepts Visual

### HR: International North - CM 1
- 563 CM: Organizational Conflict

### HR: International North - CM 2
- 564 CM: International Conflict

### HR: International North - HR
- 578 HR: Adjusting, Adapting & Evolving

### HR: Kennesaw
- 471 GDO/CAR/IB: Managing Across Difference
- 572 GDO: 3D View of Social Identities

### HR: Lenox
- 470 GDO: The Way It Is?
- 573 GDO: Leadership, Race, and Ethnicity

### HR: Manila
- 475 HR/IB: Moderators of Goal Orientation
- 579 HR: Performance Evaluation and Feedback

### HR: Montreal
- 494 MC: Executive Coaching Research
- 624 CC/MC: Global and Strategic OD

### HR: Piedmont
- 504 OB: Organizational Reward Systems
- 612 OB: Individual Performance

### HR: Pre-function Area - Member
- 530 AAA: Membership

### HR: Pre-function Area - Reg
- 531 AAA: Registration

### HR: Regency V - Table A1
- 482 IP: Dynamic Capabilities
- 588 IP: Knowledge Diffusion

### HR: Regency V - Table A2
- 483 IP: Institutions and CSR
- 589 IP: Work/Life Balance

### HR: Regency V - Table A3
- 484 IP: Organizational Identity
- 590 IP: Money as Motivator?
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<tr>
<td>7:00</td>
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<td>11:30</td>
<td>The Happy Company from series “Architecture of Corporate Life” Chris Poulson, University of Tasmania, Australia</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>12:00</td>
<td>MT: Chablis &amp; Picard</td>
<td>734 RM: RM International Networking</td>
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<td>MT: Champagne</td>
<td>737 TIM: Intellectual Property</td>
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<td>MT: Cluster 1 - Amsterdam</td>
<td>691 IMOT/SIM: Cronyism</td>
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<td>MT: Cluster 1 - Copenhagen</td>
<td>685 IM: MIC Roundtable</td>
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<td>MT: Cluster 1 - Madrid</td>
<td>686 IM: MNC Subsidiary Survival</td>
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<td>MT: Cluster 1 - Stockholm</td>
<td>687 IM: Diversity in Teams</td>
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<td>MT: Cluster 1 - Trinidad</td>
<td>688 IM: International Expansion</td>
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<td>MT: Cluster 2 - Magnolia</td>
<td>710 IM: The Emerging Market MNC</td>
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<td>MT: Cluster 3 - Bonn</td>
<td>655 BPS: Dynamic Capabilities &amp; Change</td>
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<td>661 BPS/OMT: Stakeholders in OMT &amp; Strategy</td>
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<td>743 BPS: Rivalry and</td>
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<td>668 CMS: CMS Power Workplace</td>
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<td>738 TIM: Organizational Learning</td>
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<td>MT: Cluster 5 - Rivera</td>
<td>739 TIM: University Technology Transfer</td>
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<td>MT: Cluster 5 - South Hampton</td>
<td>740 TIM: Module 3 - Networking Field Emergence</td>
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<td>MT: Garden Terrace</td>
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<td>MT: Imperial - Consulate</td>
<td>747 MOC: Transactive Memory</td>
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<td>719 OCIS: Comp. IT &amp; Structuring</td>
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<td>744 BPS: M&amp;A Innovation</td>
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<td>725 OMT: Structure &amp; Strategy Theory</td>
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<td>726 OMT: Organizational Legitimacy</td>
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<td>650 AAS: Transform Knowledge to Action</td>
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<td>651 AAS: Voice and Silence at Work</td>
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<td>MT: International 8</td>
<td>658 BPS: Firm Boundary Decisions</td>
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<td>MT: International 9</td>
<td>659 BPS: CEO Succession</td>
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<td>729 OMT: Learning, Routines, Innovation</td>
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<td>730 OMT: Dynamics of Industry Evolution</td>
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<td>836 OMT: Leadership and Development</td>
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<td>MT: Rhine &amp; Savoy</td>
<td>712 OMT: Human Side of OM</td>
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<td>MT: Tigris &amp; Danube</td>
<td>669 CMS: Global Capitalism Now</td>
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<td>Hi: Board &amp; Directors - HCM</td>
<td>679 HCM: Health Management: A Sampler</td>
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<td>Hi: Carter</td>
<td>721 ODC: Change Leaders</td>
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<td>Hi: Council/Cabinet Room</td>
<td>671 ENT: Entrepreneurial Cognition</td>
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<td>Hi: Crystal Ballroom A &amp; F</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<tr>
<td>12:00</td>
<td>HR: Crystal Ballroom B &amp; E: Stakeholder Relations</td>
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<td>HI: Crystal Ballroom C &amp; D: Womenpreneur Best</td>
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<td>HI: DeKalb: HCM: Quality</td>
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<td>HI: Douglas: PNP: Public Performance Measurement</td>
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<td>HI: Embassy Room: ENT: Entrepreneurship &amp; China</td>
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<td>HI: Grand Ballroom C: AAS: 35 Yrs of WPijoke Reform &amp; Res</td>
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<td>HI: Grand Ballroom D: AAS: New Cross-Cultural Knowledge</td>
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<td>HI: Grand Salon A: MCIODC: New Forms of OD Consulting</td>
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<td>HI: Grand Salon B: HRIMOB: International Assignments</td>
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<td>HI: Grand Salon C: CMSOM: The Discursive Turn: So</td>
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<td>HI: Grand Salon E: GDODHRIOB: Sexual Orientation at Work</td>
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<td>HI: Jackson: ODC: Successful University Change</td>
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<td>HI: Madison:</td>
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<td>HI: Monroe: PNP: Issues in Local Government</td>
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<td>HI: Paulding: MRS: Religion, Ethics, Spirituality</td>
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<td>HI: Roosevelt: MH: Wars, Business and Evolution</td>
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<td>HI: Washington: ENT: Governance &amp; Entrepreneurship</td>
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<td>HR: Brussels: CAU: Increasing Student Involvement</td>
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<td>HR: Cairo: CARMED/GDO: Whole Leader Development</td>
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<td>HR: Chicago C: AAA: Atlanta 2006, LAC</td>
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<td>HR: Executive Room 219: MED: Past Division Chairs’ Lunch</td>
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<td>HR: Grand Hall: AAA: Exhibits</td>
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<td>12:30</td>
<td>HR: Hanover A: CM: CM Division Lounge</td>
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<td>HR: Hanover B: HR: Pay Policies: Effects on Be</td>
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<td>HR: Hanover C: CMOB: Responses to Injustice</td>
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<td>HR: Hanover D: OB/CMGDO: Asymmetric Group Processes</td>
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<td>HR: Hanover E: OBPNP: Exploring public arenas</td>
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<td>HR: Hanover G: OB: Leader-Member Relationships</td>
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<td>HR: Harris: AAA: Placement Services</td>
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<td>HR: Inman: 676 GDODCAR: The Transition to Motherhood</td>
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<td>HR: Infl Ballroom South: AAS: Org Trust &amp; Public Concern</td>
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<td>HR: International North - MC</td>
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<td>HR: International North - MED 1</td>
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<td>12:30</td>
<td>HR: Kennesaw: GDODOB: Workplace Diversity</td>
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<td>HR: Lenox: GDOD: Social Construction</td>
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<td>HR: Manda: HR: Off-shoring, Outsourcing, a</td>
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<td>HR: Montreal: MC: Consulting Field Lessons</td>
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<td>HR: Piedmont: 714 OB: Goals and Goal Orientations</td>
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<td>HR: Pre-function Area - Member AAA: Membership</td>
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<td>HR: Pre-function Area - Reg AAA: Registration</td>
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<td>HR: Regency V - Table A1: IP: Decision Making</td>
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<td>HR: Regency V - Table A2: IP: Trust in Alliances</td>
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<td>HR: Regency V - Table A3: IP: Impression Management</td>
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<td>HR: Regency V - Table A4: IP: Learning Systems</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Section B
### Monday Afternoon, August 14, 2006 (cont.)

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<td>HR: Regency VI - Table B1 696 IP: Organizational Effectiveness</td>
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<td>HR: Regency VI - Table B2 IP: (De)Legitimation</td>
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<td>12:30</td>
<td>HR: Regency VI - Table B3 698 IP: Organization Learning</td>
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<td>HR: Regency VI - Table B4 IP: Commitment</td>
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<td>HR: Regency VII - Table C1 700 IP: Workplace Diversity</td>
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<td>HR: Regency VII - Table C2 701 IP: Isomorphism</td>
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<td>HR: Regency VII - Table C3 702 IP: TMT and Organization Design</td>
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<td>HR: Regency VII - Table C4 703 IP: Construct Development</td>
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<td>2:00</td>
<td>HR: Roswell 715 OB: Trust in Relationships</td>
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<td>HR: Singapore 683 HR: Training Outcomes: The Role of Social Learning in Organizations</td>
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<td>HR: Spring 707 MED: MED as a Personal Journey</td>
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<td>HR: University 708 MED: Applying AI to Mgt Development</td>
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<td>3:00</td>
<td>HR: Techwood 714 OB: Organizational Justice and Fairness in Teams</td>
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<td>HR: Vancouver 705 MC: Knowledge Management Consultancy</td>
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<td>HR: Vinings 716 OB: Qualitative Studies Leadership</td>
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<td>MED: MED as a Personal Journey 807 MED: Experiential Learning</td>
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<td>MED: The Evolution of AI and Databases 808 MED: The Evolution of AI and Databases</td>
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<td>MED: Experiential Learning 810 MED: Learning Across Cultures</td>
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<td>MED: Becoming An Experiential Learner 811 MED: Becoming An Experiential Learner</td>
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<td>MED: Creating Managers v. 809 MED: Creating Managers v.</td>
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<td>MC/ODC/RM: Collaborative Learning 804 MC/ODC/RM: Collaborative Learning</td>
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<td>OB: Stress and Burnout 816 OB: Stress and Burnout</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
**Monday Evening, August 14, 2006**

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<tr>
<td>5:30</td>
<td>MT: Chablis &amp; Picard</td>
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<td>952 RM: RM Social</td>
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<td>6:00</td>
<td>MT: Cluster 1 - Copenhagen</td>
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<td>934 IM: IMD Business Meeting</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Morning, August 15, 2006 (cont.)

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### Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

**Section B**

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### Tuesday Morning, August 15, 2006 (cont.)

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<td>HR: University</td>
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*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*

*Senior Management* from series “Architecture of Corporate Life”

Chris Poulson, University of Tasmania, Australia
<table>
<thead>
<tr>
<th>Time</th>
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<tr>
<td>12:00</td>
<td>MT: Chablis &amp; Picard: RM: Testing Mediation</td>
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<td>MT: Cluster 1 - Amsterdam: IMOBHR: Int'l Research</td>
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<td>MT: Cluster 1 - Trinidad: IM: Leadership and Mentoring:</td>
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<td>MT: Cluster 2 - Magnolia: IM: International Performance:</td>
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<td>MT: Cluster 3 - Bonn: BPS: External Knowledge</td>
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<td>MT: Cluster 3 - London: BPS: Diversification Value:</td>
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<td>MT: Imperial - Consulate: MacOS: Cognition &amp;</td>
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<td>MT: Rio Grande &amp; Mackenzie: OMT: Org. Design &amp; Evolution</td>
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<td>MT: Tigris &amp; Danube: CMS: Protecting IP</td>
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<td>Hi: Carter: OMT: Thinking About</td>
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<td>Hi: Council/Cabinet Room: OMT: Thinking About</td>
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<td>Hi: Crystal Ballroom A &amp; F: SIMPNP: Research in</td>
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<td>Hi: Crystal Ballroom B &amp; E: SIMHR: Unmasking</td>
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<td>Hi: Douglas: SIM: Law &amp; Public Policy</td>
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<td>Hi: Grand Ballroom D: AAS: What Really Matters in</td>
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<td>Hi: Grand Salon A: MED/MC/M: Future of</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<th>Time</th>
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<td>CM/BPS: Knowledge and Learning Skills</td>
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<td>IP: Instutional Constraints</td>
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<td>IP: Social Capital and Leadership</td>
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<td>HRM: HRM Practices and Leadership</td>
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<td>HR: Recruitment in HR</td>
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<td>IP: Ethics in SMEs</td>
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<td>IP: Affect in Conflict</td>
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<td>IP: Emerging Economies</td>
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<td>IP: Diffusion of Knowledge</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<th>Event Description</th>
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<td>MT: Cluster 1 - Stockholm</td>
<td>1363 IMD: IMD BAH Intl Scholar Award</td>
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<td>MT: Garden Terrace</td>
<td>1372 AAA: LAC Thank You Party</td>
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<td>MT: Imperial - Consulate</td>
<td>1366 MOC: MOC Business</td>
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<td>MT: Imperial - Salon A</td>
<td>1377 MOC: MOC Social</td>
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<td>MT: International 5</td>
<td>1375 BPS: BPS Social</td>
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<td>MT: Marquis - Salon I</td>
<td>1360 BPS: BPS Business</td>
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<td>HI: Council/Cabinet Room</td>
<td>1362 ENT: Reviewer Reception</td>
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<td>HI: DeKalb</td>
<td>1373 ICW: Nova Closing Meeting</td>
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<td>HI: Jackson</td>
<td>1368 CDC: CDC Awards &amp;</td>
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<td>HI: Madison</td>
<td>1369 ONE: ONE Business</td>
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<td>HI: Paulding</td>
<td>1367 MSR: MSR Social</td>
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<td>HI: Pool Deck</td>
<td>1378 CDC: CDC Social</td>
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<td>HI: Roosevelt</td>
<td>1365 MH: MH Social Event</td>
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<td>HR: Cairo</td>
<td>1361 CAR: CAR Business</td>
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<td>1371 HR: HR Division</td>
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<td>HR: Hanover C</td>
<td>1380 HR: HR Social</td>
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<td>1379 CM: CM Division Social Hour</td>
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<td>1364 MED: MED Awards &amp; Business</td>
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<td>1381 MED: MED &amp; ONE Div Joint Social</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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**Wednesday Morning, August 16, 2006**

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<td>AA: Mentorin</td>
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<tr>
<td>9:00</td>
<td>HR: Verbal Self Guidance</td>
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<td>OB: Transformational Leadership</td>
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<td>10:00</td>
<td>IM: MNC Diversification</td>
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<td>IM: Local Firms Going Abroad</td>
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<tr>
<td>11:00</td>
<td>BPS: What do Contracts Do?</td>
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<td>BPS: TMT Corporation</td>
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**Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.**

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**Section B**
# Wednesday Morning, August 16, 2006

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<tbody>
<tr>
<td>7:00</td>
<td>HR: Inman</td>
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<td>1387 GDO/CAR: Diversity Resistance</td>
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<td>8:00</td>
<td>HR: Kennesaw</td>
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<td>8:30</td>
<td>1396 GDO: The Balancing Act</td>
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<td>HR: Lenox</td>
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<tr>
<td>9:30</td>
<td>1411 OB: Turnover and Absenteeism</td>
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<td>HR: Manila</td>
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<td>1415 OB/RM: Dynamic Process and Well-Being</td>
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<td>11:00</td>
<td>HR: Montreal</td>
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<td>1404 MC: Executive Coaching</td>
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<td>12:00</td>
<td>HR: Piedmont</td>
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<td>1419 OB/RM: Promoting Systematic Reviewing</td>
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<td>HR: Pre-function Area - Reg.</td>
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<td>1439 AAA: Registration</td>
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<td>HR: Roswell</td>
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<td>1412 OB: Group Composition</td>
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<td>HR: Singapore</td>
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<td>1400 HR: Competencies and Competency...</td>
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<td>1383 MED: MED Exec Breakfast</td>
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<td>1406 MED/OB: Mentoring and Coaching</td>
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<td>1413 OB: Organizational Change</td>
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<td>HR: Vancouver</td>
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<td>1414 OB: Employee Turnover</td>
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<td>HR: Vinings</td>
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<tr>
<td>8:30</td>
<td>1417 OB/OMT/AHR: Leadership During Crisis</td>
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### Changing Reflections of Management
from series “Visions of Management in the 21st Century”

Chris Poulson, University of Tasmania, Australia

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>2</td>
<td>MT:Cluster 4 - Yukon</td>
<td>Board of Governors' Meeting</td>
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<td>HR:Pre-function Area - Reg.</td>
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<td>HR:Spring</td>
<td>New Member Orientation</td>
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<td>Sat</td>
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<td>61</td>
<td>MT:Chardonnay</td>
<td>Membership Committee Opening Meeting &amp; Breakfast</td>
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<td>62</td>
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<td>63</td>
<td>HR:Harris</td>
<td>Placement Services</td>
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<td>HR:Kennesaw</td>
<td>The Ins and Outs of Faculty Recruiting</td>
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<td>MT:International A</td>
<td>Academy of Management Journal Editors' Meeting</td>
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<td>MT:Imperial - Salon B</td>
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<td>HR:Grand Hall</td>
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</table>
### Affiliate Activities & Committees

**Program Chair:** Thomas W. Lee, U. of Washington  
**Program Coordinator:** Janet A. Thompson, U. of Washington  
**Program Coordinator:** Jimmy Le, Academy of Management  
**Professional Development Workshop Chair:** Angelo DeNisi, Tulane U.  
**Local Arrangements Chair:** William P Galle, U. of New Orleans  
**Local Arrangements Chair:** Erich Brockmann, U. of New Orleans

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<td>MT:Marquis - Salon IV</td>
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## All Academy Symposia

Program Chair: Terence R Mitchell, U. of Washington

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Tue 8:30am

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## Interactive Papers

Program Chair: Phillip Phan, Rensselaer Polytechnic Institute

Sponsored By: University of Illinois at Urbana-Champaign, College of Business and Tulane University, A. B. Freeman School of Business

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**Program Chair: Steven D. Maurer, Old Dominion U.**

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*The View from The Street* from series “Architecture of Corporate Life”
Chris Poulson, University of Tasmania, Australia
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| 6:30pm | MT:Imperial - Salon A | BPS Social Hour!
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**Business Policy & Strategy Acknowledgements**

Emmanuel Abegunrin, Capella U.
Virginia Acha, SPRU - U. of Sussex
Leona Achtenhagen, Jönköping U.
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Goce Andreaski, U. of Kentucky
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- William Burgirt, Elon U.
- Anna Burstryn, INSEAD
- Frank Butler, Florida State U.
- Charles Byles, Virginia Commonwealth U.
- Mikelle Calhoun, Valparaiso U.
- Bart Cambre, Catholic U. Leuven
- Juan Canales, U. of St. Andrews
- Turanay Caan, U. of Pittsburgh
- Albert Cannella, Arizona State U.
- Qing Cao, U. of Maryland
- Nejat Capar, American U. of Sharjah
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- Claudio Carpano, U. of North Carolina-Charlotte
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- Miguel Carrillo, Western New England College
- Luke Cashen, Nicholls State U.
- Xavier Castaner, HEC Paris
- John Cater, Louisiana State U.
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Michael Rousse, U. of Western Ontario
Glen Rowe, U. of Western Ontario
Raj Roy, Tulane U.
Meir Russ, U. of Wisconsin-Green Bay
Michael Russo, U. of Oregon
Matthew Rutherford, James Madison U.
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Aye Seong, Baskent U.
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Karen Torres, Angelo State U.
Spence Tower, Central Michigan U.
David Townsend, U. of Oklahoma
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Thu Tran, Middle Tennessee State U.
Anhsun Tripathy, Indian Institute of Management Calcutta
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K Tullis, U. of Central Oklahoma
Craig Tunwall, SUNY Empire State College
Craig Turner, Eastern Tennessee State U.
Karynne Turner, Georgia State U.
Anja Tuschke, U. of Passau
Beverly Tyler, North Carolina State U.
Walter Tymon, Villanova U.
Steffane Tywoniak, Queensland U. of Technology
Daniel Tzabbar, U. of Central Florida
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Diederik Van Liere, Erasmus U.
Hans Van Ees, Groningen U.
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Xiuji Zhao, National U of Singapore
Xinde Zheng, guanghua school of management
Yue Zhou, U. of Michigan
David Zhu, U. of Michigan
Moises Zilber, U. PRESBITERIANA MACKENZIE
Fabio Zona, Bocconi U.
Angelina Zubac, U. of Adelaide
Pavel Zufan, Mendel U.
José Ángel Zúñiga-Vicente, Rey Juan Carlos U.
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Conflict Management Division Acknowledgements

Mark Ajuogu, Fed U. of Tech Owerri (FUTO)
Emily Amanatullah, Columbia U.
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Ecc Tuneel, U. of Illinois, Urbana-Champaign
Gerben Van Klief, U. of Amsterdam, Netherlands
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James Wall, U. of Missouri - Columbia
Mark Weber, U. of Toronto, Canada
Penelope Webster, U. of Melbourne, Australia
Stephen Weiss, York U., Canada
Jack Wheeler, Indiana Wesleyan U.
Judith White, Dartmouth College
Maia Young, U. of California, Los Angeles
Cindy Zapata-Phelan, U. of Florida
Zhi-Xue Zhang, Peking U.
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Kevin Zhang, U. of Southern California
Mark Zych, U. of California, Los Angeles
Chen-Bo Zhong, Northwestern U.
Zhi-Xue Zhang, Peking U.
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### Critical Management Studies Acknowledgements

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Stephanie Welcomer, U. of Maine  
Hugh Williams, Cambridge U., United Kingdom  
Loong Wong, U. of Newcastle, Australia, Australia  
Michael Zyphur, Tulane U.
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Entrepreneurship

Entrepreneurship Acknowledgements

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Ugo Lassini, Bocconi U
Myleen Leahy, Cal Poly San Luis Obispo
Son Le, Marshall University
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Gender & Diversity in Organizations Acknowledgments

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Yang Yang, U. of Western Ontario
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Guma Yun, George Mason U.
Xinyuan Zhao, Pennsylvania State U.

Section C
# Health Care Management

**Program Chair:** Timothy Hoff, State U. of New York, Albany  
**Professional Development Workshop Chair:** Christy Harris Lemak, U. of Florida

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
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<th>Location</th>
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Eric Williams, U. of Alabama
Rachel Wilson, U. of Nebraska, Omaha
Elisabeth Wilson-Evered, Monash U.
Beth Woodard, Belmont U.
Steven Yule, U. of Aberdeen
Jacqueline Zinn, Temple U.
<table>
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Human Resources Acknowledgements

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Timothy DeGroot, Oklahoma State U  
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Judith Gebhardt, U of Southern California  
Beverly George, U of Texas at Arlington  
Marie-Line Germain, Barry U / City College  
C. Gorman, U of Tennessee, Knoxville  
Jerald Greenberg, Ohio State U  
Gary Greguras, Singapore Management U  
James Guthrie, U of Kansas  
Jarrod Haar, U of Waikato  
Jonathal Halbesleben, U of Missouri  
Bettie Hall, U of Cincinnati  
Jian Han, Peking U  
Lynn Harland, U of Nebraska, Omaha  
Bill Harley, U of Melbourne  
Nell Hartley, Robert Morris U  
Arno Haslberger, Webster U, Vienna  
William Heiser, Troy U  
Daniel Holt, Air Force Institute of Technology  
Ying Hong, Rutgers U, Livingston  
Jenny Hoober, U of Illinois, Chicago  
Vandra Huber, U of Washington Business School  
Sut I Humboutard, Institute For Tourism Studies  
Mary Anne Hyland, Adelphi U  
Sylvia Hysong, U.S. Department of Veterans Affairs  
Marjorie Icecogule, U of South Alabama  
Nancy Inskip, O & G Consulting  
John Ivanicevich, U of Houston  
Bib Shaw Jaw, National Sun Yat-Sen U  
Scott Jeffrey, U of Waterloo  
Tammy Johnson, Standard Register  
Seth Kaplan, Tulane U  
Avi Kay, Jerusalem College of Technology  
Shaista Khilji, The George Washington U  
Hyondong Kim, Ohio State U  
Kwanghyun Kim, Texas A&M U  
Sunghoon Kim, Cornell U  
Theresa J B Kline, U of Calgary  
Donald Kluemper, Oklahoma State U  
Neal Knight-Turvey, Queensland U of Technology  
Tine Kocher, George Mason U  
David Kraititz, George Mason U  
Prudence LaBeach Pollard, La Sierra U, Sch of Business  
Beatrix Lacombage, Escola de Administración Publica e de Empresas, Fundacao Getulio Vargas  
Holly Lam, Purdue U, Indiana  
Alysa Lambert, U of Albany, SUNY  
David Lamond, None  
Mitchell Langbert, Brooklyn College  
Patrice Laroche, U of Nancy 2  
Heather Laschinger, U of Western Ontario  
Barbara Lee, Rutgers U, New Brunswick  
Catherine Lees, U of Western Australia  
David Lewin, U of California, Los Angeles  
Steve Leybourne, Plymouth U  
Xiaoya Liang, Fudan U  
Carol Yeh-yun Lin, National Chengchi U, Taiwan
Hao-Chieh Lin, Shu Te U.
Beverly Little, Western Carolina U.
Xiangmin Liu, Cornell U.
Mui Dora Luk, City U. of Hong Kong
Brian Lyons, U. at Albany, SUNY
Gregory Manley, U. of Texas - SA
Dr Ana Martins, U. of Glamorgan
Beverly Little, Western Carolina U.
Xiangmin Liu, Cornell U.
Mui Dora Luk, City U. of Hong Kong
Brian Lyons, U. at Albany, SUNY
Gregory Manley, U. of Texas - SA
Dr Ana Martins, U. of Glamorgan
Isabel Martins, U. Jean Piaget of Cape Verde
Linda Matthews, U. of Texas, Pan American
Dr. James Maxwell, Indiana State U.
Sue Mayson, Monash U.
Morgan McCall, U. of Southern California
Marjorie McInerney, Marshall U.
Steve McKenna, School of Administrative Studies,
York U.
Gary McMahan, U. of Texas, Arlington
Patricia Meglich-Sespico, Kent State U.
Jake Messersmith, U. of Kansas
John Michel, New York State U. at Albany
Susan Miller, NASA AERO Institute
Philip Möberg, Northern Kentucky U.
Simon Moon, La Salle U.
Claire Murphy, U. of Limerick
Torstein Nesheim, SNF
Kok-Yee Ng, Nanyang Technological U.
Nhung Nguyen, Towson U.
Kay Nichols, Texas State U., San Marcos
Margaret Nowicki, Ithaca College
Anthony Nyberg, U. of Wisconsin, Madison
David O’Donnell, Intellectual Capital Research
Institute
Joyce Ore, ACM
Raymond Ottino, U. of South Florida
Ramona Paetzold, Texas A&M U., College Station
Adam Palmer, Southampton Solent U.
Carolyn Palmer, Western New England College
Charles Parsons, Georgia Institute of Technology
Hilla Perez, U. of Haifa
Suzanne Peterson, Arizona State U.
Rita Pettitford, Otema Consulting
Charles Pierce, U. of Memphis
Gayle Porter, Rutgers U.
Richard Posthuma, U. of Texas El Paso
Sonya Premeaux, Nichols State U
Vana Previtt, U. of North Carolina
Shuang Yueh Pui, Wayne State U.
Miguel Quinones, U. of Arizona
Nagarajan Ramamoorthy, U. of Houston-Victoria
Alberto Ramirez, RMIT U.
Run Ren, Texas A&M U.
Christian Resick, Florida International U.
Rene Rios, Pontificia U. Catolica, Chile
Janet Romaine, Saint Anselm College
Christopher Rosen, U. of Akron
Karin Rosskopf, Siemens
Maria Rotundo, U. of Toronto
Joel Rudin, Rowan U.
Jaime Ruiz-Gutierrez, U. de los Andes, Colombia
Karin Sanders, U. of Twente
Rene Schalk, Tilburg U.
Pauline Schilpzand, U. of Florida
Mel E Schnake, Valdosta State U.
Lior Schohat, Haifa U.
Kristin Scott, U. of Kentucky
Steve Seulzen, Drake U.
Jan Selmer, Aarhus School of Business
Valerie Sessa, Montclair State U.
Svatoslav Steve Setoroff, U. of Phoenix Online - SAS
Radha Sharma, Management Development Institute, India
ChihTing Shih, Shu Te U.
Stuart Silke, U. of New Haven
Shailendra Singh, Indian Institute of Management Lucknow
Chong Stong Choy, Multimedia U.
Daniel Skafelci, U. of British Columbia
Fred Slack, IUP
Jerel Slaughter, U. of Arizona
Sandu Spartac, Open U., United Kingdom
Dale Spartz, John C. Lincoln Health Network
Randi Spicchi, Walden U.
Piers Steel, U. of Calgary
Robert Steel, U. of Michigan, Dearborn
David Stewart, U. of Tulsa
Thomas Stone, Oklahoma State U.
Steven Stovall, Wilmington College
Michael Sturman, Cornell U.
Nishu Subbiah, U. of Texas at Dallas
Mahesh Sabramony, U. of Wisconsin, Oshkosh
Jiarmin Sun, Renmin U. of China
Michele Swift, U. of Colorado, Boulder
Jawad Syed, Macquarie U., Sydney
Leslie Szamosi, City College (Affiliated Institution of the U. of Sheffield)
Hwee-Hoon Tan, Singapore Management U.
Robert Tang, De La Salle - College of Saint Benilde
Laurent Taskin, U. Catholique de Louvain
Mohan Thate, Griffith U.
Marc Thompson, U. of Oxford
Peter Thompson, U. of Illinois at Chicago
Stanley Thomson, Monash U.
Annette Towler, Illinois Institute of Technology
Olga Tregaskis, De Montfort U.
Donald Truxillo, Portland State U.
Herman Tse, U. of Queensland
Shay Tzafir, U. of Haifa
Aharon Tziner, Netanya U. College
Kathleen Utecht, Central Michigan U.
Vlad Vaiman, FH Joanneum
Chad Van Iddekinge, Florida State U.
Danielle Van Jaarsveld, U. of British Columbia
Robert Vandenberg, U. of Georgia
Gretchen Vogelesang, U. of Nebraska-Lincoln
Peggy Wallace, Saint Mary’s U.
Christina Wang, National Dong Hwa Univ. Taiwan
Lei Wang, U. of Texas, Pan American
Sandy Wayne, U. of Illinois, Chicago
Bart Weathington, U. of Tennessee at Chattanooga
Jon Werner, U. of Wisconsin, Whitewater
Marie Wilson, U. of Auckland
Joshua Wu, Arizona State U.
Baiyin Yang, U. of Minnesota
Gunna Yun, George Mason U.
Mary Zalesny, PNNL
Armin Zehtabchi, UCI
Zhen Zhang, U. of Minnesota
Kenneth Zula, Pennsylvania State U.
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International Management

Acknowledgements

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Franciscoj. Acedo, U. of Seville; SPAIN
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<td>Kathleen Suchon</td>
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<td>Vellore Sunder</td>
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<td>Edmund Thompson</td>
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Section C

Management Consulting

Day  Start  #  Location  Session Information

Mon  5:15pm  931  HR:Montreal  MC Business Meeting

6:00pm  943  HR:Vancouver  MC Social Hour

8:00pm  961  OS:MC - City Grill  Members & Friends Dinner

Tue  8:30am  1009  HR:Regency V - Table A2  IP: Culture and Organization

10:30am  1125  HR:Regency VII - Table C2  IP: CEO Turnover: Antecedents and Consequences

2:30pm  1230  HR:Regency VI - Table B3  IP: Capabilities in SMEs

4:10pm  1322  HR:Montreal  Knowledge Transfer in Consulting

Wed  8:30am  1404  HR:Montreal  Executive Coaching: Conversations for Consultants

10:40am  1472  HR:Montreal  JS: C-Level Leader Development

Management Consulting Acknowledgements

Fran Ackermann, Strathclyde U.
Bryan Adkins, U. of San Francisco
Mohammed Ahmed, Ameer U.
Anri Anamo, SCL:ACOR, Stanford U.
Karen Alexandre, Capella U.
Darlene Andert, Florida Gulf Coast U.
Richter Ansgr, European Business School
Stewart Arnold, U. of Queensland
Ravikant Arva, Columbia U.
Neveen Awad, Wayne State U.
Vernon Barber, U. of Calgary
Anne Bang, Copenhagen Business School
Deborah Barrett, Rice U.
John Bennett, Queens U. of Charlotte
Janon Berry, Professional
Jacqueline Blackwell, ACM
David Blanton, U. of Phoenix
Marc Bonnet, ISER, U. of Lyon
Jennifer Burt, Ball State U.
Fiona Broadbent, U. of Western Australia
Anthony Buono, Bentley College
Joseph Byrnes, Bentley College
Charles Capps, Lipcomb U.
Angela Carter, U. of Sheffield
Marlyn Carter, Benedictine U.
Alberto Chaves, U. of Puebla
John Chelliah, U of Technology, Sydney
Mona Chong, Monash U.
Allan Church, PepsiCo, Inc
Timothy Clark, Durham U.
Hervé Colas, REIMS Management School
Rajal Datt, Meurit Institute of Engineering & Technology
Paul Davis, Dublin City U.
Leon De Caluwé, Free U., Twynstra
Harsha Desai, Loyola College in Maryland
Malte Dous, U. of St. Gallen
Evelyn Dravecky, U. of California, Los Angeles
Richard Dunford, Macquarie U., Sydney
Steve Dunn, U. of Wisconsin, Oshkosh
Rita Durant, Spring Hill College
Andreas Eisingerich, U. of Cambridge
Youssef El Wazani, Agadir U. National School of Management and Trade - ENCG
Albert Elam, International Business Academy
Ronel Erwee, U. of Southern Queensland
Leonor Ferreira, Universidade Nova Lisboa – Faculdade de Economia
Judith Gebhardt, U. of Southern California
Douglas Gilbert, U. of Phoenix
Sandra Gill, Benedictine U.
Carlos Goncalves, tarzan
Theodore Gontarczy, Nova Southeastern U.
Larry Greiner, U. of Southern California
Rita Gunzelman, Colorado Technical U.
Robert Hamlin, U. of Otago
Marilyn Harris, Central Michigan U./Human Systems Change Consulting Inc.
Thomas Head, Roosevelt U., Chicago-Schaumburg
Jeffrey Hicks, IBM Business Consulting Services & U. of Twente
Mark Hinton, U. of Central Oklahoma
Amy Fine, Blanchard Valley Health Association
Alan Hoffman, Bentley College
Henry Horstein, CGI
Monika Hudson, Case Western Reserve U.
Loi Hui, Malaya U.
David Jamieson, Pepperdine U.
Robert Jenks, Ecole hôtelière de Lausanne
Soeren Jensen, Copenhagen Business School
Michael Kamel, Deloitte & Touche
Charles Kerr, Pepperdine U.
Geraldine Kisiel, Central Michigan U.
Mary Kotekci, Deere & Company
Carole Lalonde, U. Laval
Sandra Larew, U. of Phoenix
John LeBlanc, Cedarville U.
Daniel Lezotte, Illinois Institute of Technology
Theodore Liberti, Penn State
Benjamin Liebl, U. of Massachusetts, Boston
Romie Littrell, Auckland U. of Technology
GIUSEPPE LO MONACO, Independent Consultant
Jeff Lowenthal, Northeastern State U.
Jean-Francois Manzoni, IMD, Lausanne
Terry Mars, Ohio Northern U.
Mary Mathew, Indian Institute of Science
Crystal Matsibekker, NYU
Peter McAliney, New York U.
John McCabe, U. of York
Megan McDougald, U. of Alberta
Drum MccNaughton, Touro U. International
John McWilliams, Deakin U.
Sandy Melbra, CGI Inc.
LaWanda Miller, Fayetteville State U.
Zeeva Millman, J.L. Roman School of Management, U. of Toronto
Carlos Miranda, Ibmec Business School
Michael Moore, Michigan State U.
Zubin Mulla, Xavier Labor Relations Institute
Mendi Muller, AACCESS Advanced, Inc
Jean Neumann, Avosoft Institute
Katerina Nicolopoulou, U. of Southampton
Martin Nyberg, Virginia Tech
Brian Peach, U. of West Florida
Marcie-Helene Pelletier, Wilson Banwell
Finda Pemel, Stockholm School of Economics
Rita Pentiford, Otema Consulting
Deborah Pettry, ACL, Inc.
Bianca Philipp, Creative Insights
Barry Postner, Leavey School of Business
Jean-Michel Quentier, ESC-Pau Business School
Anthony Raja, UCLA
Rupak Ranjait, Jackson State U.
Domingo Ribeiro, U. of Valencia, Spain
Gregory Richards, U. of Ottawa
Marko Rilo, Tallinn U. of Technology
Gary Robinson, Capella U.
Anne Rossette, Alliant International U.
Theodore Rosen, Geos. Wash. Univ. School of Business
Bernaclote Rutyna, Organisational Development
Options
Chris Sablynski, California State U., Sacramento
Kusum Sahdes, ODRI
Mohamed Salama, U. Texas at El Paso
Jose Sallan, Universitat Politècnica de Catalunya
Nicholas Scalo, George Washington U.
Annika Schilling, Stockholm School of Economics
June Schmieder, stanford
Mirela Schwarz, U. of Southampton
Sajgin Seraj, U. of Louisville
Stuart Sidie, U. of New Haven
George Sillup, Saint Joseph’s U.
Sally Sledge, Christopher Newport U.
Charlene Smith, U. of Phoenix
Steve Sonka, U. of Illinois, Urbana-Champaign
Randy Spicchi, Walden U.
Heather Stebbings, Cranfield School of Management
B. Irvin Summers, Retired
Laura Taplin, U. of Georgia
Ginka Toegel, London School of Economics
Georges Trepo, HEC Paris
Yvette Underdue Murph, Texas A&M U., Commerce
Vlad Vaiman, FH Joanneum
Virajanjid Varma, Auburn U
Charles Von Urff, PhD, U. of Phoenix
Jimmie Voss, Capella U.
Gary Wagenheim, Simon Fraser U.
Ching-Wen Wang, National Chung Hsing U.
Fangru Wang, Zhejiang U.
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<td>MT:Trinidad &amp; Madrid</td>
<td>SPDW: New Age Ldrship Dev Framework</td>
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Management Education & Development Acknowledgements

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Terrell Manyak, Nova Southeastern U.
Jean-Francois Manzon, IMD, Lausanne, Switzerland
## Management History

**Program Chair:** Karl Moore, McGill U.  
**Professional Development Workshop Chair:** John Humphreys, Texas A&M U.

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### Management History Acknowledgements

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Howard R. Stanger, Canisius College  
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James AF. Stoner, Fordham U.  
Steven Austin Stovall, Wilmington College  
Shannon Taylor, Lafayette College U.  
Julia. Teahen, Baker College  
Sharon. Topping, U. of Southern Mississippi  
Anshuman, Tripathy, Indian Institute of Management Calcutta  
John. Truty, Northern Illinois U.  
Jakob Vestergaard Jorgensen, Copenhagen Business School  
Jimmie Francis Voss, Capella U.  
Fangrui Wang, Zhejiang U.  
Ely. Weirz, Tel Aviv U.  
Jerry Lee. Wellman, Honeywell  
Charles D. Wrege, Cornell U.  
Armin Zehnabi, UCI  
Li. Zhou, China Fujian
## Day 1: Session Information

**Program Chair:** Margaret Benefiel, Andover Newton Theological School  
**Professional Development Workshop Chair:** Kathy Lund Dean, Idaho State U.

<table>
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</table>

### Management Spirituality & Religion Acknowledgements

- A. Nasir Afghan, Lahore U. of management sciences, Pakistan
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- Robert Bocher, U. of Washington Seattle
- Fiona Broadbent, U. of Western Australia
- Celeste Brotheider, U. of Quebec, Montreal, Canada
- Johanne Bruner, HEC Montreal, Canada
- Jeanne Buckley, U. of St. Thomas
- John Bunch, Benedictine College
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- Phyllis Campbell, Bethel College
- Charles Capps, Lipscomb U.
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- Olga Chapa, U. of Texas-pan american
- John Davis, Texas Tech U.
- Teresa Davis, South Redford School District
- Nancy Day, U. of Missouri - Kansas City
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- Kent Faught, Ouachita Baptist U.
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- Vincent Fortunato, Boise State U.
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- Louis Fry, Tarleton State U. Central Texas
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- Kathryn Goldman Schuyler, Alliant International U.
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- Marie Gould, Pepper College
- Bruce Hanson, Concordia U. Irvine
- Timothy Hart, U of Oklahoma
- Shah Hasan, Columbus State Community College
- Hans Hinterhuber, U. of Innsbruck, Austria
- Loi Hui, Malaya U, Malaysia
- Maria Humphries, U. of Waikato, New Zealand
- Stacy Jackson, Calvin College
- Vipul Jain, IIT Delhi, India
- Sharon Johnson, Cedarville U.
- Arthur Jue, U. of Phoenix
- Michael Kamel, Deloitte & Touche, Canada
- KSS Kantihaia, Steel Authority of India Limited, India
- Fahri Karakas, McGill U., Canada
- Avi Kay, Jerusalem College of Technology, Israel
- Pamela Kephart, U. of Saint Francis
- Charles Kernels, Pepperdine U.
- Sara Kimmel, Belhaven College
- James King, Samford U.
- Susan Kirby, Texas State U.
- Kenji Klein, U. of California, Irvine
- Robert Kolodinsky, James Madison U.
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- John Lambert, U. of Louisiana at Lafayette
- John LeBlanc, Cedarville U.
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- William Laing, Anderson U.
- John Lambert, U. of Louisiana at Lafayette
- John LeBlanc, Cedarville U.
- Kam-hon Lee, Chinese U. of HK, Hong Kong
- Mina Lee, Purdue U.
- Leslie Levin, Marymount Manhattan College
Heather Lord, Self-employed
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John Michael Mankelwicz, Troy U.
Karen Manz, Hartford Seminary
Robert McAvoy, unaffiliated
Drum McNaughton, Touro U. International
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John Milliman, U. of Colorado, Colorado Springs
Cynthia Miree, Oakland U.
Kurt Motamedi, Pepperdine U.
Zubin Mulla, Xavier Labor Relations Institute, India
Chittipa Ngamkroeckjoti, Assumption U., Thailand
Faith Ngunjiri, Bowling Green State U.
Katerina Nicolopoulou, U. of Southampton, United Kingdom
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Lucy Ojode, Texas Southern U.
Raymond Ottinot, U. of South Florida
Michael Palanski, Binghamton U.
Sangeeta Parameswar, U. of Illinois, Springfield
Sangeeta Parameswar, U. of Illinois
Balakrishnan Parasarum, UMS Sabah, Malaysia
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Pedro Perez, Cornell U.
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Lee Robbins, Golden Gate U.
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Rommel Salvador, Tulane U.
Kalpna Sampath, Arpitha Associates Private Limited, India
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Jyotsna Sanzgiri, Alliant International U.
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June Schmieder, Stanford
John Schmuttermaker, U. of Queensland, Australia
John Shariat, DeVry U.
Niti Singh, Narsee Monjee Institute of Management Studies, India
SANJAY SINGH, Management Institute, India
Manish Singhal, Indian Institute of Management Calcutta, India
David Sirmon, Clemson U.
L. Slade, Covenant College
Sally Sledge, Christopher Newport U.
E. S. Srinivas, XLRI, India
Matthew Stollak, St. Norbert College
James A. F. Stoner, Fordham U.
Stanley Thomson, Monash U., Australia
Len Tischler, U. of Scranton
Karen Torres, Angelo State U.
David Trott, St. Edwards U.
Stephen Trouard, Jackson State U.
Jeff Tschetter, U. of Sioux Falls
Nicholas Twigg, McNeese State U.
Marilyn Uy, National U. of Singapore, Singapore
Harry Van Buren, U. of New Mexico
Barbara Walling, U. of La Verne
Donald Warrick, U. of Colorado, Colorado Springs
Irene Wasserman, ICW CONSULTING
GROUP/FIELDING GRADUATE U.
Reeves Wesley, Karunya Institute of Technology and Sciences, India
J. Lee Whittington, U. of Dallas
Elden Wiebe, Saint Mary's U., Canada
Steven Williamson, U. of North Florida
Arthur Wolsak, Macquarie U., Sydney, Australia
Todd Wormmeester, Colorado Technical U.
Kuo Yu, U. of California, Berkeley
Armin Zehtabchi, UCI
Xinde Zheng, Guanghua School of Management, China
# Managerial & Organizational Cognition

**Program Chair:** Mary Ann Glynn, Emory U.  
**Professional Development Workshop Chair:** Michael G. Pratt, U. of Illinois, Urbana-Champaign

<table>
<thead>
<tr>
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<th>Start</th>
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Managerial & Organizational Cognition

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Jenny Rudolph, Veterans Administration Boston
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Maia Young, U. of California, Los Angeles
Kuo Yu, U. of California, Berkeley
Zhi-Xue Zhang, Peking U.
Michael Zyphur, Tulane U.
### Operations Management Workshop

**Program Chair:** Hale Kaynak, U. of Texas, Pan American  
**Professional Development Workshop Chair:** Diane H. Parente, Pennsylvania State U., Erie

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<th>Location</th>
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## Operations Management Acknowledgements

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Weiyong Zhang, Virginia Commonwealth U.
Xingxing Zhu, Clemson U.
Pavel Zufan, Mendel U., Czech Republic
Ambika Zutshi, Deakin U., Australia

---

**Section C**

130
## Organization & Management Theory

**Program Chair:** Kimberly D Elsbach, U. of California, Davis  
**Professional Development Workshop Chair:** William Ocasio, Northwestern U.

<table>
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<tr>
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Adam Bailey, Texas Tech U.
Jyoti Bachani, U. of Redlands
William Auden, Touro U. International
Michael Ashworth, Carnegie Mellon U.
Asli Arikan, Georgia State U.
Dr. Ricardo Archbold, U. of Phoenix
Peter Antoniou, Ansoff Institute - Pomegranate
Richter Ansgar, European Business School
Peter Antoniou, Ansoff Institute - Pomegranate
International
Dr. Ricardo Archbold, U. of Phoenix
Asli Arilkan, Georgia State U.
Michael Ashworth, Carnegie Mellon U.
Kathryn Aten, U. of Oregon
William Auden, Touro U. International
Jyoti Bachani, U. of Redlands
Adam Bailey, Texas Tech U.
Michael Banutu-Gomez, Rowan U.
Allan Claudius Barbosa, Federal U. of Minas Gerais, Brazil
Jeffrey Barden, U. of Washington Business School
Kimberly Bates, Trent U.
Beth Bechly, U. of California, Davis
Nikolaus Beck, Erfurt U.
Markus Becker, Centre National de Recherche Scientifique
Christine Beckman, U. of California, Irvine
Janet Bell Crawford, Soby School of Business, St. Mary’s U.
Emilio Bellini, U. of Sannio
Pete Bemski, Regis U.
Emilio Bellini, U. of Sannio
Diana Day, Rutgers U.—Camden
Changjun Dai, Donghua U.
Giovanni Battista Dagnino, U. of Catania
Tina Dacin, Queen’s U., Canada
Wanda Curlee, U. of Oklahoma
Jami DelliFraine, Penn State
Silvia Dorado, U. of Massachusetts, Boston
Devi Dhar, Arizona State U.
Jilma Dott, U. of California, Berkeley
Kerem Gurses, IESE Business School
Becky Duguid, U. of Wisconsin, Whitewater
Sanjay Dutt, Indian Institute of Management
Sheila Goins, U. of Iowa
Koen Heimeriks, Copenhagen Business School
Kerem Hovsky, U. of Michigan, Ann Arbor
Fabiola Fonti, Boston College
Ricardo Flores, U. of Illinois at Urbana-Champaign
Robert Fournier, INSEAD
Mark Friedman, Harvard Business School
Urmila Ghosh, U. of California
Sang Hoon Lee, Yonsei U.
Lars Grönbeck, U. of Stockholm
Kimberly Greene, U. of Pennsylvania
Mary Graham, U. of Virginia
Philip Green, U. of Cambridge
Gabi Greiner, University of Florida
Rajendra Gopal, IIM Bangalore
Suzzanne Greifenhagen, Louisiana State U.
Ranit Greene, U. of Sydney
Joachim Grether, University of Michigan
Helen Gruenewald, U. of California, San Diego
Luisa Gualandris, U. of Rome La Sapienza
Teruhiro Goto, Ritsumeikan University
J. M. Hari, University of California, Berkeley
Richard G. Hersh, U. of Michigan
D. Glenn Haygood, U. of Oklahoma
John Hassard, Boston College
Frederick Haase, U. of California, Los Angeles
Levent Hatipoglu, Texas A&M U.
N. J. H. Hauer, U. of Queensland
Tanya Hayton, U. of Virginia
Yves Doz, INSEAD
Patrick Heenan, University of Durham
William Head, U. of Western Ontario
Riccardo Hascoet, ESCP Europe
Jill Hall, U. of Pennsylvania
Richard Heeks, U. of Manchester
Cynthia Haddad, U. of Virginia
Mary Han, U. of Minnesota
Benjamin Hauser, U. of California
Geoffrey Hanley, Georgia Institute of Technology
Sara Hamers, U. of California, Los Angeles
Harvey Handel, U. of California, Los Angeles
S. H. Harker, U. of North Carolina
M. J. Hargreaves, U. of Edinburgh
Kurt Hauam, U. of Virginia
Ritika Harsh, Indian Institute of Management
Anita Hardway, U. of Michigan
Helen Hauser, U. of California
Jill Hadley, U. of California, Los Angeles
John Halpert, U. of British Columbia
Curtis Hampton, U. of Georgia
Edna Haroon, U. of Michigan
Brent Hall, U. of Illinois, Chicago
Andrea Harre, University of Edinburgh
George Hamilton, U. of Texas, Austin
Lawrence Hart, U. of Pennsylvania
Nvira Hartmann, U. of California, Davis
Steven Hart, U. of British Columbia
Anna Hartley, U. of Edinburgh
Randy Hartwick, University of Kentucky
Robert Hargis, U. of Texas, Austin
Louise Hartman, U. of California, Los Angeles
N. J. H. Hauer, U. of Queensland
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Cynthia Haddad, U. of Virginia
Mary Han, U. of Minnesota
Benjamin Hauser, U. of California
Geoffrey Harnden, U. of California, Los Angeles
S. H. Harker, U. of North Carolina
M. J. Hargreaves, U. of Edinburgh
Kurt Hauam, U. of Virginia
Ritika Harsh, Indian Institute of Management
Anita Hardway, U. of Michigan
Helen Hauser, U. of California
Jill Hadley, U. of California, Los Angeles
John Halpert, U. of British Columbia
Curtis Hampton, U. of Georgia
Edna Haroon, U. of Michigan
Brent Hall, U. of Illinois, Chicago
Andrea Harre, University of Edinburgh
George Hamilton, U. of Texas, Austin
Lawrence Hart, U. of Pennsylvania
Nvira Hartmann, U. of California, Davis
Steven Hart, U. of British Columbia
Anna Hartley, U. of California, Los Angeles
Randy Hartwick, University of Kentucky
Robert Hargis, U. of Texas, Austin
Louise Hartman, U. of California, Los Angeles
Section C
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Organization Development & Change Acknowledgements

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Rex Foster, U. of Minnesota
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Eric Goodman, Kaplan U.
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Larry Greiner, U. of Southern California
Christopher Grivas, Stern/ NYU
Sajjad Haidar, Nipper U.
Terry Halfhill, Pennsylvania State U.
Bettie Hall, U. Cincinnati
Bruce Hanson, Concordia U. Irvine
Hunter Harris, Vanderbilt U.
Danyele Harris-Thompson, Klein Associates/App lied Research Assoc.
Shah Hasan, Columbia State Community College
Andres Hatum, Austral U.
Laura Hawkins Farmer, USC
George Hay, McDonald’s Corp./Benedictine U.
Mary Ann Hazen, U. of Detroit, Mercy
Shirley Ann Hazlett, Queens U. Belfast
Wenxheng He
Thomas Head, Roosevelt U., Chicago Schaumburg
Cynthia Heidorn, Benedictine U.
Bettina Heiss, U. of Southern California
Anne Herbert, Helsinki School of Economics
Mark Herrin, Walden U.
Paul Hibbert, Strathclyde U.
Jeffrey Hicks, IBM Business Consulting Services & U. of Twente
Amy Hietapelto, Northeastern Illinois U.
Mark Hilton, U. of Central Oklahoma
Amy Hine, Blanchard Valley Health Association
Daniel Holt, Air Force Institute of Technology
Richard Holli, Open U. Business School
J Duane Hooper, Texas Tech U.
Andrea Hornett, Penn State
Henry Hornstein, CGI
Richard Hung, Tokyo U.
David Hurlic, Pepperdine U.
Nancy Inskeep, O & G Consulting
Claus Jacobs, U. of St. Gallen
David Jamieson, Pepperdine U.
S Jeyavelu, IIM Kozhikode, INDIA
Hans Johnsen, Agder U. College
Raymond Jones, College of Graduate and Professional Studies, The Citadel
Claudia Jules, Case Western Reserve U./Organizational Behavior
Sabine Junginger, Carnegie Mellon U., School of Design
Yehia Kamel, Bridgewater State College
Florian Kappler, U. of St. Gallen
Garnaz Karayaz, Ph.D. Student
Jeffrey Keefer, Columbia U.
Richard Kettner-Polley, Colorado Technical U.
Pradyumna Khokle, Indian Institute of Management Ahmedabad
Peter Kielrowski, U of MN, HHH Institute of Public Affairs
Tai Gyu Kim, U. of Delaware
Desiree Knoppen, ESADE- Ramon Llull U.
Constantine Kontogiorghis, Cyprus International Institute of Management
Martin Kormank, O.D. Systems, Inc.
Mary Kotecki, Deere & Company
Mark Kriger, Norwegian School of Management
Naresh Kumar, UNIVERSITI PUTRA MALAYSIA
Susan Kuznik, Baldwin Wallace College
Carole Lalonde, U. Laval
Eric Lamm, Boston College
Zara Larsen, Case Western Reserve U.
William Leban, Keller Graduate School of Management
William Leban, Keller Graduate School of Management
Anat Leehner, New York U.
Steve Leybourne, Plymouth U.
Mary Logan, London School of Economics and Political Science
James Ludema, Benedictine U.
Anna Lupina Wegener, U. of Geneva
Lisa Mahajan-Custack, College of St. Elizabeth
Patrick Malone, American U.
Michelle Mangano, U. of Phoenix
Jean-Francois Manzoni, IMD, Lausanne
David Marker, ESC Clermont Graduate School of Management
Katty Marmenou, McGill U.
Peggy Marshall, Antioch U.
Mary Matthews, Indian Institute of Science
Judy Matthews, Australian National U.
Annabel Mauve, Ecole de HEC
John McCabe, U. of York
Steve McElfresh, HR Futures
Gary McMahan, U. of Texas, Arlington
Drummond McNaughton, Touro U. International
John McWilliams, Deakin U.
Jacqueline Medland, Benedictine U.
Michael Miles, U. of Ottawa / CEIBS Shanghai
Organizational Behavior

Program Chair: Carol T. Kulik, U. of Melbourne
Professional Development Workshop Chair: Peter Hom, Arizona State U.

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John McWilliams, Deakin U., Australia
Isabel Metz, U. of Melbourne, Australia
Tracey Messer, Case Western Reserve University, USA
Eric Mitchell, IBM, USA
Patricia Mittelstaedt, St. Mary's U., Canada
Marcio Mizutani, University of Brasilia, Brazil
Michael Mizrachi, INSEAD, France
Lamia Mokni, U. Of Ottawa, Canada
Rasheda Mokhtar, U. Of Dhaka, Bangladesh
Karen Mokwa, U. Of South Dakota, USA
Lauren Monk, University of Virginia, USA
Robert Monczka, University of Wisconsin, USA
Douglas Monson, University of California, USA
Emma Montalvo, University of Florida, USA
Toni Monk, U. Of Queensland, Australia
Katherine Monte, University of British Columbia, Canada
Robert Montgomery, University of Washington, USA
Vivian Montoya, University of Miami, USA
Anuradha Ramesh, U. of Maryland, College Park
Alberto Ramirez, RMIT U., Australia
Amy Randel, San Diego State U.
Johannes Rank, U. of Surrey/U. of South Florida, Germany
Catalin Rautiu, Concordia U., Canada
Rupak Rauniar, Jackson State U.
Jana Raver, Queen’s U., Canada
Elizabeth Ravin, U. of South Carolina
Jochen Reh, Singapore Management U., Singapore
Kira Kristal Reed, Syracuse U.
Anne Regan, Trinity College Dublin, Ireland
Rebecca Reichard,克莱蒙特麦肯纳学院
Wendy Reid, York U., Canada
Michael Reilly, U. of Phoenix
Richard Reilly, Stevens Institute of Technology
Roni Reiter-Palmon, U. of Nebraska at Omaha
Clint Relyea, Arkansas State U.
Hong Ren, Pennsylvania State U.
Run Ren, Texas A&M U.
Yuqing Ren, Carnegie Mellon U.
Gary Renz, Webster U.
Christian Resick, Florida International U.
Simon Restubog, U. of Queensland, Australia
Davar Rezania, ESADE, Spain
Erin Richard, Florida Institute of Technology
Julia Richardson, York U., Canada
Laura Riolli, California State U.
Santiago Seraj, U. of Louisville
Davide Secchi, Insubria U., Italy
Christina Scott-Young, U. of Alberta
Linda Schweitzer, Carleton U., Canada
Mike Schraeder, Troy U.
Mel E Schnake, Valdosta State U.
John Schmuttermaier, U. of Illinois
Leigh Schmitt, U. of New Orleans
Aneika Simmons, Texas A&M U.
Rene Schalk, George Washington U.
Bryan Schaffer, U. of North Carolina - Asheville
Rene Schalk, Tilburg U., Netherlands
Aaron Sehat, McMaster U., Canada
John Schaubroeck, Drexel U.
John Sehler, U. of Rhode Island
Maria Schlipzand, Georgia Institute of Technology
Pauline Schlipzand, U. of Florida
Dave Schmidt, Cedarville U.
James Schmidle, California State U., Fresno
June Schmiede, Stanford
Leigh Schmida, U. of New Orleans
John Schmuttermayer, U. of Queensland, Australia
Mel F Schneke, Valdosta State U.
Lior Scharon, Haifa U., Israel
Mike Scharer, Troy U.
Lillian Schmacher, U. of Saint Francis
Linda Schweitzer, Carleton U., Canada
Kelly Schwind, Michigan State U.
Brent Scott, U. of Florida
Kristin Scott, U. of Kentucky
Christina Scott-Young, U. of Melbourne, Australia
Wesley Scroggins, Missouri State U.
Davide Scisci, Insubria U., Italy
Scott Seibert, Melbourne Business School, Australia
Charles Seifert, Siena College
Utpala Senarthine Tennakoon, U. of Calgary, Canada
Sargin Seraj, U. of Louisville
Valerie Sessa, Montclair State U.
Randall Settoon, Southeastern Louisiana U.
Margaret Shaffer, U. of Wisconsin, Milwaukee
Greg Shailer, Australian National U., Australia
Ping Shao, Drexel U.
Matthew Shapiro, U. of Southern California
radha sharma, Management Development Institute, India
John Shaw, Mississippi State U.
Kathryn Sherony, Purdue U.
Chinti Ting Shih, Shu Te U., Taiwan
Shung Shin, Washington State U.
Abbie Shipp, U. of North Carolina, Chapel Hill
Aiwa Shirako, U. of California, Berkeley
Arie Shlil, Tel Aviv U., Israel
Ted Shore, California State U., Long Beach
Kathleen Shumate, U. of Texas at Arlington
Yusuf Sidani, American U. of Beirut
Stuart Sidle, U. of New Haven
Marc Siegall, California State U., Chico
Silvia Silva, ISCTE- Instituto Superior de Ciencias do Trabalho e da Empresa, Portugal
Aditya Simha, Washington State U.
Aneka Simmons, Texas A&M U., College Station
Bret Simmons, U. of Nevada, Reno
Marwan Sinaceur, INSEAD, France
Jean Singer, Fielding Graduate U.
Niti Singh, narsee monjee institute of management studies (deemed U.)
Mumbai, India
Sanjay Singh, Management Institute, India
Shailendra Singh, Indian Institute of Management Lucknow, India
Sunil Singh, Indian Institute of Management, Bangalore, India
Manish Singhal, Indian Institute of Management Calcutta, India
Chong Siong Choy, Multimedia U., Malaysia
Nagaraj Sivasubramaniam, Duquesne U.
Daniel Skalicki, U. of British Columbia, Canada
L. Slade, Covenant College
Jeri Slaughter, U. of Arizona
Randall Sleeth, Virginia Commonwealth U.
David Sluss, Arizona State U.
D. Brent Smith, Rice U.
Delmonize Smith, U. of Alabama, Tuscaloosa
Melvin Smith, Case Western Reserve U.
Kristin Smith-Crowe, U. of Utah
Roy Smollan, Auckland U. of Technology, New Zealand
B. Snavel, Miami U., Ohio
Emma Soane, Kingston Business School, United Kingdom
Budi Soetipto, U. of Indonesia, Indonesia
Steve Solesbee, Nova Southeastern U.
Paul Solomon, U. of North Carolina, Chapel Hill
Mark Somers, New Jersey Institute of Technology
Amy Sommer, U. of Western Ontario, Canada
Fei Song, Ryerson U., Canada
Jiwon Song, Renmin U. of China, China
Sarah Sorenson, U. of Northern Iowa
Dale Sparrow, John C. Lincoln Health Network
Randy Spicchio, Walden U.
Shane Spiller, Morehead State U.
Alfredo Spilzinger, Bologna U., Argentina
Christiane Spitzmuller, U. of Houston
Matthew Spitzmuller, Michigan State U.
Joe Sprangel, Lawrence Technological U.
E. S. Srinivas, XLRI, India
Akhilesh Srivastava, West Virginia U.
Robin Sronce, U. of Wisconsin - Green Bay
Lynda St. Clair, Bryant U.
Louis St. Peter, Georgia State U.
Richard Stackman, U. of San Francisco
Timothy Staley, Keller Graduate School of Management
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Eric Stark, James Madison U.
John Stark, California State U.
Bakersfield
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Piers Steel, U. of Calgary, Canada
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John Stovall, California State U. - Bakersfield
Micheal Stratton, U. at Albany, SUNY
Mark Suaico, U. of Texas, San Antonio
Muthu Subbiah, U. of Texas at Dallas
Brandon Sullivan, U. of Minnesota, Twin Cities
James Summers, Florida State U.
Jianmin Sun, Renmin U. of China, China
Li-yun Sun, Macau U. of Science and Technology, China
Eric Surface, Surface, Ward & Associates
### Day | Start | # | Location | Session Information
--- | --- | --- | --- | ---
**Fri** | 1:30pm | 24 | MT:International 10 | SPDW: Academic Unit Head Workshop
6:00pm | 51 | MT:Imperial - Consulate | OCIS Doctoral Consortium
**Sat** | 8:00am | 92 | MT:Cluster 1 - Copenhagen | SPDW: Scientist And Educator
9:00am | 107 | MT:International 1 | SPDW: Digital Transformations
115 | MT:Imperial - Consulate | OCIS Doctoral Consortium
116 | MT:Rhine & Savoy | Junior Faculty Consortium
12:00pm | 157 | MT:Marquis - Salon IV | Luncheon for OCIS Jr. Fac and Doctoral Students
1:00pm | 175 | HR:Inman | SPDW: Virtual Global R&D Teams
2:00pm | 199 | MT:Cluster 1 - Amsterdam | SPDW: Katrina: Supply Chain Response
5:30pm | 234 | MT:Marquis - Salon IV | Welcome Reception
**Sun** | 8:00am | 268 | MT:Champagne | SPDW: International Networking
8:20am | 280 | MT:International A | SPDW: OSS Research Devept. Workshop
10:00am | 344 | MT:International A | SPDW: OSS : Bridging Perspectives
10:10am | 345 | MT:Champagne | OCIS International Paper Development Workshop
5:00pm | 422 | MT:International 5 | OCIS Executive Meeting
**Mon** | 8:00am | 439 | MT:International 5 | OCIS Welcome
8:30am | 508 | MT:International 1 | Cases of IS Implementation I
509 | MT:International 5 | Knowledge Creation and Ownership
510 | HI:Grand Salon D | SHCS: Situated Practice in Online Communities
10:40am | 588 | HR:Regency V - Table A1 | IP: Knowledge Diffusion in Organization Learning
591 | HR:Regency V - Table A4 | IP: Organization and Climate Impacts on Innovation
596 | HR:Regency VII - Table C1 | IP: The Role of Social Ties in Knowledge Creation
597 | HR:Regency VII - Table C2 | IP: Workplace Deviant Behavior
599 | HR:Regency VII - Table C4 | IP: Impact of IT
619 | MT:International 1 | Cases of IS Implementation II
620 | MT:International 5 | Knowledge Sharing
12:20pm | 694 | HR:Regency V - Table A3 | IP: Managing Impressions: Process and Outcomes
695 | HR:Regency V - Table A4 | IP: Intra-Organizational Learning Systems
719 | MT:International 1 | Comm, IT & Structuring
720 | MT:International 5 | Taking Culture Seriously
2:30pm | 796 | HR:Regency VI - Table B3 | IP: Team Effectiveness
798 | HR:Regency VII - Table C1 | IP: Explorations of New Leadership Models
825 | MT:International 1 | Multiple Perspectives on ERP Implementations
826 | MT:International 5 | Social Networks in Knowledge Work
4:10pm | 888 | HR:Regency VII - Table C1 | IP: Building Adaptive Capability into Organizations
890 | HR:Regency VII - Table C3 | IP: Control Across Temporary Organizational Boundaries
906 | MT:International 1 | OCIS Keynote: Collaboration In Adversity
5:30pm | 935 | MT:International 1 | OCIS Business Meeting
6:30pm | 949 | MT:Marquis - Salon IV | OCIS Social Hour
950 | MT:Marquis Salon IV - OCIS | OCIS Visual Papers
**Tue** | 8:30am | 1009 | HR:Regency V - Table A2 | IP: Culture and Organization
1013 | HR:Regency VI - Table B2 | IP: A Resource Based Definition of the Firm?
1038 | MT:Cluster 2 - Magnolia | Distributed Cognition
1039 | MT:International 1 | E-Commerce
1040 | MT:International 5 | RFID and Interorganizational Systems
1041 | MT:Marquis - Salon III | SHCS: Online Community Design
1063 | MT:Cluster 5 - Shangri-La | JS: Organizing Visions
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|         | 2:30pm           | 1227 | HR:Regency V - Table A4    | IP: Applications of Social Exchange Theory                |
|         |                  | 1233 | HR:Regency VII - Table C2  | IP: Deviance and Hostile Work Environments                |
|         |                  | 1235 | HR:Regency VII - Table C4  | IP: Managing Connectedness Risk in Organizations          |
|         |                  | 1253 | MT:Cluster 2 - Magnolia    | Online Communities                                        |
|         |                  | 1254 | MT:International 1         | Media and Communication                                   |
|         |                  | 1255 | MT:International 5         | Studies on IT Usage                                       |

|         | 4:10pm           | 1338 | MT:Cluster 2 - Magnolia    | IT Innovation Research                                    |
|         |                  | 1339 | MT:International 1         | Knowledge Issues in IS Development                       |
|         |                  | 1340 | MT:International 5         | IT Adoption & Avoidance                                   |

| Wed     | 8:30am           | 1420 | MT:International 1         | Part. Mgmt & Shared Leadership                           |
|         |                  | 1421 | MT:International 5         | IT Career Issues                                         |

|         | 10:40am          | 1485 | MT:International 1         | IT and the Representation of Events, Work and Self        |
|         |                  | 1486 | MT:International 5         | JS: Managing User Communities                             |

### Organizational Communication & Information Systems Acknowledgements

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- **Kevin Gallagher**, Florida State U.
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<td>22</td>
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<td>HR:Techwood</td>
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<td>136</td>
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<td>SPDW: Service Learning</td>
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<td>160</td>
<td>Hi:DeKalb</td>
<td>Sustainable Organizations</td>
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<td>202</td>
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<td>SPDW: PCB cleanup: Stakeholder Roles</td>
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<td>205</td>
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<td>Hi:Council/Cabinet Room</td>
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<td>241</td>
<td>Hi:Crystal Ballroom B &amp; E</td>
<td>ONE Welcome Reception</td>
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<td>Sun</td>
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<td>276</td>
<td>Hi:Douglas</td>
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<td>Past, Present, And Future Of The ONE Group</td>
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<td>Mon</td>
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<td>520</td>
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<td>Strategy and the Natural Environment</td>
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<td>633</td>
<td>Hi:Board &amp; Directors - ONE</td>
<td>Visual: Strategies for Sustainable Development</td>
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Organizations & the Natural Environment Acknowledgements

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Klaus Weber, Northwestern U.
Frank Wijen, RSM Erasmus Univ.
MaryD Zalesny, PNNL
Li Zhou, China Fujian
Ambika Zutshi, Deakin U.
## Public & Nonprofit

Program Chair: Bradley E Wright, U. of North Carolina, Charlotte  
Professional Development Workshop Chair: Stephen T.T. Teo, U. of Technology, Sydney

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<th>Location</th>
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<td>20</td>
<td>HI:Directors Room</td>
<td>Utilizing SSPMX for Management</td>
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<td>SPDW: Transitioning Toward Retirement within Academia</td>
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<td>SPDW: Katrina: Supply Chain Response</td>
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<td>276</td>
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<td>SPDW: Teach Sus Dev Across Cultures</td>
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Dagmar Abfalter, U. of Innsbruck  
Chandra Aleong, Delaware State U.  
Mario Alves, EAESPG-FGV  
Alejandro Amenezu, Syracuse U.  
Darlene Andert, Florida Gulf Coast U.  
Rhys Andrews, Cardiff U.  
Chris Aquino, Fielding Graduate Institute  
Andy Asquith, Massey U. - Auckland  
Allan Claudius Barbosa, Federal U. of Minas Gerais, Brazil  
Andrew Barton, Cardiff U.  
Greg Bell, U. of Texas at Arlington  
Janon Berry  
Rinku Bhattacharya, Pace U.  
Melissa Biel, Chapman U. College  
Tony Bovaird, U. of the West of England  
Lisa Bradley, Queensland U. of Technology  
Ralph Brower, Florida State U.  
William Brown, Arizona State U.  
Thomas Bryer, U. of Southern California  
Laura Caccia, Bocconi U. and U. of Valle d’Aosta  
Kelly Campbell, Arizona State U.  
Annie Camus, HEC Montreal  
Michael Card, U. of South Dakota  
Andrew Cardow, Massey U.  
Joanne Carman, U. of North Carolina-Charlotte  
Katherine Causey, Le Moyne College  
Sang Choi, California State U., Dominguez Hills  
Bruce Clary, Muskie School, U. of Southern Maine  
Anthony Milanowski, U. of Wisconsin, Madison  
Judith Millesen, Ohio U.  
Terrell Manyak, Nova Southeastern U.  
Kevin McGerty, Western Washington U.  
Leslie Lenkowsky, Indiana U. Bloomington  
Suzanne Leland, U. of North Carolina at Charlotte  
Leslie Lenkowsky, Indiana U. Bloomington  
Matthew Liao-Troth, Western Washington U.  
Betty Jo Licata, Youngstown State U.  
Dandan Liu, U. of North Carolina, Pembroke  
Patricia Madrill, Capella U.  
Nace Magnier, Western Kentucky U.  
Terrell Manyak, Nova Southeastern U.  
Santo Marabella, Moravian College  
Erie Martin, Eastern Connecticut State U.  
Ignacio Martinez-Moyano, U. at Albany  
David McCaffrey, U. of Albany, SUNY  
Anthony Milanowski, U. of Wisconsin, Madison  
Judith Millesen, Ohio U.  
Stella Minahan, DePaul U.  
Lucia Miree, American U. in Bulgaria  
William Morrison, Nova Southeastern U.  
Donald Moynihan, U. of Wisconsin, Madison  
Christine Murphy, RMIT U.  
Edward Murphy, Embry Riddle Aeronautical U.  
Melvin Musick, Pepperdine U.  
Meredit Myers, Case Western Reserve U.  
Bruce Neubauer, U. of South Florida  
Ricardo Gomes, Federal U. of Viçosa  
Paul Govekar, Ohio Northern U.  
Kirsten Gronbjerg, Indiana U.  
Chao Guo, Arizona State U.  
Francisco Guzman, Mary Hallock Morris, U. of Southern Indiana  
Pegram Harrison, European Business School  
London  
Susan House, Capella U.  
Monika Hudson, Case Western Reserve  
U./Organizational Behavior  
Kimberly Isett, Columbia U.  
Kristina Jaskyte, U. of Georgia  
Marc Jegers, Vrije U. Brussels  
Kimberly Johns, U. of Illinois at Chicago  
Naim Kepamuc, U. of Central Florida  
Kristine Kelly, Empire State College, SUNY  
Justin Keogan, Trinity College Dublin  
Pamela Kephart, U. of Saint Francis  
Stacey Kessler, U. of South Florida  
Peter Kiedrowski, U. of MN, HHH Institute of Public Affairs  
Gordon Kingsley, Georgia Institute of Technology  
Geoff Kistruck, Ivey School of Business  
Anders la Cour, Copenhagen Business School  
Lawrence Lad, Butler U.  
Jennifer Leigh, Gettysburg College  
Suzanne Tilleman, U. of Oregon  
Paolo Tedeschi, Bocconi U. / SDA Bocconi  
Mary Tschirhart, Syracuse U.  
Donna Thomas, Nova Southeastern U.  
Shay Tzafir, U. of Haifa  
Jane Van Buren, Vermont Alliance of Nonprofit Organizations (VANPO)  
Triparna Vasavada, State U. of New York, Rockefeller College of Public Affairs & Policy  
Emmanuel Vendramini, catholic piacenza and sda bocconi  
Didier Vinot, U. of Lyon / Graphos  
Kathleen Voges, Texas A&M U., Kingsville  
Catherine Elder, Florida Institute of Technology  
Cathleen Erwin, Doctoral Student  
Katherine Fanquhar, American U.  
Christophe Favoreu, Groupe ESC Toulouse Business School  
Elizabeth Fournier, Duke U.  
Mercedes Galan - Ladero, U. de Extremadura  
Beth Gazley, Indiana U., Bloomington  
Gaby Gjilberts-Engfeldt, Zeudl U.  
Paul Gold, Medical U. of South Carolina  
Dorothy Olshfrki, Rutgers U. - Newark  
Sanjay Pandey, Rutgers U., Camden  
Elisa Pintus, UNIVERSITA' BOCCONI UNIVER- 
SITA' VALLE D'AOSTA  
David Pints, Georgia State U.  
Edward Queen, Emory U.  
Kira Kristal Reed, Syracuse U.  
Gerry Reid, York U.  
R. Karl Retheimeyer, U. of Albany, SUNY  
Hans-Gerd Riedler, Hannover U.  
John Rodwell, Macquarie U., Sydney  
Richard Ross, Tusculum College  
Carlos Rufin, Babson College  
Domenico Salvatore, Bocconi U.  
Angel Szasz-Carranza, New York U.  
Sanne G.A. Smeenk, Radboud U. Nijmegen  
Amy Smith, U. of Albany, SUNY  
Queila Souza, Catholic U. of Parana State  
Kendall Springdal, Kingston U.  
Ileana Stececollini, Bocconi U. / SDA Bocconi  
Harriet Stephenson, Seattle U.  
John Stovall, California State U. - Bakersfield  
Barry Sugarman, Society for Organizational Learning  
Paolo Tedeschi, Bocconi U. / SDA Bocconi  
Suzanne Tilleman, U. of Oregon  
Mary Tschirhart, Syracuse U.  
Theodore Tsukahara, Santa Mary's College of California  
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Kathleen Voges, Texas A&M U., Kingsville  
Ingrid Wakkee, Vrije U. Amsterdam, The Netherlands  
Barbara Wale, St John Fisher  
Annick Willem, Ghent U.  
Braden Wright, U. of North Carolina, Charlotte  
Aldo Zagonel, Sandia National Laboratories
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Research Methods

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</tbody>
</table>

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Hale, Shirley Ann, Queens University Belfast
Hsiao, Nien-He, Wharton U. of Penn
Jain, Vipul, IIT Delhi
Jose, Anita, Hood College
Kaeslin, Dominic D., U. of Applied Sciences in Business and Administration, Zurich
Kerrigan, Finola, King's College London
Klein, Thomas A., U. of Toledo
Kusyk, Sophia Maria, ESADE
Lechner, Jan-Peter, First Global Liaison
Logan, John E., University of South Carolina
Louche, Celine, Vlerick Leuven Ghent Management School
Manganaro, Michelle L., University of Phoenix
Martelito, William E., St. Edwards U.
Narapareddy, Vijaya L., Denver U.
Pauli, Kevin, Millsaps College
Perez, Pedro David, Cornell U.
Rands, Gordon P., Western Illinois U.
Rehbein, Kathleen, Marquette U.
Seitanidi, My, University of Nottingham
Spiller, Shane, Morehead State U.
Te Momo, Fiona, Massey U.
Waddock, Sandra, Boston College
Ware, Robert, Savannah State U.
Weber, James, Duquesne U.
Windsor, Duane, Rice U.
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<td>Innovative Performance in the European Context</td>
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<td>1486</td>
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<td>JS: Managing User Communities</td>
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<td>1493</td>
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<td>Technology, Teams, and Change</td>
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<td>Strategy, Technology and Innovation III</td>
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</tbody>
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*Product and People Storage* from series
*"Visions of Management in the 21st Century"
Chris Poulson, University of Tasmania, Australia
Virginia Ach, SPRU - U. of Sussex
Tunji Adegbesan, IESE, U. of Navarra
Terry Ades, New Mexico State U.
Durgesh Agrawal, LBS Institute of Management, New Delhi, India
David Ahlstrom, Chinese U. of Hong Kong
Mujtaba Ahsan, U. of Wisconsin, Milwaukee
Antti Anamo, SCANCOR, Stanford U.
Dartlene Alexander-Houlé, U. of Phoenix
Brent Allred, College of William and Mary
Kenneth Amaeshi, Warwick Business School
Sergio Anokhin, Case Western Reserve U.
Shahzad Ansari, Erasmus U.
Ajit Appri, Syracuse U.
Melissa M. Appleyard, Portland State U.
Majid Aramand, Doctoral Student, Tsinghua U.
Majid Aramand, Doctoral Student, Tsinghua U.
Asli Arikan, Georgia State U.
Ravikant Avva, Columbia U.
Derek Asoh, Southern Illinois U.
Asli Arikan, Georgia State U.
Rui Baptista, Instituto Superior Tecnico, Portugal
Rahul Kapoor, INSEAD
Michael Ebrahimi, SUNY College at Stony Brook
Gary Dushnitsky, U. of Pennsylvania
Ben Dankbaar, Radboud U. Nijmegen
Igal Karin, Sapir Academic College
Yves Doz, INSEAD
Deborah Dougherty, Rutgers U.
Ernani dos Santos, FEA-USP
Rahul Kumar, IIM Ahmedabad, India
Vlad Constantinescu, U. of Idaho
Donald Hatfield, Virginia Tech
Hsing U. Tai, National Chengchi U., Taiwan
Zoé Guenard, Erasmus U.
Brendan James, Colorado Technical U.
Theodore James, Indiana U., Bloomington
S Jeyavelu, IIM Kozhikode, INDIA
Steve Kahl, Massachusetts Institute of Technology
M. Carmel, Deloitte & Touche
Jungsoo Kang, U. of Pennsylvania
Kai Jakobs, Aachen U.
Bradford James, Colorado Technical U.
Stephanie James, Indiana U., Bloomington
Kathleen James, Indiana U.
Nandini Lahiri, Indian School of Management
Edward Levitas, U. of Wisconsin, Madison
Dana Iranian, Stanford U.
Michael Laroche, U. of Michigan
Jesús León, Universidad Autonoma de Madrid
Derek Asoh, Southern Illinois U.
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<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Fri</td>
<td>6:00pm</td>
<td>46</td>
<td>Hi:Club Room</td>
<td>Nova SE U. Reception</td>
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<td></td>
<td>6:45pm</td>
<td>55</td>
<td>MT:Chablis</td>
<td>MFCA Social</td>
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<td>56</td>
<td>Hi:Club Room</td>
<td>Nova Southeastern University Meeting</td>
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<tr>
<td>Sat</td>
<td>2:30pm</td>
<td>206</td>
<td>MT:Chardonnay</td>
<td>IJM Editorial Board Mtg</td>
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<td>233</td>
<td>MT:International 4</td>
<td>IACMR Annual Business Mtg</td>
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<td>237</td>
<td>Hi:Club Room</td>
<td>Nova SE U. Meeting</td>
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<td>Sun</td>
<td>11:30am</td>
<td>362</td>
<td>MT:Cluster 4 - Yukon</td>
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<td>Hi:Club Room</td>
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<td>372</td>
<td>MT:Trinidad &amp; Madrid</td>
<td>MFCA Business Meeting</td>
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<td>373</td>
<td>Hi:Board Room</td>
<td>Organization Science Editorial Meeting</td>
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<td>377</td>
<td>MT:Champagne</td>
<td>Management Learning Editorial Board Meeting</td>
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<td>381</td>
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<td>POS Gathering</td>
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<td>382</td>
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<td>Organization Journal Editorial Board meeting</td>
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<td>2:00pm</td>
<td>383</td>
<td>Hi:Grand Ballroom B</td>
<td>ASQ Board Meeting</td>
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<td>384</td>
<td>Hi:Grand Salon A</td>
<td>Journal of Management Editorial Board Meeting</td>
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<td>385</td>
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<td>Administrative Science Quarterly Reception</td>
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<td>Organization Science Reception</td>
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<td>414</td>
<td>MT:International 10</td>
<td>Leadership Quarterly Editorial Board Meeting</td>
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<td>4:00pm</td>
<td>415</td>
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<td>General Meeting of AKMS</td>
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<td>MED-OBTS Reception</td>
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<td>Hi:Monroe</td>
<td>London Business School Reception</td>
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<td>MT:Garden Terrace</td>
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<td>U. of Michigan Party</td>
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<td>MT:Marquis - Salon II</td>
<td>Management Faculty of Color Reception</td>
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<td>Hi:Grand Ballroom D</td>
<td>British Academy of Management (BAM) Reception</td>
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<td>MT:Marquis - Salon III</td>
<td>BYU Ice Cream Social</td>
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<td>1373</td>
<td>Hi:DeKalb</td>
<td>Nova Southeastern U. Closing Meeting</td>
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</table>
Friday 8:00AM

1: (AAA) Atlanta 2006, LAC
8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C
Local Arrangements Chairs: William P Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans

Friday 9:00AM

2: (AAA) Board of Governors’ Meeting
9:00am - 5:00pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Organizer: Thomas G. Cunnings, U. of Southern California

3: (IM) International Management Division Adventure: An Exploration of the Georgia Aquarium
9:00am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - Rio Grande
Organized by IMD Social Events Committee. IMD members & their guests only. Pre-registration required. Email Chei Hwee Chua, cheiwee_chua@moore.sc.edu
Coordinators: Tatiana Kostova, U. of South Carolina; Chei Hwee Chua, U. of South Carolina; Mourad Dakhli, Georgia State U.

Friday 11:00AM

4: (AAA) Conference Registration
11:00am - 6:00pm Hyatt Regency Atlanta: Pre-function Area - Reg.
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

Friday 1:00PM

5: SPDW: (BPS, ENT, IM, OMT, TIM, TTC) Advances in Competitive Advantage: Building-blocks and Future of Resource-based View
1:00pm - 4:00pm Atlanta Marriott Marquis: Marquis - Salon IV
Organizers: Ilgaz Arikan, Georgia State U.; Asli Musaoglu Arikan, Georgia State U.

6: SPDW: (CMS, PTC, OM, BPS) Critical Responses To The Katrina Crisis: Developing An Agenda For Future Research And Action
1:00pm - 2:30pm Hilton Atlanta: Roosevelt
Discussant: Thomas A. Bryant, Nicholls State U
Coordinator: Charlice Hurst, U. of Florida
Presenters: Charlice Hurst, U. of Florida; Latha Poonamallee, Case Western Reserve U.; Anita Howard, Case Western Reserve U.; Tony G. LeTrent-Jones, Independent Consultant; David Thomas Weir, Ceram Sophia Antipolis; Beth Ann Livingston, U. of Florida; Huhtal Hannele, Not Specified; Mary Catherine Meisenhelter, York College of Pennsylvania

7: (ENT) What We Know About The Mothers Of Invention: Current State and Needs Of Women's ENT Research
1:00pm - 2:30pm Atlanta Marriott Marquis: International B
Open, no restrictions on participation
Organizer: Maria Minniti, Babson College
Chair: Maria Minniti, Babson College
Speakers: Candida G Brush, Babson College; Anne De Bruin, Massey U., New Zealand; Patricia G Greene, Babson College; Nan S. Langowitz, Babson College
Presenter: Friederike Welter, U. of Siegen

8: (ENT) ENT New Faculty Consortium
1:00pm - 5:00pm Off Site: Georgia Tech U
This session continues on Saturday, 8 am – 5 pm (Georgia Tech U.) and Sunday, 8 am – 12 pm (Atlanta Marriott Marquis, Room: Cluster 2-Magnolia). Pre-registration required. Please contact one of the organizers for more information.
Organizers: William B. Gartner, Clemson U.; Andrew C. Corbett, Rensselaer Polytechnic Institute

9: (ENT) ENT Doctoral Student Consortium
1:00pm - 5:00pm Off Site: Georgia Tech U
This session continues on Saturday, 8 am – 5 pm (Georgia Tech U.) and Sunday, 8 am – 12 pm (Atlanta Marriott Marquis, Room: Cluster 2-Magnolia). Pre-registration required. Please contact one of the organizers for more information.
Organizers: G. T. Lumpkin, Texas Tech U.; Jeff Covin, Indiana U.

10: SPDW: (GDO, ODC) Integral Diversity Leadership: Mindful Knowing, Being and Doing through Relational Leadership
1:00pm - 3:00pm Hyatt Regency Atlanta: Kennesaw
Pre-registration required. Contact Ilene Wasserman at iwasserman@icwconsulting.com
Presenters: Ilene Wasserman, ICW Consulting Group/Fielding Graduate U.; Placida Velasquez Gallegos, Fielding Graduate U.

11: SPDW: (HR, RM, CAR) Approaches To Revision And Resubmission: Understanding And Challenging The Status Quo
1:00pm - 2:50pm Hyatt Regency Atlanta: Hanover C
Pre-registration required. Contact Ilene Wasserman at iwasserman@icwconsulting.com
Organizers: Julia Richardson, York U.; Steve Leybourne, Plymouth U.
Speakers: Robert P. Geppart, U. of Alberta; Yehuda Baruch, U. of East Anglia; Daniel Feldman, U. of Georgia

1:00pm - 5:00pm Atlanta Marriott Marquis: Marquis - Salon IV
Organizers: Thomas C Head, Roosevelt U., Chicago-Schaumburg; Peter Sorensen, Benedictine U.; Therese F Yaeger, Benedictine U.

1:00pm - 3:00pm Hyatt Regency Atlanta: Inman
Fee to attend - see http://uwf.edu/mcd/
Moderator: Olaf Rughase, Schindl Rughase Partners
Session Details – Friday

14  SPDW: (MOC, MEN, ODC, MED) A New Age Transformational Leadership Development Framework: Through Aligning Vision and Values
1:00pm - 4:00pm Off Site: The King Center
Coordinator: Kalpana Sampath, Arpitha Associates Private Limited
Presenter: Sampath Jadav, Arpitha Associates Private Limited

15  (MSR) Trust And Virtues In Organizations: Tentative Connections And Implications
1:00pm - 2:30pm Hilton Atlanta: Gwinnett

16  SPDW: (ODC, MC) Cultural Due Diligence: A Key to Successful Post-Merger/Acquisition Integration
1:00pm - 3:00pm Hilton Atlanta: Club Room
Presenter: Ira M Levin, Alliant International U.

17  SPDW: (OM, TTC) Supply Chain Mgt Active Learning
1:00pm - 2:30pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Organizer: Eric Jack, U. of Alabama, Birmingham
Presenter: Randy Chapman, Chapman & Assoc

18  SPDW: (OMT, CAR, BPS, MC, ODC, OB) Professions In Organizational Life: Theoretical And Empirical Advances
1:00pm - 5:00pm Atlanta Marriott Marquis: International A
Pre-registration recommended. E-mail to amit_nigam@bus.emory.edu
Organizer: Rakesh Khurana, Harvard U.
Coordinator: Amit Nigam, Emory U.
Presenters: Beth Bechky, U. of California, Davis; Matthew J. Bidwell, INSEAD; Forrest Briscoe, Pennsylvania State U.; Gina Dokko, New York U.; Candace Jones, Boston College; Katherine C. Kellogg, Massachusetts Institute of Technology; Scott A Snook, Harvard U.

19  SPDW: (ONE, MED) From Greening to International Sustainability: The Evolution of Teaching Environmental Issues
1:00pm - 3:00pm Hilton Atlanta: Carter
Organizer: Mark Cordano, Ithaca College
Presenters: Jean Garner Stead, East Tennessee State U.; Andrew Griffiths, U. of Queensland; Renato J. Orsato, INSEAD; Suzanne Benn, U. of Technology, Sydney; Mark Cordano, Ithaca College

20  (PNP) Utilizing The SSPMX For Improving Management Practice, Policy, Research, And Consulting
1:00pm - 2:50pm Hilton Atlanta: Directors Room
Organizer: Karun K Singh, Columbia U.
Presenter: Karun K Singh, Columbia U.

21  SPDW: (SIM, GDO) Contributions of Dr. Martin Luther King, Jr. to Management Scholarship and Practice
1:00pm - 4:00pm Off Site: The King Center

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Friday 2:45PM

26 (IM, AAM, BPS) A Question Of Values Or Views? Teaching Effective Management Models For Indigenous Organisations
2:00pm - 4:30pm Hilton Atlanta: Paulding
Pre-registration required. Contact David.Paul@uts.edu.au by 15 June.
Organizer: David Paul, U. of Technology, Sydney
Presenters: David Paul, U. of Technology, Sydney; Ian Douglas, U of Technology, Sydney; Andy Quan, Australian Federation of AIDS organisations

27 (RM, IM, BPS, HR) Structural Equation Modeling with LISREL
2:00pm - 5:00pm Atlanta Marriott Marquis: Imperial - Summit
Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a $7.50 fee for non members of RM.
Presenter: Gordon W Cheung, The Chinese U. of Hong Kong

Friday 3:00PM

28 (ENT) Family Business as a Field of Study
2:45pm - 4:00pm Atlanta Marriott Marquis: International B
Open, no restriction on participation
Organizer: Pramodita Sharma, Wilfrid Laurier U.
Facilitator: Pramodita Sharma, Wilfrid Laurier U.
Presenters: Michael H. Lubatkin, U. of Connecticut; Lloyd P Steier, U. of Alberta; Alex Stewart, Marquette U.; Shaker A. Zahra, U. of Minnesota; David A. Whetten, Brigham Young U.

29 (GDO, CAR, MC, BPS, MSR, ITC) Managing Global Diversity
3:00pm - 5:00pm Hyatt Regency Atlanta: Techwood
Open; no restriction
Chairs: Beverly Dawn Metcalfe, Hull U.; Yehuda Baruch, U. of East Anglia
Presenters: Yochanan Altman, London Metropolitan U.; Regina F. Bento, U. of Baltimore; Sandra Fiedlen, U. of Manchester Institute of Science & Technology

30 (ENT) Enterprise Networks: The Fabric of Socially-Sustainable Value Creation
3:00pm - 6:00pm Hilton Atlanta: DeKalb
Explores how heterogeneous networks unleash grassroots entrepreneurship at the base of the pyramid.
Organizer: Oana Branzei, Schulich School of Business
Distinguished Speakers: Alain Berranger, International Development Research Center; Anant G Nadkarni, Tata Council for Community Initiatives
Facilitators: Carolyn Egi, Simon Fraser University; Mark B. Milstein, Cornell U.
Discussant: Anoop Madhok, Schulich School of Business
Presenters: Ted London, U. of Michigan; Pratima Bansal, U. of Western Ontario; David Wheeler, Dalhousie U.; Michael S. Valente, York U.; Prasanti Rao, Tata Consultancy Services Limited; Oana Branzei, Schulich School of Business

31 (PNP, MC) Performance, Leadership, Change And Quality Of Life
3:00pm - 5:00pm Hilton Atlanta: Directors Room
Pre-registration required. Contact David.Paul@uts.edu.au by 15 June.
Organizer: David Paul, U. of Technology, Sydney
Presenters: David Paul, U. of Technology, Sydney; Ian Douglas, U of Technology, Sydney; Andy Quan, Australian Federation of AIDS organisations

32 (SIM, OB, MOC, BPS) Behavioral Ethics Research Incubator
3:00pm - 7:00pm Hilton Atlanta: Roosevelt
Pre-registration required. Pre-register by emailing the organizer at rfolger@bus.ucf.edu by May 1, 2006
Organizer: Robert Folger, U. of Central Florida

Friday 3:15PM

34 (MC) Creating and Developing Your Consulting Practice
3:15pm - 7:15pm Hyatt Regency Atlanta: Piedmont
Fee to attend - see http://uwf.edu/mcd/
Organizer: David Jamieson, Pepperdine U.; Terry R Armstrong, Georgetown U.

Friday 3:30PM

35 (ENT) Small Business Education: Expanding Our Understanding Of The Field
3:30pm - 5:00pm Atlanta Marriott Marquis: Cluster 4 - Rio Grande
Open, no restriction on participation
Chair: Charles E. Bamford, Queens U. of Charlotte
Presenter: Charles E. Bamford, Queens U. of Charlotte
Participants: Charles E. Bamford, Queens U. of Charlotte; Garry D Bruton, Texas Christian U.; Andrew Zacharakis, Babson College; Lowell W. Busenitz, U. of Oklahoma

36 (IM, AAM, BPS, ITC) Doing Business Research In Emerging Economies
3:30pm - 5:30pm Atlanta Marriott Marquis: International 3
An experienced panel will discuss the data issues in conducting research in emerging economies.
Organizer: Joan D Penner-Hahn, Wayne State U.
Moderator: Joan D Penner-Hahn, Wayne State U.
Presenters: Eric WK Tsang, Wayne State U.; Eduardo Kazuo Kayo, U. Presbiteriana Mackenzie; Livia Markoczy, U. of Texas, Dallas; Aldas Kriauciuonas, Purdue U.; Nandini Lahiri, Indian School of Business

Friday 4:00PM

37 (GDO, CAR, MED) Diversity in Action
4:00pm - 5:30pm Hyatt Regency Atlanta: Lenox

Friday 4:15PM

38  SPDW: (MC, ODC, PTC, ITC) Working with Multiple Perspectives on Change
4:00pm - 7:00pm Hyatt Regency Atlanta: Inman
Fee to attend - see http://www.simdivision.org by May 15, 2006.
Presenters: Leon De Caluwe, Free U., Twynstra; Hans Vermaak,
Twynstra Management Consultants

Friday 5:00PM

39  BPS, OMT, RM) Resources, Capabilities & Competitive Heterogeneity: Empirical Research Workshop For Junior Scholars
4:15pm - 6:30pm Atlanta Marriott Marquis: Marquis - Salon IV
Doctoral students and junior faculty are invited to submit empirical working papers (following AOM paper submission guidelines).
Organizer: Craig E. Armstrong, U. of Texas, San Antonio
Facilitator: Paul L. Drnevich, Purdue U., West Lafayette
Discussants: Catherine A Mariott, Syracuse U.; Michael J Leiblein, Ohio State U.; Glenn Hoetker, U. of Illinois, Urbana-Champaign; Tammy L. Madsen, Santa Clara U.; Laura Poppo, Virginia Tech; Douglas J. Miller, Tulane U.; Thomas Mellewigt, U. of Paderborn
Coordinator: Katja Notthagen, U. of Paderborn

30  (ICW) Social Issues in Management (SIM) Doctoral Consortium
5:00pm - 7:00pm Hilton Atlanta: Monroe
Organizers: Andrew Crane, Nottingham U.; Judith A. Clair, Boston College
Presenters: James Weber, Duquesne U.; Domenec Mele, U. of Navarra; Kathleen Rehbein, Marquette U.; Bryan W Husted, Tecnologico de Monterrey/Instituto de Empresa

Friday 5:30PM

43  (CM) Doctoral Student Consortium
5:30pm - 7:30pm Hyatt Regency Atlanta: Vinings
Pre-registration required.
Organizer: Thomas M Tripp, Washington State U.

44  (MSR) MSR Doctoral Student and Junior Faculty Consortium
5:30pm - 9:00pm Hilton Atlanta: Gwinnett
Organizers: John E Young, U. of New Mexico; David A. Cowan, Miami U.

Friday 6:00PM

45  (BPS) BPS Doctoral Consortium
6:00pm - 8:00pm Atlanta Marriott Marquis: Marquis - Salon I
Please contact Jan Rivkin, jrivkin@hbs.edu
Chair: Tammy L. Madsen, Santa Clara U.
Discussants: Joel A.C. Baum, U. of Toronto; Yves Doz, INSEAD; Donald C. Hambrick, Pennsylvania State U.; Riitta Katila, Stanford U.; Jack A Nickerson, Washington U.; Margaret Peteraf, Dartmouth College; Minyuan Zhao, U. of Minnesota
Coordinator: Jan W. Rivkin, Harvard U.
Presenter: Ming-Jer Chen, U. of Virginia

46  (ICW) Nova Southeastern University Wine and Cheese Reception
6:00pm - 6:45pm Hilton Atlanta: Club Room
Organizer: Jane Whitney Gibson, Nova Southeastern U.

47  (IM) Welcome to the IMD and Road Map to the IMD Sessions at the Academy
6:00pm - 7:00pm Atlanta Marriott Marquis: Copenhagen & Stockholm
Please join us for an overview of the International Management Division sessions. It is also an opportunity to meet other IMD officers and members.

48  (NDSC) New Doctoral Student Happy Hour
6:00pm - 8:00pm Off Site: Max Lager’s in the Tavern Area
This session will take place at Max Lager’s in the Tavern Area (320 Peachtree - one block north of the Hyatt Regency).
Organizers: Emily S. Block, U. of Illinois, Urbana-Champaign; Elizabeth Carroll, Binghamton U.; Rich DeJordy, Boston College; Raj V Mahto, U. of Memphis; Maria Catharine Schipzand, Georgia Institute of Technology; Pamela K. Steverson, U. of Memphis
Professional Development Workshop Chair: Laura Erskine, U. of Southern California

49  (OB) OB Junior Faculty Consortium - Reception
6:00pm - 8:00pm Hyatt Regency Atlanta: Hanover C
Organizer: Russell Cropanzano, U. of Arizona

50  (OB) Organizational Behavior Division Doctoral Student Consortium Reception
6:00pm - 8:00pm Hyatt Regency Atlanta: Hanover D
Organizer: Daniel Skarlicki, U. of British Columbia
Presenter: Anne O'Leary-Kelly, U. of Arkansas
Session Details – Friday

51: (OCIS) OCIS Doctoral Consortium
6:00pm - 8:00pm Atlanta Marriott Marquis: Imperial - Consulate

By application only.
Organizer: Paul Hart, Florida Atlantic U.
Presenters: Gordon B Davis, U. of Minnesota; Andrea Hollingshead, U. of Southern California; Elena Karahanna, University of Georgia; Sia Siew Kien, Nanyang Technological University; Michael Boyer O’Leary, Boston College

52: (OMT) OMT Junior Faculty Consortium
6:00pm - 9:00pm Atlanta Marriott Marquis: International 7

Registration Fee: $75. Prior Registration Required. Please contact organizers.
Organizers: Christine Beckman, U. of California, Irvine; Marc- David L. Seidel, U. of British Columbia

53 SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Students Consortium
6:00pm - 9:00pm Atlanta Marriott Marquis: International 8

Pre-registration required.
Organizers: Mary Tripsas, Harvard Business School; Ram Tenkasi, Benedictine U.; Cynthia G Emrich, College of William and Mary; Pablo Martin De Holan, IE and INCAE
Presenters: J Stuart Bunderson, Washington U.; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Thomas G. Cummings, U. of Southern California; C. Marlena Fiol, U. of Colorado, Denver; Gerard P. Hodgkinson, U. of Leeds; George P Huber, U. of Texas, Austin; Karen Jansen, U of Virginia; Michael Lounsbury, Alberta U.; Sharon F. Matusik, U. of Colorado, Boulder; Elaine Romanelli, Georgetown U.; George Roth, Massachusetts Institute of Technology; Sim B. Sitkin, Duke U.; Toby E. Stuart, Columbia U.; Richard W Woodman, Texas A&M U.

Friday 6:30PM

54: (OB) OB Junior Faculty Dinner
6:30pm - 7:30pm Hyatt Regency Atlanta: Hanover C
Organizer: Russell Cropanzano, U. of Arizona

Friday 6:45PM

55: (ICW) The Management Faculty of Color Association (MFCASocial
6:45pm - 7:45pm Atlanta Marriott Marquis: Chablis
Organizer: Olenda E Johnson, North Carolina A&T State U.

56: (ICW) Nova Southeastern University Meeting
6:45pm - 8:00pm Hilton Atlanta: Club Room
Nova SE U. Doctoral students reception with meeting to follow.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

Friday 7:00PM

57 →: (IM) Dinner on the Town with IMD Executive Committee Members
7:00pm - 9:00pm Off Site: IMD
Each IMD officer will host a dutch treat dinner. We will organize the restaurants and groups following the IMD Welcome.

Friday 7:30PM

Saturday 7:00AM

59 ☺: (MSR) Meditation Session I
7:00am - 8:00am Hilton Atlanta: Gwinnett
Facilitator: Gerald Bibernan, U. of Scranton

Saturday 7:30AM

60 ☺: (HPR) HR Doctoral Student Consortium
7:30am - 5:30pm Hyatt Regency Atlanta: Hanover D
Registration deadline is June 1, 2006. The doctoral student's faculty advisor should e-mail Jason Shaw at jshaw@uky.edu to nominate the student.
Organizers: Jason D. Shaw, U. of Kentucky; David G. Allen, U. of Memphis; Amy L. Kristof-Brown, U. of Iowa
Keynote Speaker: Thomas W. Lee, U. of Washington

Saturday 8:00AM

61: (AAA) Membership Committee Opening Meeting & Breakfast
8:00am - 10:00am Atlanta Marriott Marquis: Chardonnay
Organizer: Regina Greenwood, Kettering U.

62: (AAA) Atlanta 2006, LAC
8:00am - 11:00am Hyatt Regency Atlanta: Chicago C
Local Arrangements Chair: William P. Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans

63: (AAA) Placement Services
8:00am - 4:00pm Hyatt Regency Atlanta: Harris
Placement Services - Registration and Information
Organizer: Scott C. Douglas, U. of Montana

64: (AAA) The Ins and Outs of Faculty Recruiting
8:00am - 9:30am Hyatt Regency Atlanta: Kennesaw
Organizer: Scott C. Douglas, U. of Montana

65: (AAA) Conference Registration
8:00am - 6:00pm Hyatt Regency Atlanta: Pre-function Area - Reg. Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

66 ☺: (BPS) BPS Doctoral Consortium

8:00am - 5:00pm Atlanta Marriott Marquis: Marquis - Salon I
Preregistration required. Please contact Jan Rivkin jrivkin@hbs.edu.
Chair: Tammy L. Madsen, Santa Clara U.
Discussants: Joel A.C. Baum, U. of Toronto; Yves Doz, INSEAD; Donald C. Hambrick, Pennsylvania State U.; Rilla Katila, Stanford U.; Jack A. Nickerson, Washington U.; Margaret Peteraf, Dartmouth College; Minyuan Zhao, U. of Minnesota
Coordinator: Jan W. Rivkin, Harvard U.
Presenter: Ming-Jer Chen, U. of Virginia

67: (BPS) BPS New Faculty Consortium
8:00am - 5:00pm Atlanta Marriott Marquis: Marquis - Salon II
Organizer: Mason A. Carpenter, U. of Wisconsin, Madison

68: (CMS) CMS Doctoral Consortium
8:00am - 5:00pm Hyatt Regency Atlanta: Hanover G
Exploring what it means to be critical.
Program Coordinators: Terrance G. Weatherbee, Acadia U.; Hanne Skarstol Jenssten, Massey U.; Armin Beverungen, Leicester U.
Presenters: Ann L. Cunliffe, U. of New Mexico; Albert J. Mills, St. Mary's U.; Jean Helms Mills, St. Mary's U.; Stewart Clegg, U. of Technology, Sydney

69: (ENT) Award Winning Entrepreneurship Professors
Share Knowledge & Wisdom about Teaching Entrepreneurship
8:00am - 10:00am Atlanta Marriott Marquis: Champagne
Open, no restriction on participation
Organizer: Robert S. D'Intino, Rowan U.
Chair: Robert S. D'Intino, Rowan U.
Presenters: Thomas J. Dean, U. of Colorado, Boulder; Kevin George Hindle, Swinburne U. of Technology; Stanley W. Mandel, Wake Forest U.; Andrew C. Corbett, Rensselaer Polytechnic Institute; Minet Schindehute, Syracuse U.; Kelly G. Shaver, College of Charleston; Connie Marie Gaglio, New York U.

70: (ENT) ENT New Faculty Consortium
8:00am - 5:00pm Off Site: Georgia Tech U
This session continues on Sunday, 8 am – 12 pm at the Atlanta Marriott Marquis, Room: Cluster 2-Magnolia. Pre-registration required. Please contact one of the organizers for more information.
Organizers: William B. Gartner, Clemson U.; Andrew C. Corbett, Rensselaer Polytechnic Institute

71: (ENT) ENT Doctoral Student Consortium
8:00am - 5:00pm Off Site: Georgia Tech U
This session continues on Sunday, 8 am – 12 pm at the Atlanta Marriott Marquis, Room: Cluster 2-Magnolia. Pre-registration required. Please contact one of the organizers for more information.
Organizers: G. T. Lumpkin, Indiana U.

72: (GDO) Gender and Diversity in Organizations
Doctoral Student Consortium
8:00am - 5:00pm Hyatt Regency Atlanta: Piedmont
GDO membership is not required; pre-registration is required. CMS is co-sponsoring 1 hr. Contact Jeanie Forray (jforray@wnec.edu) for details.

Organizer: Jeanie M. Forray, Western New England College
Presenters: Yvonne Benschop, Radboud U., Nijmegen; Diane Bergeron, Teachers College, Columbia U.; Lynn Bowes-Sperry, Western New England College; Marta B. Calas, U. of Massachusetts, Amherst; Douglas Creed, U. of Rhode Island; Bernardo M. Ferdman, Alliant International U.; Roy Stager Jacques, Auckland U. of Technology; Ellen E. Kossek, Michigan State U.; Stephen A. Linstead, U. of York; Beverly Dawn Metcalfe, Hull U.; Linda Smircich, U. of Massachusetts, Amherst; Robyn Thomas, Cardiff U.

73 SPDW: (GDO, MSR, SIM, HCM, OM) Katrina: Social Issues Raised by Natural Disasters
8:00am - 9:30am Atlanta Marriott Marquis, Cluster 1 - Amsterdam
Facilitator: Cesar Douglas, Florida State U.

74 SPDW: (GDO, OB, CMS, BPS) Rethinking, Reformulating, and Redefining the Past, Present, and Future of Racioethnic Scholarship
8:00am - 12:00pm Hyatt Regency Atlanta: Lenox
Open, although pre-registration is preferred.
Contact: robin@hbs.edu
Presenters: Stella M. Nkomo, U. of South Africa; Stacy Blake-Beard, Simmons College; Martin N. Davidson, U. of Virginia

75 (HCM) HCM PDW Continental Breakfast
8:00am - 8:30am Hilton Atlanta: Jackson
Organizer: Christy Harris Lemak, U. of Florida

76 (IAM) Entrepreneurship and the Transfer and Appropriation of Knowledge Benefits Resulting from Entrepreneurship
8:00am - 10:00am Hilton Atlanta: Carter

77 (IAM) Knowledge, Action, and the Public Concern in Iberoamerican Societies & Culture
8:00am - 10:00am Hilton Atlanta: Embassy Room

78 SPDW: (ITC, MSR, ENT, SIM, PTC) Spiritual Entrepreneurship in the Learning Organization
8:00am - 11:00am Hilton Atlanta: Crystal Ballroom C & D
Open participation. Cross-cultural PDW symposium on Eastern & Western approaches to Spiritual Entrepreneurship
Organizer: Arthur L. Jue, U. of Phoenix
Presenters: Ernest D. Chu, Religious Science Intern’l; Ramnath Narayanswamy, Indian Institute of Management, Bangalore; Kathryn Goldman Schuyler, Alliant International U.; Mark P. Kriger, Norwegian School of Management; Kay Rudisill, University of Phoenix; John E Young, U. of New Mexico; Sanjoy Mukherjee, Indian Institute of Management, Calcutta; Sheriffe Khan, SEVA Consulting LTD

79 (MC) Knowledge/Action Doctoral Colloquium(2): Advice for Executive, Practitioner, & Traditional Students
8:00am - 11:15am Hilton Atlanta: Crystal Ballroom A & F
Application and pre-registration required - see http://uwf.edu/med/Continued from session 25.
Organizers: Kay Davis, Pepperdine U.; Therese F Yaeger, Benedictine U.
Presenters: Daphne DePorres, Universidad de Monterrey; Jyotsna Sanzgiri, Alliant International U.; Bruce Hanson, Concordia University Irvine; Richard Kettner-Polley, Colorado Technical University; Margaret D Gorman, George Washington U.; Susan Mary Vinnicombe, Cranfield U.; Kenneth Murrell, Pepperdine U.; Kent Rhodes, Pepperdine U.

80 SPDW: (MED, CMS, MOC, SIM, MSR, MC) Faculty Ethics: Issues, Challenges, and Solutions
8:00am - 9:30am Hyatt Regency Atlanta: Spring
Organizers: Susan R. Madsen, Utah Valley State College; James H Davis, Notre Dame

81 SPDW: (MED, TTC, OM) Using “Second Generation” E-Learning For Supporting Action-Based Management Education
8:00am - 9:30am Hyatt Regency Atlanta: Techwood
Chair: Jean Adams, Schultich School of Business, York University

82 (OB) Organizational Behavior Division Doctoral Student Consortium
8:00am - 5:00pm Hyatt Regency Atlanta: Hanover C
Organizer: Daniel Skarlicki, U. of British Columbia
Presenters: Mei Fugate, Southern Methodist U.; Oana Branzei, Schultich School of Business; Gary P Latham, U. of Toronto; Benjamin Schneider, Not Specified; Jone L. Pearce, U. of California, Irvine; Susan J Ashford, U. of Michigan; Walter Nord, U. of South Florida; Randall B Dunham, U. of Wisconsin, Madison; William H Glick, Rice University; Audrey Korsgaard, U. of South Carolina; Donald L Ferrin, Singapore Management U.

83 (OB) OB Junior Faculty Consortium: Working on Research Projects
8:00am - 12:00pm Hyatt Regency Atlanta: Vinings
Presenter: Russell Cropanzano, U. of Arizona

84 (OM) Using Simulation To Enhance Operations Mangement Education
8:00am - 9:30am Atlanta Marriott Marquis: Cluster 1 - Quebec
Organizers: Eric C. Jackson, Penn State Erie U.; Peter B Southard, Penn State Erie U.

85 (OMT) OMT Junior Faculty Consortium
8:00am - 5:00pm Atlanta Marriott Marquis: International 7
Registration Fee: $75. Application required. Please contact organizers.
Organizers: Christine Beckman, U. of California, Irvine; Marc-David L Seidel, U. of British Columbia
Presenters: Beth Bechky, U. of California, Davis; Stewart Clegg, U. of Technology, Sydney; Rick Delbridge, Cardiff U.; Lex Donaldson, Australian Graduate School of Management; Kathleen M. Eisenhardt, Stanford U; Henrich R. Greve, Norwegian School of Management; Candace Jones, Boston College; Theresa K Lant, New York U.; William Ocasio, Northwestern U.; Ray Reagans,
Session Details – Saturday

86 SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Students Consortium
8:00am - 5:00pm Atlanta Marriott Marquis: International 8
Pre-registration required.
Organizers: Mary Tripas, Harvard Business School; Ram Tenkasi, Benedictine U.; Cynthia G Emrich, College of William and Mary; Pablo Martin De Holan, IE and INCAE
Presenters: Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Thomas G. Cummings, U. of Southern California; C. Marlena Fiol, U. of Colorado, Denver; Gerard P. Hodgkinson, U. of Leeds; George P Huber, U. of Texas, Austin; Karen Jansen, U. of Virginia; Michael Lounsbury, Alberta U.; Sharon F. Matusik, U. of Colorado, Boulder; Elaine Romanelli, Georgetown U.; George Roth, Massachusetts Institute of Technology; Toby E. Stuart, Columbia U.; Richard W Woodman, Texas A&M U.

87 SPDW: (ONE, ODC) Why The Business Case For Sustainability Is Not Enough: Insights From The Humanities for Org. change
8:00am - 10:00am Hilton Atlanta: Deltab
Organizer: Elizabeth C. Kurucz, York U.
Presenters: David Wheeler, Dalhouse U.; Barry A. Colbert, York U.; Elizabeth C. Kurucz, York U.

88 SPDW: (PTC, BOC, ODC, SIM, ONE, PNP, IM, CMS, HR, HCM) Sustainable Practice Action Research Community (SPARC) Workshop
8:00am - 5:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Workshop is an action learning venue for academics and practitioners from multiple sectors to using action-research processes.

89 SPDW: (RM, BPS, ITC, MC) Bridging the Gap Between Quantitative and Qualitative Methods: The Qualimetrics Methodology
8:00am - 9:00am Atlanta Marriott Marquis: Cluster 3 - Sydney
Organizer: Henri Savall, ISEOR, U. of Lyon 3
Presenters: Marc Bonnet, ISEOR, U. of Lyon 3; Laurent Cappelletti, ISEOR, U. of Lyon 3; Michel Peron, ISEOR / U. of Paris Sorbonne; Veronique Zardet, ISEOR, U. of Lyon 3

90 ▶: (SIM) Social Issues In Management (SIM) Doctoral Consortium
8:00am - 5:00pm Hilton Atlanta: Monroe
Application/registration required. Apply at SIM website http://www.simdvision.org
Organizer: Judith A. Clair, Boston College
Chair: Andrew Crane, Nottingham U.

91 SPDW: (SIM, OB, MOC, BPS) Behavioral Ethics Research Incubator
8:00am - 12:00pm Hilton Atlanta: Roosevelt
Preregistration required. Pre-register by emailing the organizer at rfolger@bus.utexas.edu by May 1, 2006
Organizer: Robert Folger, U. of Central Florida

92 SPDW: (TTC, BPS, MC, MED, OCIS, CAR) Scientist And Educator: Integrating Our Divided Roles
8:00am - 10:30am Atlanta Marriott Marquis: Cluster 1 - Copenhagen
This PDW will focus on understanding the divide between our roles as scholars and educators as a springboard for understanding the broader problem.
Presenters: Jone L. Pearce, U. of California, Irvine; Allen Bluedorn, U. of Missouri, Columbia; Gerard Beenen, Carnegie Mellon University; Denise M Rousseau, Carnegie Mellon University

Saturday 8:30AM

93 SPDW: (BPS, HR, OMT) Scholars And Practitioners: Advancing Theory And Practice Symbiotic Relationships
8:30am - 11:00am Atlanta Marriott Marquis: International 2
Email Jeffrey Martin at jeffrey.martin@mccombs.utexas.edu or Etan Lasry at eytan@yorku.ca to register
Organizers: Jeffrey A. Martin, U. of Texas, Austin; Etan Lasry, York U.; Majken Schultz, Copenhagen Business School
Participants: Richard M Burton, Duke U.; Sydney Finkelstein, Dartmouth College; Larry E Greiner, U. of Southern California; Philip H Mirvis, Independent Consultant; Sonja Sackmann, U. Bundeswehr, Munich; Majken Schultz, Copenhagen Business School; Ray Zammuto, U. of Melbourne

94 (GDO) Coalition for Faculty Diversity Research Publishing Workshop
8:30am - 12:00pm Hyatt Regency Atlanta: Innman
Pre-registration required: Contact Raymond Trau at raymond.trau@deakin.edu.au. Innovative format with actual reviewer input.
Organizer: Raymond Nam Cam Trau, Deakin U.
Chairs: Robin Ely, Harvard U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee
Discussants: Jean M. Bartunek, Boston College; Douglas Creed, U. of Rhode Island; Marta M. Elvira, Lexington College, David A. Harrison, Pennsylvania State U.; Charmine E. J. Hartel, Monash U.; Clayton; Michelle R. Hebl, Rice U.; Alison Konrad, U. of Western Ontario; David A. Kravitiz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Stella M. Nkomo, U. of
South Africa; Anne S. Tsui, Arizona State U.; Roy Stager Jacques, Auckland U. of Technology; Elaine Yakura, Michigan State U.

95 (HCM) Tactics for Teaching Excellence: Low and High Tech Tools
8:30am - 10:00am Hilton Atlanta: Jackson
Organizer: Reid Oetjen, U. of North Florida
Presenters: Alison Evans Cuellar, Columbia U.; Kevin J Valadares, U. of Southern Indiana; Dawn Oetjen, U. of Central Florida; Reid Oetjen, U. of North Florida

96 (HCM) Qualitative Research: The Agony and the Ectasy
8:30am - 10:00am Hilton Atlanta: Madison
Organizer: Barbara Bigelow, Clark University
Presenters: Timothy Hoff, State U. of New York, Albany; Eric W. Ford, Texas Tech U.; Louise Fitzgerald, De Montfort U.; Margaret Arndt, Clark University; Ewan Ferlie, Royal Holloway College, U. of London; Barbara Bigelow, Clark University

97 SPDW: (HR, MC, BPS, MED) How To Incorporate HR Metrics Into Undergraduate And Graduate Courses
8:30am - 12:30pm Hyatt Regency Atlanta: Manila
Pre-registration recommended. E-mail tansky_1@cob.osu.edu.
Organizer: Judith W. Tansky, Ohio State U.
Facilitator: Holly Burkett, Evaluation Works
Presenter: Pat Lynch, HR Value

98 (IM) IMD Doctoral Student Consortium I
8:30am - 12:00pm Atlanta Marriott Marquis: International B
Email Mary Zellmer-Bruhn (mzellmer-bruhn@csom.umn.edu) with a nomination letter from advisor, 1-pg CV and 1-pg description of dissertation by May 15.
Organizer: Mary Zellmer-Bruhn, U. of Minnesota
Presenters: J Myles Shaver, U. of Minnesota; Alvaro Cuervo-Cazurra, U. of South Carolina; Cristina Gibson, U. of California, Irvine; Mary Yoko Brannen, San Jose State U.; Subramanian Ragan, INSEAD; Heather Berry, U. of Pennsylvania

99 (IM) IMD Junior Faculty Consortium I
8:30am - 12:00pm Atlanta Marriott Marquis: International C
To apply, email Prof. Mike Peng, c/o: Kenny Oh at kennyoh64@yahoo.com, with a 2-pg CV and a 1-pg career statement by May 15.
Organizer: Mike Peng, U. of Texas at Dallas
Presenters: David Ahlstrom, Chinese University of Hong Kong; Lance Brouthers, U. of Texas at El Paso; Andrew Delios, National U. of Singapore; Michael A. Hitt, Texas A&M U.; College Station; Klaus Meyer, U. of Reading; Sheila M. Puffer, Northeastern U.; Alan M Rugman, Indiana U.; Jane E. Salk, U. of Texas at Dallas

100 SPDW: (MC, CAR, ODC, PTC, ITC) Facilitating Trans-Generational Issues in Family Owned Companies
8:30am - 11:15am Hyatt Regency Atlanta: Montreal
Fee to attend - see http://uwf.edu/mcd/
Coordinator: Terry R Armstrong, Georgetown U.
Presenters: Tim Donovan, Avery Group; Henri Savall, ISEOR, U. of Lyon 3; Marc Bonnet, ISEOR, U. of Lyon 3

101 MSR Doctoral Student and New Faculty Consortium
8:30am - 11:45am Hilton Atlanta: Gwinnett

Organizers: John E Young, U. of New Mexico; David A. Cowan, Miami U.

102 SPDW: (OMT, BPS, OB, RM, CM) Theoretical And Empirical Applications Of Social Network Analysis
8:30am - 11:30am Atlanta Marriott Marquis: International 4
Pre-registration required. Register by e-mailing a brief description of research interests specific to network analysis to Jonathan Johnson
Organizer: Jonathan Lewis Johnson, U. of Arkansas
Coordinators: Daniel J Brass, U. of Kentucky; Giuseppe Labianca, Emory U.
Presenters: Stephen P Borgatti, Boston College; Ronald S. Burt, U. of Chicago; Robert L. Cross, U. of Virginia; David Crackhardt, Carnegie Mellon University; Martin Gargiulo, INSEAD; Ajay Mehra, U. of Cincinnati

103 SPDW: (RM, OB, OMT, TIM, BPS, ODC, OM) Process Research Workshop I: A Spectrum of Methods
8:30am - 11:30am Atlanta Marriott Marquis: Cluster 3 - Bonn
Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a $15 fee for non members of RM.
Organizer: Andrew H. Van de Ven, U. of Minnesota
Presenters: Kevin Dooley, Arizona State U.; Ann Langley, HEC Montreal; Brian T Pentland, Michigan State U.; Andrew M Pettigrew, U. of Bath; Daniel Robey, Georgia State U.; Andrew H. Van de Ven, U. of Minnesota

Saturday 9:00AM

104 (AAA) Board of Governors’ Meeting (Breakout)
9:00am - 4:00pm Atlanta Marriott Marquis: Cluster 4 - Danube
Organizer: Thomas G. Cummings, U. of Southern California

105 (AAA) Board of Governors’ Meeting
9:00am - 4:00pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Organizer: Thomas G. Cummings, U. of Southern California

106 SPDW: (BPS, MOC) Strategy and Identity: Linking Rational And Emotional Factors In Strategy Making
9:00am - 11:45am Atlanta Marriott Marquis: Cluster 5 - South Hampton
Organizer: Olaf Rughase, Schindl Rughase Partners
Discussants: Anne S. Huff, Technische U., München; Yolanda A Sarason, Colorado State University
Presenters: Olaf Rughase, Schindl Rughase Partners; Franz Liebl, Berlin University of the Arts
Participant: Barbara Kruse, Witten/Herdecke U.

107 SPDW: (BPS, OCIS, OMT, TIM) Digital Transformations: A Multi-Level Approach To Better Understand The Impact Of Information
9:00am - 12:00pm Atlanta Marriott Marquis: International 1
Preregistration required through a web-site, hosted at the proposing institutions’ website; research materials to be available prior to the meeting.
Discussants: Richard N. Langlois, U. of Connecticut; Lorin Hitt, Wharton, U. of Penn
**118**: (CM) CM Doctoral Student Consortium  
9:00am - 5:00pm Hyatt Regency Atlanta: Hanover F  
Pre-registration Required  
Organizer: Thomas M Tripp, Washington State U.  

**119**: (ENT) Passionate Approaches to Learning (and Teaching) Entrepreneurship  
9:00am - 10:45am Hilton Atlanta: State Room  

**120**: (SPDW: (HR, OB, ENT) Integrating HR/OB And Entrepreneurship: A Research Incubator  
9:00am - 12:00pm Hilton Regency Atlanta: Singapore  
Pre-registration required. Register by e-mailing james.hayton@unibocconi.it.  
Organizers: James C. Hayton, Bocconi U.; Melissa S. Cardon, Pace U.  
Speakers: Shaker A. Zahra, U. of Minnesota; Robert Baron, Rensselaer Polytechnic Institute  
Presidents: Gaylen N. Chandler, Utah State U.; David B. Balkin, U. of Colorado, Boulder; Igor Filatotchev, King's College London

**121**: (SPDW: (IC, IM, HR, CAR, GDO, ENT, PTC) Polar Winds to Tropical Breezes: Developing Training Modules for Women Managers and Entrepreneurs  
9:00am - 12:00pm Hilton Atlanta: Council/Cabinet Room  
Pre-registration is requested to the organizers.  
Organizers: Terri R Lituchy, Concordia University; Ann Gregory, Memorial U. of Newfoundland  
Presidents: Jo Ann Duffy, Sam Houston State University; Suzy Fox, Loyola U. Chicago; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnologico de Monterrey; Betty Jane Punnett, U. of West Indies

**122**: (MH) New Member Workshop: Introduction to the Academy and the Management History Division  
8:00am - 9:00am Hilton Atlanta: State Room  
Organizer: Regina Greenwood, Kettering U.  
Presenters: Alfred A. Bolton, Averett U.; Laquita C Blockson, College of Charleston; Jane Whitney Gibson, Nova Southeastern U.; Franz T Lohrke, U. of Alabama; Morten Huse, Norwegian School of Management

**123**: (SPDW: (MSR, MED, BPS) Art As A Reflective Tool In Management Education  
9:00am - 11:00am Hilton Atlanta: Douglas  
Presenters: Kathryn Pavlovich, U. of Waikato; Keiko Krahne, U. of Northern Colorado; Ramnath Narayanswamy, Indian Institute of Management, Bangalore

**124**: (NDSC) New Doctoral Student Consortium  
9:00am - 5:00pm Hyatt Regency Atlanta: Regency V  
Sponsored by: esmt - European School of Management and Technology. Pre-Registration is required and is available on the NDSC webpage http://groups.aomonline.org/ndsc/ or contact Pamela Steverson at ndsc_06@yahoo.com.  
Organizers: Emily S. Block, U. of Illinois, Urbana-Champaign; Elizabeth Carroll, Binghamton U.; Rich DeJordy, Boston College; Raj V Mahto, U. of Memphis; Maria Catharine Schilpzand, Georgia Institute of Technology; Pamela K. Steverson, U. of Memphis  
Professional Development Workshop Chair: Laura Erskine, U. of Southern California  
Keynote Speaker: Thomas W. Lee, U. of Washington  

**115**: (OCIS) OCIS Doctoral Consortium  
9:00am - 5:30pm Atlanta Marriott Marquis: Imperial - Consulate  
By application only.  
Organizer: Paul Hart, Florida Atlantic U.  
Presenters: Gordon B Davis, U. of Minnesota; Andrea Hollingshead, U. of Southern California; Elena Karahanna, University of Georgia; Sia Siew Kien, Nanyang Technological University; Michael Boyer O'Leary, Boston College

**116**: (OCIS) Junior Faculty Consortium  
9:00am - 5:30pm Atlanta Marriott Marquis: Rhine & Savoy  
By application only. Contact Pamela Hinds (phinds@stanford.edu).  
Organizer: Pamela Hinds, Stanford U  
Presenters: Peter R Monge, U. of Southern California; Carol Stoak Saunders, U. of Central Florida; Mani R. Subramani, U. of Minnesota; Robert W Zmud, U. of Oklahoma

**117**: (OM) Teaching Product Innovation And Commercialization: A Multi-Functional Approach  
9:00am - 11:00am Atlanta Marriott Marquis: Cluster 3 - Zurch  
Chair: Rohit Vema, U. of Utah and Cornell U.  
Speakers: Jack W Brittain, U. of Utah; William S Hesterly, U. of Utah; Gerardo Okhuysen, U. of Utah

**118**: (SPDW: (OMT, MOC, OB, ODC) Contributions of Positive Organizational Scholarship (POS) to Knowledge and Action  
9:00am - 12:00pm Atlanta Marriott Marquis: International 9  
Pre-registration requested. Email about interest in participating can be sent to Janet Max at jmax@bus.umich.edu or either of the session organizers.  
Organizers: Kim Cameron, U. of Michigan; Robert E Quinn, U. of Michigan  
Facilitator: Brianna Barker Caza, U. of Michigan, Ann Arbor  
Presenters: Arran Caza, U. of Michigan, Ann Arbor; Scott Sonenshein, U. of Michigan, Ann Arbor; Leslie Elizabeth Sekerk, Naval Postgraduate School

**119**: (SPDW: (RM, BPS) Testing Assumed Causal Models Using Data From Nonexperimental Research  
9:00am - 10:30am Atlanta Marriott Marquis: Cluster 3 - Zurch  
Chair: Thomas W. Lee, U. of Pennsylvania  
Speakers: Reshma Audia, U. of Pennsylvania; Steven D. Gregson, U. of Kentucky; Paul Smelser, U. of Michigan; Robert W Zmud, U. of Oklahoma
120 SPDW: (RM, MOC, OMT, ODC) The Practical Relevance Of Social Constructionist Approaches To Management Research
9:00am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Organizer: Richard Thorpe, University of Virginia
Speakers: JC Spender, Leeds U.; Ann L Cunliffe, U. of New Mexico

121 SPDW: (RM, OB, HR, ONE, BPS) Conceptual and Methodological Considerations in Multilevel Constructs and Theory Development
9:00am - 11:50am Atlanta Marriott Marquis: Imperial - Summit
Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a $7.50 fee for non members of RM.
Speaker: Gilad Chen, U. of Maryland

122 (TIM) TIM Division: Meet the Editors (Doctoral Consortium and Junior Faculty Camp)
9:00am - 11:00am Atlanta Marriott Marquis: International 6
Coordinators: Paul Bierly, James Madison U.; Arvids A Ziedonis, U. of Michigan, Ann Arbor; Michael Lenox, Duke U.; Fernando Suarez, Boston U.

Saturday 9:30AM

123 (HR) SHRM Focus On Students: Promoting Learning Through Internships And Student Organizations
9:30am - 12:00pm Hyatt Regency Atlanta: Hong Kong
Session focuses on starting, maintaining and energizing internship programs and student HR chapters.
Coordinator: Debra J. Cohen, Society for Human Resource Management

124 SPDW: (MOC, SIM) Cognition and Social Responsibility: Using Cognitive Mapping on Larger Inter-Organizational Research
9:30am - 12:00pm Atlanta Marriott Marquis: Trinidad & Madrid Open
Organizer: Colin Eden, Strathclyde U.
Participants: Fran Ackermann, Strathclyde U.; Maurizio Zollo, INSEAD; Kai N. Hockerts, Copenhagen Business School

125 SPDW: (OB, RM) Leadership, Time, and Process: New Perspectives, New Questions
9:30am - 11:20am Hyatt Regency Atlanta: University
Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison
Presenters: Allen Bluedorn, U. of Missouri, Columbia; Mary J Waller, U. of Maastricht; T.K. Das, City U. of New York, Baruch College

126 SPDW: (OB, SIM, ODC) What We Need to Know about Ethics and Leadership
**Session Details – Saturday**

**133** (MH) Linking the Past with the Present to Improve the Future: Publishing Historically-Based Research
10:00am - 12:00pm Atlanta Marriott Marquis: International A
Open
Organizer: Stephanie Case Henagan, Northern Illinois U.
Presenters: David A Lamond, None; David D Van Fleet, Arizona State U. at the West campus; Julia Teahan, Baker College; Michael Rowlinson, Queen Mary U. of London

**134** (SPDW: (MOC, MC, ODC) Are You Ready?: Recomposing the Challenges of Change, Innovation, and Decision Making
10:00am - 12:00pm Atlanta Marriott Marquis: International A
Open
Organizer: Jennifer Walinga, U VIC Facilitators: Jennifer Walinga, U VIC; Tanis Farish, U VIC

**135** (SPDW: (OMT, CMS) Bringing Power To Institutional Theory: Reflections On The Silences And The Silenced
10:00am - 12:30pm Atlanta Marriott Marquis: International 10
Pre-registration encouraged. E-mail to Tammar Zilber at: mstbz@mscc.huji.ac.il
Organizer: Tammar B. Zilber, Hebrew U. of Jerusalem
Presenters: Tina Dacin, Queen’s U., Canada; Michael Frenkel, Hebrew U. of Jerusalem; Raghu Garud, Penn State University; Kelly Thomson, York U.; Marc Ventresca, U. of Oxford

**136** (SPDW: (ONE, MED, SIM) Using Service Learning to Promote Civic Engagement and Sustainability
10:00am - 12:00pm Hilton Atlanta: Jefferson
This interactive workshop brings together experienced service-learning researchers who will facilitate themed-discussion tables.
Organizer: Gregory R. Berry, Utah Valley State College
Presenters: Letty Workman, Utah Valley State College; Paul C Godfrey, Brigham Young U.; Amy L Kenworthy-U’Ren, Bond U.; Laurie N DiPadova-Stocks, Park U.; Mark Starik, George Washington U.; Gordon P. Rands, Western Illinois U.; Gregory R. Berry, Utah Valley State College

**137** (SPDW: (PNP, HCM, MC, RM, BPS, MOC) Doing Research In Government Organizations: Access And Advice
10:00am - 12:30pm Hilton Atlanta: Washington
Presenters: Steven Kelman, Harvard U.; Kennedy School of Govt; Martha Fedman, UCI; John Palguta, Partnership for Public Service; Elevina Moulder, Not Specified

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**Saturday 10:30AM**

**138** (SPDW: (ENT, MED, BPS) The New Wave Of Social Entrepreneurship: Using Microcredit To Solve Global Concerns
10:30am - 12:30pm Atlanta Marriott Marquis: Champagne
Open, no restriction on participation
Organizer: Warner P. Woodworth, Brigham Young U.
Chair: Warner P. Woodworth, Brigham Young U.
Presenters: Warner P. Woodworth, Brigham Young U.; Shad S. Morris, SKK / Massachusetts Institute of Technology; Lisa M. Jones, U. of North Carolina, Chapel Hill; Shon R Hiatt, Cornell U.

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**Saturday 11:00AM**

**143** (ENT) Preparing the Entrepreneur for Exit: A Panel of Four Service Providers Offer Views From the Front
11:00am - 12:15pm Atlanta Marriott Marquis: Cluster 1 - Quebec
Open, no restriction on participation
Organizer: Deborah S. Butler, Georgia State U.
Chair: Deborah S. Butler, Georgia State U.
Discussants: Stuart C Johnson, Powell Goldstein LLP; Vincent Eget, Bennett Thressar; Edmond Fisher, SouthPointe Ventures

**144** (ENT) Social Entrepreneurship In Entrepreneurship Pedagogy: "How To Change The World" Indeed!
11:00am - 12:30pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Organizer: Norris F Krueger, TEAMS/Entrepreneurship Northwest
Presenters: Norris F Krueger, TEAMS/Entrepreneurship Northwest; Thomas J Dean, U. of Colorado, Boulder; Johanna Mair, IESE, U. of Navarra
Participants: Jill R Kickul, Simmons College; Robert S D’Intino, Rowan U.

**145** (PTC) Advancing the Scholarship and Practice of Real Management: Perspectives from Regional Executives
11:00am - 12:30pm Hilton Atlanta: Carter
Organizers: David L. Turnipseed, Indiana U./Purdue U.; Paul Harvey, Florida State U.

**146** (TIM) TIM Junior Faculty Camp
11:00am - 5:30pm Atlanta Marriott Marquis: International 5
Coordinators: Michael Lenox, Duke U.; Fernando Suarez, Boston U.
Saturday 11:30AM

148 SPDW: (OB, ENT, MOC, ODC) What are They Feeling? Perspectives on Emotions and Leadership
11:30am - 1:20pm Hyatt Regency Atlanta: Roswell
Facilitator: Kim Jaussi, State U. of New York, Binghamton
Presenters: Ramon J. Aldag, U. of Wisconsin, Madison; Neal M. Ashkanasy, U. of Queensland; Sydney Finkelstein, Dartmouth College; Ronit Kark, Bar Ilan U.

149 SPDW: (OM, MED, TTC, BPS) Using Hurricane Katrina To Teach Operations And Supply Chain Management
11:30am - 1:00pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Organizer: Peggy D. Lee, Pennsylvania State U., Great Valley
Presenters: Quintus Jett, Dartmouth College; Thomas F. Gattiker, Boise State U.

Saturday 12:00PM

150 (AAA) BOG Appreciation Luncheon for Outgoing Volunteers
12:00pm - 1:00pm Atlanta Marriott Marquis: Chardonnay
By Invitation Only!
Organizer: Thomas G. Cummings, U. of Southern California

151 (AAA) Academy of Management Journal Editors’ Meeting
12:00pm - 2:00pm Atlanta Marriott Marquis: International A
Organizer: Sara L. Rynes, U. of Iowa

152 (AAA) Membership
12:00pm - 3:00pm Hyatt Regency Atlanta: Pre-function Area - Member
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Regina Greenwood, Kettering U.

153 (ENT) Council of Entrepreneurship Endowed Chairs Luncheon
12:00pm - 2:00pm Atlanta Marriott Marquis: International 4
Sponsored by Kennesaw State University, Coles College of Business. Admission is by pre-registration only. The eligible attendees should pre-register by emailing George Vozikis at gvozikis@csufresno.edu
Organizer: George S. Vozikis, California State U., Fresno

154 (HR) Networking Lunch Sponsored by the SHRM
12:00pm - 1:00pm Hyatt Regency Atlanta: Hong Kong
Registration deadline is June 1, 2006. Register by e-mailing Erica Lewis at elewis@shrm.org or by calling (703) 535-6025
Coordinator: Debra J. Cohen, Society for Human Resource Management

155 (IM) IMD Doctoral Student and Junior Faculty Consortia Luncheon

12:00pm - 1:00pm Atlanta Marriott Marquis: International 2
Open only to registered participants of the IMD Doctoral Student and Junior Faculty Consortia.
Organizers: Mary Zellmer-Bruhn, U. of Minnesota; Mike Peng, U. of Texas at Dallas

156 (OB) OB Junior Faculty Consortium - Lunch
12:00pm - 1:00pm Hyatt Regency Atlanta: Vinnings
Organizer: Russell Cropanzano, U. of Arizona

157 (OCIS) Luncheon for OCIS Jr. Fac and Doctoral Students
12:00pm - 1:00pm Atlanta Marriott Marquis: Marquis - Salon IV
Organizer: Paul Hart, Florida Atlantic U.

158 (OM) Operations Management Doctoral Consortium Luncheon
12:00pm - 1:00pm Atlanta Marriott Marquis: Rio Grande & MacKenzie
Program Coordinator: Mohan V. Tatikonda, Indiana U.

Saturday 12:30PM

159 (MC) MC Doctoral Student Consortium (1)
Preparing a Ph.D. Based on Management Consulting Experience
12:30pm - 2:15pm Hyatt Regency Atlanta: Hanover E
Pre-registration recommended - see http://uwf.edu/mcd/.
Consortium continues Saturday 2:30-7:00pm (session 207) & Sunday 7:30-11:15am (session 247).
Coordinator: Henri Savall, ISEOR, U. of Lyon 3
Presenters: Michel Peron, ISEOR / U. of Paris Sorbonne; Rickie Moore, EM LYON; Marc Bonnet, ISEOR, U. of Lyon 3; Veronique Zardet, ISEOR, U. of Lyon 3

160 (ONE) New Horizons In Research On Sustainable Organizations
12:30pm - 1:50pm Hilton Atlanta: DeKab
Organizer: Mark Starik, George Washington U.
Participants: Carolyn Egri, Simon Fraser U.; Deborah Rigling Gallagher, Duke U.; Suzanne Benn, U. of Technology, Sydney; Mark Starik, George Washington U.; Amy K Townsend, Sustainable Development International Corp.; Peter A. Townsend, Auburn U., Montgomery

Saturday 1:00PM

161 SPDW: (CAR, DGO, HR, ITC) Career Patterns and Strategies Around The World: Research To Better Understand The Global Economy
1:00pm - 5:00pm Hyatt Regency Atlanta: Trafalgar
PDW will involve speakers and discussion as well as break out sessions to explore research opportunities in specific countries.
Organizers: Hetty Van Emmerik, Utrecht U.; Sally J. Power, U. of St. Thomas
Chair: Sally J. Power, U. of St. Thomas
Discussant: Kerr Inkson, University of Otago
Presenters: Svetlana Khapova, Vrije Universiteit Amsterdam; Deepti Bhatnagar, Indian Institute of Management, Calcutta; Tania Casado, U. of Sao Paulo; Hetty Van Emmerik, Utrecht U.

162 (ENT) Research Design and Methods Workshop
1:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
SUNDAY

Open, no restrictions on participation
Organizer: Connie Marie Gaglio, San Francisco State U
Facilitators: Connie Marie Gaglio, San Francisco State U; Norris F Krueger, TEAMS/Entrepreneurship Northwest; Per Davidson, Queensland U. of Technology; Kelly G Shaver, College of Charleston

163 (HCM) Identifying the Outcomes of Excellent Teaching: Practical Strategies
1:00pm - 2:35pm Hilton Atlanta: Jackson
Organizer: Sherril B Gelmon, Portland State U
Facilitator: Sherril B Gelmon, Portland State U
Participants: L Michele Issel, U. of Illinois, Chicago; Darrell E. Burke, Florida State U.

164 SPDW: (HCM, CAR, GDO, PNP, BPS, MC) Transitioning Toward Retirement within Academia
1:00pm - 2:30pm Hilton Atlanta: Douglas
Organizer: Myron D Fottler, U. of Central Florida
Presenter: Myron D Fottler, U. of Central Florida
Participants: Reuben R McDaniel, U. of Texas, Austin; Margaret Arndt, Clark University; C. Brooklyn Derr, Brigham Young U.

165 (HR) HR Division: Innovative Teaching Award Nominee Workshop
1:00pm - 3:00pm Hyatt Regency Atlanta: Kennesaw
Hear the three finalists for the first HR Innovative Teaching Award present their innovations.
Organizer: Judith W. Tansky, Ohio State U.
Facilitator: Melissa S. Cardon, Pace U.
Moderator: Rebecca A. Thacker, Ohio U.

166 (HR) HR Functional Insights into The Internationalization Process
1:00pm - 3:00pm Hyatt Regency Atlanta: Montreal
Chair: Paul Sparrow, Manchester U.
Authors: Hugh Scullion, U. of Strathclyde; Michael Morley, U. of Limerick; Gary Florkowski, U. of Pittsburgh; Stephen Perkins, London Metropolitan U.; Michael Dickmann, Cranfield U.

167 SPDW: (HR, BPS, GDO) SHRM Focus on Research: Promoting the SHRM Foundation and Highlighting SHRM Original Research
1:00pm - 2:35pm Hyatt Regency Atlanta: Hong Kong
SHRM Focus on Research: Promoting the SHRM Foundation and Highlighting SHRM Original Research
Coordinator: Debra J. Cohen, Society for Human Resource Management
Speakers: Karen Silberman, Society for Human Resource Management; Steven Williams, Society for Human Resource Management

168 SPDW: (HR, MED) Knowledge, Action, And The Public Concern In The Undergraduate Classroom
1:00pm - 2:30pm Hyatt Regency Atlanta: Singapore
A Discussion of Strategies for Integrating Research into Undergraduate Courses.
Organizer: Jonathon R. Halbesleben, U. of Missouri
Presenters: Anthony R. Wheeler, Bradley U.; Chris J. Sablinsky, California State U., Sacramento; Ken Harris, Indiana U. Southeast; Christopher H. Thomas, Northern Illinois U.; Bonnie S. O'Neil, Marquette U.

169 SPDW: (HR, OB) Junior Faculty Consortium (HR Division)
1:00pm - 5:00pm Hyatt Regency Atlanta: Hanover A
Registration deadline is June 1, 2006. Register by e-mailing Maria Kraimer at mkraimer@unimelb.edu.au
Organizers: Jeffrey LePine, U. of Florida; Maria Kraimer, U. of Melbourne; Juan I. Sanchez, Florida International U.
Facilitators: Paul Sparrow, Manchester U.; Margaret Shaffer, U. of Wisconsin, Milwaukee; Barry Gerhart, University of Wisconsin-Madison; Lynn Shore, San Diego State U.
Speakers: Christina Shelley, Georgia Institute of Technology; Steven Rogelberg, U. of North Carolina, Charlotte; Steve Werner, U. of Houston; Adrienne Colella, Tulane U.; John Schaubroeck, Drexel U.

170 (IAM) The Effects of the Iberoamerican Macro Environment on Knowledge Creation & Protection
1:00pm - 3:00pm Hilton Atlanta: Embassy Room

171 (IM) IMD Doctoral Student Consortium II
1:00pm - 3:30pm Atlanta Marriott Marquis: International B
Email Mary Zellmer-Bruhn (mzellmer-bruhn@csom.umn.edu) with a nomination letter from advisor, 1-pg CV & 1-pg description of dissertation by May 15.
Organizer: Mary Zellmer-Bruhn, U. of Minnesota
Presenters: J Myles Shaver, U. of Minnesota; Alvaro Cuervo-Cazurra, U. of South Carolina; Cristina Gibson, U. of California, Irvine

172 (IM) IMD Junior Faculty Consortium II
1:00pm - 3:00pm Atlanta Marriott Marquis: International C
Organizer: Mike Peng, U. of Texas at Dallas
Presenters: David Ahlstrom, Chinese University of Hong Kong; Lance Brouthers, U. of Texas at El Paso; Andrew Delios, National U. of Singapore; Michael A. Hitt, Texas A&M U., College Station; Klaus Meyer, U. of Reading; Sheila M. Puffer, Northeastern U.; Alan M Rugman, Indiana U.; Jane E. Salk, U. of Texas at Dallas

173 (IM) IMD Paper Development Workshop
1:00pm - 3:30pm Atlanta Marriott Marquis: Trinidad & Madrid
By invitation only.
Organizer: Jennifer Spencer, George Washington U.
Facilitators: Jennifer Spencer, George Washington U.; Sherry E Moss, Wake Forest U.; Carolina Gomez, Florida International U.; Jeffrey Furman, Boston U.; William Newbury, Rutgers U.
Participants: Kazuhiro Asakawa, Keio U.; Ashok Som, ESSEC Business School; Bing Bai, U. of Illinois, Urbana-Champaign; Anne Berthelot, U. of Texas, El Paso; Maria J. Mendez, New Mexico State U.; Andreas Birnik, Cranfield U.; Nejat Capar, American U. of Sharjah; Ravi Chinta, American U. of Sharjah; Zhirong Duan, Tsinghua U.; Chen Zhou, Tsinghua U.; M. B. Neace, Mercer U.; Loi Teck Hui, Malaya U.; Wilbon Kittilaksanawnong, National Taiwan U.; Claude Marcotte, Concordia U.; Taib Hafsi, HEC Montreal; Sergio Janczak, U. of Western Ontario; Rick Molz, Concordia University; Mehdi Farashahi, Concordia University; Sid Ahmed SOUSSI, University of Quebec in Outaouais; Rakesh Ranjan Mishra, Indian Institute of Management, Calcutta, India; Moira Praxedes, U. of Houston; Sally Sledge, Christopher Newport University; Angela Miles, North Carolina A&T State U.; Samuel Coppage, Old Dominion U.; Rachel Clapp Smith, University of Nebraska-Lincoln; Gretchen Renee Vogelgesang, University of Nebraska-Lincoln; Angela Miles, North Carolina A&T State U.; Samuel Coppage, Old Dominion U.; Rachel Clapp Smith, University of Nebraska-Lincoln; Gretchen Renee Vogelgesang, University of Nebraska-Lincoln;
174 (MED) Management Education Around The Globe
1:00pm - 3:00pm Hyatt Regency Atlanta: Spring
Pre-registration required
Chair: Carolyn Wiley, Mercer Human Resource Consulting
Presenters: Alvin Hwang, Pace U.; Paula Hyde, Manchester Business School; Lichia Yu, CSESD; Yuji Yoshida, Chiba U. of Commerce; DANIEL OGECHUKWU ogechukwu AYOZIE, the federal polytechnic ilaro/delta state university abra ka niger ia; Shahid Yamin, Swinburne U. of Technology; Armando Gallegos, GERENS-Escuela de Gestion y Economia; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnologico de Monterrey; Par Martensson, Stockholm School of Economics; Jeremy Mercie, IAE Tours (France); Flora Sfez, ESCEM Tours (France); Maria Ferreira, IESE; Mark Ogechukwu Ajougu, Fed U. of Tech Owerri (FUTO); C Gopinath, Suffolk U.; Joseph Ogechukwu Ajougu, U. Calabar

175 SPDW: (MED, IM, TIM, TTC, BPS, ICT, OM, PTC, ODC, OCIS) Creating Virtual Teams For Global Innovation And New Product Development
1:00pm - 3:30pm Hyatt Regency Atlanta: Inman
Organizer: Robert J. DeFilippi, Suffolk U.
Discusant: Michael Barnett, Suffolk U.
Presenter: Sushil Bhatia, Suffolk U.

176 SPDW: (MED, TTC, HR, OM) Teaching With Technology: Providing Students With Tools To Put Course Knowledge Into Organizational Action
1:00pm - 4:30pm Hyatt Regency Atlanta: Techwood
Organizer: Randall G Sleeth, Virginia Commonwealth U.
Presenters: Deborah J Armstrong, U. of Arkansas; Joseph E Champoux, U. of New Mexico; Randall B Dunham, U. of Wisconsin, Madison; Robert Marx, U. of Massachusetts, Amherst; Joan Weiner, Drexel U.

177 (MSR) Soul By Design: Where Real Transformation Begins
1:00pm - 4:00pm Hilton Atlanta: Jefferson
Coordinator: Margaret Benefiel, Andover Newton Theological School
Presenters: Margaret Benefiel, Andover Newton Theological School; Gary Jones, Andover Newton Theological School

178 (OB) OB Junior Faculty Consortium - Small Group Session 2: Working on Research Projects
1:00pm - 5:00pm Hyatt Regency Atlanta: Vinnings
Organizer: Russell Cropanzano, U. of Arizona
Presenters: Barbara A. Gutek, U. of Arizona; Timothy A Judge, U. of Florida; John Mathieu, U. of Connecticut

179 SPDW: (ODC, MC, SIM, PTC) Values and Ethics in Human System Development
1:00pm - 5:00pm Hilton Atlanta: Washington
Presenters: David Jamieson, Pepperdine U.; Terri Egan, Pepperdine U.

180 (OM) Operations Management Doctoral Consortium
1:00pm - 5:00pm Atlanta Marriott Marquis: Rio Grande & MacKenzie
Application and registration required.

Program Coordinator: Mohan V. Tatikonda, Indiana U.

181 (PNP) Profiling The Nonprofit Sector At The State Or Community Level: Research Resources And Approaches
1:00pm - 4:00pm Hilton Atlanta: Crystal Ballroom B & E
Pre-registration: Fee of $25 & description of nonprofit sector research interest (1-2 pages) required by June 15. Contact: kgronbjerg@indiana.edu
Organizer: Kirsten Gronbjerg, Indiana U.
Presenters: Kirsten Gronbjerg, Indiana U.; Laurie E Paarlb erg, San Francisco State U.; Richard Michael Clerk in, North Carolina State U.

182 (PNP) PNP Doctoral Student Consortium
1:00pm - 5:00pm Hilton Atlanta: Directors Room
Participants will have to email a research idea (1 to 2 page) to Elizabeth Winslow by email: ebw02d@garnet.acns.fsu.edu.
Organizer: Kaifeng Yang, Florida State U.
Speaker: Dennis R Young, Georgia State U.
Presenters: Larry D. Terry, U. of Texas, Dallas; Mary E Guy, Florida State U.; Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis; Aks Zaheer, U of Minnesota; John Clayton Thomas, Georgia State U.; Bradley E Wright, U. of North Carolina, Charlotte; Joanne G. Carman, University of North Carolina-Charlotte; Jessica Word, Florida State U.; Sergio Fernandez, Indiana University

183 SPDW: (PTC, BPS) Balanced Scorecard: Why It Isn't Working and What To Do About It
1:00pm - 2:00pm Hilton Atlanta: Carter
Organizer: Graham K. Kenny, Strategic Factors

184 SPDW: (RM, BPS) Improving Knowledge and Action: A Workshop on Survey Scale Development and Validation
1:00pm - 5:00pm Atlanta Marriott Marquis: Imperial - Summit
Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a $10.00 fee for non members of RM.
Organizer: Stephanie L. Castro, Florida Atlantic U.
Presenters: Claudia C. Cogliser, Texas Tech U.; Terri A. Scandura, U. of Miami; Stephanie L. Castro, Florida Atlantic U.

185 SPDW: (RM, BPS, IM, ITC, OMT) Set-Theoretic Analysis Using QCA and Fs/QCA
1:00pm - 5:00pm Atlanta Marriott Marquis: Cluster 3 - Cabinet
Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a $10.00 fee for non members of RM.
Organizers: Peer C. Fiss, Queen's U., Canada; Thomas Greckhamer, Louisiana State U.; Rodney Lacey, U. of California, Irvine; Axell Marx, Hogeschool Antwerp
Presenters: Peer C. Fiss, Queen's U., Canada; Thomas Greckhamer, Louisiana State U.; Rodney Lacey, U. of California, Irvine; Axell Marx, Hogeschool Antwerp

186 SPDW: (RM, OB, HR, BPS) Latent Growth Modeling: Statistical Procedure for Operationalizing Change Over Time
1:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Session Details – Saturday

Knowledge of SEM required. Pre-registration req by contacting Chuck Pierce at capierce@memphis.edu. There is a $7.50 fee for non members of RM.

Presenter: Robert J. Vandenberg, U. of Georgia

187 SPDW: (RM, OB, OMT, TIM, BPS, ODC, OM) Process Research Workshop II: A Spectrum of Methods
1:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 3 - Bonn
Pre-register for Process Research Workshop I: A Spectrum of Methods, which also covers registration for this session.
Organizer: Andrew H. Van de Ven, U. of Minnesota
Presenters: Kevin Dooley, Arizona State U.; Ann Langley, HEC Montreal; Brian T Pentland, Michigan State U.; Andrew M Pettigrew, U. of Bath; Daniel Robey, Georgia State U.; Andrew H. Van de Ven, U. of Minnesota

Saturday 1:15PM

188 SPDW: (MSR, MEN, MED) Where And How To Publish On Spirituality In Organizations
1:15pm - 2:45pm Hilton Atlanta: Gwinnett
This session is in conjunction with MSR's doctoral student/new faculty consortium.
Coordinator: Gerald Biberman, U. of Scranton

189 SPDW: (BPS, TIM, OMT) Empirically Investigating Real Options
1:30pm - 4:15pm Atlantic Marriott Marquis: Cluster 3 - Sydney
Preregistration Required. Contact Tim Folta at the following e-mail: jgardner@purdue.edu to register.
Organizer: Timothy B Folta, Purdue U.
Coordinator: Jay B Barney, Ohio State U.
Participants: Isin Guler, Boston U.; Bruce Kogut, INSEAD; Raffaele Oriani, U. of Bologna; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Tony W. Tong, State U. of New York, Buffalo

190 SPDW: (HR, BPS) Human Resource Vice Presidents’ Concerns, Human Resource Researchers’ Opportunities
1:30pm - 4:30pm Hyatt Regency Atlanta: Regency VII
Coordinator: Charles H. Fay, Rutgers U.
Presenters: James C. Borel, Senior VP, Human Resources, DuPont; Patrick R. Dailey, Senior VP, Human Resources, Herbal Life; Mark Gilstrap, Senior VP and Chief People Officer, American Century Investments; William G. Kuchta, VP, Organizational Development, Paychex, Inc.; Herbert J. Vallier, Senior VP and Chief Human Resource Officer, Catholic Health Initiatives; Sally A. Savoia, VP, Human Resources, Praxair, Inc.; Daniel S. Serbin, VP, Human Resources, Parker Hannifin Corporation; Charles G. Tharp, Executive VP, Human Resources, Saks Incorporated

191 SPDW: (MOC, OMT, RM) Pushing the Frontiers of Organizational Identity: Creative & Multi-Level Research
1:30pm - 4:30pm Atlanta Marriott Marquis: International 6
Pre-registration strongly advised. E-mail Kristin Price (knp11@psu.edu)
Contact: Kristin N. Price, Pennsylvania State U.

Saturday 1:30PM

192 SPDW: (OB, OMT, BPS, ODC) Leadership Perspectives on Management Studies: Implications Across Divisions
1:30pm - 3:20pm Hyatt Regency Atlanta: Roosevelt
Organizer: Mary Uhl-Bien, U. of Central Florida
Presenters: Michael Mumford, U. of Oklahoma; James G Hunt, Texas Tech U.; Chester A. Schriesheim, U. of Miami

193 SPDW: (OB, OMT, ENT, BPS, ODC) Leadership of Networks and Alliances
1:30pm - 3:20pm Hyatt Regency Atlanta: University
Facilitator: Keith G Provan, U. of Arizona

194 SPDW: (OMT, BPS, TIM) Using M&A As A Context For Studying Organizations
1:30pm - 4:50pm Atlanta Marriott Marquis: Champagne
Pre-registration required. Send e-mail to Maurizio Zollo at Maurizio.zollo@insead.edu or Melissa Graebner at melissa.graebner@mccombs.utexas.edu
Organizer: Melissa Graebner, U. of Texas, Austin
Distinguished Speakers: Harbir Singh, U. of Pennsylvania; Kathleen M. Eisenhardt, Stanford U
Coordinator: Maurizio Zollo, INSEAD
Speakers: Laurence Capron, INSEAD; Xavier Castaner, HEC Paris; Saikat Chaudhuri, U. of Pennsylvania; Phanish Puranam, London Business School; Guenter Stahl, INSEAD; Freek Vermeulen, London Business School
Presenter: Annette L Ranft, Florida State University

Saturday 2:00PM

195 SPDW: (RM, OB, HR, IM, BPS) Overview of the Logic and Rationale of Hierarchical Linear Modeling with Substantive Applications
1:30pm - 4:30pm Atlanta Marriott Marquis: Cluster 3 - London
Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a $7.50 fee for non members of RM.
Presenter: David A Hofmann, U. of North Carolina

196 SPDW: (ENT, BPS) Resourcefulness in Entrepreneurial Firms: Future Research Directions
2:00pm - 4:00pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Open, no restriction on participation
Organizer: Steven Walter Bradley, Indiana U., Bloomington
Discussants: Steven Walter Bradley, Indiana U., Bloomington; Sarasa Sarasvathy, U. of Virginia; Anne S Miner, U. of Wisconsin, Madison; Robert Wiltbank, Willamette U.; Ted Baker, North
197: *(MHI)* Doctoral Student Workshop: Managing the Dissertation Process
2:00pm - 3:30pm Hilton Atlanta: State Room
Chair: Julia Teahan, Baker College
Presenters: David D Van Fleet, Arizona State U. at the West campus; Stephanie Case Henagan, Northern Illinois U.; Jonathon R. Halbesleben, U. of Missouri; Richard T. Mowday, U. of Oregon; Andrew Borchers, Kettering U.

198: *(ODC)* Promoting OD and Change Processes Through Socio-Economic Evaluation of Their Impacts
2:00pm - 3:30pm Hilton Atlanta: DeKalb
Presenters: Marc Bonnet, ISEOR, U. of Lyon 3; Laurent Cappelletti, ISEOR, U. of Lyon 3; Vincent Cristallini, ISEOR, University of Lyon 3; Nathalie Krief, ISEOR, U. of Lyon; Henri Savall, ISEOR, U. of Lyon 3; Olivier Voyant, ISEOR, University of Lyon 3

199: *(SPDW)* (OM, BPS, CMS, ODC, OCIS, PNP, PTC)
Walmart, The Red Cross, And Uncle Sam: Differences In Responding To Katrina-Type Disasters
2:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Why was Wal-Mart able to deliver relief after Katrina days ahead of FEMA?
Organizer: David M Diets, Vanderbilt U.

200: *(SPDW)* (OM, TIM, BPS) The State and Future of Mass Customization Research and Practice
2:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 1 - Quebec
Pre-registration (pillar@mit.edu) preferred, but not required.
Additional information at http://www.mass-customization.de/aom.pdf
Organizer: Frank T. Pillar, Massachusetts Institute of Technology
Presenters: Rebecca Duray, U. of Colorado at Colorado Springs; Cipriano Forza, U. of Padova; Manus Rungtusanatham, Arizona State U.; Fabrizio Salvador, Instituto de Empresa

201: *(SPDW)* (OMT, CMS) Philosophies Of Organizational Research
2:00pm - 3:50pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Organizer: Raza A Mir, William Paterson U.
Presenters: Stewart Clegg, U. of Technology, Sydney; Alison Konrad, U. of Western Ontario; Amit Nigam, Emory U.; Andre Spicer, U. of Warwick

202: *(SPDW)* (ONE, BPS, PNP)
Former Transformer Facility Cleanup - Industry, Government and Other Stakeholders Working Together
2:00pm - 4:20pm Hilton Atlanta: Council/Cabinet Room
Come hear the experiences of interact with a group of stakeholders who have come together to solve an environmental problem.
Distinguished Speakers: Jane Gardner, General Electric; Allen Barnes, Former Chief of Staff to the Administrator of US EPA Region 4; Charles H Tisdale, King & Spalding; Randall McAlister, General Electric; Richard Lester, General Electric
Coordinator: Mark Cordano, Ithaca College

Saturday 2:30PM

205: *(SPDW)* (BPS, HR, MED, MOC, MSR, OB, ODC, OMT, ONE, PNP, PTC, SIM, CAR, CM, ENT, GDO, HCM, IM, MC, RM)
Stakeholders: The Keys to Effective Strategy and Performance Measurement
2:30pm - 5:30pm Atlanta Marriott Marquis: International 10
Organizer: Graham K. Kenny, Strategic Factors

206: *(ICW)* International Journal of Management Reviews
Editorial Board Meeting
2:30pm - 4:30pm Atlanta Marriott Marquis: Chardonnay
Organizer: Steven Armstrong, U. of Hull

207: *(MC)* MC Division Doctoral Student Consortium (2)
2:30pm - 7:00pm Hyatt Regency Atlanta: Hanover E
Pre-registration recommended - see http://uwf.edu/mcd/ Consortium continues Sunday 7:30-11:15am (#247); continued from Saturday 12:30-2:15pm (#159)
Organizers: C Ken Weidner, Saint Joseph's U.; David Jamieson, Pepperdine U.
Facilitator: Yasin S. Purohit, Saint Joseph's U.
Presenters: John L. Bennett, Queens University of Charlotte; Anthony F Buono, Bentley College; W Warner Burke, Teachers College, Columbia U.; Miguel Caldas, Loyola U. New Orleans; Robert S D'Intino, Rowan U.; Larry E Greiner, U. of Southern California; Teresa Joyce, Kennesaw State U.; Kenneth Wm. Kury, Saint Joseph's U.; Scott Lever, PA Consulting Group; Donald D. Maier, University of St. Francis; Sandra M Martinez, Widener U.; Rickie Moore, EM LYON; Flemming Poufelt, Copenhagen Business School; Yasinm S. Purohit, Saint Joseph's U.; George P. Sillup, Saint Joseph's U.; Andreas Werr, Stockholm School of Economics


**Saturday 3:30PM**

208 SPDW: (GDO, CAR) Tenure/Promotion Stories in Academe: Sharing and Generating Research Insights from Our Experiences

3:00pm - 5:00pm Hyatt Regency Atlanta: Lenox

Open; no restriction

Organizers: Ellen R. Auster, York U.; Carolyn Egri, Simon Fraser U.; Belle Rose Ragan, U. of Wisconsin, Milwaukee

Discussants: Tina Dacin, Queen's U., Canada; Karen S. Lyness, Baruch College, CUNY

209 (HCM) Developing Future Management Scholars: Strategies for PhD Students and Mentors

3:00pm - 4:30pm Hilton Atlanta: Jackson

Organizer: Christy Harris Lemak, U. of Florida

Presenters: Diane Brannon, Pennsylvania State U.; Jami Leanne DelliFraine, Penn State; Victoria Anne Parker, U.S. Department of Veterans Affairs; Christy Harris Lemak, U. of Florida; Darrell E. Burke, Florida State U.

210 (HCM) The Challenges Of Measuring The Implementation Of Innovative Practices

3:00pm - 4:30pm Hilton Atlanta: Madison

Organizer: Carol VanDeusen Lukas, Dept of Veterans Affairs

Presenters: Jill A Marsteller, Johns Hopkins U.; Carol VanDeusen Lukas, Dept of Veterans Affairs

211 (HR) SHRM Focus On Teaching: Promoting Teaching Effectiveness, Curriculum, And Enhanced Experiences

3:00pm - 4:30pm Hyatt Regency Atlanta: Hong Kong

SHRM Focus on Teaching: Promoting Teaching Effectiveness, Curriculum, and Enhanced Experiences

Coordinator: Debra J. Cohen, Society for Human Resource Management

Speakers: Steven Williams, Society for Human Resource Management; Gary Wheeler, Human Resource Business Partner Consultant, LLC

212 (MSR) MSR Doctoral Student and New Faculty Consortium

3:00pm - 7:00pm Hilton Atlanta: Gwinnett

Organizers: John E Young, U. of New Mexico; David A. Cowan, Miami U.

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**Saturday 3:40PM**

219 (MH) The Perceived Power of the Elected Mayor: Historical Antecedents

3:40pm - 5:00pm Hilton Atlanta: State Room

Organizer: Andrew Cardow, Massey U.

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**Saturday 4:00PM**

220 (AAC) Teaching Theme Committee Meeting

4:00pm - 5:30pm Hilton Atlanta: DeKalb

Organizers: Lisa K Gundry, DePaul U.; Jill R Kickul, Simmons College

221 (ENT) Sharing Experience from Entrepreneurship PhD Programs Around the World

4:00pm - 5:30pm Atlanta Marriott Marquis: Cluster 2 - Magnolia

Open, no restriction on participation

Organizers: Natalia Weisz, U. Austral; Isabell Melanie Welpe, Ludwig-Maximilians U., Munich; Vanessa Ratten, Queensland U. of Technology; Guido Corbetta, Bocconi U.; Mary Han, Ryerson U.

Speakers: Julio DeCastro, Instituto de Empresa; Per Davidson, Queensland U. of Technology; Dimo Dimov, Instituto de Empresa; Heinz Klandt, International U. Schloss Reischartshausen


4:00pm - 6:00pm Atlanta Marriott Marquis: International B

Pre-registration recommended. Please contact Andreas Schwab at aschwa3@lsu.edu. There is a $5.00 fee for non members of RM.


Presenters: William H. Starbuck, U. of Oregon; Raymond Hubbard, Drake U.; Eric Abrahamson, Columbia U.; Lisa Schurer Lambert, Georgia State U.; Jose M. Cortina, George Mason U.
223 SPDW: (RM, BPS, GDO) Multilevel Structural Equation Modeling: Techniques and Applications  
4:00pm - 7:00pm Atlanta Marriott Marquis: Chablis & Picard  
There is a $7.50 fee for non members of RM.  
Presenter: Michael J. Zyphur, National U. of Singapore

224 SPDW: (SIM, HCM, MOC, OM) Katrina: Response from Industry  
4:00pm - 5:30pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam  

Saturday 4:15PM
225 SPDW: (MSR, MED) Strategies For Teaching Non-Linearity In A Linear Environment  
4:15pm - 5:15pm Hilton Atlanta: Jefferson  
Coordinator: Gerald Biberman, U. of Scranton  
Presenters: Gerald Biberman, U. of Scranton; David Trott, St. Edwards U.; Joel Ryman, East Tennessee State U.

Saturday 4:30PM
226 SPDW: (ONE) ONE Ph.D. Student/New Faculty Consortium  
4:30pm - 6:00pm Hilton Atlanta: Council/Cabinet Room  
Please send your registration request to Stephanie Welcomer, at Stephanie.welcomer@umit.maine.edu. Please include your contact information and vita.  
Organizer: Stephanie Welcomer, U. of Maine  
Presenter: Mark Cordano, Ithaca College  

Saturday 5:00PM
227 SPDW: (OB, HR) Joint OB/HR Junior Faculty and PhD Student Consortia Reception  
5:00pm - 6:00pm Hyatt Regency Atlanta: International Ballroom  
Organizers: Daniel Skarlicki, U. of British Columbia; Maria Kreamer, U. of Melbourne

228 SPDW: (OMT) Meet OMT Reception  
5:00pm - 7:00pm Atlanta Marriott Marquis: International C  
We extend a very special invitation to new and international members of OMT.  
Organizer: William Ocasio, Northwestern U.  
Division Chair: Pamela R Haunschild, U. of Texas, Austin  
Division Chair-Elect: Anita McGahan, Boston U.  
Program Chair: Russell Coff, Emory U.  
Professional Development Workshop Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign  
Past Chair: Margaret Peteraf, Dartmouth College

229 SPDW: (OMT, BPS) Simulation Techniques in Organization Theory  
5:00pm - 7:30pm Atlanta Marriott Marquis: Cluster 3 - Sydney  
Pre-registration required. The session is limited to 20 participants.  
Register at: http://www.cob.sjsu.edu/research/simulation_in_organization_theory/  
Organizer: Simon A Rodan, San Jose State U.  
Facilitators: Jason Davis, Stanford U; Jerker C. Denrell, Stanford U  
Presenters: David Krakhardt, Carnegie Mellon University; Michael Macy, Cornell U.; John Skvoretz, U. of South Florida

Saturday 5:30PM
230 : (AAA) Placement for Applicants  
5:30pm - 7:00pm Hyatt Regency Atlanta: Hanover C  
Organizer: Scott C. Douglas, U. of Montana

231 : (CMS) CMS Welcome Reception  
5:30pm - 7:30pm Hilton Atlanta: Crystal Ballroom A & F  
All critters and their friends come along. Doctoral students particularly welcome.

232 : (HCM) HCM Pre-Conference PDW Reception  
5:30pm - 7:30pm Hilton Atlanta: Crystal Ballroom C & D  
Organizer: Christy Harris Lemak, U. of Florida  
Welcome: Jane Banaszak-Holl, U. of Michigan, Ann Arbor

233 : (ICW) International Association for Chinese Management Research Annual Business Meeting  
5:30pm - 9:00pm Atlanta Marriott Marquis: International 4  
Organizer: Anne S. Tsui, Arizona State U.

234 : (OCIS) Welcome Reception  
5:30pm - 7:30pm Atlanta Marriott Marquis: Marquis - Salon IV

Saturday 6:00PM
235 : (BPS) Meet BPS Social Hour!  
6:00pm - 8:00pm Atlanta Marriott Marquis: Cluster 3 - Bonn  
Division Chair: James Westphal, U. of Texas, Austin  
Division Chair-Elect: Anita McGahan, Boston U.  
Program Chair: Russell Coff, Emory U.  
Professional Development Workshop Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign  
Past Chair: Margaret Peteraf, Dartmouth College

236 : (ENT) Entrepreneurship Division Social  
6:00pm - 9:00pm Off Site: Fox Theatre  
Pre-registration required. For ticket information, please contact Morag Nairn, Texas Tech U., at morag.nairn@ttu.edu or 806-742-3763. The Fox Theater is located at 660 Peachtree Street, NE. Organizer: Ronald K Mitchell, Texas Tech U.

237 : (ICW) Nova Southeastern University Doctoral Students Meeting  
6:00pm - 7:30pm Hilton Atlanta: Club Room  
Organizer: Jane Whitney Gibson, Nova Southeastern U.

238 : (IMD) IMD PDW Reception  
6:00pm - 8:00pm Atlanta Marriott Marquis: Marquis - Salon III
239 : **(NDSC)** New Doctoral Student Reception  
6:00pm - 8:00pm Hyatt Regency Atlanta: Regency VI  
**Organizers:** Emily S. Block, U. of Illinois, Urbana-Champaign; Elizabeth Carroll, Binghamton U.; Rich DeJordy, Boston College; Raj V Mahto, U. of Memphis; Maria Catharine Schilpzand, Georgia Institute of Technology; Pamela K. Steverson, U. of Memphis  
**Professional Development Workshop Chair:** Laura Erskine, U. of Southern California

240 : **(OB)** New Member and Reviewer Reception  
6:00pm - 7:30pm Hyatt Regency Atlanta: International Ballroom  
**Organizer:** Peter Hom, Arizona State U.

241 : **(ONE)** ONE Welcome Reception  
6:00pm - 9:00pm Hilton Atlanta: Crystal Ballroom B & E  
New, continuing and returning members welcome. To register contact Irene Henriques at ihenriqu@schulich.yorku.ca  
**Organizer:** Irene Henriques, York U.

242 : **(SIM)** SIM/SBE Keynote Address and Reception  
6:00pm - 8:00pm Off Site: Atlanta Sheraton  
This SIM/SBE jointly sponsored keynote address and reception will be held in the Atlanta Sheraton Hotel. Room to be announced.  
**Organizer:** Jeffrey S Frooman, U. of New Brunswick, Saint John

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**Saturday 6:30PM**

6:30pm - 9:30pm Atlanta Marriott Marquis: International 8  
**Organizer:** Catherine A Maritan, Syracuse U.  
**Chairs:** Catherine A Maritan, Syracuse U.; Jim Combs, Florida State U.  
**Facilitators:** Philip Bromiley, U. of California, Irvine; Catherine M. Dalton, Indiana U.; Javier Gimeno, INSEAD; R. Duane Ireland, Texas A&M U.; David Ketchen, Auburn U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Rita Gunther McGrath, Columbia U.

244 : **(IAM)** Iberoamerican Academy of Management Business Meeting  
6:30pm - 8:30pm Hilton Atlanta: Embassy Room
Session Details – Sunday

**Sunday 7:00AM**

245 SPDW: (MED, TIM, CAR) Sharing Management Knowledge Through Global E-Media
7:00am - 9:00am Hyatt Regency Atlanta: Vining's
Organizer: Charles Wankel, St. Johns U.

**Sunday 7:30AM**

246 (MSR) Meditation Session II
7:00am - 8:00am Hilton Atlanta: Washington
Facilitator: Gerald Biberman, U. of Scranton

247 (MC) MC Division Doctoral Student Consortium (3)
7:30am - 10:15am Hyatt Regency Atlanta: Hanover E
Pre-registration recommended - see http://uwf.edu/mcd/ Consortium continued from Saturday, 12:30-2:15pm (#159) & 2:30-7:00pm (#207).
Organizer: C Ken Weidner, Saint Joseph’s U.
Facilitator: Edward Eli Kass, St. Joseph’s U.
Presenters: John L. Bennett, Queens University of Charlotte; Anthony F Buono, Bentley College; W Warner Burke, Teachers College, Columbia U.; Miguel Caldas, Loyola U. New Orleans;

248 SPDW: (MC, ODC, PTC, ITC, BPS) Building Healthy Companies: Ensuring Sustained Performance While Managing Organizational Health
7:30am - 10:15am Hyatt Regency Atlanta: Hanover F
Presenter: Aaron De Smet, McKinsey & Co.

249 (AAA) Breakfast with Academy of Management Affiliates & Associated Societies
8:00am - 9:30am Atlanta Marriott Marquis: Imperial - Salon B
AOM Affiliates: WAM, EAM, SAM, SMA, AAM, IAMAO
Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA
Organizer: Thomas G. Cummings, U. of Southern California

250 (AAA) Atlanta 2006, LAC
8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C
Local Arrangements Chairs: William P Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans

251 (AAA) Placement Services
9:00am - 4:00pm Hyatt Regency Atlanta: Harris
Placement Services - Registration and Information
Organizer: Scott C. Douglas, U. of Montana

252 (AAA) Conference Registration
8:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

253 (CMS, OMC) Reconsidering Established Social Order in the Light of Girard’s Mimetic Theory
8:00am - 9:30am Hilton Atlanta: DeKab
Organizer: Richard Pin, U. of Lille 1
Presenter: Rahal Moukarzel, Mirmexis

254 (ENT) Doctoral Students / New Faculty Consortia
8:00am - 9:50am Atlanta Marriott Marquis: Cluster 2 - Magnolia
Note: Friday and Saturday sessions to be held at an off-site location. Please contact one of the organizers for more information.
Organizers: G. T. Lumpkin, Texas Tech U.; Jeff Covin, Indiana U.; William B. Gartner, Clemson U.; Andrew C. Corbett, Rensselaer Polytechnic Institute

255 SPDW: (ENT, BPS) Emergent Themes In Entrepreneurship Research
8:00am - 9:30am Atlanta Marriott Marquis: International 10
Open - no restrictions on participation
Organizer: Gerard George, London Business School

Session Details – Sunday

256 ☐ SPDW: (GDO, HR, MED, BPS) Designing and Teaching Courses on “Diversity in Organizations”
8:00am - 12:00pm Hyatt Regency Atlanta: Lenox
Pre-registration req; contact David Kravititz at dkrvaititz@gmu.edu.
Designed for individuals with limited/no experience teaching diversity courses.
On Monday, 8:00am - 10:00am.
Organizer: David A. Kravititz, George Mason U.
Facilitator: Giovanico Romaneli, University of North Carolina at Greensboro;
Discussants: George H. Mohler, Alliant International U.;
Gary N. Powell, University of Arkansas, Little Rock;
Belle Rose Ragins, University of Wisconsin-Madison;
Stacy N. Leavitt, University of Virginia;
Stacy Blake-Beard, Simmons College
Presenters: Derek R. Avery, Rutgers U., Camden; Myrtle B. Bell, U. of Texas, Arlington; Bernardo M. Ferdana, Alliant International U.;
Gary N. Powell, U. of Connecticut, Storrs; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Martin N. Davidson, U. of Virginia;
Stacy Blake-Beard, Simmons College

257 : (HCM) HCM PDW Continental Breakfast
8:00am - 8:30am Hilton Atlanta: Jackson
Organizer: Christy Harris Lemak, U. of Florida

258 ☐ SPDW: (IM, OMT, BPS, ITC) Business in Developing Countries: Interaction Between Local Institutional & Global Economic Dynamics
8:00am - 10:20am Atlanta Marriott Marquis: Chabilis & Picard
Organizer: Sergio Janczak, U. of Western Ontario
Facilitator: Sergio Janczak, U. of Western Ontario
Discussants: Taieb Hafs, HEC Montreal; Claude Marcotte, Concordia U.; Geert Hofstede, Tilburg U.
Presenters: Stuart Hart, Cornell U.; Nancy J. Adler, McGill U.; Rick Molz, Concordia University; Tina Dacin, Queen's U., Canada
Participants: Trevor Davis Hunter, U. of Western Ontario; Mehdi Farashahi, Concordia University; Sid Ahmed SOUSSI, University of Quebec in Outaouais

259 ☐ SPDW: (IM, TTC, BPS, ITC) Interactive Teaching Methods in International Management (Breakout)
8:00am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Calgary
Pre-registration required. Contact Gerhard Apfelthaler at gerhard.apfelthaler@fh-joanneum.at
Chairs: Gerhard Apfelthaler, FH Joanneum; Julia Gluesing, Wayne State U.; Malika Richards, Pennsylvania State U.

260 ☐ SPDW: (IM, TTC, BPS, ITC) Interactive Teaching Methods in International Management (Breakout)
8:00am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Madrid
Pre-registration is required. Contact Gerhard Apfelthaler at gerhard.apfelthaler@fh-joanneum.at
Chairs: Gerhard Apfelthaler, FH Joanneum; Julia Gluesing, Wayne State U.; Malika Richards, Pennsylvania State U.

261 ☐ SPDW: (IM, TTC, BPS, ITC) Interactive Teaching Methods in International Management
8:00am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Trinidad
Pre-registration is required. Contact Gerhard Apfelthaler at gerhard.apfelthaler@fh-joanneum.at
Chairs: Gerhard Apfelthaler, FH Joanneum; Julia Gluesing, Wayne State U.; Malika Richards, Pennsylvania State U.

262 ☐ : (MED) Using Games To Teach Management/Social Competency To Make Decisions
Under Realistic Conditions
8:00am - 9:30am Hyatt Regency Atlanta: Techwood
Organizer: Andrea Liarci, St. Johns U.
Presenters: Teresa Torres, Rovia i Villig U.; Albert C. Ovedovitz, St. Johns U.

263 ☐ SPDW: (MED, NDSC, TTC, HR, BPS, PTC, CAR, ODC) Build and Understand Your Own Teaching Philosophy
8:00am - 9:50am Hyatt Regency Atlanta: Roswell
Organizer: Jennifer Leigh, Gettysburg College
Presenters: Joy E. Beatty, U. of Michigan, Dearborn; Kathy Lund Dean, Idaho State U.

264 ☐ SPDW: (MEN, CAR, GDO, MED) Ethics in Mentoring: Exploring Dilemmas & Tactics to Deal Strategically with Duality
8:00am - 9:50am Hyatt Regency Atlanta: Kennesaw
Chairs: Rowena Ortiz-Walters, Quinipiac U.; Stacy Blake-Beard, Simmons College; Haze Nicole Scheppmayer, Massey College, U. of Toronto; C. Douglas Johnson, Georgia Southern U.
Speakers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Terri A. Scandura, U. of Miami; Jerome Katz, St. Louis U.; Dennis Moberg, Santa Clara U.; Lucy L. Gilson, U. of Connecticut, Storrs; Regina O’Neill, Suffolk U.; Manuel Velasquez, Santa Clara U.; Amy Klemm Verbos, U. of Wisconsin, Milwaukee

265 ☐ SPDW: (MOC, OB, ODC, OMT) Organizational Behavior Doctoral Student & Junior Faculty Consortium: Breakfast with Journal Editors
8:00am - 8:30am Hyatt Regency Atlanta: Hanover C
Organizers: Daniel Skarlicki, U. of British Columbia; Russell Cropanzano, U. of Arizona

266 ☐ SPDW: (OB, HR) Learning To Use Self-Leadership During The Doctoral Dissertation Process
8:00am - 9:50am Hyatt Regency Atlanta: Singapore
Participants are doctoral students starting or working on dissertations. Must pre-register with Kevin Henderson.
Organizer: Kevin E. Henderson, U. of Arkansas, Fayetteville
Facilitators: Vikas Anand, U. of Arkansas; Greg L. Stewart, University of Iowa
Presenters: Charles C Manz, U. of Massachusetts, Amherst; Christopher P. Neck, Virginia Tech

267 ☐ SPDW: (OB, OMT, ODC) Systemic Approaches to Organizations and Leadership
8:00am - 9:50am Hyatt Regency Atlanta: University
Facilitator: James G. Hunt, Texas Tech U.
Discussants: Richard N. Osborn, Wayne State U.
Presenters: T. Owen Jacobs, Consultant; Bill McKelvey, U. of California, Los Angeles; Andrew M Pettigrew, U. of Bath

Facilitators: Sharon Alvarez, Ohio State U.; Sarasa Sarasvathy, U. of Virginia; Marikku V. J. Maala, Helsinki U. of Technology
Presenters: Gerard George, London Business School; Ted Baker, North Carolina State U.; M. Diane Burton, Massachusetts Institute of Technology; Anne S. Miner, U. of Wisconsin, Madison; Elaine Romanelli, Georgetown U.; Robert Baron, Rensselaer Polytechnic Institute

Presenters: Martin Neubauer, FH Joanneum; Thomas Schmalzer, FH Joanneum; Allan W. Bird, U. of Missouri, St. Louis; Mary Yoko Brannen, San Jose State U.; Jeanne M. McNeill, Assumption College; Betty Jane Punnett, U. of West Indies; Bjorn Z Ekelund, Human Factors; Joyce Osland, San Jose State U.; Paul Kalfadellis, Monash U.
268  SPDW: (OCIS, ITC) International Networking and Research Opportunities
8:00am - 10:00am Atlanta Marriott Marquis: Champagne
Open. Pre-Registration Recommended. Contact Robert Davison (rrocha@iae.edu.ar).
Organizer: Robert M Davison, City U. of Hong Kong
Presenters: Carol Stoak Saunders, U. of Central Florida; Marleen Huysman, Vrije U. Amsterdam; Niki Panteli, U. of Bath

269  SPDW: (ODC, MED) Building Organization Development And Change (ODC) As An Academic Discipline
8:00am - 11:30am Hilton Atlanta: Paulding
Organizer: Larry M. Starr, U. of Pennsylvania
Presenters: Glenn Varney, Bowling Green State U.; Eric Goodman, Kaplan U.; Ram Tenkasi, Benedictine U.; Donald D Warrick, University of Colorado, Colorado Springs; R. M. Colon, Benedictine U.; Peter Sorensen, Benedictine U.; Sylvia Flatt, U. of San Francisco

270  (OM) Simulation Using Your Laptop To Manage A Factory Operation
8:00am - 9:30am Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Organizer: Amelia Carr, Bowling Green State U.

271  SPDW: (OM, BPS, ENT) Crossing The Steams: The Intersection Of Entrepreneurship, Innovation And Operations
8:00am - 9:30am Atlanta Marriott Marquis: Cluster 3 - Cabinet
A panel will provoke discussion on entrepreneurship, innovation and operations.
Organizer: John E. Ettlie, Rochester Institute of Technology
Presenters: Vadake Narayanan, Drexel U.; Michael H. Morris, Syracuse U.; Morgan Miles, Georgia Southern U.

272  SPDW: (OM, RM, BPS) Pushing Ahead With Case-Based Research
8:00am - 9:30am Atlanta Marriott Marquis: Cluster 1 - Quebec
Both new and traditional research tools suited to the practical study of projects are described.
Organizer: Suzanne deTreville, U. of Lausanne

273  SPDW: (OM, TIM, MED, TTC) Using Cutting Edge Technology In Management Education
8:00am - 9:30am Atlanta Marriott Marquis: Cluster 3 - Zurich
Organizers: Barton Pursel, Penn State University; Shawn M. Clark, Pennsylvania State U.

274  SPDW: (OMT, BPS) Assumptions, Theory Building, and Managerial Action: Why The Public Should Be Concerned
8:00am - 10:30am Hilton Atlanta: Crystal Ballroom C & D
Pre-registration required. E-mail with your name, affiliation, and contact information to hrocha@iae.edu.ar or hrocha.phd2000@london.edu.
Organizers: Raymond E Miles, U. of California, Berkeley; Hector O. Rocha, IAE - Management and Business School of Austrail University; Peter Moran, London Business School
Presenters: Fabrizio Ferraro, IESE Business School; Javier Garcia Sanchez, IAE Business School - U. Austrail; James P Walsh, U. of Michigan, Ann Arbor; David A. Whetten, Brigham Young U.

275  SPDW: (OMT, MED, TTC, BPS) Generating Dynamic Learning Approaches Inside And Outside The Classroom
8:00am - 9:50am Atlanta Marriott Marquis: International B
Pre-registration required. Send information to chair.
Organizers: Terry W. Conry, Ohio U.; Kelly Thomson, York U.
Keynote Speakers: Karl E Weick, U. of Michigan, Ann Arbor; Ellen R. Auster, York U.; Laurie N DiPavol-Stocks, Park U.

276  SPDW: (ONE, PNP, IM, MED) Global Thinking, Local Operations: Teaching Sustainability Across Cultures And In Emerging Economies
8:00am - 10:30am Hilton Atlanta: Douglas
This session aims to explore the challenges of teaching sustainability across cultures and in emerging economies.
Facilitators: Carolyn Egrl, Simon Fraser U.; Gordon P. Rands, Western Illinois U.; Philip L Cochran, Indiana U.
Coordinators: Stephanie Bertels, U. of Michigan Ann Arbor; Suzanne Benn, U. of Technology, Sydney
Participant: Svenja Tams, U. of Bath

277  SPDW: (RM, BPS) Robust Regression
8:00am - 9:50am Atlanta Marriott Marquis: Cluster 3 - Sydney
There is a $5.00 fee for non members of RM.
Presenter: William H. Starbuck, U. of Oregon

278  SPDW: (RM, IM) Methods and Design for International Management Research
8:00am - 10:00am Atlanta Marriott Marquis: Cluster 3 - London
There is a $5.00 fee for non members of RM.
Keynote Speaker: Kwok Leung, City U. of Hong Kong

279  SPDW: (RM, NDSC, TIM) Ask the Experts: Qualitative Methods
8:00am - 9:50am Atlanta Marriott Marquis: Imperial - Salon A
Organizer: Raza A Mir, William Paterson U.
Presenters: Michael G Jacobides, London Business School; Gideon Kunda, Tel Aviv U.; Karen D Locke, College of William and Mary; Diana Sharpe, Monmouth U.

Sunday 8:20AM

280  SPDW: (TIM, BPS, OCIS) Open Source Software 1 Research Development Workshop
8:20am - 9:50am Atlanta Marriott Marquis: International A
Submission deadline: May 15, 2006. E-mail papers to 2006PDW@floss.syr.edu. Please see the PDW website at http://www.floss2006.info/This workshop is the first of two related open source workshops at Academy 2006. The second workshop is “Open Source Software: Bridging Theoretical and Methodological Perspectives.” Participants in this workshop are also encouraged to attend the later workshop.
Chairs: Kevin Crowston, Syracuse U.; Joel West, San Jose State U.
Facilitator: Richard Thomas Watson, U. of Georgia
Presenter: Georg von Krogh, ETH Zurich

Sunday 8:30AM

281  (AAM) Asia Management Roundtable: Knowledge and Action in Management Research in Asia
8:30am - 12:30pm Hilton Atlanta: Gwinnett
Registration NOT required.

Professional Development Workshop Chairs: Andrew Delios, National U. of Singapore; Steven S. Lui, City U. of Hong Kong

Presenters: Madan Annavarjula, Bryant U; Murali D.R. Chari, Indiana University South Bend; B Elango, Illinois State U.; Ping Ping Fu, The Chinese U. of Hong Kong; Michael A. Hitt, Texas A&M U., College Station; Yuan-che Hsiao, I-Shou U.; Pei-Wen Huang, I-Shou U./Cheng Shiu U.; Chun Hui, Chinese University of Hong Kong; Ho-ok Lee, Yonsei U.; Yan Li, Chinese University of Hong Kong; Cheng-Chen Lin, National Pintung U.; Chi-Wei Liu, I-Shou U./HungKuang Technology U.; Jong-Hun Park, Ewha Women’s U.; Chimnay Pattnaik, Yonsei U.; Tai-kuan Peng, I-Shou U.; Takashi Sakikawa, Niigata U.; Santanu Sarkar, Tata Institute of Social Sciences; Hsiu-Ling Wang, I-Shou U.; Kaohsiung Medical U.; Tiemim Wang, London Business School; Hisashi Yamada, Niigata University of International and Information Studies; Hong Zhu, Texas A&M U.

282 (BPS) Managing Your Dissertation Workshop
8:30am - 12:00pm Atlanta Marriott Marquis: International 2
By pre-registration only. Please contact Sarah Kaplan at skaplan@wharton.upenn.edu by July 15th


283 (BPS) BPS Doctoral Consortium
8:30am - 12:00pm Atlanta Marriott Marquis: Marquis - Salon I
To apply for this event, send your application to Jan Rivkin at jrivkin@hbs.edu.

Chair: Tammy L. Madsen, Santa Clara U.
Discussants: Joel A.C. Baum, U. of Toronto; Yves Doz, INSEAD; Donald C. Hambrick, Pennsylvania State U.; Riitta Katila, Stanford U.; Jack A Nickerson, Washington U.; Margaret Peteraf, Dartmouth College; Minyuan Zhao, U. of Minnesota
Coordinator: Jan W. Rivkin, Harvard U.
Presenter: Ming-Jer Chen, U. of Virginia

284 (BPS) BPS New Faculty Consortium
8:30am - 12:00pm Atlanta Marriott Marquis: Marquis - Salon II
Those interested in participating should apply no later than May 15th, 2006 by submitting the following items: 1) a current CV, 2) a statement of teaching and research interests (one page maximum in total), and 3) a letter from the applicant’s Dean or Department Chair nominating the applicant to represent their school at the New Faculty Consortium. Applications should be sent to: MASON A. CARPENTER, School of Business, University of Wisconsin-Madison 975 University Avenue, Madison, WI 53706 mcarpenter@bus.wisc.edu
Organizer: Mason A Carpenter, U. of Wisconsin, Madison

285 (HCM) Strategies for Successful Funding of Organizational Research
8:30am - 10:00am Hilton Atlanta: Jackson
Organizer: Robert J Weech-Maldonado, U. of Florida

Presenters: Ruth A Anderson, Duke U.; Gary J Young, Boston U.; Michael I Harrison, Agency for Healthcare Research and Quality; Robert J Weech-Maldonado, U. of Florida

286 (HCM, BPS) Growth Curve Modeling for Management Research
8:30am - 10:00am Hilton Atlanta: Madison
Organizer: Rebecca S Wells, University of North Carolina
Presenter: Rebecca S Wells, University of North Carolina

287 (SPDW) (HR, OB) Junior Faculty Consortium (HR Division)
8:30am - 12:00pm Hyatt Regency Atlanta: Hanover A
Registration deadline is June 1, 2006. Register by e-mailing Maria Kraimer at mkraimer@unimelb.edu.au.
Organizers: Jeffrey LePine, U. of Florida; Maria Kraimer, U. of Melbourne; Juan I. Sanchez, Florida International U.

288 (MED) Enhancing Management Education By Applying The National Academy Of Sciences Learning Cycle
8:30am - 9:30am Hyatt Regency Atlanta: Inman
Organizer: Mark D Cannon, Vanderbilt U.
Presenters: Richard L Daft, Vanderbilt U.; Dorothy Marcic, Vanderbilt U.

289 (MOC) Cognition in the Rough
8:30am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Bonn
Organizers: Morela Hernandez, Duke University; David M. Wasielecki, Duquesne U.; Sucheta Nadkarni, U. of Nebraska; Marie T Dasborough, Oklahoma State U.
Presiding: Nils Plambeck, HEC School of Management, Paris
Facilitators: Fran Ackermann, Strathclyde U.; Elena P Antonacopoulou, U. of Liverpool; Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.; Janet M Dukerich, U. of Texas, Austin; Colin Eden, Strathclyde U.; Dov Eden, Tel Aviv U.; C. Marilena Fiol, U. of Colorado, Denver; Peer C. Fiss, Queen’s U.; Canada; Raghu Garud, Penn State University; Gerard P. Hodgkinson, U. of Leeds; Susan Houghton, Georgia State U.; George P Huber, U. of Texas, Austin; Lynn A Isabella, U. of Virginia; Gerry Johnson, U. of Strathclyde; Stephen Mezias, New York U.; Chet Miller, Wake Forest U.; Frances J Milliken, New York U.; Rhonda K Reger, U. of Maryland; Mary J Waller, U. of Maastricht

290 (SPDW) (MOC, OB, OMT, CAR) Learning about Resilience: Research, Teaching, and Professional Aspiration
8:30am - 12:00pm Atlanta Marriott Marquis: Rhine & Savoy
Pre-registration required. Contact Jane Dutton (janedut@umich.edu)
Organizers: Jane E Dutton, U. of Michigan, Ann Arbor; Modupe Akinola, Harvard U.; Marlys K. Christianson, U. of Michigan, Ann Arbor; Mary Ann Glynn, Emory U.; Daniel A. Gruber, U. of


Sunday 9:00AM

292: (AAA) Current and Incoming Heads and Members of Academy Committees 9:00am - 10:30am Atlanta Marriott Marquis: Cluster 5 - Shangri-La Organizer: Ken G. Smith, U. of Maryland

293: (AAA) 2006 Program Chairs Meeting 9:00am - 10:30am Atlanta Marriott Marquis: Cluster 5 - South Hampton Organizers: Thomas W. Lee, U. of Washington; Janet A. Thompson, U. of Washington; Jimmy Le, Academy of Management

294: (AAA) Conference Exhibits 9:00am - 5:00pm Hyatt Regency Atlanta: Grand Hall Organizer: George T Solomon, George Washington U.

295: (AAA) Membership 9:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Member Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer. Organizer: Regina Greenwood, Kettering U.

296: SPDW: (BPS, HCM, MH, PTC, MC) Strategy As Practice - Putting The Manager Back Into Strategy 9:00am - 12:00pm Atlanta Marriott Marquis: International 6 Background to, and discussion of main themes arising in, the Strategy As Practice research agenda. Organizer: Shameen Prashantham, Strathclyde U. Discussants: Leif Melin, Jönköping University; Gerard P. Hodgkinson, U. of Leeds; Ian Michael Clarke, Lancaster U.; Steven W Floyd, U. of St. Gallen; Paula Jarzabkowski, Aston Business School; Julia Balogun, Cass Business School, City University Speakers: Gerry Johnson, U. of Strathclyde; Richard Whittington, U. of Oxford; Ann Langley, HEC Montreal


298: SPDW: (BPS, OMT, TIM) Research Incubator On Alliance Portfolios 9:00am - 11:30am Atlanta Marriott Marquis: International 5 Preregistration required. Please email Melanie Schreiner at melanie.schreiner@unikonstanz.de Organizers: Melanie Schreiner, U. of St. Gallen; Koen Hemeirks, Copenhagen Business School Presenters: Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Prashant Kale, U. of Michigan, Ann Arbor; Werner Helmut Hoffmann, Vienna U. of Economics and Business Administration; Tina Dacin, Queen’s U., Canada; Frank T. Rothaermel, Georgia Institute of Technology

299: SPDW: (CAR, GDO) Careers Scholarship Think Tank 9:00am - 11:30am Hyatt Regency Atlanta: Hanover D Preregistration is requested (though not required). Please email Jon Briscoe (jonbriscoe@niu.edu) or Suzanne de Janasz (sjanasz@umw.edu) Organizers: Suzanne C. De Janasz, U. of Mary Washington; Jon P. Briscoe, Northern Illinois U. Facilitator: Sherry E. Sullivan, Bowling Green State U. Presenters: C. Brooklyn Derr, Brigham Young U.; Douglas T. Hall, Boston U.; Jeffrey H. Greenhaus, Drexel U.; Kathy E. Kram, Boston U.; Lisa A Mainiero, Fairfield U.

300: (CM) Diversity And Fairness In Teams 9:00am - 12:00pm Hyatt Regency Atlanta: Regency V Pre-registration required. Organizer: Kenneth H Price, U. of Texas, Arlington Presenters: Mark A. Clark, American U.; Caren Goldberg, American U.; James J Lavelle, U. of Texas, Arlington; Brian Joseph O’Leary, U. of Tennessee, Chattanooga; Anita D Bhappu, Southern Methodist U.; Joanne H. Gavin, Marist College; Amy B Henley, U. of Texas, Arlington; Gary C McMahan, U. of Texas, Arlington

301: SPDW: (CM, HR, OMT) Starting Out on the Right Foot: Negotiating Your First Job 9:00am - 12:00pm Hyatt Regency Atlanta: Regency VI Registration Required Organizers: Anita D Bhappu, Southern Methodist U.; Melissa C Thomas-Hunt, Cornell U. Presenters: Roy J. Lewicki, Ohio State U.; Gregory Northcraft, U. of Illinois at Urbana-Champaign; Laurie R. Weingart, Carnegie Mellon University; Robin L. Pinkley, Southern Methodist U.; Susan E. Brodt, Queen’s U.; Stephen E Weiss, York U.

302: (CMS) Faculty Unionization: Weathering The Perfect Storm 9:00am - 10:20am Hilton Atlanta: Club Room Presenters: Roger Wehrel, Not Specified; Roger Wehrel, Not Specified; Richard Hudson, Mount Allison University

303: (MH) Professional Development in Academia: Getting Published 9:00am - 10:20am Hilton Atlanta: State Room Chair: Jane Whitney Gibson, Nova Southeastern U. Presenters: Dewey E Johnson, California State U., Fresno; Peter B Petersen, John Hopkins U.; Herbert Sherman, Southampton U.; Bahaudin Mujtoba, Nova Southeastern U.; John Humphreys, Texas A&M U.
304 (SPDW: (MOC, OB, BPS, NDSC, OMT)) Complexity Theory, Leadership Theory, and National Security Management
9:00am - 12:00pm Atlanta Marriott Marquis: International B
Organizer: James Douglas Orton, Michigan Technological U.
Chair: Janice A. Black, New Mexico State U.
Presenters: James Douglas Orton, Michigan Technological U.; Russ Marion, Clemson U.; Chuck Lutes, Institute for National Strategic Studies; Cynthia D. McCauley, Center for Creative Leadership

305 (SPDW: (ODC, CAR, ENT, HR)) Political Savvy in Organizational Politics
9:00am - 10:20am Hilton Atlanta: Directors Room
Presenters: Joel R. DeLuca, Evergreen Business Group; Kathleen F. Morris, Not Specified; Stewart D. Friedman, U. of Pennsylvania

306 (OMT) OMT Doctoral Dissertation Consortium
9:00am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Stockholm
Pre-registration required. Contact organizer.
Organizer: Pamela R Haunschild, U. of Texas, Austin
Participants: Howard Aldrich, U. of North Carolina; Joanne Martin, Stanford U.; Michael L. Tushman, Harvard U.; Andrew H. Van de Ven, U. of Minnesota; David A. Whetten, Brigham Young U.

307 (PNP) PNP Doctoral Student Consortium
9:00am - 12:00pm Hilton Atlanta: Crystal Ballroom A & F
Participants will email a research idea (1 to 2 page) to Elizabeth Winslow (email: ebw02d@garnet.acns.fsu.edu)
Organizer: Kaifeng Yang, Florida State U.
Presenters: Kirsten Gronbjerg, Indiana U.; Hal G Rainey, University of Georgia; James Bowman, Florida State U.; Ralph Brower, Florida State U.; David Pitts, Georgia State U.; John M. Bryson, U. of Minnesota; R. Karl Rethemeyer, U. at Albany, SUNY

308 (PNP) PNP Junior Faculty Consortium
9:00am - 12:00pm Hilton Atlanta: Crystal Ballroom B & E
Organizers: Laurie E Paarberg, San Francisco State U.; Stephen T.T. Teo, U. of Technology, Sydney
Presenters: Steven Keiman, Harvard U., Kennedy School of Gov't; Mary E Guy, Florida State U.

309 (SPDW: (PNP, OM, ODC, MOC, BPS, MC, PTC)) Co-Producing Knowledge For Action: Developing Practice-Grounded Research Collaboratives
9:00am - 11:30am Hilton Atlanta: Embassy Room
Narrative Inquiry, Cooperative Inquiry, and Ethnography: getting the most out of these methodsSend name, title, affiliation, mail, email, phone no
Organizer: Sonia Ospina, New York U.
Discussant: Amparo Hofmann, New York U.

310 (SIM) Learn From The Experts About Publishing Social Issues Research In Top General Management Journals
9:00am - 12:00pm Hilton Atlanta: Grand Salon B
Pre-registration required. Email dirk.matten@rhul.ac.uk by June 1
Facilitators: Harry G Barkema, Tilburg U.; Andrew Crane, Nottingham U.; Yiannis Gabriel, Royal Holloway, U. of London;


311 (SPDW: (TIM, BPS, RM)) Creating Value Through Innovation Alliances: Understanding What, When And How
9:00am - 11:30am Atlanta Marriott Marquis: Cluster 4 - Thames
Chair: Gurneeta Vasudeva, Indian School of Business

312 (SPDW: (TIM, OMT, BPS)) Ecological Research On Technology And Innovation
9:00am - 11:30am Atlanta Marriott Marquis: Cluster 4 - Tigris
Please submit papers on technology or innovation using ecological theory or methods. Papers with multiple theoretical lenses are welcome.
Chairs: Olga Khessina, Georgetown U.; Jonathan Jaffee, U. of Southern California

313 (AAA) Academy of Management Perspectives Editorial Board Meeting
10:00am - 11:30am Atlanta Marriott Marquis: Cluster 5 - Riviera
Organizer: Peter Cappelli, U. of Pennsylvania

314 (ENT) Longitudinal Methods And Panel Data For Entrepreneurship Research
9:30am - 11:00am Atlanta Marriott Marquis: International 10
Open - no restrictions.
Organizer: Gerard George, London Business School
Facilitators: Gerard George, London Business School; Atul Nerkar, U. of North Carolina, Chapel Hill; Riitta Katila, Stanford U.; Louis Sharfman, U. of Alabama

315 (SPDW: (IM, TIM, BPS, ODC)) Bringing External Innovation Inside
9:30am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - McKenzie
Pre-registration required through http://forms.london.edu/form.asp?id=4711. General inquiries please contact Felipe Monteiro at fmonteiro@london.edu
Organizer: Felipe Monteiro, London Business School
Chair: Julian Birkinshaw, London Business School
Session Details – Sunday

316 SPDW: (MOC, BPS, TIM, ENT) Anticipation
9:30am - 12:00pm Atlanta Marriott Marquis: International C
Pre-registration is required
Contact: Sylvie Blanco, Grenoble Ecole de Management
Distinguished Speaker: William H. Starbuck, U. of Oregon
Facilitator: Sylvie Blanco, Grenoble Ecole de Management
Presenters: Anne S. Huff, Technische U., München; Moren Levesque, Case Western Reserve U.; Nicolas Lesca, University of Grenoble; Per Davidsson, Queensland U. of Technology

317 (OB) International Perspectives of Leadership
9:30am - 11:30am Hyatt Regency Atlanta: Montreal
Facilitator: Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management
Presenters: Jone L. Pearce, U. of California, Irvine; Brad Jackson, Victoria U. of Wellington; Mary B Teagarden, Thunderbird, American Graduate School of International Mgmt.; Guenter Stahl, INSEAD

9:30am - 11:30am Hyatt Regency Atlanta: Cairo
Organizer: Mary Uhi-Bien, U. of Central Florida
Distinguished Speakers: Edwin Fleishman, George Mason U.; Bernard M Bass, Binghamton U - SUNY
Facilitator: Michael Mumford, U. of Oklahoma

319 SPDW: (OMT, BPS, MOC) Culture and Language in Market and Field Processes
9:30am - 11:30am Atlanta Marriott Marquis: International 7
Pre-registration required. E-mail the organizers with a short statement of research interests plus an abstract of any specific project you would like.
Organizers: Mark Kennedy, U. of Southern California; Klaus Weber, Northwestern U.
Discussant: Matthew Kraatz, U. of Illinois
Presenters: Mary Ann Gunn, Emory U.; William Ocasio, Northwestern U.; Joseph Porac, New York University; Roy R Suddaby, Alberta U.

320 SPDW: (PnP, MC, IAM, PTC) Giving Research Feedback To Industry Partners
9:30am - 11:30am Hilton Atlanta: Monroe
Email to tyrone.pitsis@uts.edu.au with your intention to attend and a brief description of your research and 1 or 2 specific discussion questions.
Organizer: Tyrone S. Pitsis, U. of Technology, Sydney

321 SPDW: (TIM, BPS, IM) Geography, Networks, and Innovation
9:30am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - Rio Grande
Registration is open.
Chair: J. Muir MacPherson, Georgetown U.

322 SPDW: (CMS, CAR, GDO, PTC, ODC) Doing Critical Applied Research
10:00am - 12:00pm Hilton Atlanta: Roosevelt
For people interested in research that is innovative and not restricted to academic audiences
Coordinator: William Kaghani, Touro U. International
Presenters: William Kaghani, Touro U. International; David Knights, U. of Exeter; Mariann Jelinek, College of William and Mary; Tony G. LeTrent-Jones, Independent Consultant; David Thomas Weir, Ceram Sophia Antipolis; Tom Potterfield, Southern New Hampshire U.

323 SPDW: (CMS, MOC) Dark Side Case Competition V: Writing And Teaching Critical Management Theory Through Cases
10:00am - 12:00pm Hilton Atlanta: DeKalb
Coordinators: Latha Poonamallee, Case Western Reserve U.; Rosemary A McCowen, Wilfrid Laurier U.
Presenters: Albert J. Mills, St. Mary's U.; Brad S. Long, St. Francis Xavier U.; Jim Grant, Saint Mary's U.; Ellen Elizabeth Rudderham-Gaudet, Saint Mary's U.; Francine Schlosser, U. of Windsor; Amy Warren, Not Specified; James M. Toller, UNB; Douglas H. Flint, U. of New Brunswick; Emmanuel Raufflet, Ecole de HEC; Monique Le Chêne, HEC Montreal

324 SPDW: (ENT) ENT Doctoral Student Consortium
10:00am - 12:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Note: Friday and Saturday sessions to be held at off-site location. Please contact one of the organizers for more information.
Organizers: G. T. Lumpkin, Texas Tech U.; Jeff Covin, Indiana U.

325 SPDW: (ENT) Entrepreneurship & Research Methods
10:00am - 11:30am Atlanta Marriott Marquis: Cluster 3 - London
Open, no restriction on participation
Organizers: Moren Levesque, Case Western Reserve U.; Maria Minniti, Babson College
Moderator: Phillip Phan, Rensselaer Polytechnic Institute
Presenters: Moren Levesque, Case Western Reserve U.; Richard J Arend, U. of Nevada, Las Vegas; Philipp Koellinger, DIW Berlin; Maria Minniti, Babson College
327 SPDW: (ENT, ONE, BPS) Social And Sustainable Entrepreneurship: Defining Terms And Setting A Research Agenda
10:00am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - State
Open, no restrictions on participation
Organizer: Thomas J Dean, U. of Colorado, Boulder
Facilitator: Desiree Pacheco, U. of Colorado, Boulder

328 SPDW: (HR, CAR, GDO, OB, BPS) Teaching About Managing Work-Family-Life Integration As A Leadership Competency
10:00am - 12:00pm Hyatt Regency Atlanta: Piedmont
To pre-register, please send an e-mail to kossek@msu.edu by July 31, 2006. Late registration will be accepted, space permitting.
Coordinator: Ellen E. Kossek, Michigan State U.
Presenter: Stewart D. Friedman, U. of Pennsylvania

329 SPDW: (IM, ITC) Strategies For Collecting Data Overseas
10:00am - 12:00pm Atlanta Marriott Marquis: International 8
Pre-registration is required. Email CV, research interests & a statement on how this PDW will benefit you to Mahendra Joshi at mjoshi@walton.uark.edu
Organizers: Vikas Anand, U. of Arkansas; Mahendra Joshi, U. of Arkansas
Presenters: Daniel C Ganster, U. of Arkansas; John Schaubroeck, Drexel U.; Peter Hom, Arizona State U.; Peter W Dorfman, New Mexico State U.; Mary Zellmer-Bruhn, U. of Minnesota; Vikas Anand, U. of Arkansas; Cynthia Lee, Northeastern U.

330 SPDW: (MED, CMS, TTC, BPS, ONE) Comparing Management Education Journals: AMLE, JME, and ML
10:00am - 11:30am Hyatt Regency Atlanta: Inman
Organizers: Joy E. Beatty, U. of Michigan, Dearborn; Jennifer Leigh, Gettysburg College
Presenters: James R Bailey, George Washington U.; Gordon E Dehler, College of Charleston; Jane Schmidt-Wilk, Maharishi U.; Susan Herman, U. of Alaska, Fairbanks; Ann L Cunliffe, U. of New Mexico

331 SPDW: (MED, NDSC, MEN, HCM) Learning the Art And Craft Of Reviewing: From Best Reviewers Of Today To Best Reviewers Of Tomorrow
10:00am - 12:00pm Hyatt Regency Atlanta: Roswell
Pre-registration required
Chair: Haze Nicole Schepmyer, Massey College, U. of Toronto

332 SPDW: (MED, TTC, CAR, CMS, SIM) Management and the Liberal Arts
10:00am - 12:00pm Hyatt Regency Atlanta: Techwood
Organizers: Michael L Frandsen, Albion College; Sandi L Dinger, Eastern U.; Robert Ledman, Georgia Southwestern State U.; John F.S. Bunch, Benedictine College; Roger Putzel, Saint Michael's College
Presenters: Jennifer Leigh, Gettysburg College; Melisande McCrae, Eastern U.

333 SPDW: (OB, BPS, HR, OMT, RM) The 14th Annual Craft Of Reviewing Workshop
10:00am - 12:00pm Hyatt Regency Atlanta: Hong Kong
Organizers: Joy Humphries Karriker, East Carolina U.; Ekin K. Pellegrini, U. of Missouri, St. Louis
Presenters: Jason Colquitt, U. of Florida; Shaker A. Zahra, U. of Minnesota; Terri A. Scandura, U. of Miami; Margaret Williams, Virginia Commonwealth U.

334 SPDW: (OB, HR) Ask the Editors Panel - Organizational Behavior and Human Resources Management Journal
10:00am - 11:30am Hyatt Regency Atlanta: Hanover C
OB(1.5) HR(5)
Organizers: Daniel Skarlicki, U. of British Columbia; Russell Cropanzano, U. of Arizona
Presenters: Herman Aguinis, U. of Colorado, Denver; Neal M. Ashkanasy, U. of Queensland; Murray Barrick, U. of Iowa; Rodger Griffeth, U. of New Orleans; David A. Harrison, Pennsylvania State U.; Alison Konrad, U. of Western Ontario; Michael Mumford, U. of Oklahoma; Theresa Welbourne, U. of Michigan; Sheldon Zedeck, U. of California, Berkeley

335 SPDW: (OB, OMT, MOC, ODC) Joint Editor’s Panel for Macro Oriented Management Journals
10:00am - 11:30am Hyatt Regency Atlanta: Hanover G
By invitation only.
Organizer: Daniel Skarlicki, U. of British Columbia
Presenters: Linda Argote, Carnegie Mellon University; Joel A.C. Baum, U. of Toronto; Linda Smircich, U. of Massachusetts, Amherst; Russell Cropanzano, U. of Arizona; Paul M Hirsch, Northwestern U.; Donald A Palmer, U. of California, Davis; Mike Wright, Nottingham U.; Edward Zajac, Northwestern U.

336 SPDW: (ODC, MC) “That Was Great!”: More High Impact Activities, Exercises And Approaches For Teaching Or Consulting
10:00am - 12:00pm Hilton Atlanta: Grand Salon A
Workshop on innovative high impact exercises for teaching issues in organizational change
Presenters: Ian Palmer, U. of Technology, Sydney; Chris Worley, U. of Southern California; Richard Dunford, Macquarie U., Sydney; Philip H Mirvis, Independent Consultant; Gavin M. Schwarz, U. of New South Wales; Anthony F Buono, Bentley College; Kenneth W. Kerber, Kerber & Associates

337 SPDW: (OM, RM, TIM, BPS) Working with Configurations
10:00am - 11:30am Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Configuration theory, why it matters, difference from independent main effects, how to use it
Organizer: Suzanne deTreville, U. of Lausanne

338 SPDW: (OM, RM, TIM, BPS) Project Management Research Methods
10:00am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Quebec
Both new and traditional research tools suited to the practical study of projects are described.
Organizer: David L. McLain, SUNY IT Utica
Presenters: Michael J. Zyphur, National U. of Singapore; Sheila Webber, U. of Massachusetts Lowell
339 SPDW: (OMT, ODC, MOC) Editor’s Panel II: OMT/OCD/MOC
10:00am - 12:00pm Atlanta Marriott Marquis: International 9
Open to participants in OMT Jr. Faculty Consortium and OMT/OCD/MOC Doctoral Consortium.

340 : SPDW: (PTC, BPS) Using Practice to Create Knowledge
10:00am - 12:00pm Hilton Atlanta: Carter
Organizer: David Jamieson, Pepperdine U.

10:00am - 12:00pm Hilton Atlanta: Council Room
Featuring speakers from the McKinsey Institute
Organizers: David L. Turnipseed, Indiana U./Purdue U.; Paul Harvey, Florida State U.

342 : SPDW: (RM, BPS) Factor Retention Decisions in Exploratory Factor Analysis
10:00am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Sydney
Pre-registration required by contacting Chuck Pierce at capierce@memphis.edu. There is a $5.00 fee for non members of RM.
Organizer: Jinyan Fan, Hofstra U.

343 SPDW: (RM, NDSC, TIM) Ask the Experts: Quantitative Methods
10:00am - 12:00pm Atlanta Marriott Marquis: Imperial - Salon A
Organizer: Philip L. Roth, Clemson U.
Presenters: Herman Aquinus, U. of Colorado, Denver; Phil Bobko, Gettysburg College; Michael J Burke, Tulane U.; Stephanie L. Castro, Florida Atlantic U.; Gordon W Cheung, The Chinese U. of Hong Kong; Mark Gavin, Oklahoma State U.; Jodi S. Goodman, U. of Connecticut; Mark Griffin, Australian Graduate School of Management; David A Hofmann, U. of North Carolina; Lisa Schurer Lambert, Georgia State U.; Daniel A. Newman, Texas A&M U., College Station; Philip L. Roth, Clemson U.; Fred Switzer, Clemson U.; Larry J. Williams, Virginia Commonwealth U.

344 : SPDW: (TIM, BPS, OCIS) Open Source Software 2: Bridging Theoretical and Methodological Perspectives
10:00am - 11:30am Atlanta Marriott Marquis: International A
Chairs: Joel West, San Jose State U.; Kevin Crowston, Syracuse U.

Facilitators: Alberto Espinosa, American U.; George Westerman, Massachusetts Institute of Technology; David Thomas Weir, Ceram Sophia Antipolis; Manju K Ahuja, Indiana University, Bloomington; Maris G. Martinsons, City U. of Hong Kong; Boh Wai Fong, Nan-yang Technological U.

Beyond the Firm’s Size: Firm Life Cycles and Its Effects on IT Upgrading by Small Businesses | Quyen-Ni Phan, National Cheng Kung U.

The Moderator and Mediator of Organizational Knowledge Creation | Shih-Chieh Fang, National Kaohsiung First U.; Chi-Wei Liu, I-Shou U./ HungKuang Technology U.; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.

The Employment of Outside Knowledge Resources through Flexible Hiring and Joint R&D | Dong Lu, Xidian U.; Shizhong Ai, Xidian U.; Xiujun Cui, Government of Yanta District

Leadership Behavior in Virtual Teams: The Influence on Members’ Creativity and Effectiveness | Ching-Wen Wang, National Chung Hsing U.; Minder Chen, George Mason U.; Kai-Tang Fan, National Chung Hsing U.

Feelings of Ownership: Development of Psychological Ownership Scale in the Context of Technology Use | Sheng-Tsung Hou, National Chengchi U., Taiwan; Yin-Mei Huang, National Chengchi U., Taiwan; Ssu-Chuang Lee, TIM, National Chengchi University; Yu-Ju Lo, TIM, National Chengchi University

Cultural variations and perceptions of media effectiveness | Karen Moustafa, Indiana - Purdue University, Fort Wayne; James R Van Scotter, Louisiana State U.; Fatma Pakdil, Baskent U.; Nadine Jbeily Chamseddine, University of Memphis; Audra I. Mockaitis, Victoria U. of Wellington; Laura Salciuvienė, KTU; Fu-Sheng Tsai, I-Shou U., Taiwan; Ezel Esatoğlu, Ankara U., Turkey; Mustafa Koyuncu, Ericyces University Neuselh; Ling-Ling Wu, National Taiwan University; Kemal Oktem, Hacettepe U.

Sunday 10:15AM

346 : (AAA) Conference Break
10:15am - 10:45pm Hyatt Regency Atlanta: Grand Hall - Break Area
Organizer: George T Solomon, George Washington U.

Sunday 10:30AM

347 : (AAA) AOM Ethics Committee Meeting
10:30am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shanghai-La
Organizer: Terese M. Loncar, Academy of Management

348 : (AAA) 2007 Program Chairs Meeting
10:30am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Organizers: Angelo DeNisi, Tulane U.; Jimmy Le, Academy of Management

349 : (AAC) Midwest Academy of Management Officers Meeting
10:30am - 12:00pm Hyatt Regency Atlanta: Brussels
Organizers: Jeffrey P Katz, Kansas State U.; Jill R Kickul, Simmons College


Section D
**Session Details – Sunday**

**350 : (AAC) Southwest Academy of Management Officers Meeting**
10:30am - 12:00pm Hyatt Regency Atlanta: University
Organizer: Gayle Baugh, U. of West Florida

**351 : (CMS) Explorations In Action Research: Can AR Be ‘Critical’?**
10:30am - 12:00pm Hilton Atlanta: Club Room
Coordinator: Gordon E Dehler, College of Charleston
Presenters: Gordon E Dehler, College of Charleston; Joseph A Raelin, Northeastern U.; Russ Vince, U. of Hull

**352 : (SPDW: (CMS)) Teaching Through Images Of The Multinational Firm:**
10:30am - 12:00pm Hilton Atlanta: Directors Room
Coordinator: Diana Sharpe, Monmouth U.
Presenters: Diana Sharpe, Monmouth U.; Glenn Morgan, U. of Warwick; Simon Collinson, Warwick U.; D Eleanor Westney, Massachusetts Institute of Technology; Jacques Belanger, U. Laval

**353 : (HCM) Publishing in Health Care Management Journals: Perspective from the Authors**
10:30am - 12:00pm Hilton Atlanta: Jackson
Organizer: Trish Reay, U. of Alberta

**354 : (HCM) Integrating Research And Practice: Developing Collaborative Relationships in The Healthcare Industry**
10:30am - 12:00pm Hilton Atlanta: Madison
Organizer: Nancy Borkowski, St. Thomas U.
Presenters: Stephen James O’Connor, U. of Alabama, Birmingham; Peter A Weil, American College of Healthcare Executives; Joe Abel, HFMA; Myron D Fottler, U. of Central Florida

**355 : (SPDW: (MC, PTC)) Management Consulting Communities of Practice**
10:30am - 11:45am Hyatt Regency Atlanta: Hanover F
Keywords: Communities of Practice, Consulting Research
Organizers: Rickie Moore, EM LYON; David J. Blanton, University of Phoenix

**356 : (MH) Becoming Involved in Professional Development**
10:30am - 12:00pm Hilton Atlanta: State Room
Chair: Mary Edie Mobley, Louisiana State U.
Presenters: Leslie Tworoger, Nova Southeastern U.; Alfred A Bolton, Averett U.; Jonathon R. Halbesleben, U. of Missouri; Shawn M. Carraher, Cameron U

**357 : (SPDW: (OMT, BPS, IM)) Hollywood and Beyond – Organization, Institutions and Strategies in the Globalizing Film Industry**
10:30am - 12:00pm Atlanta Marriott Marquis: Chablis & Picard
Organizer: Mark Lorenzen, Copenhagen Business School

**358 : (ONE) Past, Present, And Future Of The ONE Group**
10:30am - 12:00pm Hilton Atlanta: Cabinet Room
Organizer: Mark Cordano, Ithaca College
Presenters: Alfred Allen Marcus, U. of Minnesota; Kate Kearins, Auckland U. of Technology; W Edward Stead, East Tennessee State U.; Irene Henriques, York U.; Mark Cordano, Ithaca College

**Sunday 11:00AM**

**359 : (AAA) Academy of Management Learning and Education Editorial Board Meeting**
11:30am - 1:30pm Atlanta Marriott Marquis: Cluster 5 - Yukon
Organizer: James R Bailey, George Washington U.

**360 : (SPDW: (CM, MED)) How to Do Negotiation Training in Companies**
11:00am - 12:00pm Hyatt Regency Atlanta: Spring
Presenter: Holly Schroth, U. of California, Berkeley

**361 : (SIM) SIM Research Roundtables**
11:00am - 1:00pm Hilton Atlanta: Douglas

**Sunday 11:30AM**

**362 : (ICW) Journal of Management Inquiry Editorial Board Meeting**
11:30am - 1:30pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Organizer: Paul M Hirsch, Northwestern U.

**Sunday 12:00PM**

**363 : (AAA) AOM Fellows Group Committee on Membership Meeting**
12:00pm - 1:00pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Organizer: Kathryn M. Bartol, U. of Maryland

**364 : (AAA) Division Treasurers’ Meeting**
12:00pm - 1:00pm Atlanta Marriott Marquis: Cluster 5 - Shanghai-La

**365 : (AAA) 2007 Professional Development Workshop Chairs Meeting**
12:00pm - 1:30pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Organizer: Jimmy Le, Academy of Management Professional Development Workshop Chair: James P Walsh, U. of Michigan, Ann Arbor

**366 : (AAC) International Theme Committee Meeting**
12:00pm - 2:00pm Hilton Atlanta: Crystal Ballroom B & E
Organizer: Claire A. Simmers, St. Joseph's U.

**Sunday 12:30PM**
Session Details – Sunday

367: (AAC) Western Academy of Management Officers Meeting
12:30pm - 2:00pm Hyatt Regency Atlanta: Brussels
Organizer: James C Spee, U. of Redlands

368: (ICW) Journal of Applied Management and Entrepreneurship Editorial Board Meeting
12:30pm - 2:30pm Hilton Atlanta: Club Room
Organizer: Jane Whitney Gibson, Nova Southeastern U.

Sunday 1:00PM

369: (AAA) Meet the Academy of Management Perspectives Editor
1:00pm - 3:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Organizer: Peter Cappelli, U. of Pennsylvania

370: (AAA) Academy Leadership Forum
1:00pm - 3:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Organizers: Thomas G. Cummings, U. of Southern California; Ken G. Smith, U. of Maryland; Dean Tjosvold, Lingnan U.; Thomas W. Lee, U. of Washington; Angelo DeNisi, Tulane U.; Karen Golden-Biddle, U. of Alberta

371: (AC) Mentoring Committee Meeting
1:00pm - 2:30pm Hilton Atlanta: Directors Room
Organizers: Kenneth R. Gray, Florida A&M U.; Liz Borredon, EDHEC Business School

372: (ICW) Management Faculty of Color Association Business Meeting
1:00pm - 2:30pm Atlanta Marriott Marquis: Trinidad & Madrid
Organizer: Olenda E Johnson, North Carolina A&T State U.

373: (ICW) Organization Science Editorial Meeting
1:00pm - 2:00pm Hilton Atlanta: Board Room
Organizer: Jennifer Kukawa, Carnegie Mellon University

Sunday 1:30PM

374: (AAA) Program Developer Training Session for PDW Chairs
1:30pm - 2:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Organizers: Matthew Suppa, Academy of Management; Bret Hilton, Academy of Management; Jimmy Le, Academy of Management

375: (AAA) Academy of Management Review Editorial Board Meeting
1:30pm - 3:00pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Organizer: Martin J Kilduff, Pennsylvania State U.

376: (AAC) Practice Theme Committee Meeting
1:30pm - 3:00pm Hilton Atlanta: Crystal Ballroom C & D
Organizer: David L. Turnipseed, Indiana U./Purdue U.

377: (ICW) Management Learning Editorial Board Meeting
1:30pm - 3:30pm Atlanta Marriott Marquis: Champagne
Organizer: Bente Elkjær, Danish U. of Education

Sunday 2:00PM

378: (AAA) Program Developer Training Session for Program Chairs
2:00pm - 3:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Organizers: Matthew Suppa, Academy of Management; Bret Hilton, Academy of Management; Jimmy Le, Academy of Management

379: (AAA) MC Executive Committee Meeting
2:00pm - 6:00pm Hyatt Regency Atlanta: Hanover F
Organizer: Andreas Werr, Stockholm School of Economics

380: (AAA) New Member Orientation
2:00pm - 3:30pm Hyatt Regency Atlanta: InfT Ballroom South
Organizer: Regina Greenwood, Kettering U.

381: (ICW) Gathering of Positive Organizational Scholarship (POS)
2:00pm - 3:30pm Atlanta Marriott Marquis: International 4
This mtg of scholars is open to ALL who work in this area or are interested in learning more about POS.
Organizer: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

382: (ICW) Organization Journal Editorial Board meeting
2:00pm - 3:30pm Hilton Atlanta: Cabinet Room
Organizer: Anne Summers, Sage Publications

383: (ICW) Administrative Science Quarterly Editorial Board Meeting
2:00pm - 3:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Organizers: Sally A. Iacovelli, Administrative Science Quarterly; Linda M Johanson, Cornell U.

Sunday 2:30PM

384: (ICW) Journal of Management Editorial Board Meeting
2:30pm - 3:30pm Hilton Atlanta: Grand Salon A
Organizer: Russell Cropanzano, U. of Arizona

Sunday 2:45PM

385: (AAA) Conference Break
2:45pm - 3:15pm Hyatt Regency Atlanta: Grand Hall - Break Area
Organizer: George T Solomon, George Washington U.

Sunday 3:00PM

386: (AAA) Centralized Review System Training Session
3:00pm - 3:30pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Organizers: Matthew Suppa, Academy of Management; Bret Hilton, Academy of Management; Jimmy Le, Academy of Management

387: (AAA) Academy of Management Journal Editorial Board Meeting
3:00pm - 4:30pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Organizer: Sara L Rynes, U. of Iowa

388: (ICW) Administrative Science Quarterly Reception
3:00pm - 5:00pm Hilton Atlanta: Grand Ballroom B
Organizers: Linda M Johanson, Cornell U.; Sally A. Iacovelli, Administrative Science Quarterly
Session Details – Sunday

389: (ICW) Organization Science Reception
3:00pm - 5:00pm Hilton Atlanta: Grand Ballroom C
Organizer: Jennifer Kukawa, Carnegie Mellon University

390: (ITC) ITC - Carolyn Dexter Award Reception
3:00pm - 4:00pm Hilton Atlanta: Crystal Ballroom B & E
Carolyn Dexter Award Reviewers, Nominees, and Past Winners

391: (AAA) OM Executive Committee Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Organizer: Rebecca Duray, U. of Colorado at Colorado Springs

392: (AAA) RM Executive Committee Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: International 2
Organizer: Kwok Leung, City U. of Hong Kong

393: (AAA) BPS Executive Committee Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: International 3
Organizer: James Westphal, U. of Texas, Austin
Division Chair-Elec.: Anita McGahan, Boston U.
Program Chair: Russell Coff, Emory U.
Professional Development Workshop Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Past Chair: Margaret Peteraf, Dartmouth College
Webmaster: Robert R Wiggins, U. of Memphis
Newsletter Editor: Jim Combs, Florida State U.
Treasurer: William Bogner, Georgia State U.

394: (AAA) OMT Executive Committee Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: International 7
Organizer: Pamela R Haunschild, U. of Texas, Austin

395: (AAA) IM Executive Committee Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: International 8
Organizer: D Eleanor Westney, Massachusetts Institute of Technology

396: (AAA) TIM Executive Committee Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: International A
Organizer: Gautam Ahuja, U. of Michigan

397: (AAA) MOC Executive Committee Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: International C
Organizer: Mary J Waller, U. of Maastricht

398: (AAA) HR Executive Committee Meeting
3:30pm - 5:00pm Hyatt Regency Atlanta: Hanover B
Organizer: K. Michele Kacmar, U. of Alabama

399: (AAA) CAR Executive Committee Meeting
3:30pm - 5:00pm Hyatt Regency Atlanta: Hanover D
Organizer: Kerr Inkson, University of Otago

400: (AAA) OB Executive Committee Meeting
3:30pm - 5:00pm Hyatt Regency Atlanta: Hanover G

401: (AAA) GDO Executive Committee Meeting
3:30pm - 5:00pm Hyatt Regency Atlanta: Lenox
Organizer: Martin N. Davidson, U. of Virginia

402: (AAA) CM Executive Committee Meeting
3:30pm - 5:00pm Hyatt Regency Atlanta: Singapore
Organizer: Catherine Tinsley, Georgetown U.

403: (AAA) MED Executive Committee Meeting
3:30pm - 5:00pm Hyatt Regency Atlanta: Techwood
Organizer: Steven Armstrong, U. of Hull

404: (AAA) CMS Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: Club Room
Organizer: Stephen J Jaros, Southern U.

405: (AAA) MSR Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: DeKab
Organizer: David Trott, St. Edwards U.

406: (AAA) SIM Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: Directors Room
Organizer: Kathleen Rehbein, Marquette U.

407: (AAA) ONE Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: Douglas
Organizer: Mark Cordano, Ithaca College

408: (AAA) PNP Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: Embassy Room
Organizer: Matthew Liao-Troth, Western Washington U.

409: (AAA) MH Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: Jefferson
Organizer: Franz T Lohrke, U. of Alabama

410: (AAA) HCM Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: Roosevelt
Organizer: Ruth A Anderson, Duke U.

411: (AAA) ODC Executive Committee Meeting
3:30pm - 5:00pm Hilton Atlanta: Washington
Organizer: George Roth, Massachusetts Institute of Technology

412: (AAC) Southern Management Association Executive Board Meeting
3:30pm - 5:00pm Hyatt Regency Atlanta: Roswell
Organizer: Anson Seers, Virginia Commonwealth U.

413: (AAC) Practice Theme Committee Welcoming Reception
3:30pm - 4:30pm Hilton Atlanta: Crystal Ballroom C & D
Sponsored by McKinsey & Co.
Organizer: David L. Turnipseed, Indiana U./Purdue U.

414: (ICW) Leadership Quarterly Editorial Board Meeting
3:30pm - 5:00pm Atlanta Marriott Marquis: International 10
Organizer: Vicki Wetherell, Elsevier Ltd.
Chair: Michael Mumford, U. of Oklahoma

Sunday 3:30PM

Sunday 4:00PM

415: (ICW) The General Meeting of the Association of Korean Management Scholars (AKMS)

Session Details – Sunday

Sunday 5:00PM

416 : (AAA) ENT Executive Committee Meeting
5:00pm - 6:30pm Atlanta Marriott Marquis: International 1
Organizer: Timothy M Stearns, California State U., Fresno

417 : (AAA) Academy of Management Convocation and Distinguished Executive Speaker
5:00pm - 7:00pm Atlanta Marriott Marquis: Marquis Ballroom I-III
Presiding: Thomas G. Cummings, U. of Southern California
Welcome: Thomas W. Lee, U. of Washington
Distinguished Speaker: Joel Klein, New York City Schools
The State of the Academy of Management | Thomas G. Cummings, U. of Southern California
All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | Stephen P Borgatti, Boston College; Jacob Eisenberg, U. College Dublin
Coming to Grips with Monopolies -- Corporate and Public | Joel Klein, New York City Schools

418 : (AAC) Asia Academy of Management Committee Meeting
5:00pm - 6:00pm Hilton Atlanta: Crystal Ballroom A & F
Organizer: Chung-Ming Lau, Chinese University of Hong Kong

419 : (ICW) Network Leadership Business Meeting
5:00pm - 6:00pm Atlanta Marriott Marquis: International 10
Organizer: Mary Uhl-Bien, U. of Central Florida

420 : (ICW) Warwick Business School Cocktail Party
5:00pm - 7:30pm Hilton Atlanta: Grand Salon E
Organizer: Ann Jackson, U. of Warwick

421 : (MOC) MOC International Members Reception
5:00pm - 6:15pm Atlanta Marriott Marquis: International 8
Organizer: Elizabeth George, Australian Graduate School of Management

422 : (OCIS) OCIS Executive Meeting
5:00pm - 7:00pm Atlanta Marriott Marquis: International 6

Sunday 6:00PM

423 : (AAC) Asia Academy of Management Reception
6:00pm - 8:00pm Hilton Atlanta: Crystal Ballroom A & F
Organizer: Chung-Ming Lau, Chinese University of Hong Kong

424 : (CMS) CMS Social Event
6:00pm - 8:00pm Hilton Atlanta: Crystal Ballroom B & E
Meet up with CMS friends old and new; doctoral students, please do come along.

425 : (ICW) Advanced Institute of Management Research Reception (AIM)
6:00pm - 9:00pm Hilton Atlanta: Crystal Ballroom C & D
Organizer: Andrew Neely, Cranfield U.

426 : (OB) State of Knowledge in Leadership: Reception
6:00pm - 7:30pm Atlanta Marriott Marquis: Copenhagen & Stockholm

Organizer: Mary Uhl-Bien, U. of Central Florida

Sunday 6:30PM

427 : (ICW) Human Relations Reception
6:30pm - 8:30pm Hilton Atlanta: Grand Salon C
Organizer: Alice Gilbertson, Tavistock Institute

Sunday 7:00PM

428 : (AAA) All Academy Reception
7:00pm - 9:00pm Atlanta Marriott Marquis: Imperial Ballroom
Sponsored by: University of Georgia, Terry College of Business and University of St Andrews
Hosts: Thomas W. Lee, U. of Washington; Janet A. Thompson, U. of Washington; Angelo DeNisi, Tulane U.
Local Arrangements Chairs: William P Gallo, U. of New Orleans; Erich Brockmann, U. of New Orleans

429 : (ICW) Journal of Management Education and Organizational Behavior Teaching Society Reception
7:00pm - 9:00pm Hilton Atlanta: Grand Salon A
Organizers: Susan Herman, U. of Alaska, Fairbanks; Jane Schmidt-Wilk, Maharishi U.

430 : (ICW) London Business School Reception
7:00pm - 9:00pm Hilton Atlanta: Monroe
Organizer: Judith O’Connor, London Business School

Sunday 7:30PM

431 : (ICW) Hong Kong University of Science and Technology Reception
7:30pm - 10:00pm Atlanta Marriott Marquis: International 10
Reception to be held by The Department of Management & Organizations, The Hong Kong University of Science and Technology
Organizer: Jiatao Li, Hong Kong U. of Science and Technology

Sunday 8:00PM

432 : (GDO) All in the Family: 5th Annual Reception for LGBT Persons and Friends at the Academy
8:00pm - 10:00pm Hyatt Regency Atlanta: Hanover C
Hosts: Gerardo Okhuysen, U. of Utah; Ron Ophir, York U.

433 : (ICW) National University of Singapore Reception
8:00pm - 10:00pm Atlanta Marriott Marquis: Skyline Terrace - North
Organizers: Elizabeth Boyle, National U. of Singapore; Daniel J. McAllister, National U. of Singapore
Monday 7:15AM

434: (ICW) Journal of Applied Behavioral Science Editorial Board Meeting
7:15am - 8:15am Atlanta Marriott Marquis: Champagne
Organizer: Mark Kurtz, Sage Publications

Monday 7:30AM

435: (IM) International Management Division Welcome
7:30am - 8:20am Atlanta Marriott Marquis: Cluster 1 - Madrid
Come and get an overview of the program and meet with the IMD Executive
Division Chair: D Eleanor Westney, Massachusetts Institute of Technology
Division Chair-Elect.: Ravi Ramamurti, Northeastern U.
Program Chair: Timothy Michael Devinney, Australian Graduate School of Management
Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

436: (TIM) TIM Welcome Breakfast
7:30am - 8:30am Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Meet the officers and members of the TIM Division.

Monday 8:00AM

437: (AAA) Atlanta 2006, LAC
8:00am - 11:00pm Hyatt Regency Atlanta: Chicago C
Local Arrangements Chairs: William P Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans

438: (AAA) Placement Services
8:00am - 4:00pm Hyatt Regency Atlanta: Harris
Placement Services - Registration and Information
Organizer: Scott C. Douglas, U. of Montana

439: (OCIS) OCIS Welcome
8:00am - 8:30am Atlanta Marriott Marquis: International 5

440: (ODC) ODC Welcome and Breakfast
8:00am - 8:30am Hilton Atlanta: Jackson
Join us for breakfast and a review of the upcoming ODC program.
Division Chair: George Roth, Massachusetts Institute of Technology
Division Chair-Elect.: Ram Tenkasi, Benedictine U.
Program Chair: Michael R Manning, New Mexico State U
Professional Development Workshop Chair: Frank J Barrett, Naval Postgraduate School

Monday 8:20AM

441 JS: (GDO, HR, OB) A Decision-Making Perspective on the Work-Family Interface
8:20am - 10:20am Hyatt Regency Atlanta: Inman
Discusant: Steven A.Y. Poelmans, IESE, U. of Navarra
A Conceptual Model of Antecedents and Consequences of Managerial Work/Life Policy Allowance Decision | Steven Dulk, Utrecht U.; Judith de Ruijter, Utrecht U.
Why Not Try it This Way? Overcoming Inhibition and Choosing to Lead in All Domains of Life | Stewart D. Friedman, U. of Pennsylvania

Monday 8:30AM

442: (AAS) Organizational and Managerial Wisdom
8:30am - 10:20am Atlanta Marriott Marquis: International 6
Our symposium will consider several key org. topics by structuring a conversation around the five schools of philosophy at various levels of analysis.
Wisdom & Judgment | Jennifer Jordan, Dartmouth College
Wisdom & Teams | Tjai M. Neilson, George Washington U.; Amy C. Edmondson, Harvard U.
Wisdom & Systems | Paul R Lawrence, Harvard U.
Wisdom & Virtue | Jean M. Bartunek, Boston College; Jordi Trullen, Boston College
Wisdom & Negotiation | Roy J. Lewicki, Ohio State U.
Wisdom & Leadership | Robert Hooijberg, IMD; Jay Alden Conger, Claremont McKenna College
Wisdom & Values | Edwin A Locke, U. of Maryland, College Park
Wisdom & Emotion | Richard E. Boyatzis, Case Western Reserve U.
Wisdom & Sensemaking | Dennis A Gioia, Pennsylvania State U.
Wisdom & Culture | Christopher Earley, National U. of Singapore
Wisdom & Influence | Tyrone S. Pitits, U. of Technology, Sydney; Stewart Clegg, U. of Technology, Sydney
Wisdom & Education | Cynthia Fukami, U. of Denver
Wisdom & International Management | Nancy J Adler, McGill U.

443: (AAS) Developing Responsible Leadership & Action for the Knowledge Economy and the Rest of the World
8:30am - 10:20am Atlanta Marriott Marquis: International 7
Organizers: Sandra Waddock, Boston College; Joseph W Weiss, Bentley College
Facing the Broad Challenges: Global Governance, Transformation, and Informed Individuals | James E Post, Boston U.
Individual Leadership Needs and Challenges: Holistic Thinking and Integrity | Sandra Waddock, Boston College
The Vilification of Those Who Care | Robert A Giacalone, Temple U.
Positive-sum and Zero-sum Solutions: Coping with Xenophobia, Job Loss, and Worse | James P Walsh, U. of Michigan, Ann Arbor
444 (AAS) Serving the Public Concern Through Virtuous Management in Crises, “Ordinary,” & Exemplary Times
8:30am - 10:20am Hilton Atlanta: Grand Ballroom C
Chair: Charles C Manz, U. of Massachusetts, Amherst; Kim Cameron, U. of Michigan; Karen Manz, Hartford Seminary
Compassion, 9/11 and Reuters | Jane E Dutton, U. of Michigan, Ann Arbor

Spectacular performance - The Rocky Flats Case | Kim Cameron, U. of Michigan
Cases involving Executive Hubris and Scandals such as Enron ... | Andre L Delbecq, Santa Clara U.
The Social Sector | Joseph Macariello, Claremont International Considerations | Geert Hofstede, Tilburg U.
Management Education | Robert Marx, U. of Massachusetts, Amherst
Tempered Radicals | Debra Meyerson, Stanford U.
Appreciative Inquiry | David L Cooperider, Case Western Reserve U.
Virtuous Shared Leadership | Craig L Pearce, Claremont Graduate U.
Mr. (Fred) Rogers and Mentoring | Ian Mitroff, U. of Southern California

445 (AAS) Enacting the News: Real-Time Learning and Organizing in Newsrooms
8:30am - 10:20am Hilton Atlanta: Grand Ballroom D
News orgs. shape org. & public life. Key elements of organizational theory will be linked with organizational practice in news organizations.
Chair: Daniel A. Gruber, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor
Discussant: Karl E Weick, U. of Michigan, Ann Arbor
Newsbreaking and sensemaking: an orienting analysis of theory and practice in newsrooms | Daniel A. Gruber, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor
Organizing and Reporting the News at CNN | Nancy Lane, CNN
Organizing and Reporting the News at the Atlanta Journal Constitution | Bert Roughton Jr., Atlanta Journal Constitution Learning and Tension in the “White Space” of Organizations: Reporting the Public Concern | J Stuart Bunderson, Washington U.; Ryan Quinn, U. of Virginia
News at Work: Divergent Logics of Organizing in the Production of Hard and Soft Online News | Pablo J. Boczkowski, Northwestern U.
Presenters: J Stuart Bunderson, Washington U.; Ryan Quinn, U. of Virginia; Pablo J. Boczkowski, Northwestern U.; Nancy Lane, CNN; Bert Roughton Jr., Atlanta Journal Constitution

446 (AAS) In Search of Mediocrity: Contrarian Perspectives on Competence and Incompetence
8:30am - 10:20am Hilton Atlanta: Grand Salon B
Organizer: Erwin Danneels, Worcester Polytechnic Institute
Presenters: Joyce Ehrlinger, Florida State U.; Sydney Finkelstein, Dartmouth College; Deborah J Dougheerty, Rutgers U.; Jerker C. Denrell, Stanford U.; Erwin Danneels, Worcester Polytechnic Institute

447 (Paper Session) (BPS) Networks: Dotting the "i" in Alliances (Alliance Capabilities)
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Cabinet
Chair: Shelly McCallum, St. Ambrose U.
Facilitator: Brian S. Silverman, U. of Toronto
Contract Design as a Firm Capability: An Integration of Learning and Transaction Cost Perspectives | Nicholas Argyres, Boston U.; Kyle J Mayer, U. of Southern California
Drivers of Organizational Modularity - a Cross Sectional Study of U.S. Manufacturing Industries | Liang-Chieh Cheng, University of Maryland, College Park; Curt Grimm, U. of Maryland; Martin Dresner, University of Maryland, College Park

448 (Paper Session) (BPS) Competitive Advantage: Performance Anxiety (What is Performance Anyway?)
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - State
Chair: Robert J Griffith, U. of Texas, San Antonio
Facilitator: Steven Postrel, Southern Methodist U.
Internal Performance Evaluation: the Case of Bank Branches | Pilar Marques-Gou, Universitat de Girona; Emili Grifell-Tatje, U. Autonoma of Barcelona
A Proposed Structure for Comparing Definitions of Long Run Performance across Research Studies | David Souder, U. of Minnesota

449 (Paper Session) (BPS) Strategy Process: Top Management Teams With Personality
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Sydney
Chair: Christine H Mooney, Indiana U.
Discussant: Joseph Porac, New York University
Top Managers’ Dispositional Optimism and Firm Search | Chris Papenhausen, U. of Massachusetts, Dartmouth
The Influence of CEO Personality and Tenure on Organizational-level Approach to Innovation | Martina Musteen, San Diego State U.; Vincent L Barker, U. of Kansas; Virginia L. Baeten, Brown County Association for Retarded Citizens
The Narcissistic CEO: An Exploratory Study of Indicators and Strategic Consequences | Arijit Chatterjee, Pennsylvania State U.; Donald C. Hambrick, Pennsylvania State U.
How Contrasting Emotions Can Enhance Strategic Agility | Quy Nguyen Huy, INSEAD

450 (Paper Session) (BPS) Industry Dynamics: Geographically Desirable (Clusters)
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Zurich
Session Details – Monday

Chair: Candace Ybarra, Chapman University
Facilitator: Varghese P. George, U. of Massachusetts, Boston

541 (Paper Session) - (BPS) Networks: Good Friend/Bad Friend (Determinants of Alliance Success)
8:30am - 10:20am Atlanta Marriott Marquis: International 8
Chair: Remzi Gozubuyuk, U. of Minnesota
Facilitator: Phanish Puranam, London Business School

The Costs and Benefits of Intra-firm Networks: An Embeddedness Perspective | Karolin Marx, U. of St. Gallen; Christoph F. Lechner, U. of St. Gallen; Steven W Floyd, U. of St. Gallen

Relational Orientation and Knowledge Management in Strategic Alliances: A Contingency View | Vishal K. Gupta, U. of Missouri, Columbia; Yanfeng Zheng, U. of Wisconsin, Madison

The Relationship between Controls and Partner Learning in German Telecommunications Alliances | Mona V Makhlja, Ohio State U.; Thomas Mellewigt, U. of Paderborn; Glenn Hoelter, U. of Illinois, Urbana-Champaign

542 (Paper Session) - (BPS) Strategy Process:
Visualizing Planning
8:30am - 10:20am Atlanta Marriott Marquis: Marquis Salon IV - BPS 1
Presented on Panels 20-30

Middle Managers and Strategic Change Implementation: Entrepreneurship vs Opportunism | Katsuhiko Shimizu, U. of Texas, San Antonio

Academic Gobbledygook & Executive Practice: An Examination Of Scholar–Practitioner Alignment | James H Davis, Notre Dame; John G Keane, U. of Notre Dame

Oxygen Corp.'s Response to the Internet: An Analytical Narrative to introduce Micro-changes. | Jyoti Bachani, University of Redlands

The Patterns in Firms’ Resource Investment Strategies: Do Managers and Past Performance Shape them? | Angelina Zubac, U. of Adelaide; Graham Hubbard, U. of Adelaide; Lester Johnson, U. of Melbourne

The Value of Group Affiliation Revisited: A Focus on Organizational Trait and Institutional Context | Xufei Ma, National U. of Singapore; Jane Lu, Singapore Management U.

Autonomous Strategic Activity: Opening the Black Box of Emergent Strategy | Laurent Mirabeau, McGill U.

553 SHCS: (BPS, OMT) Capital Market Effects on Product Market Strategies
8:30am - 10:20am Atlanta Marriott Marquis: Marquis - Salon I
Chairs: Javier Gimeno, INSEAD; Yu Zhang, INSEAD
Discussants: Marvin Lieberman, U. of California, Los Angeles; Mark Mizuchi, University of Michigan


Sense-Giving as Corporate Strategy: Antecedents and Consequences of the Use of Symbolic Language in Corporate Quarterly Earnings Announcements | Jo-Ellen Pozner, Northwestern U.; Edward Zajac, Northwestern U.

Strategic Behavior under Capital Market Pressure: Evidence from the U.S. Airline Industry | Yu Zhang, INSEAD; Javier Gimeno, INSEAD

Winner of OMT Division Best Symposium Proposal Award

8:30am - 10:20am Atlanta Marriott Marquis: International 9
Discussant: Jay B Barney, Ohio State U.
Participants: Maurizio Zollo, INSEAD; Steven White, INSEAD; Antonio Tencati, Bocconi U.; Kai N. Hockerts, Copenhagen Business School

555 JS: (BPS, TIM, OMT) Technology and Firm Boundaries: Unravelling Contingencies through a Pluralistic Perspective
8:30am - 10:20am Atlanta Marriott Marquis: International 10
Chair: Giammario Verona, Bocconi U.
Discussant: Paul Laurence Robertson, The Brisbane Institute
Presenters: Allan N Afuah, U. of Michigan; Alfonso Gambardella, Bocconi U.; Raghu Garud, Penn State University; Richard N. Langlois, U. of Connecticut; Desiree Monty, LRHA

546 (Paper Session) - (CAR) The Ins and Outs of Women’s Careers: Transitions, Leadership Roles and Spousal Support
8:30am - 10:20am Hyatt Regency Atlanta: Cairo
Chair: Lorraine Dyke, Carleton U.
Session Details – Monday

**457** ◆ SHCS: (CAR, RM) Learning from Career Histories: Knowledge, Action and Research Concerns
8:30am - 10:20am Atlanta Marriott Marquis: Marquis - Salon II

**Chair:** Elizabeth Craig, Boston U.

Career Complexity as a Lens for Understanding Careers | Elizabeth Craig, Boston U.; Mireia Las Heras, Boston U.; Kathy E. Kram, Boston U.; Douglas T. Hall, Boston U.; Guorong Zhu, Hay Group

Scars or Blemishes? How Unemployment Spells Affect Worker Mobility | Stefanie L. Wilk, Ohio State U.


Career Histories in a Relational Context | Monica Higgins, Harvard U.

8:30am - 10:20am Hyatt Regency Atlanta: Brussels

**Organizers:** Barrie E. Litzky, Pennsylvania State U.; Great Valley; Tammy MacLean, Suffolk U.

**459** ◆ CAU: (CAU) The Role and Impact of Distance Education Programs
8:30am - 10:20am Hyatt Regency Atlanta: Geneva

**Organizer:** Harish Chandan, Argosy University, Atlanta

**460** : (Paper Session) - (CM) Social Comparison and Social Accounts: Underlying Cognition and (Often) Overlooked Language
8:30am - 10:20am Hyatt Regency Atlanta: Hanover A

**Chair:** Anthony Cobb, Virginia Tech

Rankings and Competition: Social Comparison in the Shadow of Standards | Stephen M Garcia, U. of Michigan; Avishalom Tor, Haifa U.

Face Concerns and Offenders' Misperceptions of Victims' Reactions to Apologies and Excuses | Kristina Diekmann, U. of Utah; Kristin Smith-Crowe, U. of Utah; Sheli Silitto, U. of Utah; Renee Oatway Tynan, U. of Notre Dame

Vocabulary of Games: Language as a Tool for Decision Making | Jeffrey Loewenstein, U. of Texas, Austin; Josh W Keller, U. of Texas, Austin

A Social-Cognitive Model of Social Accounting: Specification and Propositions | Anthony Cobb, Virginia Tech

**461** : (CM) Reversals of Fortune: The Downsides of Power, Information and Trust in Dyadic Negotiations
8:30am - 10:20am Hyatt Regency Atlanta: Hanover C

**Chair:** Scott Wiltermuth, Stanford U

Discussant: Max H Bazerman, Harvard U.

Suspending Judgments to Create Value: Suspicion, Distrust, and Trust in Negotiations | Marwan Sinaceur, INSEAD

Finding Value in Hierarchies: Understanding the Process behind Value Creation in Hierarchical Groups | M. Inesi, Stanford U

Hearing the Crying of the Lamb: Why Sadness Expression may Help Claim Value in Negotiations | Shirli Kopelman, U. of Michigan, Ann Arbor; Marwan Sinaceur, INSEAD

**462** SHCS: (CM, HR, OB) Organizational Justice Threads in Mainstream Management Fabric
8:30am - 10:20am Hilton Atlanta: Grand Salon C

**Chairs:** Jason Colquitt, U. of Florida; Jerald Greenberg, Ohio State U.

Discussant: Jerald Greenberg, Ohio State U.

The Effects of Procedural and Interactional Justice on Self-Set Goals and Intrinsic Motivation | Jason Colquitt, U. of Florida; Cindy P. Zapata-Phelan, University of Florida; Brent A. Scott, University of Florida; Beth Ann Livingston, U. of Florida

Procedural Justice or Major Organizational Change: Which Impacts Employees' Stress More? | Stephen Gilliland, U. of Arizona; Layne Paddock, University of Florida

Procedural Justice Effects on Negative Emotions as a Function of Leaders' Passion | David De Cremer, Tilburg U.

Organizational Politics and Work Outcomes: The Mediating Role of Procedural Justice | Samuel Aryee, Aston University; Li-yun Sun, Macau U. of Science and Technology; Dail Fields, Regent U.; Yaw Abeagye Debrah, Brunel U.; Pawan S. Budharw, Aston U.

**463** SHCS: (CM, RM, OB) A Better Look at Social Process: Analyzing Data from Dyads and Groups
8:30am - 10:20am Hilton Atlanta: Grand Salon A

**Chair:** Jennifer R. Overbeck, U. of Southern California

Discussant: Elizabeth A Mannix, Cornell U.

Analyzing Data from Dyads: Preserving Individual Responses and Controlling for Dependence | Jennifer R. Overbeck, U. of Southern California

The Social Relations Model: Analyzing Group-Member Behavior with Precision and Power | Cameron Anderson, U. of California, Berkeley


**464** ◆ ◆ ◆ : (Paper Session) - (CMS) Critical Management Studies - Visual Session
8:30am - 10:20am Atlanta Marriott Marquis: Marquis Salon IV - CMS


Section D
Session Details – Monday

Come and support CMS IG presenters with their visual presentations! Presented on Panels 1-8

Education-oriented
Further Directions for Social Movement Collective Action Framing and Strategic Frame Alignment | Marc Hoffman Lavine, Boston College

To Be Different: A Romantic Illusion? | Richard Pin, U. of Lille 1

Irony, Rhetoric, and Discursive Adaptive Capacity in Organizations | James R Barker, U. of Waikato

Internationalization and Deliberative Democracy - A Preliminary Attempt for a Normative Framework | Ulf Henning Richter, HEC, U. of Lausanne; Patrick Schueffel, HEC, U. of Lausanne

Theorizing Emotional Ontology: Towards the Emancipation of Organizational Emotionality | Efstratios Ramogiou, Cambridge U.

Revisiting "The Tacit Component" in International Knowledge Transfer | Elizabeth Siler, U. of Massachusetts, Amherst

A Hypothesis-Verifying Publication Norm Leading to (Non-)Significant Management Research? | Anna Stafsudd, Lund U.

The Intimacy of Management - Codified Construction of Selves | Betina Wolfgang Rennison, Copenhagen U.

465: (Paper Session) - (CMS) Encounters with Globalization(s) and Empire(s)
8:30am - 10:20am Atlanta Marriott Marquis: Tigris & Danube
Critical Perspectives on Globalizing Institutions and Discourses
Chair: Rafael Alcadipani Da Silveira, U. of Manchester
Discussant: Atira Cherise Charles, Arizona State U.

Imperialism and the Politics of Necrocapitalism | Bobby Banerjee, U. of South Australia
Applying the Dominant Logic Construct to MNCs: An Epistemic Re-Presentation of the Global Firm | Jann-Marie Halvorsen Culhane, Flagler College

Best CMS Paper Nominee

466: (Paper Session) - (ENT) Starting New Ventures
8:30am - 10:20am Hilton Atlanta: Council/Cabinet Room
Chair: Richard DeMartino, Rochester Institute of Technology
Clear & Present Danger: Effects of Regional Murder & Kidnapping Rates on NF Survival in Colombia | Shon R Hiatt, Cornell U.
Entry, Exit and Turbulence in High Growth and Declining Markets | Rui Baptista, Instituto Superior Tecnico
Operational Planning and Control in Entrepreneurial Firms: The Moderating Effect of Uncertainty | Malte Brettel, Aachen U. (RWTH); Florian Heinemann, Aachen U. (RWTH); Tim Hiddemann, Aachen University of Technology (RWTH)

Competitive Advantage of Canadian High Technology SMEs | Ronel Erwee, U. of Southern Queensland; Sherry Lee Price, Okanagan College

467: (Paper Session) - (ENT) Entrepreneurial Strategy
8:30am - 10:20am Hilton Atlanta: Crystal Ballroom C & D
Chair: Brian Connelly, Texas A&M U.
The Role of Knowledge in Strategy Choice During New Venture Formation | Michael J. Fern, U. of Victoria; Laura B. Cardinal, Tulane U.; Hugh Oneill, North Carolina U., Chapel Hill
The Importance of Strategic Planning in Small New Ventures: Overview and New Empirical Data | Sascha Kraus, U. of Oldenburg; Rainer Harms, U. of Klagenfurt; Erich Schwarz, U. of Klagenfurt

Entrepreneurial Strategies in a Declining Industry | William Burpitt, Elon U.; Sally W Fowler, American U.
Organizational Conditions to Enhance Innovation Processes in Entrepreneurial Firms | Davide Ravasi, Bocconi U.; Dino Ruta, Bocconi School of Management

468: (Paper Session) - (ENT) Entrepreneurship Theory
8:30am - 10:20am Hilton Atlanta: Embassy Room
Chair: Mark L Hoelscher, Illinois State U.
A Model of Entrepreneurship Theory for Educators, Entrepreneurs, Business Leaders, and Communities | W. Paul Olsen, U. of Louisville; Bruce H Kemelgor, U. of Louisville
A Meta-analytic Review of the Dynamic Role of Personality in Entrepreneurship | Hao Zhao, Rensselaer Polytechnic Institute; Scott Seibert, Melbourne Business School; G. T. Lumpkin, Texas Tech U.

469: (Paper Session) - (ENT) Corporate Venturing & Spin-offs
8:30am - 10:20am Hilton Atlanta: Washington
Chair: Steven Walter Bradley, Indiana U., Bloomington
Entrepreneurship and Strategy Development Processes within Subsidiaries of MNCs | Pamela C Sharkey Scott, Dublin Institute of Technology; Patrick Gibbons, U. of College Dublin
Resource and Social Capital Explanations for the Growth of High-Tech Spin-offs | Victor Scholten, RSM Erasmus U.; Tom Elfring, Free U., Amsterdam; Onno Omta, Wageningen U.; Ron Kemp, EIM Small Business Research and Consultancy
A Model of Antecedents and Characteristics of Corporate Spin-Offs | Els Van de Velde, Ghent U.; Bart Clarysse, Vlerick Leuven Ghent Management School

470: (Paper Session) - (GDO) The Way It Is?: Working Around and Within “the Systems” of Gender and Race


Section D


Session Details – Monday

8:30am - 10:20am Hyatt Regency Atlanta: Lenox
Chair: Yvonne Benschop, Radboud U., Nijmegen
Discussant: Chetan Joshi, U. of Western Ontario

- Knowing "Entrepreneurship" Through Feminist Epistemologies | Kristina A. Bourne, U. of Wisconsin, Eau Claire; Marta B. Calas, U. of Massachusetts, Amherst; Linda Smirich, U. of Massachusetts, Amherst
- The Impact of Race-Based Achievement Gaps on Perceptions of Test Validity | Miguel M. Unzueta, Stanford U.
- Cross-Cultural Competence and Power Based Rules: A Native American Case Study | Gelaye Debebe, George Washington U.

471 JS: (GDO, CAR, OB) New Perspectives on Managing Across Difference in Organizations
8:30am - 10:20am Hyatt Regency Atlanta: Kennesaw
Discussant: David A. Thomas, Harvard U.
Managing Across the Invisible Divide: Invisible Stigmas and Positive Work Relationships | Belle Rose Ragins, U. of Wisconsin, Milwaukee
Delving Beneath the Surface: Reconstructing Diversity Through Interpersonal Encounters | Laura Morgan Roberts, Harvard U.; Sandra Cha, McGill U.
Building and Sustaining Relationships Across Difference | Martin N. Davidson, U. of Virginia; Erika H. James, U. of Virginia
Erasing Race: Positive Emotions Reduce Racial Biases in Facial Recognition and Categorization | Kareem Johnson, Temple U.
The Effects of Positive Intergroup Contact on Reducing Intergroup Tension in Organizations | Modupe Akinola, Harvard U.; Wendy Mendes, Harvard U.

472 (HCM) Health Care Management Division Business Meeting
8:30am - 10:20am Hilton Atlanta: Gwinnett
Division Chair: Ruth A Anderson, Duke U.
Division Chair-Elect: Jane Banaszak-Holl, U. of Michigan, Ann Arbor
Program Chair: Timothy Hoff, State U. of New York, Albany

473 JS: (HR) Welcome and Awards Ceremony
8:30am - 10:20am Hyatt Regency Atlanta: Hanover B

474 JS: (HR, MED) Toward the Successful Integration of Training and Technology in the Workplace
8:30am - 10:20am Hyatt Regency Atlanta: Hanover F
Discussant: Eduardo Salas, U. of Central Florida
The Effects of Independent and Dependent Seductive Details on Training Outcomes | Courtney Van Overberge, Illinois Institute of Technology; Jaime Kuo, Illinois Institute of Technology; Eyal Ronen, Illinois Institute of Technology; Adrienne Chin-Perez, Illinois Institute of Technology; Rupa Patel, Illinois Institute of Technology; Annette Towler, Illinois Institute of Technology; Kurt Kraiger, Colorado State U.
Prompting Self-Regulation to Improve Learning Outcomes in Learner-Controlled Online Training | Traci Sitzmann, Advanced Distributed Learning
The Dynamic Impact of Training Reactions During the Implementation of New Technologies | Matthew Pearsall, U. of Arizona; Miguel Quinones, U. of Arizona

475 JS: (HR, OB) Moderators Matter-A Discussion of Novel Moderators in the Goal Orientation Performance Relationship
8:30am - 10:20am Hyatt Regency Atlanta: Manila
Chair: Anuradha Ramesh, U. of Maryland, College Park
Discussant: Gerard H Seijts, U. of Western Ontario
How can Goal Orientation Research Advance? The Crucial Role of Moderator Variables. | Don Vandewalle, Southern Methodist U.
The Importance of Situational Demands in Understanding Goal Orientation | Karen Van Dam, Tilburg U.

476 (HR, RM, IM) International HRM Research: Challenges and Lessons Learned from the Field
8:30am - 10:20am Hyatt Regency Atlanta: Singapore
Chair: Mary A. Gowan, George Washington U.
Challenges of Identifying the Sample and Collecting Data from U.S.-Mexican Joint Ventures | Pramila Rao, Marymount U.; Mary A. Gowan, George Washington U.
Researching Recruitment of the African Diaspora at an International Conference | Mary R. Watson, New School U.
Opportunities and Challenges in the International Assembly Plant Study | John Paul MacDuffie, U. of Pennsylvania; Frits Pfl, U. of Pittsburgh; Jaewon Kim, Wharton, U. of Penn
Using the HRM Indicators of the Hay Management Group | Hetty Van Emmerik, Utrecht U.; Martin C. Ewema, Utrecht U.; Hein Wendt, Hay Group bv
Managing Data Collection in a Global Context: Work in Seven Countries | Irene Hau-siu Chow, The Chinese U of HK
The Global HRM Project | Xiaoya Liang, Fudan U.; Paul Miesing, State U. of New York, Albany

477 (Paper Session) - (IM) Politics and Institutional Influence on MNC Behavior
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Chair: Jonathan P Doh, Villanova U.
Discussant: Carlos Rufin, Babson College

- How Do Long-Term Project Investors “Vote” In Developing Country Elections? | Paul M Vaaler, UIUC; Burkhard N. Schrage, Singapore Management U.
- Institutional Quality, Political Networking, and Firm Growth: A Cross-Country Analysis | Qi Zhou, Ohio State U.; Mike
Session Details – Monday

478 → (Paper Session) - (IM) The Role of Knowledge in International Expansion
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Chair: Hamid H Kazerony, Phoenix U.
Discussant: Ayesha Malhotra, U. of Calgary
Factors Influencing Knowledge Flows Within MNCs | Niels G. Noorderhaven, Tilburg U.; Anne-Wil Harzing, U. of Melbourne
Knowledge and Experience in the Internationalization of American Internet Firms | Robert Ware, Savannah State U.

479 → (Paper Session) - (IM) New Products and New Knowledge in the Global Context
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Madrid
Chair: Andreas Michael Klossek, Freiberg U.
Discussant: Haryanto Haryanto, Monmouth College
Global Sensing and Sensibility - A Matching Assessment of Foreign Sources for Innovation | Wolfgang Sofka, Centre for European Economic Research; Thorsten Andreas Teichert, U. of Hamburg
Subsidiary Interdependencies in New Product Development and Local Linkages | Dirk Michael Boehe, Universidade de Fortaleza
IM Best Paper from an Under-represented Country Finalist | Cheng-Min Chuang, National Taiwan U.; Kuen-Shiou Yang, National Taiwan U.

480 → (Paper Session) - (IM) Expatriates: Foreign Assignment Choice, Individual Characteristics and Success
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: Mark Fenton-O’Creevy, Open U.
Discussant: Mason A Carpenter, U. of Wisconsin, Madison
Why Do They Go? Factors Influencing the Decision to Accept an International Assignment | Michael Dickmann, Cranfield U.; Noeline Doherty, Cranfield U.; Chris Brewster, Henley Management College
Beyond Adjustment: Complex Roles of Personality and Health-Related Strains in Expatriate Experiences | Hong Ren, Pennsylvania State U.; David A. Harrison, Pennsylvania State U.; Purnima Bhaskar-Shrinivas, Pennsylvania State U.; Margaret Shaffer, U. of Wisconsin, Milwaukee
Predicting the Expatriation Willingness of Prospective Domestic Entry-Level Job Applicants | Stefan T. Mol,
484: (Paper Session) - (IP) Identity and Impact on Job Outcomes
8:30am - 10:20am Hyatt Regency Atlanta: Regency V - Table A3
Facilitator: Gary Davies, U. of Manchester
MH: Management and Art Views of Depression Era Workers: The Need for an Organizational-Arts Perspective | Elizabeth M Doherty, St. Joseph’s U.
HR: The Agreeableness of the Employer Brand as a Mediator in Promoting Identification and Commitment | Gary Davies, U. of Manchester; Rosa Chun, Manchester Business School
IM: Offshore Call Centers: “Sites” and “Sights” of Globalization | Sarbjeet Singh Rayat, U. of Massachusetts, Amherst

485: (Paper Session) - (IP) Technology Change and Evolution of Industry Structure
8:30am - 10:20am Hyatt Regency Atlanta: Regency V - Table A4
Facilitator: Sandra Slaughter, Carnegie Mellon University
TIM: Technological Change within Nested Hierarchies: The Case of the Information Technology Sector | Jeffrey Lee Funk, Hitotsubashi U.
OMT: The Emergence of New Industries - Contestation and Negotiation between Nanotechnology Communities | Stine Grodal, Stanford U
TIM: Technology Interactions in the Presence of Network Effects | Veneta Andonova, U. de los Andes, Colombia; Antonio Ladrón de Guevara, Pompeu Fabra U.

486: (Paper Session) - (IP) Applications of 'Dynamic Capability' and Research Directions
8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B1
Facilitator: Leonard H Friedman, Oregon State U.
HCM: Team Level Tacit Knowledge and Related Characteristics of High Performing Health Care Teams | Leonard H Friedman, Oregon State U.; Stephanie L. Bernell, Oregon State U.
OMT: Further Explaining the Relationship between Social Capital and Dynamic Capabilities | Ashley Davis, University of Georgia
HCM: Identifying, Enabling and Managing Dynamic Capabilities | Amy L Pablo, Univ of Calgary; Jim Dewald, University of Calgary; Trish Reay, U. of Alberta; Ann Casebeer, University of Calgary
TIM: Dynamic Capabilities in the Wireline Telecom Industry: The Case of a Network Service Provider | Carsten Zimmermann, U. of Cambridge; Ronald Klingebiel, U. of Cambridge; Dieter Lange, Cap Gemini Ernst & Young

487: (Paper Session) - (IP) Group and Individual Sensemaking
8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B2
Facilitator: Charles J. Fornaciari, Florida Gulf Coast U.
MOC: Typifying Competing Rationalities: A Novel Heuristic Framework | Charlotte Cloutier, HEC Montreal; Ann Langley, HEC Montreal
OMT: Ritual and Sensemaking in a Community of University Students | Andrew D. Brown, University of Bath
HCM: Action Sensemaking: Making Sense of Technology Using Action Research Principles | Chris Dymek, Pepperdine University

488: (Paper Session) - (IP) Organizational Learning in Strategic Alliances
8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B3
Facilitator: Andrew Inkpen, Thunderbird, American Graduate School of International Mgmt.
BPS: Repeated Partners and Repeated Modes: An Analysis of Alliances, Learning, and Performance | Maheshkumar P Joshi, George Mason U.; Hyung-Deok Shin, George Mason U.; Andrew Inkpen, Thunderbird, American Graduate School of International Mgmt.
TIM: Managing R&D Alliances in the Presence of Knowledge Fusion | Melissa M. Appleyard, Portland State U.; Beverly B. Tyler, North Carolina State U.; Clara Y. Wang, Not Specified; David Garten, Portland State U
BPS: Learning and Leakage in Alliances: Benefits and Tradeoffs from Firm-Determined Factors | Miguel Rivera-Santos, Babson College; Pierre Dussauge, HEC Paris
PNP: Examining Academic-Practitioner Collaboration in a New Context: Engineering Research Centers | Emily M Hunter, U. of Houston; Sara K Jansen, University of Houston; Steven C Currall, University College London/London Business School
MC: Deconstructing the Inter-organizational Strategising
Event: A Post-structuralist Approach | Don Antunes, IMD

489: (Paper Session) - (IP) Perspectives on Strategic Outsourcing
8:30am - 10:20am Hyatt Regency Atlanta: Regency VI - Table B4
Facilitator: Mahmoud Zaidi, U of Minnesota

à TIM: A Theory of Risks to Business Process Outsourcing
Client | Yuewei Shi, The Monterey Institute
BPS: Strategic Outsourcing Relationship: Moving Towards a Relational View of the Firm | Anju Mehta, Auburn U; Nikhil Mehta, Auburn U
BPS: Strategic Outsourcing: Can Outsourcing Contribute to Competitive Advantage? | Jerome Barthelemy, ESSEC

à OM: Giving Meaning to the Meaningful: A Comprehensive Model of Buyer/Supplier Relationships | Faiza M. Khoja, U. of Houston- Downtown; Jeff Adams, U. of Houston- Downtown
à IM: Global Outsourcing of Services | Thomas Norman, University of Minnesota; Mahmoud Zaidi, U of Minnesota

490: (Paper Session) - (IP) Role and Impact of Conflict in Joint Ventures
8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C1
Facilitator: M.V. Shyam Kumar, City U. of New York, Baruch College

à BPS: Differential Effects Of Joint Ventures On Partner Performance | M.V. Shyam Kumar, City U. of New York, Baruch College
BPS: Partnering | Gary Dushnitsky, U. of Pennsylvania; J Myles Shaver, U. of Minnesota
à BPS: Alliances and Their Effect on Perceptions of Firms’ Value | Patrizia Porrini, Long Island U.
à IM: Contracts and Conflict Resolution Strategies in Foreign Ventures | George O. White III, U. of Texas at El Paso; Janice R Joplin, U. of Texas at El Paso

491: (Paper Session) - (IP) Entry From and Into Foreign Markets
8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: Jan Selmer, Aarhus School of Business

à IM: Internationalising Chinese Management | Nicholas O’Regan, Middlesex U.; Alex Mackinnon, Middlesex U.; Jonathan Liu, Middlesex U.
à BPS: Resource-Based View of FDI: Care Studies of Leading Chinese Multinationals in Developed Countries | Ping Deng, Maryville University of St. Louis
à IM: Internationalization and Foreign Market Entry of US Graduate Schools: An Empirical Study | David A. Grossman, Florida Southern College; Rajshekhar G. Javalgi, Cleveland State U
à IM: No Strategy is an Island to Itself: China First-Mover and Other FDI Strategies’ Interaction Effects | Bradley James Koch, Nanyang Technological U.

492: (Paper Session) - (IP) Interorganizational Learning and Knowledge Creation
8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C3
Facilitator: Yasmin Merali, Warwick Business School

à ODC: The Development of New Organizational Capabilities: A Design-based Model for Managerial Action | Susan A Mohrman, University of Southern California; Peter H. Docherty, National Institute of Working Life; A.B Rami Shani, California Polytechnic State U.; San Luis Obispo; Andrew Schenkel, Stockholm School of Economics; Robin Teigland, Stockholm School of Economics

OM: Learning From Others: How Knowledge Crowding Exacerbates the Effects of Organizational Inertia | Elizabeth G. Pontikes, Stanford U


OM: The Effect of Information Technology on Organizational Learning and Knowledge Transfer | Michael J Ashworth, Carnegie Mellon University; Linda Argote, Carnegie Mellon University; Tridas Mukhopadhyay, Carnegie Mellon U.

OB: A Durkheimian Perspective on Knowledge Management in Trans-Boundary Project-Based Work Organisation | Yasmin Merali, Warwick Business School

493: (Paper Session) - (IP) Job Embeddedness and Turnover
8:30am - 10:20am Hyatt Regency Atlanta: Regency VII - Table C4
Facilitator: Abbie J. Shipp, U. of North Carolina, Chapel Hill

MH: The "Lost" Works of Elton Mayo | James Lee Raidon, Colorado Technical University

OM: Climate and Personality as Predictors of Employee Satisfaction, Commitment, Performance and Turnover | Wolfgang Wittwer, Monash U.; Elisabeth Wilson-Evered, Monash U.


OB: Less is More: Validation of a Short Form of the Job Embeddedness Measure and Theoretical Extensions | Brooks C. Holtom, Georgetown U.; Simon Thomas Tidd, Vanderbilt U.; Terence R Mitchell, U. of Washington

494: (MC) Executive Coaching Research: Bringing Together Knowledge and Action to Guard the Public Concern
8:30am - 10:20am Hyatt Regency Atlanta: Montreal
This symposium intends to bring together practitioners and academics to have a much needed conversation regarding the evaluation of executive coaching
495: (Paper Session) - (MC) Approaches to Organizational Change and Development
8:30am - 10:20am Hyatt Regency Atlanta: Vancouver
Chair: Anne Bang, Copenhagen Business School
Discussants: Robert F. Jenefskey, Ecole hôtelière de Lausanne; Mary Mathew, Indian Institute of Science
Organisational Innovation Champions: The Proactive Utilisation of "Social Capital" for Careers | Francois Grima, U. of Paris XII; Georges Trepo, HEC Paris
Winner of the Graziano Business School/Pepperdine Award for Outstanding Practice Based Paper on Management Consulting
Action Research and Appreciative Inquiry: Arguing for a Sequenced Intervention | Dean Vitale, Auburn U

496: (Paper Session) - (MOC) The Workplace and Management
8:30am - 10:20am Hilton Atlanta: Roosevelt
Chair: Pegram Harrison, European Business School London
Discussants: Robert Cabral, Nova Southeastern U.
The Diffusion of Maslow's Motivation Theory in Management and Other Disciplines | John A Ballard, College of Mount Saint Joseph
Management and the Worker: A Comparative Analysis of Workplace Ethnographies from 1940-1999 | Thomas J Naughton, Wayne State U.
You Be the Judge: A Historical Perspective of Phrenology and Physiognomy in Employee Selection | Shannon G. Taylor, Louisiana State U.
Absenteeism in the News: Historical Trends in Absence from Work in the 20th Century | Eric Patton, Concordia University; Gary Johns, Concordia University

497: (Paper Session) - (MOC) The Next Generation: MOC Best Student Papers
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 2 - Magnolia
This session brings together the nominated and highest ranked student-authored papers.
Moderator: Frances J Milliken, New York U.
Grounded Rationality and Change in Work Teams: The Importance of Dyadic Leadership "Discovery" | Christopher Jay Roussin, Boston College
Illusory Sensemaking: The Effect of Uncertainty on the False Perceptions of Patterns | Jennifer Ann Whitson, Northwestern U.
Winner of MOC Best Student Paper Award
Why Is It So Hard to Concentrate on My Work?: The Importance of Task Closure when Switching Tasks | Sophie Leroy, New York U.
**Session Details – Monday**

**501 : (Paper Session) - (MSR) Spiritual Leadership**
8:30am - 10:20am Hyatt Regency Atlanta: Hanover E
Chair: **Jeanne G Buckeye**, University of St. Thomas
Spiritual Leadership: Portraits of Courage, Compassion and Service for Community Transformation | **Faith Wambura Ngunjiri**, Bowling Green State U.
Spiritual Leadership and Organizational Performance: An Exploratory Study | **Jody Fry**, Tarleton State U.; **Laura L Matherly**, Tarleton State U. Central Texas
An Inductive Model of Servant Leadership: The Considered Difference to Other Types of Leadership | **David T Chin**, Monash U; **Wendy A. Smith**, Monash U.
Guna Model and Leadership: A New Perspective towards Transcendence | **Rakesh Kumar Agrawal**, Institute of Management Technology

**502 : (OB) Making Emotions Work: Emotion Regulation and its Implications for Action**
8:30am - 10:20am Hyatt Regency Atlanta: Hanover E
Chair: **Susan J Ashford**, U. of Michigan
Emotion Regulation and Job Satisfaction: The Moderating Role of the Emotional Demands of the Job. | **Stephane Cote**, J.L. Rotman School of Management, University of Toronto; **Soo Min Toh**, U. of Toronto
Managing the Managed Heart: How Performers of Necessary Evils Manage Inner Feelings While Performing | **Andrew Molinsky**, Brandeis U.; **Joshua D Margolis**, Harvard U.
Exploring the Relations Between Leader Characteristics, Leader Emotional Displays, and Subordinate L | **James M. Diefendorff**, University of Colorado at Denver and Health Sciences Center; **Gary Greguras**, Singapore Management U.; **Erlin Michele Richard**, Florida Institute of Technology; **Herman Aguinis**, U. of Colorado, Denver

**503 : (Paper Session) - (OB) Leadership’s Role in Creating Perceptions of Fairness**
8:30am - 10:20am Hyatt Regency Atlanta: Hanover G
Chair: **Bart Weathington**, University of Tennessee at Chattanooga
Discussant: **Dina Mansour-Cole**, Indiana University Purdue University Fort Wayne
The Role of Monitoring in Links Between Leader Behaviors, Role Ambiguity, Fairness & Performance | **Elizabeth Douthitt**, Stanford U.
Leadership, Procedural Justice Climate, Work Attitudes, and Organizational Citizenship Behavior | **Fred Ochieng Walumbwa**, Arizona State U.; **Cindy Wu**, Baylor U.; **Bani Orwa**, Kenyatta University
Justice for Employees: Using Empathy to Predict Fair Treatment | **Joanna Heathcote**, U. of Western Ontario; **John P Meyer**, U. of Western Ontario

**504 : (Paper Session) - (OB) Organizational Reward Systems**
8:30am - 10:20am Hyatt Regency Atlanta: Piedmont
Chair: **Sherry E Moss**, Wake Forest U.
Discussant: **Michael Wesson**, Texas A&M U.
Setting the CEO’s Pay: Economic and Psychological Perspectives | **Charles A O’Reilly**, Stanford U; **Brian Main**, U. of Edinburgh
Individual Attitudes, Organizational Rewards & Patenting Performance of R&D Scientists & Engineers | **Lena Lee**, National U. of Singapore; **Poh Kam Wong**, National U. of Singapore
Using the Psychology of Addiction to Explain the Expression and Escalation of Employee Entitlement | **Glenda M Fisk**, Penn State U and Queen’s U

**505 : (Paper Session) - (OB) Developing Person-Organization Fit**
8:30am - 10:20am Hyatt Regency Atlanta: Roswell
Chair: **Matthew Liao-Troth**, Western Washington U.
Discussant: **Kelly Delaney-Klinger**, Pennsylvania State U.
The Form of Fit Functions: An Analysis Using Application Decisions | **Kevin Carlson**, Virginia Tech; **Andrew O. Herdman**, Virginia Tech; **Rebecca S. Lau**, Virginia Tech
Personal Work Goals and Newcomer Affective Outcomes: A Partial Replication and Theoretical Extension | **Charles K Parsons**, Georgia Institute of Technology; **Wendy J Walker**, Georgia Institute of Technology

**506 JS: (OB, GDO) Work Group Diversity: Towards More Sophisticated Models**
8:30am - 10:20am Hyatt Regency Atlanta: Vinings
Chairs: **Jana L. Raver**, Queen’s U.; **Daan van Knippenberg**, Erasmus U. Rotterdam
The Effects of Faultline Placement and Demographic Status on Individual Perceptions of Group Process | Lindred Greer, Leiden U.; Karen A. Jehn, Leiden U.; Ilja van Beest, Leiden U.


Not Playing Well with Others: The Asymmetry and Irony of Promoting Interdependence in Diverse Teams | Heather M. Caruso, Harvard U.

Diversity at the Dyad Level: Realigning Levels of Analysis in Diversity Research | Andrew P. Knight, U. of Pennsylvania; Katherine Klein, U. of Pennsylvania; Stephen P Borgatti, Boston College; Mathis Schulte, U. of Pennsylvania

507 JS: (OB, HR, CAR) New Insights Into LMX Theory: Relationship Development, Outcomes, and Adaptation to Team Settings
8:30am - 10:20am Hyatt Regency Atlanta: Hanover D
Chairs: Talya N Bauer, Portland State U.; Berrin Erdogan, Portland State U.

The Early Development of Leader-Member Exchange: A Longitudinal Investigation | Robert C Liden, U. of Illinois, Chicago; Berrin Erdogan, Portland State U.; Talya N Bauer, Portland State U.

A Longitudinal Investigation of Leader-Member Exchange (LMX) Development and Member Performance | Jennifer Nahrgang, Michigan State U.; Frederick P Morgeson, Michigan State U.

The Impact of Emotion Regulation Strategies on Social Competence, LMX, and Job Performance | John P. Trougakos, Purdue U.; Stephen Green, Purdue U.

Throwing the Relationship Between LMX and Role Conflict for a Curve | Delmonize Smith, U. of Alabama, Tuscaloosa; K. Michele Kacmar, U. of Alabama


508 : (Paper Session) - (OCIS) Cases of IS Implementation I
8:30am - 10:20am Atlanta Marriott Marquis: International 1
Chair: Diane Dromgold, RNC Global Projects
Discussant: Elizabeth Davidson, U. of Hawai‘i, Manoa

A Tale of Two Technologies in Indian Railways: Case of IS Implementation in a Developing Country | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore

Bourdieu’s Theory of Practice as an Alternative Lens Making Sense of IT Mediation | Francois Lambotte, Solvay Business School U. Libre de Bruxelles

A Structurational Analysis of IT-Induced Organizational Change in a Public Organization | C.W. Phang, National University of Singapore; Caizuan Ang, National University of Singapore; Atreyi Kankanahalli, National U. of Singapore

509 : (Paper Session) - (OCIS) Knowledge Creation and Ownership
8:30am - 10:20am Atlanta Marriott Marquis: International 5
Chair: Sharen Ann Bakke, Kent State U.
Discussant: Deborah Soule, Harvard U.

Knowledge Ownership and Territoriality | Sirrika Jarvenpaa, U. of Texas, Austin; Huseyin Tanriverdi, U. of Texas, Austin

The Role of Knowledge Characteristics in Knowledge Creation Activities and Organizational Outcomes | Chih-Hung Peng, National Sun Yat-Sen U.; T. RACHEL CHUNG, University of Pittsburgh; Deng-Neng Chen, National Pingtung University of Science and Technology; T.P. Liang, National Sun Yat-Sen U.

Value-Relevance of Peripheral Developers in Open Source Projects | Pankaj Setia, Michigan State U.; Balaji Rajagopalan, Oakland U.; Roger Calantone, Michigan State U.; V. Sambamurthy, Michigan State U.

Protecting Organizational Knowledge - A Framework For Digital Rights Management Systems Adoption | Petar Djekic, U. of Cologne; Claudia Loebbecke, U. of Cologne

510 SHCS: (OCIS, OMT) Situated Practice in Online Communities
8:30am - 10:20am Hilton Atlanta: Grand Salon D
Organizer: Anca Metiu, INSEAD
Discussant: Pamela Hinds, Stanford U.
Presenters: Emmanuelle Vaast, Long Island U.; Anne-Laure Fayard, Polytechnic U.; Quintus Jett, Dartmouth College; Anca Metiu, INSEAD

511 C : (Paper Session) - (ODC) Organizational Responses to Change
8:30am - 10:20am Hilton Atlanta: Carter
Chair: Susan Fox-Wolframmm, Hawaii Pacific University
Discussant: Mary Lou Kotecki, Deere & Company

A Match Made in Heaven? Joining Leadership Competencies to the Process of Organizational Change | Julie Battilana, INSEAD; Mattia J Gilmartin, Insead HMI; Anne-Claire Pache, INSEAD; Metin Sengul, INSEAD; Jeffrey Alexander, U. of Michigan, Ann Arbor

Organizational ADHD & Treatment: Is the M&A with Sears a Remedy for Kmart’s dysfunction? | Judith Gebhardt, U. of Southern California

The Life-cycle and Decline of a Dotcom Firm: An Effectuation Approach | Israel Drori, College of Management, Israel; Benson Honig, Wilfrid Laurier U.; Zachary Sheaffer, Open U., Israel

How do Organizations Behave in a Radically Restructured Organizational Field? | Karan Sonpar, U. of Alberta

512 : (ODC) Division Theme Session: How can We Make ODC More Useful? Learning, Participation, and Humanism
8:30am - 10:20am Hilton Atlanta: Jackson
Program Chair: Michael R Manning, New Mexico State U
Session Details – Monday

513 : (OM) Operations Management Division Welcome Breakfast
8:30am - 9:00am Atlanta Marriott Marquis: Rio Grande & MacKenzie
Sponsored by the College of Business Administration, The U. of Texas - Pan American

514 : (OMT) OMT Welcome Breakfast and Distinguished Scholar
8:30am - 10:20am Atlanta Marriott Marquis: International 3
Program Chair: Kimberly D Elsbach, U. of California, Davis
Corporations, Democracy and the Public Good | Stephen Barley, Stanford U

515 : (Paper Session) - (OMT) Understanding the Legitimacy of Institutions
8:30am - 10:20am Atlanta Marriott Marquis: International 4
Chair: Ignasi Marti, IESE, U. of Navarra
Social Movements, Rhetoric, and the Building of Institutions | Yuan Li, U. of Southern California
Institutional Entrepreneurship In and Around Institutional | Johanna Mair, IESE, U. of Navarra, Ignasi Marti, IESE, U. of Navarra
Decoupling as Smoke and Mirrors? The Diverse Practices & Conflicting Logics Underlying EMS Adoptions | Vilmos F. Misangyi, U. of Delaware, Jennifer Gregan-Patson, Delaware State U.; Yasemin Y Kor, U. of Delaware

516 : (Paper Session) - (OMT) Status and Competitiveness in Networks
8:30am - 10:20am Atlanta Marriott Marquis: International A
Chair: Peder Inge Furseth, Norwegian School of Management
Primary Status, Complementary Status, and Capital Acquisition in the U.S. Venture Capital Industry | Matthew S. Bothner, U. of Chicago; Young-Kyu Kim, U. of Chicago; Wonjae Lee, U. of Chicago
To Have a Cake and Eat It Too? Structural Holes’ Influence on Market and Network Performance | Andrew V. Shipilov, INSEAD Strategy & Management Department, Stan X. Li, U. of Alberta
How Friendships among Competitors Influence the Degree of Price Competition and Actual Prices | Peder Inge Furseth, Norwegian School of Management

517 : (Paper Session) - (OMT) Relating Networks and Learning
8:30am - 10:20am Atlanta Marriott Marquis: International B
Chair: Bilian Ni Sullivan, Hong Kong U. of Science and Technology
Learning Capability and Firm Networks in Formation of Strategic Alliances for Start-up Companies | Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Yi Tang, Hong Kong Univ. of Science & Technology; Pamela R Haunschild, U. of Texas, Austin
A Multidimensional View of Knowledge Transfer: The Facilitative Role of Social Networks | Bindu Arya, U. of Texas, Dallas; Zhiang (John) Lin, U. of Texas, Dallas
Knowledge Relevance and Network Learning: Implication for Firm Performance | Qingyuan Lori Yue, Columbia U.; Pamela R Haunschild, U. of Texas, Austin
Learning in Complex Networks: The Interaction between Learning Rates and Network Structure | Christina Fang, New York U.; Jeho Lee, KAIST Graduate School of Management; Melissa Schilling, New York U.

518 : (Paper Session) - (OMT) Discussions of Status within and between Organizations
8:30am - 10:20am Atlanta Marriott Marquis: International C
Chair: Rodolphe Durand, HEC Paris
An Integrative View of Why Film Directors Become Their Own Producers | Rodolphe Durand, HEC Paris; Allegre Hadida, U. of Cambridge
The Impact of Envy on Organizational Structure and Incentives | Li Ma, Washington U.; Jack A Nickerson, Washington U.
From Chaos to Order: The Emergence of the Status Structure and its Organizational Consequences | Zhi Huang, Boston College

519 JS: (OMT, BPS, ENT) Governance in Family firms: What We Know and What We Have Yet to Learn
8:30am - 10:20am Atlanta Marriott Marquis: International 2
What Affiliate Directors Bring to Family firms: A Resource Dependence Perspective | Carla D. Jones, Arizona State U.
Benevolence Based Trust and Firm Altruism Among Upper Echelons of Family-Owned Firms: Implications | Cristina Cruz, Instituto de Empresa
International Diversification Decisions in Family-Controlled Public Corporations | Marianna Maki, U. of Miami
Institutional Environmental and Family Firm Governance: Implications for Entrepreneurship | Shaker A. Zahra, U. of Minnesota
Family, Enterprise, and Entrepreneurship: Unpacking the Connections | William S Schulze, U. of Utah
Participants: Manuel Becerra, Instituto de Empresa; Martin Larraza-Kintana, U. Pública de Navarra

520 : (Paper Session) - (ONE) Strategy and the Natural Environment
8:30am - 10:20am Hilton Atlanta: Madison
Facilitator: Sanjay Sharma, Wilfrid Laurier U.
Discussant: Tim Hargrave, U. of Minnesota
Corporate Environmental Strategy: Extending the Natural Resource-Based View of the Firm | Alain C. Verbeke, U. of Calgary; Frances E Bowen, U. of Calgary; Mona Sellers, U. of Calgary
Governing Sustainable Tourist Destinations: Good Government or Good Business? | Robert Walderssee, QUT;
Boaz Bernstein, QUT; Madeleine McKechnie, U. of Queensland/Queensland U. of Technology

Corporate Response to Climate Change amidst Uncertainty: Institutional and Resource Perspectives | Nardia Haigh, U. of Queensland; Andrew Griffths, U. of Queensland

Path to Sustainability of Spanish Utilities: a Study of Sustainable Initiatives and Capabilities | Serge Poisson De Haro, ISE Business School

521: (Paper Session) - (PNP) Organizational Commitment in the Public and Nonprofit Sector
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Hal G Rainey, University of Georgia
Discussant: Anthony T Milanowski, U. of Wisconsin, Madison

Job Strain and Intention to Quit in the Disability Employment Sector | John Hunter McWilliams, Deakin U.; Andrew James Noblet, Deakin U.; Joseph Graffam, Deakin U.

The Ties that Bind: Social Networks, Value-Based Commitment and Turnover Intention | Donald P. Moinihan, U. of Wisconsin, Madison; Sanjay K Pandey, U. of Kansas

Mission Valence: Developing and Testing a New Scale | Jacquelyn Wright Palmer, U. of Cincinnati

An Analysis of the Factors Affecting Organizational Commitment among European University Employees | Sanne G.A. Smeenk, Radboud U. Nijmegen; Rob N. Eisinga, Radboud U. Nijmegen; Hans Doornewaard, Radboud U. Nijmegen; Christine Teelken, Radboud U. Nijmegen

Political Environment and Administrative Reform: How do they Affect Employee Commitment? | Kaifeng Yang, Florida State U.; Sanjay K Pandey, U. of Kansas

522: (RM, OB) Self-report Measurement Issues in Micro Organizational Research
8:30am - 10:20am Atlanta Marriott Marquis: Rhine & Savoy
Chair: Donald H. Klumpp, Oklahoma State U.
Discussant: Chester A Schriesheim, U. of Miami
Participants: Edward L Levine, U. of South Florida; Liqin Yang, U. of South Florida; Xian Xu, U. of South Florida; Mark N. Bing, U. of Mississippi; H. Kristi Davison, U. of Mississippi; Scott Taylor, Case Western Reserve U.; Jeffrey L. Herman, George Mason U.; Louis C. Buffardi, George Mason U.; Lois Tetrick, George Mason U.; Timothy DeGroot, Oklahoma State U.
Author: Gabriel Lopez Rivas, U. of South Florida

523: (Paper Session) - (SIM) Welcome Session for Existing and New SIM Members, SIM Division 2006 Award Nominees
8:30am - 10:20am Atlanta Marriott Marquis: Crystal Ballroom A & F
Division Chair: Kathleen Rehbein, Marquette U.
Division Chair-Elect: Duane Windsor, Rice U.

524: (Paper Session) - (TIM) Open Systems
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Shu Han, Rensselaer Polytechnic Institute
Discussant: Sonali K. Shah, U. of Illinois, Urbana-Champaign
Architectural Control and Value Migration in Platform Industries | Jason Woodard, Singapore Management U.
The Penguin has Entered the Building: The Commercialization of Open Source Software Products | Andrea Fosfuri, U. of Carlos III de Madrid; Marco Giarratana, U. of Carlos III de Madrid; Alessandra Luzzi, Sant’Anna School of Advanced Studies

Selected Revealing in Open Innovation Processes: The Case of Embedded Linux | Joachim Henkel, Technical U. of Munich
The Practice of Knowledge Reuse in Open Source Software: "Shifting the Creative Effort" | Georg von Krogh, ETH Zurich; Stefan Haefliger, ETH Zurich; Sebastian Spaeth, ETH Zurich
Beyond Communitarian Cause: Resource Competition and Performance Variations in Open Source Movement | Dongyoub Shin, Yonsei U.; Sangmook Yi, Yonsei U.

525: (TIM) Electronic Performance Monitoring: Effectiveness and Fairness
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: John R. Aiello, Rutgers U.
Discussant: Maureen L Ambrose, U. of Central Florida
Presenters: Robert Moorman, Creighton U.; Deborah Wells, Creighton U.; G. Stoney Alder, U. of Nevada, Las Vegas; Terry W Noel, California State U., Chico; David Zweig, U. of Toronto; Jeffrey Stanton, Syracuse U.

526: (Paper Session) - (TIM) Innovation, Globalization and Regional Factors
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Branco Leonidov Ponomariov, Georgia Institute of Technology
Discussant: Jasjit Singh, INSEAD
Regional Economic Integration and R&D Investment | Alvaro Cuervo-Cazurra, U. of South Carolina; C. Annette Un, U. of South Carolina
The Influence of "The China Option" on Subsidiary Technology Sourcing Strategy | Brent B Allred, College of William and Mary; K. Scott Swan, College of William and Mary
Innovation in Multinational Subsidiaries | Anupama Phene, U. of Utah; Paul Almeida, Georgetown U.
Organisational and Sectoral Dynamics of Innovation in Chinese Large Firms | Suk Bong Choi, Birkbeck College, U. of London
Understanding Local Clusters through Global Firms: the Semiconductor Industry | Juan Alcacer, New York U.; Minyuan Zhao, U. of Minnesota

527: (Paper Session) - (TIM) Managing Knowledge within Firms
8:30am - 10:20am Atlanta Marriott Marquis: Marquis Salon IV - TIM 1
Presented on Panels 14-19
A Knowledge-based Perspective on the Organizational Innovation Process | R Mitch Casselman, U. of Melbourne; Eric Quintane, U. of Melbourne; B. Sebastian Reiche, U. of Melbourne
Build Up Innovation Capabilities Efficiently | Han, National Taiwan U.; Cheng-Min Chuang, National Taiwan U.
Hidden Deceptions of Knowledge Management Systems: Search, Rigidity, & Declining Radical Innovation | Michael J. Mannor, Michigan State U.
Contributing Knowledge to Knowledge Repositories: Dual Role of Induction and Opportunity

Monday 9:00AM

529: (AAA) Conference Exhibits
9:00am - 5:00pm Hyatt Regency Atlanta: Grand Hall
Organizer: George T Solomon, George Washington U.

530: (AAA) Membership
9:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Member
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Regina Greenwood, Kettering U.

531: (AAA) Conference Registration
9:00am - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

532: (Paper Session) - (BPS) Dynamic Capabilities: A Level-headed View (Multi-Level Capabilities)
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Bonn
Chair: Ravikant Avva, Columbia U.
Discussant: Jeffrey A. Martin, U. of Texas, Austin
When Exploration Backfires: Unintended Consequences of Multiple-level Organizational Search
Nicolaj Siggelkow, Wharton School; Jan W. Rivkin, Harvard U.
A Dynamic Capability Model for Radical Innovation
Lois S. Peters, Rensselaer Polytechnic Institute; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute
The Role of Individual, Firm, and Network-Level Effects in Building Capabilities
Frank T. Rothaermel, Georgia Institute of Technology; Drew Hess, Georgia Institute of Technology

533: (Paper Session) - (BPS) Diversification/M&A: Mixing the Melting Pot (Post Acquisition Success Factors)
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - London
Chair: Thomas Joseph, Indian Institute of management Bangalore
Discussant: Kathryn Rudie Harrigan, Columbia Business School
Merger and Acquisition Performance: Nationality and the Role of Acquirer HR Practices
Yaakov Weber, College of Management, Israel; Dalia Rachman-Moore, College of Management, Israel
Explaining Value Creation in Postacquisition Integration: Cultural Change, New Culture and Domination
Rikka Sarala, Swedish School of Economics and Business Administration; Eero Vaara, Swedish School of Economics and Business Administration
Board Composition and Leadership Structures in the Post-Restructuring Period
Luke H. Cashen, Nicholls State U

534: (MED) MED Keynote Address: Multiple Influences in Mentoring
9:00am - 10:20am Hyatt Regency Atlanta: Spring
Hosts: Steven Armstrong, U. of Hull; J B Arbaugh, U. of Wisconsin, Oshkosh
Program Chair: Laurie Milton, U. of Calgary/U. of Western Ontario
Multiple Influences in Mentoring
Keith Murnighan, Northwestern U.

535: (Paper Session) - (OM) Revisiting Issues in Performance Management
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 4 - Yukon
Chair: Thomas F. Gattiker, Boise State U.
Shedding Light on Causation between ISO 9000 and Improved Business Performance
Gavin P. M. Dick, U. of Kent, Canterbury; Inaki Heras, Basque U.; Marti Casadesus, U. of Girona
Committed or Compliant? Supplier Responses to Customer’s Environmental Performance Requirements
Dayna Simpson, U. of Melbourne
TQEM & the Paradox of Environmental Performance
Steven Alexander Melnyk, Michigan State U.; Robert Sroufe, Boston College; Douglas M. Stewart, U. of New Mexico
Impact of Performance Management Reviews: Evidence from an Energy Supplier
Veronica Martinez, Cranfield U.; Mike Kennerley, Cranfield U.

536: (OM) Operations Management Capabilities: The Cornerstones of Dynamic Capabilities
9:00am - 10:20am Atlanta Marriott Marquis: Rio Grande & Mackenzie
Organizers: E. James Flynn, Indiana U.; Kimberly A. Bates, Trent U.
Presenters: E. James Flynn, Indiana U.; Kimberly A. Bates, Trent U.; Michiya Morita, Gakushuin U.; Barbara B. Flynn, Indiana U.; Yoshiki Matsui, Yokohama National U.; Mikko Ketokivi, Helsinki U. of Technology; Kathryn Lee Blackmon, Oxford U.

537: (Paper Session) - (PNP) Issues in Nonprofit Governance
9:00am - 10:20am Hilton Atlanta: Monroe
Chair: Judith L. Millesen, Ohio U.
Accountability Online: The Web as an Accountability-Building Tool for Nonprofit Organizations
Chao Guo, Arizona State U.; Gregory D. Saxton, State U. of New York, Brockport
Substitution Effects of Formal and Informal Corporate Governance Mechanisms in the Nonprofit Sector
Geoff Kistruck, Ivey School of Business
Session Details – Monday

538 : (Paper Session) - (RM) Thinking, Writing and the Training of Qualitative Researchers
9:00am - 10:20am Atlanta Marriott Marquis: Chablis & Picard
Chair: Mary Fambrough, Alliant International U.
Discussants: Mark Hillon, U. of Central Oklahoma; Geraldine A. Kisiel, Central Michigan U.
Management Writing and Repetition: Affirming the Heteroglossia of Language | Alexander Styhre, Chalmers U. of Technology
Cognition in Investigation: The Metaphor of Detectives’ Thinking Styles and the Research Process | Stephane A. Tywoniak, Queensland U. of Technology; Geoff Dean, Queensland U. of Technology
Dilemmas and Tensions in Training the Qualitative Management Researcher | Catherine Cassell, Manchester Business School; Vicky Bishop, Manchester Business School; Gillian Symon, Birkbeck College, U. of London; Anna Buehring, Manchester Metro Business School; Phil Johnson, Sheffield U.

539 : (Paper Session) - (TIM) Strategy, Technology and Innovation I
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Raymond M. Henry, Clemson U.
Discussant: Steve J. Kahl, Massachusetts Institute of Technology Structural and Managerial Determinants of Innovation | Clyde Hull, Rochester Institute of Technology; Jeff Covin, Indiana U.
Platform Owner Entry and Innovation in Complementary Markets: Evidence from Intel | Annabelle Gauer, Imperial College London; Rebecca Henderson, Massachusetts Institute of Technology
Innovation and Entry into New Markets: Evidence from the Cardiovascular Medical Device Industry | Gregory Kruse, U. of Pennsylvania; Brian Wu, U. of Pennsylvania
TIM Division Best Student Paper Award Finalist
Stephan Schrader Best Paper Award Finalist

540 : (AAA) Conference Break
10:15am - 10:45am Hyatt Regency Atlanta: Grand Hall - Break Area
Sponsored by: Business Week and Beta Gamma Sigma: Partners in Educational Success
Organizer: George T Solomon, George Washington U.

541 : (OB) International Lounge
10:30am - 12:00pm Hyatt Regency Atlanta: Chicago A
A space for international members to make connections with Division members. International and non-international members, join us for a coffee.

Facilitators: Neal M. Ashkanasy, U. of Queensland; Donald L. Ferrin, Singapore Management U.; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Daniel Skarlicki, U. of British Columbia

542 : (AAA) Meet the Academy’s Editors
10:40am - 12:00pm Atlanta Marriott Marquis: Champion

543 : (AAS) Hurricane Katrina and the Public Concern: Organizational Precursors, Responses, and Lessons Learned
10:40am - 12:00pm Atlanta Marriott Marquis: International 6
This is a forum for discussion on factors contributing to the Katrina calamity by addressing org. decisions & human responses
Organizer: Laquita C Blockson, College of Charleston
Presenters: Jeffrey A. Robinson, New York U.; Gwendon M. Combs, U. of Nebraska, Lincoln; Quintus Jett, Dartmouth College

544 : (AAS) Organizational Justice and Public Concern
10:40am - 12:00pm Atlanta Marriott Marquis: International 7
Organizer: Jerald Greenberg, Ohio State U.
Discussant: Robert Bies, Georgetown U.
Is it Possible to Create an Affirmative Action Plan that Everyone Considers Fair? | David A. Kravitz, George Mason U.
Ethics, Values and Organizational Justice: Individuals, Organizations and Beyond | Marshall Schminke, U. of Central Florida; Anke Arnaud, U. of Central Florida
Caution: Organizational Injustice May Be Hazardous To Your Health | Jerald Greenberg, Ohio State U.

545 : (AAS) Analytic Collaboration in the Medical, Financial, and Intelligence Communities
10:40am - 12:00pm Hilton Atlanta: Grand Ballroom C
Presented is an orienting framework for analytic collaboration based on field interviews done in the Medical, Financial, & Intelligence Communities.
Presenters: Michael Clement, U. of Texas, Austin; Jonathan D Clemente, Carolinas Medical Center, Charlotte
Participant: Rob Johnston, Central Intelligence Agency

546 : (AAS) Strategic Renewal: Firm Capabilities, Decision Making and Mechanisms for Enabling Innovation
10:40am - 12:00pm Hilton Atlanta: Grand Ballroom D
Chair: Rajshree Agarwal, U. of Illinois, Urbana-Champaign
Renewing Firms Capabilities through Internal Development and External Sourcing: Resource and Institutional
Considerations | Laurence Capron, INSEAD; William G Mitchell, Duke U.
Flexibility and Change: Growing through Shifting Technology Standards in the U.S. Cellular Industry | Pao-Lien Chen, U. Illinois; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Charles Williams, Duke University
Linking Mechanisms: Organizational Capabilities for Surviving Technological Change | Alva Taylor, Dartmouth College; Constance E Helfat, Dartmouth College

547 : (Paper Session) - (BPS) Industry Dynamics: Cooperation, Competition and Dynamic Capabilities
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - London
Chair: Yu Zhang, INSEAD
Facilitator: Walter J Ferrier, U. of Kentucky
Switching Inertia and Competitive Asymmetry: A demand Side Perspective | Anoop Madhok, Schullich School of Business; Gerhard R. Plaschka, DePaul U.; Rohit Verma, U. of Utah and Cornell U.
Toward Universal Definition of the Construct of Competitive Action in Competitive Dynamics Research | Goce Andrevski, University of Kentucky; Jody Michael Damron, U. of Kentucky
Turbulent Environments, Firms, and Competition-Coordination Paradox: Insights from Hegel’s Dialectic | Dev K. Dutta, U. of Western Ontario

548 : (Paper Session) - (BPS) Strategic Dynamics and Firm Heterogeneity: Building New Theory
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Cabinet
Organizer: Michael J Jacobides, London Business School
Discussants: Ron Adner, INSEAD; Jay B Barney, Ohio State U.
The Timing of Resource Development and Sustainable Competitive Advantage | Goncalo Pacheco-de-Almeida, Stern/NYU; Peter Zemsky, INSEAD
"Footprint Competition": Designing and Exploiting an Architecture for Competitive Advantage | Carliss Baldwin, Harvard Business School; Kim B Clark, Bringham Young University, Idaho

549 : (Paper Session) - (BPS) Industry Dynamics: Strategic Deck Chair Arrangement (Corporate Strategy Process)
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - London
Chair: Mathew Hayward, University of Colorado, Boulder
Facilitator: Vincent L Barker, U. of Kansas
Investigating Deficits in the Strategy Process of Multinational Companies | Dirk Ulrich Gilbert, U. of Erlangen, Nuremberg; Michael Behnam, Suffolk U.; Ingo Scheidel, U. of Erlangen, Nuremberg
Extending the Chain of M&A Relationships: Goals, Integration Processes & Performance Outcomes | Margaret Cording, Rice U.; David R. King, U.S. Air Force; Petra Christmann, Rutgers U.
Incidence and Outcome of Portfolio Restructuring: Effects of Corporate Governance and Environment | Zhonghua Wu, National U. of Singapore
Strategic Failure: An Exploration Of The Concept | Andrew Inken, Thunderbird, American Graduate School of International Mgmt.; William P Wan, Thunderbird, The Garvin School of International Management

550 : (Paper Session) - (BPS) Competitive Advantage: Toward a General Theory of Strategy (Integrating Across Paradigms)
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - State
Chair: Azi Gera, U. of Maryland, College Park
Discussant: Jerker C. Denrell, Stanford U
Firm Capability, Corporate Governance, and Firm Competitive Behavior: A Multi-Theoretic Framework | Jinyu He, Hong Kong Univ. of Science & Technology; Joseph Mahoney, U. of Illinois, Urbana-Champaign
The Connection Between Strategic Management and Adjacent Academic Fields: A Boundary-Spanner View | Rajiv Nag, U. of Arkansas; Donald C. Hambrecht, Pennsylvania State U.; Ming-Jer Chen, U. of Virginia
The Four Theories of Profit Under Competition and Their Interactions | Richard Makadok, Emory U.

551 : (Paper Session) - (BPS) Strategy Process: A Level-Headed View (Multilevel Approaches)
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Sydney
Chair: Pamela S Barr, Georgia State U.
Facilitator: Mason A Carpenter, U. of Wisconsin, Madison
Worlds Apart? Patterns Of Co-Evolution In Interpersonal And Interorganizational Networks | Martsin Panagiotis Papadatos, Cambridge U; Mark de Rond, Cambridge U.
Conceptualizing Strategizing: Actors and Arenas in Everyday Strategic Work of Family Firms | Mattias Nordqvist, Jönköping Int'l Business School; Leif Melin, Jönköping University
Bridging Individuals and Organizations: A Social Capital Perspective | Yi Tang, Hong Kong Univ. of Science & Technology; Rajiv Krishnan Kozhikode, Hong Kong Univ. of Science & Technology
The Reputation of the Leader and that of the Organization: Evidence from the Business of Politics | Gary Davies, U. of Manchester; Takir Milan, U. of Manchester

552 : (Paper Session) - (BPS) Industry Dynamics: Strategic Deck Chair Arrangement (Responses to Decline)
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - Zurich
Chair: Mathew Hayward, University of Colorado, Boulder
Facilitator: Vincent L Barker, U. of Kansas
Batten Down the Hatches or Trim the Sails: The Role of Financial Slack during Economic Recession | Scott Latham, Bentley College; Michael Reo Braun, U. of Massachusetts, Amherst
Session Details – Monday

**553**: (Paper Session) - (BPS) Innovation and Networks: Knowledge Flows, Drains and Leaks in Alliances
10:40am - 12:00pm Atlanta Marriott Marquis: International 10
Chair: Jeffrey Furman, Boston U.
Facilitator: Jeff Macher, Georgetown U.
Inter-Organizational Learning and Innovation: Effects of Heterogeneity and Knowledge Investments | Carmen Weigelt, Rice U.; Mitraabaran Sarkar, U. of Central Florida
The Effects of Experience and Complementarities on Interfirm Collaboration Outcomes | Sahangsook Kim, U. of Southern California; Jay Kim, U. of Southern California
R&D Alliances with Competitors: When Do They Pay Off? | Jeffrey H. Dyer, Brigham Young U.; Mariko Sakakibara, U. of California, Los Angeles; Benjamin C. Powell, U. of Alabama; Andrew J. Wang, National Institute of Standards and Technology
Knowledge Flow or Internalization? A Closer Look at the Role of Long Distance Teams | Minyuan Zhao, U. of Minnesota; Mazhar Islam, U of Minnesota

**554**: (Paper Session) - (BPS) Networks: Finding a Dance Partner (Alliance Partner Selection)
10:40am - 12:00pm Atlanta Marriott Marquis: International 8
Chair: Guillermo Hugo Le Fosse, U. de Buenos Aires
Facilitator: Janet E.L. Bercovitz, U. of Illinois, Urban-Champaign
When do Networks Matter? A Study of Tie Formation and Decay | Andrew V. Shipilov, INSEAD Strategy & Management Department; Tim Rowley, U. of Toronto; Barak S. Aharonson, U. of Toronto
Exploration and Exploitation in Strategic Alliance Formations: Antecedents and Consequences | Zhang (John) Lin, U. of Texas, Dallas; Haibin Yang, City U. of Hong Kong; Irem Demirkan, University of Texas at Dallas
Alliance Search Behavior and Firm Performance | Joseph P McGill, Kean U.; Michael D Santoro, Lehigh U.
Network Internationalization and Firm Performance | Dohev Lavie, U. of Texas, Austin; Stewart R Miller, U. of Texas, Austin

**555**: (Paper Session) - (BPS) Governance: On the Board Watch (When Boards Add Value)
10:40am - 12:00pm Atlanta Marriott Marquis: International 9
Chair: Yoon-Suk Baik, Korea Advanced Institute of Science & Technology
Facilitator: Heather Elms, Georgetown U.
Board Process as the Mediator between Structure and Role Performance in Singapore Listed Companies | David Tai Wai Wan, National U. of Singapore; Chin Huat Ong, National U. of Singapore; Loizos Th. Heracleous, Templeton College, Oxford U.

**556**: (Paper Session) - (BPS) New Ventures: The Visual Founder
10:40am - 12:00pm Atlanta Marriott Marquis: Salon IV - BPS 1
Presented on Panels 1-8
Real Options and Entry Mode Choice | Keith D. Brouthers, King’s College London; Lance Brouthers, U. of Texas at El Paso; George Nakos, Clayton State U
Growth Options Value, Abandonment Options Value, and the Determinants of Equity Ownership Position | Shu-Jou Lin, National Taiwan U.; Ji-ren Lee, National Taiwan U.
International Expansion of Firms in Family Business Groups from Advanced Emerging Economies | Pengji Wang, National University of Singapore
A System Dynamics Model of Exploration and Exploitation in Chinese New Ventures | Chunyan Jiang, Nanjing U.; Shige Makino, Chinese University of Hong Kong
Effect of Initial Scale on Survival: Contrast Between Independent Ventures and Corporate Ventures | Hsien-Jui Chung, National Chung Cheng U.; Chun-Chung Chen, Yuan Ze U.
Entrepreneurial Asymmetric Alliances: Large Firm Options and Small Firm Liabilities | Margaret Dalziel, U. of Ottawa
Leadership change frequency, entrepreneurial orientation, and firm performance | Yuan Li, Xian Jiaotong U.; Yan Anthea Zhang, Rice U.; Hai Guo, Xian Jiaotong U.; Yi Liu, Xian Jiaotong U.

**557**: (Paper Session) - (CAR) Career Management Orientation Related to Leadership, Mobility and Motivation
10:40am - 12:00pm Hyatt Regency Atlanta: Cairo
Chair: Wendy C. Marcinkus, Boston College
Discussant: Peter A. Heslin, Southern Methodist U.
Integrating Intrinsic Motivation with Career Self-Management: A Proposed Model | Narda Quigley, Villanova U.; Walter G Tymon, Villanova U.
Using the Protean Career Orientation to Predict Transformational Leadership: An Empirical Study | Jon P. Briscoe, Northern Illinois U.; Jenny M. Hoobler, U. of Illinois, Chicago; Kevin A. Byler, Northern Illinois U.
To Move or Not to Move? The Relationship between Career Management and Preferred Career Moves | Ans De Vos, U. of Texas, Austin


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Section D
Session Details – Monday

Vlerick Leuven Ghent Management School; Koen Dewettinck, Vlerick Leuven Ghent Management School; Dirk Buyens, Ghent U.

558 • (Paper Session) - (CAR) Dimensions of Careers: A Visual Tour of Individual and Employer Characteristics Affecting Careers
10:40am - 12:00pm Hyatt Regency Atlanta: International North - CAR
Presented on Panels 1-6
• The Roles of Self-Esteem in Work Careers: A Meta- Analysis | Thomas Ng, U. of Georgia; Kelly L Sorensen, U. of Georgia
• Occupational Commitment, Leisure Ethic, Money Ethic, Tenure, and Gender: Recreation Professionals | Peter H. Cunningham, Middle Tennessee State University; Eric D. Frauman, Appalachian State U.; Mark Ivy, Pennsylvania State U.; Tara L. Perry, Middle Tennessee State University; Thomas Li-Ping Tang, Middle Tennessee State University
• Expatriates’ Social Network, Organizational Context, and Repatriation Staffing Outcomes | Yan Shen, Boston U.

Nominee for The Arnon Reichers Best Student Paper Award
• The Person and the Situation: Job Seeker Personality in the Choice and Outcomes of Career Coaching | Ingrid Fulmer, Georgia Institute of Technology; Alison E Barber, Michigan State U.; Daniel Scott DeRue, Michigan State U.; Frederick P Morgeson, Michigan State U.

557 CAU: (CAU) Spirituality Across the Discipline: Incorporating Spirituality Research into the Management Domains
10:40am - 12:00pm Hyatt Regency Atlanta: Brussels
Organizers: Sally Sledge, Christopher Newport University; Angela Miles, North Carolina A&T State U.

556 CAU: (CAU) Reigning in the Web: Understanding its Shortcomings and Exploring its Recruitment Potential
10:40am - 12:00pm Hyatt Regency Atlanta: Geneva
Organizers: Brian R. Dineen, U. of Kentucky; Daniel E Lockhart, U. of Kentucky

551: (Paper Session) - (CM) Deviance and Incivility
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover A
Chair: Jana L. Raver, Queen’s U.
Discussant: Deanna Geddes, Temple U.
• Overlooked but not Untouched: How Incivility Reduces Onlookers In-role and Extra-role Performance | Christine L. Porath, U. of Southern California; Amir Erez, U. of Florida
An Intergroup Conflict Account of Counterproductive Work Behavior | Janelle Enns, U. of Toronto; Maria Rotundo, U. of Toronto

562: (Paper Session) - (CM) Engendering Trust
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover C
Chair: Daniel J. McAllister, National U. of Singapore
Discussant: Kurt T Dirks, Washington U.

• A Happy Coincidence: Complementarities Between Incentives and Emotions in Agency Problems | Alexandra A. Mislin, Washington U.


• Trust in Developing Relationships: From Theory to Measurement | Daniel J. McAllister, National U. of Singapore; Roy J. Lewicki, Ohio State U.; Sankalp Chaturvedi, National U. of Singapore

563: (Paper Session) - (CM) Organizational Conflict
10:40am - 12:00pm Hyatt Regency Atlanta: International North - CM 1
Presented on Panels 7-9
• From Diversity to Performance—A Synthetic Analysis of Intra-group Task Conflict | Yu-Chieh Lo, U. of Southern California

• Reconsidering the Consequences for Managers from Using Single and Combined Influence Tactics | David Touve, Vanderbilt U.

• The Legacy of Pioneering as Sensemaking Work: A Case of MNC in an Endemic Organizational Conflict | Israel Dori, College of Management, Israel; Zachary Sheaffer, Open U., Israel; Yaakov Weber, College of Management, Israel

564: (Paper Session) - (CM) International Conflict
10:40am - 12:00pm Hyatt Regency Atlanta: International North - CM 2
Presented on Panels 10-11
• Avoidance as the First Choice of Default Management: Challenges in Overseas Korean Organizations | Inju Yang, UCD

• Prospects Theory Application to Kashmir Iftroglio: Insights from Alternative Decision Making Models | Ravindra Singh Bangari, Fellow (Indian Institute of Management Bangalore)

565: SHCS: (CMS, HR) Searching for the ‘H’ in Human Resource Management
10:40am - 12:00pm Atlanta Marriott Marquis: Marquis - Salon II
Organizers: Sharon Bolton, Lancaster U.; Maeve Houlihan, U. College Dublin
Chair: Rosemary Batt, Cornell U.
Searching for the H in Human Capital | Paul Thompson, Strathclyde U.
Searching for the H in HR Practice: From Thick to Thin Employment Relations Through Outsourcing | Sharon Bolton, Lancaster U.; Maeve Houlihan, U. College Dublin
Searching for the H in Workplace Contexts: High Performing Work Systems and the Factory | Rick Delbridge, Cardiff U.; Sarah Jenkins, Cardiff Business School

566  (Paper Session) - (ENT) Resisting the Frame: Conversations in Organization and Management Theory 10:40am - 12:00pm Atlanta Marriott Marquis: Tigris & Danube Enriching OMT by opening ourselves to alterity and passion in our scholarly work Chair: Karen D Locke, College of William and Mary Discussant: Stephen A. Linstead, U. of York Presenters: Mary Jo Hatch, U. of Virginia; Heather Hopfl, U. of Essex; Ann L Cunliffe, U. of New Mexico


569  (Paper Session) - (ENT) Revisiting Entrepreneurship Theories 10:40am - 12:00pm Hilton Atlanta: Embassy Room Schumpeter & New Tech. Based Firms: Toward a Framework for How NTBFs Cause Creative Destruction | Aron S. Spencer, New Jersey Institute of Technology; Bruce A Kirchhoff, New Jersey Institute of Technology Schumpeter’s Plea: Historical Methods in the Study of Entrepreneurship | Daniel Wadhwa, Harvard U. Entrepreneurship and Economic Growth: Revisiting McClelland’s Thesis | Sjoerd Beugelsdijk, Nijmegen School of Management; Roger Smeets, Nijmegen School of Management A “Kaleidic” View of Entrepreneurship: Grounding Radical Austrian Economics’ Master Metaphor | Todd H Chiles, University of Missouri - Columbia; Tal G. Zarankin, University of Missouri - Columbia


571  (Paper Session) - (GDO) Don’t Worry, Be Happy!: Gender and Emotional Intelligence, Expression, and Regulation 10:40am - 12:00pm Hyatt Regency Atlanta: Innman Emotional Expression and the Gender Divide | Charmine E. J. Hartel, Monash U.; Clayton; Rebekah Bennett, Queensland U. of Technology; Shannon Lloyd, Monash U., Clayton Group Differences in Applicant Reactions to an Emotional Intelligence Test | Daniel S. Whitman, Florida International U.; David L. Van Rooy, Florida International U.; Chockalingam Viswesvaran, Florida International U.; Eyran Kraus, City of Miami, Employee Relations; Tina M. Burns, Florida International U.

Aversive Sexism and Emotion Regulation in a Masculine Organization | Alberto Ramirez, Royal Melbourne Institute of Technology; Julie Wolffram Cox, Royal Melbourne Institute of Technology The Relationship Between Emotional Intelligence, Gender, Attitudes Toward Diversity, and Climate | Mary L. Connerley, Virginia Polytechnic Institute; Felice Williams, Virginia Polytechnic Institute

572  (Paper Session) - (GDO) Dissimilarity, Distinctiveness, and Diversity: A “3D” View of Social Identities at Work 10:40am - 12:00pm Hyatt Regency Atlanta: Kennesaw Work Outcomes and Personality Antecedents of Perceived Deep-Level Dissimilarity | Hui Liao, Rutgers U.;

Aichia Chuang, National Taiwan U.; Aparna Joshi, U. of Illinois, Urbana-Champaign
Harlow Distinguished Paper Award Nominee
Dorothy Harlow Distinguished Paper Award

Team Mental Model Convergence and Accuracy: The Antecedents and Consequences in Diverse Work Teams | Jing Qiu, Peking U.; Zhi-Xue Zhang, Peking U.; Leigh Anne Liu, Georgia State U.
Family Interference with Work and Work Outcomes: Family Identity Salience as a Buffer | Jessica Bagger, U. of Arizona; Andrew Li, U. of Arizona; Barbara A. Gutek, U. of Arizona

573: (Paper Session) - (GDO) Boundary-Spanning and Boundaries Standing: Leadership, Race, and Demography
10:40am - 12:00pm Hyatt Regency Atlanta: Lenox
Chair: D. Anthony Butterfield, U. of Massachusetts, Amherst
Discussant: C. Greer Jordan, Case Western Reserve U.
Does Manager-Subordinate Demography Influence Performance? | Yuan Jiang, Rutgers U., New Brunswick; Susan E. Jackson, Rutgers U., New Brunswick
Wisdom from a Native-American Leader: Boundary-Spanning as a Way of Life in the Heart of America | David A. Cowan, Miami U.
Geoffrey Leonardelli, U. of Toronto
Can the Tables be Turned? Linking Asian-American and Leader-Member Exchange (LMX) | Guohong Han, U. of Illinois, Urbana-Champaign

574: (Paper Session) - (HCM) Applying Institutional Theory to Health Care
10:40am - 12:00pm Hilton Atlanta: DeKalb
Chair: Juliet A. Davis, U. of Alabama, Tuscaloosa
Discussant: Jane Banaszak-Holl, U. of Michigan, Ann Arbor
Institutionalizing New Ways of Working: The Role of Institutional Change Champions | Trish Reay, U. of Alberta; Samia Chreim, U. of Lethbridge; Bernard E. Williams, U. of Lethbridge; Karen Golden-Biddle, U. of Alberta; Ann Casebeer, University of Calgary; Amy L Pablo, Univ of Calgary; C.R. Bob Hinings, U. of Alberta
Institutional Pressures and Strategic Responsiveness: The Case for Hospital Diversification | Huabin Luo, Mount Olive College; Richard Shewchuk, U. of Alabama, Birmingham; Jeffrey Burkhardt, U of Alabama, Birmingham
Institutional Change in Pharmacy | Elizabeth Goodrick, Florida Atlantic U.; Trish Reay, U. of Alberta
State-Level and Organization-Level Effects on Delivery of Maintenance Therapies to Opiate Addicts | Elizabeth Fournier, Duke University

575: JS: (HCM, HR) The Physician-Patient Relationship: What Do We Know and Where Should We Go?
10:40am - 12:00pm Hilton Atlanta: Gwinnett
Organizer: Xin Yao, Wichita State U.
Presenters: Madeline M. Crocetto, SUNY College at Old Westbury; Timothy Hoff, State U. of New York, Albany; Chalmer E. Labig, Oklahoma State U.; Linda Searle Leach, Kaiser Permanente/ U. of California, Los Angeles; Robert C. Myrtle, U. of Southern California; Eric S Williams, U. of Alabama; Kenneth Zantow, U. of Southern Mississippi Gulf Coast

576: (HR) HR Practices and Proximal Outcomes
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover B
Chair: Rebecca Rheinhardt, Cornell U.
Discussant: Richard Beatty, Rutgers U.
Participants: Patrick Wright, Cornell U.; Christopher Collins, Cornell U.; Matthew Allen, Cornell U.; James P Guthrie, U. of Kansas; Deepak K Datta, U. of Texas, Arlington; Jason D. Shaw, U. of Kentucky; John Haggerty, Cornell U.; Timothy M. Gardner, Brigham Young U.

577: (Paper Session) - (HR) Withdrawal Behaviors: Antecedents and Consequences
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover F
Chair: J. Bret Becton, Winthrop U.
Discussant: Kevin Carlson, Virginia Tech
When Do Committed Employees Retire? The Effects of Organizational Commitment on Retirement Plans | Andrew Luchak, U. of Alberta; Dionne Pohler, U. of Alberta; Ian R Gellaty, U. of Alberta
Challenging Conventional Wisdom about Employee Turnover: Revelations from Corporate America | Peter Hom, Arizona State U.; Loriann Roberson, Arizona State U.; Aimee Dars Ellis, Arizona State U.
Social Comparison and Absenteeism: Explaining the Impact of Referent Norms on Employee Absenteeism | Peter Bamberger, Technion-Israel Institute of Technology; Michal Biron, Technion- Israel Intitute of Technology
Average Employee Tenure, Turnover Ratio, and Labor Productivity: Evidence from Japanese Firms | Yoshio Yanadori, University of British Columbia; Takao Kato, Colgate U.

578: (Paper Session) - (HR) HR: Individual Issues
10:40am - 12:00pm Hyatt Regency Atlanta: International North - HR Presented on Panels 12-20
HR Practices and Employee Knowledge Sharing Behavior | Ying Hong, Rutgers U., Livingston; David P Lepak, Rutgers U.
Skirting the Perils of Independent Contractor Law and the Immigration Control and Reform Act | John A Pearce, Villanova U.
Predicting Feedback Seeking Behaviors in a Public or Private Context | Robin Cheramie, Kennesaw State U.
The Effect of Diversity Training on Knowledge Acquisition and Attitudes Toward Diversity | James M. Schmidtke, California State U., Fresno; Raj Singh Badhesha, California State U., Fresno; Scott Moore, California State U., Fresno
Peer Mentoring and Knowledge Sharing: The Mediating Effects of Trust and Relationship Learning | Yiping Lin, Southern Taiwan U. of Technology; Yu-Chuan Tung, Naional Kaohsiung U. of Applied Science
Make or Buy? Hierarchical and Circulatory Frameworks for Organizational Skill Development | Jim Pemberton, U. of...
Does Being Overqualified Affect Chances of Obtaining an

The Underlying Structure of Impression Management
Chair: 10:40am - 12:00pm Hyatt Regency Atlanta: Singapore:

Effects of Rater Goals on Rating Patterns: Evidence from an
Experimental Field Study | Kim Elick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese University of Hong Kong

A Cross Case Analysis of Canadian High Technology SMEs' Definition of Performance Management | Ronel Erwee, U. of Southern Queensland; Sherry Lee Price, Okanagan College

Preference Reversals in Performance Evaluation: A Range Theory Perspective | Ken Fai Elick Wong, Hong Kong U. of Science and Technology; Carmen K Ng, The Chinese U. of Hong Kong; Jessica Y. Y. Kwong, Chinese University of Hong Kong

A Quasi-Experimental Field Study of Chinese HCNs' Dialectics of Preference and Constraints in The Ownership Decision of Foreign Firms in China | Xueyuan Zhang, RSM Erasmus Univ.; Patrick Reinmoeller, Erasmus U.

Extending the Bargaining Power Model: Explaining Governance Outcomes Among Nations, MNEs, and NGOs | James F Nebus, U of North Carolina - Charlotte; Carlos Rufin, Babson College

The Impacts of Social Capital on Learning Effectiveness in International Joint Venture | Ya-Jung Wu, Kao Yuan U.; Yen Tai Wang, National Cheng Kung U.

Managing in China
Chair: Lu Jiang, Tsinghua U.
Discussant: Katherine Xin, CEIBS

Dialectics of Preference and Constraints in The Ownership Decision of Foreign Firms in China | Xueyuan Zhang, RSM Erasmus Univ.; Patrick Reinmoeller, Erasmus U.

Retaining Chinese Middle Managers: The Motivational Potential of Employee-Organization Relationship | Anne S. Tsui, Arizona State U.; Yan Zhang, Peking U.; Atira Cherise Charles, Arizona State U.; Chaoping Li, Renmin U.; Liangding Jia, Nanjing U.

Management Localization and Performance of MNCs in China: A Contingent Resource-Based View | Shengsheng Huang, Nanjing U.; Geng Cui, Lingnan University, Hong Kong

A Quasi-Experimental Field Study of Chinese HCNs' Willingness to Help Expatriates | Arup Varma, Loyola U., Chicago; Pawan S. Budhwar, Aston U.; Soumendu Biswas, Indian Institute of Technology; Soo Min Toh, U. of Toronto

Factors Influencing Expatriate Assignment Success
Chair: Maria Kraimer, U. of Melbourne
Discussant: Paula M Caligiuri, Rutgers U.

Acculturation Strategies and Integrative Complexity as Predictors of Overseas Success | Carmit T. Tadmor, U. of California, Berkeley

The Effects of Individual Differences on Expatriate Assignment Effectiveness | Kwanghyun Kim, Texas A&M U.
Session Details – Monday

- Expatriate Assignments and Intra-Organizational Career Success | Mark C Bolino, U. of Oklahoma
- Psychological Adjustment and Sociocultural Adaptation: Coping on International Assignments | Roger Blakeney, U. of Houston

585 ➔: (Paper Session) - (IM) Antecedents and Determinants of MNC Location Choice
10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - IM 2
Presented on Panels 21-26

587 ➔: (Paper Session) - (IM) Alternative Forms of, and Antecedents to, Internationalization
10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - IM 2
Presented on Panels 21-26

- The Regional Dimension of UK Multinationals | Alan M Rugman, Indiana U.; George S Yip, London Business School; Alina Kudina, Oxford U.
- The Relationship Between Multinationality and Performance Risk | Nejat Capar, American U. of Sharjah; Ravi Chinta, American U. of Sharjah
- Ownership, Strategic Controls and Exporting of Foreign-Invested Firms in Transition Economies | Igor Filatotchev, King's College London; Björn Jindra, Halle Institute for Economic Research; Johannes Stephan, Halle Institute for Economic Research
- Do Strategic Groups Matter in Export Intensity? | Gonzalo Rodriguez, U. Autonoma de Barcelona; Josep Rialp, U. Autonoma de Barcelona; Alex Rialp, U. Autonoma de Barcelona
- International Operations and Exports Performance: an Empirical Study | Ely Laureano Paiva, UNISINOS

588 : (Paper Session) - (IP) Knowledge Diffusion in Organization Learning
10:40am - 12:00pm Hyatt Regency Atlanta: Regency V - Table A1

- The Convergence Theory: Evidence from Hofstede and GLOBE Studies | Vijayan P. Munusamy, U. of Hawai‘i, Manoa; Michael Valdez, U. of Hawai‘i; Kevin Lo, U. of Hawai‘i, Manoa; Amanda E.K. Budde, University of Hawai‘i-Manoa; Cristina Duffy, U. of Hawaii at Manoa; Robert Doktor, U. of Hawai‘i
- A Social Psychological Account for Absenteeism in Barbados | Jase Ramsey, U. of South Carolina; Betty Jane Punnett, U of West Indies; Dion Greenidge, U. of the West Indies


Section D
Session Details – Monday

10:40am - 12:00pm Hyatt Regency Atlanta: Regency V - Table A3
Facilitator: Faten M Moussa, State U. of New York, Plattsburgh


→ HR: The Asymmetric Effects of Employee Stock Incentives on Organizational Performance | Nienchi Liu, National Central U.; Mei-Ling Wang, Aletheia University

→ HR: Why Do Employees Keep Their Vested Stocks While They Can Sell Them? | Nienchi Liu, National Central U.; Ann Lin, National Central U.; Chun-Hung Lin, National Central U.

→ OB: Why Does Money Lead to Dysfunctional Behavior? Monetary Incentives and Demoralization | Faten M Moussa, State U. of New York, Plattsburgh

→ TIM: Performance Reward Acceptance in Cross-Border Scenarios | Flora F T Chiang, Chinese University of Hong Kong; Thomas A Birtch, Cambridge U.

591: (Paper Session) - (IP) Organization and Climate
Impacts on Innovation
10:40am - 12:00pm Hyatt Regency Atlanta: Regency V - Table A4
Facilitator: Peter T. Gianiodis, Clemson U.

→ OCIS: Team Communication and Performance: Creating a Harmonious Relationship | Stephanie R Fishel, Clemson University; Hailey A Herleman, Clemson University; Laura E McClelland, Clemson University

→ TIM: The Antecedents of Team Innovation: A New Perspective | Justin T H Chua, U. of Queensland; Peter Green, U. of Queensland; Neil Paulsen, U. of Queensland; Yuliani Suseno, Robert Gordon U.

→ MED: Interdependence And Integration In Student Teams: Do Abstract Assignments Achieve What We Want? | Paul Skilton, Arizona State U. Polytechnic; Otis White, Arizona State U. Polytechnic; David Forsyth, Arizona State U. Polytechnic

→ TIM: Team Creativity, Team Affect and New Product Development Performance in High-Technology Firms | Chia-Yu Tu, National Chung Cheng U.; Kong-Fah Cheng, National Chung Cheng U.

→ CMS: Power and Ethics in IS Evaluation | José Rodrigo Córdoba, U. of Hull; Wendy Robson, U. of Hull

592: (Paper Session) - (IP) Knowledge Based Capabilities:
Assessments and Implications
10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B1
Facilitator: Christos N. Pitelis, U. of Cambridge

→ RM: Inquiry Audit: Contribution to Knowledge, Action and Public Concern | Ruth Scogna Wagner, Fielding Graduate U.; Kathleen Cavanaugh, Energy Information Administration


→ TIM: Integrative Framework of Global Integration & Firm’s Global Competence: Knowledge-Based Perspective | Christina Yu-Ping Wang, National Dong Hwa Univ. Taiwan; Bih Shiw Jaw, National Sun Yat-Sen U.; Chester Hsieh-Chen Tsai, National Sun Yat-Sen U.

→ OMT: Knowledge, Agency and Organization; The Contributions of Penrose and Cyert and March | Christos N. Pitelis, U. of Cambridge


593: (Paper Session) - (IP) Network Structure: Density, Size, Heterogeneity
10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B2
Facilitator: Martin Gargiulo, INSEAD

→ OMT: Mechanisms of Stratification in Social Networks: Two Competing Social Dilemmas Around Brokerage | Fabrice Leopold Cavarretta, INSEAD

→ ODC: Framework for Community Change | Danny L. Rhodes, Anderson U.; William A. Laing, Anderson U.

→ SIM: Platforms for Cross-Sector Social Partnerships: Implications for Research and Practice | John W Selsky, U. of South Florida; Barbara Parker, Seattle U.

→ OMT: Exploration of Different Images of Networks | Yongjiang Shi, Cambridge University

→ OMT: Network Density and Reputation: How Network Density Moderates Reputation Effects | Gokhan Ergut, INSEAD; Martin Gargiulo, INSEAD; Charles D. Galunic, INSEAD

594: (Paper Session) - (IP) Social Capital in Networks
10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B3
Facilitator: Linda L Brennan, Mercer U.

→ OMT: The Measure of a Partner: Alter Attributes, Network Roles, and Focal Firm Outcomes | Lois Shelton, California State U., Northridge

→ SIM: Understanding Unfavorable Consequences of Social Capital: The Chiense Cases | Steven X Si, Bloomsburg U. of Pennsylvania; Jun Lin, SUNY-New Palz

SIM: Social Capital, Entrepreneurship, and Performance in Polish Organizations | Wojciech Dyduck, Katowice Univ. Of Economics, Poland

→ IM: Developing Social Capital to Achieve Superior Internationalization: A Conceptual Model | Mary Han, Ryerson U.

→ IM: The Value of Internal and External Social Capital for MNCs Acquiring Across Cultural Borders | Daniel Rottig, Florida Atlantic U.

595: (Paper Session) - (IP) Extended Relationships in Business Networks
10:40am - 12:00pm Hyatt Regency Atlanta: Regency VI - Table B4
Facilitator: William John Lekse, Babson College

→ SIM: Understanding Business Firms as Communities | Domene Mele, U. of Navarra; David Pastoriza, PhD Candidate

TIM: Analysis of Network Size under Conditions of Compatibilitiy | Samir K Kagalkar, Indian Institute of Management Bangalore

→ BPS: Managing Networks and Relationships: Do We Have a Proper Combination of Network Sources? | Danny Pimentel Claro, Ibmec São Paulo; Onno Omta, Wageningen U.
**Session Details – Monday**

**596**: (Paper Session) - (IP) The Role of Social Ties in Knowledge Creation  
**Time**: 10:40am - 12:00pm  
**Location**: Hyatt Regency Atlanta: Regency VII - Table C2  
**Facilitator**: Francisco Veloso, Carnegie Mellon U.  
**TIM**: The Virtualization of Firms’ Knowledge Creation Processes: An Empirical Investigation | Antonino Vaccaro, IST Lisbon & Carnegie Mellon University; Francisco Veloso, Carnegie Mellon U.  
**OCIS**: What Goes Around, Comes Around: An Open Source Community Model of Knowledge Circulation | Yusun Jung, Case Western Reserve University/Information Systems; Youngjin Yoo, Case Western Reserve U.  
**IM**: Social Ties: The Key to Tacit Knowledge Sharing in MNCs | Larry R Buzan, U of Phoenix  
**OCT**: Knowledge Integration in Inter-Organizational IS projects: Results from a Multiple Case Study | Mamata Bhandar, National University of Singapore; Shan-Ling Pan, National U. of Singapore; Bernard Tan Cheng Yian, National U. of Singapore  
**CAR**: The Webs We Weave: A Social Network Perspective on Knowledge Creation in Knowledge-Intensive Careers | Vishal K. Gupta, U. of Missouri, Columbia; Yu Ha Cheung, U. of Missouri, Columbia; Thomas W. Dougherty, U. of Missouri, Columbia  
**Nominee for The Arnon Reichers Best Student Paper Award**: Roles of Social Ties | Vishal K. Gupta, National University of Singapore; Mamata Bhandar, National University of Singapore; Shan-Ling Pan, National University of Singapore  

**597**: (Paper Session) - (IP) Workplace Deviant Behavior  
**Time**: 10:40am - 12:00pm  
**Location**: Hyatt Regency Atlanta: Regency VII - Table C2  
**Facilitator**: Chris A. Henle, U. of North Carolina, Charlotte  
**OCIS**: Identifying and Predicting Forms of Cyberloafing: The Role of Norms and External Locus of Control | Anita Blanchard, U. of North Carolina, Charlotte; Chris A. Henle, U. of North Carolina, Charlotte  
**OB**: Effects of Causality Ambiguity, Injury Severity, and Injury Target on Disciplinarian Judgments | Ruodan Shao, U. of Lethbridge; Richard Perlow, U. of Lethbridge  
**OMT**: Defence Against the Dark Arts: Role-based Response to Role-based Deviance | Benjamin Matthew Cole, U. of Michigan  
**Nominee for The Arnon Reichers Best Student Paper Award**: Roles of Social Ties | Vishal K. Gupta, National University of Singapore; Mamata Bhandar, National University of Singapore; Shan-Ling Pan, National University of Singapore  

**598**: (Paper Session) - (IP) Institutional and Social Exchange in Organizational Discontinuities  
**Time**: 10:40am - 12:00pm  
**Location**: Hyatt Regency Atlanta: Regency VII - Table C3  
**Facilitator**: Jeanne Liedtka, U. of Virginia - Darden  
**BPS**: The Search for Authentic Intention | Jeanne Liedtka, U. of Virginia - Darden  
**BPS**: Changing Communication Patterns in Response to an Acquisition Event: A Social Network Investigation | Joan Teresa Allatta, Purdue U.; Harbir Singh, U. of Pennsylvania  
**RM**: Cross-Border Mergers and Offshoring: A Quantitative Media Analysis | Alfred Kieser, Mannheim U.; Dieter Thoma, Mannheim U.; Olaf Thiele, Mannheim U.; Rosemarie Tracy, Mannheim U.  
**BPS**: Institutional Change in the Context of Mergers and Acquisitions | Zeynep Yalabik, UIUC-ILIR  
**BPS**: Recovering from a Merger Crisis: New Institutionalism and the Bottom-Up Strategy | Rosa Chun, Manchester Business School  

**599**: (Paper Session) - (IP) Person Level Antecedents and Consequences of Information Technology  
**Time**: 10:40am - 12:00pm  
**Location**: Hyatt Regency Atlanta: Regency VII - Table C4  
**Facilitator**: M. Susan Taylor, U. of Maryland  
**OB**: The Paradox of Email | Jacqueline J. Medland, Benedictine U.  
**OCIS**: Examining Potential Determinants of User Intention to Explore a Technology Across Time | Massimo Magni, Bocconi U.; M. Susan Taylor, U. of Maryland  
**OMT**: Professional Commitment of Hybrid IT Professionals: An Empirical Study of Antecedent and Consequence | Yi Wang, Nanyang Technological U.; Siew Kien Sia, Nanyang Technological U.  
**TIM**: Person Factors in Automation Use and Monitoring: An Integrated Model | Stephanie Marie Drzakowski, Michigan State University  
**OCIS**: Employee Perceptions of Fit with their Role in an ERP Project | Vickie Coleman Gallagher, Florida State U.; Kevin P Gallagher, Florida State U.  
**OCT**: The Cognitive Rationalization of Professional Services | Marion Brivet, HEC Paris  
**OCT**: Management Consulting and Value Creation: A Systems Modeling Approach | Joel M. Brown, Corporate Value Creation, Inc.  
**OB**: Towards a Knowledge-Oriented Perspective on Organization and Management | Birgitta Södergren, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics
Session Details – Monday

Morning Programming:

601: SHCS: (MC, ODC, OMT) Lived-Experience and Professional Work: Learning from OD Scholar-Practitioners
10:40am - 12:00pm Hyatt Regency Atlanta: Grand Salon A
Organizer: John L. Bennett, Queens University of Charlotte
Chair: John L. Bennett, Queens University of Charlotte
Speakers: Edgar H Schein, Massachusetts Institute of Technology; Charles N. Seashore, Fielding Graduate University; Edith W. Seashore, Edith W. Seashore Asso. Ltd.; W Warner Burke, Teachers College, Columbia U.; Billie T. Alban, Alban & Williams, Ltd.
Discussant: Charles N. Seashore, Teachers College, Columbia U.

602: (Paper Session) - (MED) Educating the Whole Person
10:40am - 12:00pm Hyatt Regency Atlanta: Spring
Chair: Lisa A. Burke, LSUS
Discussant: James A F Stoner, Fordham U.
Finding Gaps and Blind Spots: A Personal Development Program for MBA Students | Amy L Kenworthy-U'Ren, Bond U.; James Shaw, Bond U.; Anthony Don Erickson, Bond U.
Developing Student’s Skills in Reflective Practice | Kathryn Pavlovich, U. of Waikato; Eva Marie Collins, U. of Waikato
Effectiveness of Experiential/Behavioral Skill Pedagogy in Skill Acquisition via Assessment Centers | J Duane Hoover, Texas Tech U.; Robert C Giambatista, Lehigh U.; William H Bommer, Cleveland State U.; Ritch L Sorenson, Texas Tech U.

603: (Paper Session) - (MED) On-Line Learning
10:40am - 12:00pm Hyatt Regency Atlanta: Techwood
Chair: Albert H. Chavez, University of Phoenix
Discussant: Charles Wankel, St. Johns U.
Examining the Influence of Participant Interaction Modes in Web-based Learning Environments | J B Arbaugh, U. of Wisconsin, Oshkosh; Raquel Benbunan-Fich, Baruch College
Experiential Learning in the On-Line Environment: Enhancing On-Line Teaching and Learning | Joseph E Champoux, U. of New Mexico
Instructional Technology in Management Education: An Empirical Examination of Online Learning Styles | Robert Ballenger, Washington and Lee; Dennis M Garvis, Washington and Lee
Students’ Receptiveness to Online Business Courses: Influencing Factors and Discriminant Functions | Edgard B. Cornachione, U. Illinois (Urbana-Champaign) & U. of Sao Paulo (Brazil)

604: (Paper Session) - (MED) Shifting the Paradigm: New Philosophies of Management Education
10:40am - 12:00pm Hyatt Regency Atlanta: University
Chair: Sarah Katrina Robinson, Lancaster U.
Discussant: Don Antunes, IMD
Overcoming Bad Management Theory: Rediscovering Moral Sentiments | John Andrew Morris, California State U.; Channel Islands; Jason W. Hunt, Catawba College; James Wesley Slate, Catawba College

605: (Paper Session) - (MH) MH Visual Paper Session
10:40am - 12:00pm Hilton Atlanta: Board & Directors - MH
Presented on panels 11-20
The metaphorical rise of entrepreneurship | Andrew Cardow, Massey U.
A Historical View of Diversity Management: The Ottoman Empire Case | Alev Katrini, Izmir U. of Economics; Remziye Gulem Atabay, Izmir U. of Economics; Gonca Gunay, Izmir U. of Economics
Generational Value Changes: Their History and a Cross-Cultural Empirical Test | Edward F Murphy, Embry Riddle Aeronautical U.; Regina Greenwood, Kettering U.; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Terrell G Manyak, Nova Southeastern U.; Bahaudin Mujtaba, Nova Southeastern U.; Arnel Onesimo O. Uy, De La Salle U.
Sunk Costs and Entry Strategies in the International Motion Picture Industry: A Historical Analysis | Gerben Bakker, U. of Essex
The Development of Classification of Goods Theory | Leland E. Taylor, Nova Southeastern U.; Terrell G Manyak, Nova Southeastern U.
The Political Skill: Dale Carnegie's Historical Conceptualization | Allison Burgess Duke, U. of Mississippi; Milorad Novicevic, U. of Mississippi
History of Rating Scales and Their Evolution into Organizations and Management Research | Mary Edie Mobley, Louisiana State U.
Technological Servicing and the Exchange System in Pre-reform China | Vipin Gupta, Simmons School of Management; Gita Surie, Adelphi U.

606: (Paper Session) - (MH) International and Cross-cultural Historical Approaches to Business History
10:40am - 12:00pm Hilton Atlanta: Roosevelt
Chair: David A Lamond, None
Discussant: Mohammed R Ahmed, Ameer U.
Stakhanovism - the Critical Analysis of the Management Practice and Historical Context | Yana G Kuzmina, LSU

Session Details – Monday

607: (Paper Session) - (MOC) Welcome & Theme Session: Where Has the Cognitive Turn Taken Us?
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Distinguished Speaker: Karl E Weick, U. of Michigan, Ann Arbor
Coordinator: Mary Ann Glynn, Emory U.

608: (MOC) Examinations of Mood and Extra-Role Behavior
10:40am - 12:00pm Atlanta Marriott Marquis: Imperial - Consulate
Chairs: Ingrid Fulmer, Georgia Institute of Technology; Christopher Barnes, Michigan State University
Happy to Help or Help to be Happy? Moderators in the Causal Relationships between Positive Affect and Altruism | Christopher Barnes, Michigan State University; Remus Ilies, Michigan State U.; John Hollien, Michigan State U.; Jennifer Nahrgang, Michigan State U.; Kelly Marie Schwind, Michigan State University
What is the Nature of “The Pause That Refreshes”? Examining the Role of Discretionary Behaviors in Repairing a Negative Mood | Theresa M. Glomb, U. of Minnesota; Devasheesh P Bhave, University of Minnesota; Andrew Miner, Honeywell
The Emotions of Speaking-up at Work: Affective Antecedents and Consequences of Voice and Whistleblowing | Marissa S. Edwards, U. of Queensland; Neal M. Ashkanasy, U. of Queensland
Personality and Citizenship Behavior: The Role of Affect and Satisfaction | Matthias Spitzmueller, Michigan State University; Ingrid Fulmer, Georgia Institute of Technology; Remus Ilies, Michigan State U.; Michael David Johnson, Michigan State U.

609: (MOC, IM) Two Decades of Self-Leadership Theory and Research: Developments, Trends, and Possibilities
10:40am - 12:00pm Atlanta Marriott Marquis: Imperial - Summit
Organizer: Jeffery D. Houghton, Abilene Christian U.
Through The Looking Glass: Reflections on Twenty Years of Self-Leadership Theory and Research | Christopher P Neck, Virginia Tech
A Cross Cultural Perspective of Self-Leadership | Jose L.C. Costa Alves, U. of Massachusetts
The Relationships between Self-Leadership, Innovation, Creativity and Perceived Workplace Support | Trudy DiLiello, Defense Acquisition U.
The Importance of Self- and Shared Leadership in Team Based Knowledge Work | Michelle C Bligh, Claremont Graduate U.
The Forgotten Follower: A Contingency Model of Leadership and Follower Self-Leadership | Seokhwa Yun, Seoul National U.
Participants: Ke (Grace) Ke, U. of Arkansas; Jeffrey C Kohles, California State U., San Marcos; Cathi J Lovelace, U. of Puget Sound; Charles C Manz, U. of Massachusetts, Amherst; Dmytro Matsypura, U. of Massachusetts; Fuminori Toyasaki, U. of Massachusetts; Cindy Wu, Baylor U.; Henry P Sims, U. of Maryland

610: (OB) Toward a General Theory of Proactive Behavior
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover E
Organizers: Adam Michael Grant, U. of Michigan, Ann Arbor; Susan J Ashford, U. of Michigan
Discussant: Terence R Mitchell, U. of Washington
The Effect of Social Network Structure on Taking Charge | Elizabeth Wolfe Morrison, New York U.
Enhancing Proactive Patient Care: An Intervention Study | Sharon Parker, U. of New South Wales
Engagement in OCB: The Importance of the OCB Recipient’s Role | Yitzhak Fried, Syracuse U.
Proactivity at Work: Lessons from Feedback-Seeking and Organizational Citizenship Behavior | Adam Michael Grant, U. of Michigan, Ann Arbor; Susan J Ashford, U. of Michigan

611: (Paper Session) - (OB) Leadership and Emotions
10:40am - 12:00pm Hyatt Regency Atlanta: Piedmont
Chair: Sophia Vladimirova Marinova, University of Illinois at Chicago
Discussant: Ronald H Humphrey, Virginia Commonwealth U.
Leading the Show: Transformational Leadership and Collective Emotional Labor | Olga Epitropaki, ALBA Business School
Subordinate Emotional Expression and Leader-Member Exchange: A Cross-Cultural Comparison | Yongmei Liu, Florida State University; Pamela Perrew, Florida State U.; Yi Guo, East China University of Science and Technology
When Leaders Envy: The Influence of Negative Leader Emotion on Individual Undermining and Wellbeing | Kristin L. Scott, U. of Kentucky; Michelle K. Duffy, U. of Kentucky
Authentic Leader Behaviors: The Interactive Effects of Leader Values and Positive Emotions | Janaki Gooty, Oklahoma State U.; Susan Michie, U. of Evansville; Mark Gavin, Oklahoma State U.

612: (Paper Session) - (OB) Individual Performance in Groups
10:40am - 12:00pm Hyatt Regency Atlanta: Piedmont
Chair: Veronique Tran, Pennsylvania State U.
Discussant: Veronique Tran, Pennsylvania State U.
The Counterintuitive Effects of Supervisor Support on Employee Self-Perceived Work Effectiveness | Sandy Lim, Singapore Management U.
Why Individuals in Larger Teams Perform Worse | Jennifer Mueller, U of Pennsylvania
Social Isolation at Work: Its Impact on Performance | Dora C. Lau, Chinese University of Hong Kong; Long Wai Lam, U. of Macau; Sandra L. Robinson, U. of British Columbia

613: (Paper Session) - (OB) Cross-Cultural Effects on Justice and Trust
10:40am - 12:00pm Hyatt Regency Atlanta: Roswell
Organizations: Emerging Perspectives
Fulfillment and Violation
Discussant: Steven Grover, U. of Otago
Fairness Judgment in the Fog of Uncertainty: Heuristic Substitution and Cultural Influences | Emily M Nason, Hong Kong U. of Science and Technology
Equity Rule and Cross-cultural Difference: How Do East Asians Differ from One Another | Tae-Yeo Kim, City U. of Hong Kong; Todd Weber, U. of North Carolina, Chapel Hill; Kwok Leung, City U. of Hong Kong; Yukiko Muramoto, Yokohama National U.
An Empirical Examination of Cultural Intelligence as a Mechanism of Intercultural Trust | Lisa Vargo Williams, State U. of New York, Buffalo

614: (Paper Session) - (OB) Psychological Contract Fulfillment and Violation
10:40am - 12:00pm Hyatt Regency Atlanta: Vinings
Chair: Robert Gregory DelCampo, U. of New Mexico
Discussant: Maura A. Belliveau, Texas A&M U., College Station
When Employees Strike Back: The Role of Violation and Revenge in the Psychological Contract Dynamics | Prashant Bordia, U. of South Australia; Simon Lloyd D. Restubog, U. of Queensland; Robert L. Tang, De La Salle - College of Saint Benilde
Boundaries of Psychological Contract Fulfillment and Citizenship Behavior: A Motivational Perspective | Chih-Ting Shih, Shu Te U.
The Development of Psychological Contract Breach and Violation: A Social Exchange Approach | Tanguy Dulac, U. Catholique de Louvain; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; David Henderson, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago

615: (SHCS) - (OB, CM) The Desire for Social Standing: A Multilevel Examination of Membership and Status Motivations
10:40am - 12:00pm Atlanta Marriott Marquis: Marquis - Salon III
Chairs: Tyler G. Okimoto, Flinders University of South Australia; Amy Wrzesniewski, New York U.
Where do I Stand? Procedural Fairness Effects as a Function of Reputation Concerns | David De Cremer, Tilburg U.
Inclusionary Motivations and Effort-Based Performance in Groups | Tyler G. Okimoto, Flinders University of South Australia; Amy Wrzesniewski, New York U.
There’s Always Something to Worry About: The Psychological Dynamics of Relative Status | Steven Blader, New York U.; Ya-ru Chen, Rutgers U., Newark
What’s Most Powerful, the Message or the Messenger: Predicting Organizational Responses to Identity | Caroline A Bartel, University of Texas at Austin

616: (JS, OB, MOC) Norm Misperception in Groups and Organizations: Emerging Perspectives
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover D
Discussant: Michiel Anteby, Harvard Business School
Predicting When Deviants Will Be Vocal: The Role of Norm Misperception | Kimberly Rios Morrison, Stanford University
Acting Out: The Derogatory Effects of Violating Emotional Norms | Olivia Amanda O’Neill, Stanford U.
From Individual Assumptions to Group Frames: Norm Negotiation in Creative Design Teams | Caned K. Joyce, U. of California, Berkeley
Participants: Dale Miller, Stanford U.; Jennifer A. Chatman, U. of California, Berkeley

617: SHCS - (OB, OMT, TIM) Leadership and Organizational Learning
10:40am - 12:00pm Hilton Atlanta: Grand Salon D
Chairs: David Waldman, Arizona State University; Yair Berson, U. of Haifa
Discussant: Marianne W Lewis, University of Cincinnati
Managing the Exploration/Exploitation Paradox through Leadership: How Top Executives Define Their Firm’s Innovation Trajectory Over Time | Louise Anne Nemanich, Arizona State U.; Robert T Keller, U. of Houston
Transcendent Leadership: A Leadership Model for Rapidly Changing Environments | Mary M Crossan, U. of Western Ontario; Len Nanjand, IBM; Dusya M. Vera, U. of Houston
Humor, Leadership, and Organizational Learning: A Multiple Source Examination | Yair Berson, U. of Haifa; John J. Sosik, Pennsylvania State U., Great Valley
Entrepreneurial Leadership, Organizational Learning, and Firm Performance: Evidence from the Small Business Innovation Research Program | Albert Link, University of North Carolina; Donald Siegel, U. of California, Riverside

618: (SHCS) - (OB, SIM, CM) Ethical and Unethical Behavior in a Knowledge Economy: A Social Exchange Perspective
10:40am - 12:00pm Hilton Atlanta: Grand Salon C
Chairs: Elizabeth Eve Umphress, Texas A&M U.; John B. Bingham, Brigham Young U.
Discussant: Ricky W Griffin, Texas A&M U.
Self-verification or Ethical Treatment? The Paradoxical Effects of Self-esteem on Social Exchange | Batia Wiesenfeld, New York U.; William B Swann, U. of Texas, Austin; Joel Brockner, Columbia U.
Percieving Fair Treatment: Does This Affect Employees’ Willingness To Report Misconduct? | Debra L. Shapiro, U. of Maryland; Katherine A DeCelles, U. of Maryland
Personality Correlates of Prosocial Whistle-blowing | Rachel Maxwell Johnson, Colorado State U.; Zinta S. Byrne, Colorado State U.
Unethical Ironies: The Impact of Distributive Justice on Unethical Behavior | Elizabeth Eve Umphress, Texas A&M U.; Run Ren, Texas A&M U.; Celile Itir Gogus, Texas A&M U.; John B. Bingham, Brigham Young U.

619: (Paper Session) - (OCIS) Cases of IS Implementation II
10:40am - 12:00pm Atlanta Marriott Marquis: International 1
Chair: Steven L. Johnson, U. of Maryland
Discussant: Pamela E Carter, Florida State U.
Technology Obsolescence: Information Systems Sustainability under Supply Chain Migration | Ruey-Lin...
Session Details – Monday

Hsiao, National U. of Singapore; Shin-Hong Chen, National ChengChii University

Misalignment and Knowledge Management Project Failure: An Institutional Perspective | Poornima Luthra, National U. of Singapore; Shan-Ling Pan, National U. of Singapore

A Socio-Technical Approach to Integration through Enterprise Systems | Robert Demir, Stockholm University School of Business

620: (Paper Session) - (ODC) Knowledge Sharing
10:40am - 12:00pm Atlanta Marriott Marquis: International 5
Chair: Paul Solomon, U. of North Carolina, Chapel Hill
Discussant: Dave Yates, U. of Southern California

Elements of Knowledge Sharing among Academia and Industry: A Case Study Based on System Theory | Andrea Carugati, IESEG School of Management

The Moderating Role of IS Integration in Augmenting Inter-unit Absorptive Capacity | Niles Saraf, Simon Fraser U.; Christoph Schlueter Landon, University of Southern California

Understanding the Motivations of Contributors to Public Document Repositories: An Empirical Study | Naren Peddibhotla, University of Minnesota; Mani R. Subramani, U. of Minnesota

The Interplay of Reificative and Participative Processes of Customer Knowledge Creation | Sara Varlander, Stockholm U.

621: (Paper Session) - (ODC) Barriers to Change: Origins and Possible Solutions
10:40am - 12:00pm Hilton Atlanta: Board & Directors - ODC 1
Presented on Panels 1-5

Using Change Management Models to Manage Organizational Identification Change | Virajanand Varma, Auburn U.

Change in a Loosely Coupled System: A Case Study | Sharon P McKechnie, Boston College

On the Way to Creativity: Engineers as Intrapreneurs in Organizations | Iris Elina Aalto, Lappeenranta U. of Technology; Jan Ulijn, Faculty of Technology Management; Hanns C. Menzel, Not Specified

A Framework for Managing Aims in Collaborations | Siv Vangen, Open U.; Chris Huxham, Strathclyde U.

Impact of Organizational Culture and Person-Organization Fit on Job Satisfaction & Commitment | Charlotte D. Shelton, Rockhurst U.; Myles P. Gartland, Rockhurst U.

622: (Paper Session) - (ODC) Applying and Developing Change Models
10:40am - 12:00pm Hilton Atlanta: Carter
Chair: George W. Hay, McDonald’s Corp./Benedictine U.
Discussant: George W. Hay, McDonald’s Corp./Benedictine U.

Toward an Integrated Model of Organizational Change | Franca Onoriodi Ovadjie, Pan African University


Organizational Change in SMEs - a Proposed New Model | Heather Christine Banham, Okanagan College

623: (Paper Session) - (ODC) Teams, Learning and Effectiveness
10:40am - 12:00pm Hilton Atlanta: Jackson
Chair: Deborah Soule, Harvard U.
Discussant: Deborah Soule, Harvard U.

Lessons Learned and Lessons Lost: A Multi-method Field Study of Vicarious Team Learning Behavior | Henrik Bresman, INSEAD

The Learning Domains of Team Effectiveness | Peter Anthony Murray, Macquarie U., Sydney; Jawad Syed, Macquarie U., Sydney

Too Hot to Handle? Engaging Hot Conflict for Better Decisions and Resilient Management Teams | Amy C. Edmondson, Harvard U.; Diana McLain Smith, Monitor Company

Do Organizational Routines change as Experience changes? | Bjarne Espedal, Norwegian School of Economics and Business Administration; Rune Lines, Norwegian School of Economics and Business Administration; Birthe Kafjord Lange, Norwegian School of Economics

624: (Paper Session) - (OCIS) Global and Strategic Organization Development: The Emerging Role of OD
10:40am - 12:00pm Hyatt Regency Atlanta: Montreal
Chair: Therese F Yaeger, Benedictine U.
Presenters: Peter Sorensen, Benedictine U.; Flemming Pouflet, Copenhagen Business School; Shawn M. Carraher, Cameron U.; Philip Terry Anderson, Abbott Laboratories; Mariann Jelinek, College of William and Mary; Linda Sharkey, GE Capital; Timothy W Goodly, Not Specified

625: (Paper Session) - (OM) E-Operations
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Chair: William L. Roach, Washburn U.

Strategic Capabilities and Internet Resources in Procurement: A Resource-Based View | Ordanini Andrea, Bocconi U.; Gaia Rubera, Bocconi U.

Perceived Characteristics of Electronic Commerce: Implications for Service Operations Management | Ziqi Liao, Hong Kong Baptist U.

The Case for Using Multiagent Systems in International Supply Chains | W. L. Dougan, U. of Wisconsin, Whitewater

626: (Paper Session) - (OM) Product Design and Development
10:40am - 12:00pm Atlanta Marriott Marquis: Rio Grande & MacKenzie
Chair: Mohan V. Tatikonda, Indiana U.


The Impact of Early Engineering Effort and Customer Involvement on NPD Project Timeliness | William H. A. Johnson, Bentley College; Changyue Luo, U. of Minnesota
Does Globalization Matter in New Product Development? | Muammer Ozer, City U. of Hong Kong

Do We Have a Theory of Product Differentiation Postponement? Literature Review & Reconceptualization | Cipriano Forza, U. of Padova; Fabrizio Salvador, Instituto de Empresa; Alessio Trentin, U. of Padova

627: (Paper Session) - (OMT) The Diverse Roles of Power and Politics: Implications for Knowledge Management, Markets, and Organization
10:40am - 12:00pm Atlanta Marriott Marquis: International 2
Chair: Matthew Hall, Aston U.
Competing Institutions and Market Formation: The Case of Online Gambling | Karen D. W. Patterson, Texas Tech U.; David Eduardo Cazavos, Texas Tech U.; Marvin Washington, U. Alberta; Keith Brigham, Texas Tech U.
Social Movements as External Agents of Change: The Effect of Protest on Stock Price Returns | Brayden G King, Brigham Young U.; Sarah A Soule, U. of Arizona
Constructing ‘Hard’ and ‘Soft’ Knowledge: Implications for the Power-Knowledge Relationship | Matthew Hall, Aston U.; Stewart Clegg, U. of Technology, Sydney; John Sillince, Aston U.

628: (Paper Session) - (OMT) On the Interface between Research and Practice: Experiences in Executing Engaged Research
10:40am - 12:00pm Atlanta Marriott Marquis: International 3
Symposium moderated by Mike Tushman & Majken Schultz.
Panelists discuss traversing theory/practice boundaries. Discussion with attendees will follow
Moderators: Michael L. Tushman, Harvard U.; Majken Schultz, Copenhagen Business School
Presenters: Andrew H. Van de Ven, U. of Minnesota; Herminia Ibarra, INSEAD; Ranjay Gulati, Northwestern U.

629: (Paper Session) - (OMT) Adaptation in Institutions: The More Things Change the More They Stay the Same
10:40am - 12:00pm Atlanta Marriott Marquis: International 4
Chair: Philippe M. Monin, EM Lyon
Genetic Codes Violations as Segregating and Blending Terroir and Brand Logics in the Wine Industry | Philippe M. Monin, EM Lyon; Grégoire Croidiel, Ecole de Management de Lyon
Theorization, Adaptive Emulation, and Similarity in Forms of Manufacturing Best Practice Programs | E. Geoffrey Love, U. of Illinois, Urbana-Champaign; Peter Cebron, U. of Melbourne
A Case of Distributed, Cooperative and Enabling Institutional Entrepreneurship | Aurelien Acquier, Ecole des Mines de Paris; Aggeri Franch, Ecole des Mines de Paris
The Selective Synthesis of Competing Logics | Siobhan O'Mahony, Harvard U.; Katherine K Chen, Harvard U.

630: (Paper Session) - (OMT) Relating Networks and Interorganizational Ties
10:40am - 12:00pm Atlanta Marriott Marquis: International A
Chair: Salih Zeki Ozbekmir, U. of Chicago
Can I Trust You For A Relation? | Salih Zeki Ozdemir, U. of Chicago
Inter-firm Connectedness, Repeated Ties and Innovative Performance: A Longitudinal Study | Simone Ferriani, U. of Bologna; Gino Cattani, New York U.; Charles Baden-Fuller, City U.
 Brokerage, Group Characteristics, and the Formation of Multi-Partner Alliances | Xiaoli Yin, San Francisco State U; Jianfeng Wu, Peking U.; Wenpin Tsai, Pennsylvania State U.

631: (Paper Session) - (OMT) The Strategic Nature of Learning and Routines
10:40am - 12:00pm Atlanta Marriott Marquis: International B
Chair: Bret Ryan Fund, Pennsylvania State U.
Success, Failure and the Gray Zone: How Organizations Learn (or Don’t) From Ambiguous Experience | Claus Rerup, U. of Western Ontario
Unveiling the Creation and Content of Strategic Organizational Processes | Christopher B. Bingham, U. of Maryland; Kathleen M. Eisenhardt, Stanford U.

632: (Paper Session) - (OMT) Power and Politics in Top Management Teams
10:40am - 12:00pm Atlanta Marriott Marquis: International C
The Effects of Director Behavior and Demographic Minority Status on Board Appointments | James Westphal, U. of Texas, Austin; Ithai Stern, Northwestern U.
How Top Managers use Interpersonal Influence to Neutralize the Effects of Institutional Ownership | James Westphal, U. of Texas, Austin; Michael Bednar, U. of Texas, Austin
Winner of OMT Division Best Paper Award

633: (Paper Session) - (ONE) Visual: Strategies for Sustainable Development
10:40am - 12:00pm Hilton Atlanta: Board & Directors - ONE
Presented on Panels 6-9
**Session Details – Monday**

### 634: (Paper Session) - (ONE) Stakeholders and the Natural Environment

10:40am - 12:00pm Hilton Atlanta: Madison  
**Chair:** Irene Henriques, York U.  
**Discussants:** Stephanie Bertels, U of Michigan Ann Arbor; Stephanie Welcomer, U of Maine

- **Secondary Stakeholder Actions and the Selection of Firm Targets:** Charles Eesley, Massachusetts Institute of Technology; Michael Lenox, Duke U.  
- **Knowledge, Relationships and Action in the Public Concern:** Peter M. Senge, Society of Organizational Learning; Katrin Kaefer, Society of Organizational Learning; Benyamin B. Lichtenstein, U. of Massachusetts, Boston; Hilary Bradbury, Society of Organizational Learning; John S Carroll, MIT Sloan School of Management

**NGOs' Temporary Network Development Capability:**  
Managing External Resources in Crisis Environments | Lilianna Nordtvedt, U of Texas at Arlington; William Ross O'Brien, U. of Texas, Arlington  
Temporal Dynamics of Multi-Stakeholder Organising for Sustainability | Aarti Sharma, U. of South Florida; Kate Kearins, Auckland U. of Technology

### 635: (Paper Session) - (PNP) Perspectives on New Public Management: Accountability, Customers & Performance

10:40am - 12:00pm Hilton Atlanta: Madison  
**Chair:** Neil M. Boyd, Pennsylvania State U.  
**Discussants:** Laurie E Paarlberg, San Francisco State U  
**The Effect of Leadership on Organizational Performance:** Sungjoo Choi, University of Georgia  
**NPM and Postmodernism Reform Effects on Federal Agencies:** Sung Min Park, University of Georgia  
- **Actionable Knowledge in an Emerging Context:** David R. Stiles, Cardiff U.; Yusuf Karbhari, Cardiff U.; Muslim Har Sani Mohamad, International Islamic U Malaysia

### 636: (Paper Session) - (PNP) Nonprofit Organization: Markets & Identity

10:40am - 12:00pm Hilton Atlanta: Monroe  
**Chair:** Dennis R Young, Georgia State U.  
**Discussants:** Jennifer Leigh, Gettysburg College; Jennifer Frahm, U. of Melbourne  
**Relationship Marketing, Loyalty and Identity Salience:**  
Developing a Model for the Third Sector | Cid Goncalves Filho, FUMEC U.; Edneia C Machado, Not Specified; Gustavo Quiroga Souki, Universidade Fumec; Antonio Eugenio Salles-Coelho, FUMEC U.

**Branding in the Non-Profit Sector:** The Construction of Morality by Humanitarian Organizations | Anne Vestergaard, Copenhagen Business School

### 637: (Paper Session) - (RM) Multilevel Research

10:40am - 12:00pm Atlanta Marriott Marquis: Rhine & Savoy  
**Chair:** Mark Griffin, Australian Graduate School of Management  
**Discussants:** Gilad Chen, U. of Maryland; David Chan, Singapore Management U.

**Answers to Questions about Interrater Reliability & Agreement: Implications for Multilevel Analyses:** James M. LeBreton, Wayne State U.; Jenell Lynn Senter, Wayne State U.  
**Multilevel Structural and Measurement Invariance:** A Complete Method for Testing Multilevel Homology | Michael J. Zyphur, National U. of Singapore  
**Examinining “Emergence” in Multilevel Research:** Gazi Islam, Ibmec, Sao Paulo; Michael J. Zyphur, National U. of Singapore; Daniel J. Beal, Rice U.

**Mediation in Longitudinal and Multilevel Contexts:** The Longitudinal Multilevel Mediation (LMM) Model | Adrian H. Pitariu, U. of South Carolina; Robert E Ployhart, U. of South Carolina

### 638: (RM) Online Technologies: What We Have Learned Thus Far

10:40am - 12:00pm Atlanta Marriott Marquis: Rhine & Savoy  
**Can the Computerized Self-Report Structured Interview Replace the Face-to-Face Structured Interview?** | Perng Yih Ong, Civil Service College; Dara B. Chappell, Centre for Industrial Relations and Human Resources

**Validity, Reliability, and Utility of Online Employment Testing:** What Are We Gaining and What Are We Losing? | Melissa Warner, U. of Guelph  
**Design and Implementation of Online 360 Degree Feedback:**  
Audrey Tan, Civil Service College; Perng Yih Ong, Civil Service College

**Online Focus Groups:** An Underutilized Methodology for Organizational Research | Allyson K. McElwain, U. of Guelph; Karen Korabik, U. of Guelph; Dara B. Chappell, Centre for Industrial Relations and Human Resources
639: (Paper Session) - (SIM) Creating an Ethical Corporate Culture
10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom A & F
Chair: Mark Okechukwu Ajougu, Fed U. of Tech Owerrri (FUTO)
- Fostering Creativity and Innovation in Organization: Prescription for Unethical Organizations? | Melissa S. Baucus, U. of Louisville; David A. Baucus, Baucus Consulting; Sherrie E. Human, Xavier U.
- The Relationship between Ethical Climate and Service Outcomes | Gil Luria, Haifa U.; Dana Yagil, u of Haifa
- Under the Big Top: How HRM Fails and Opportunities for Corruption Prevail | Gloria Harrell-Cook, Frostburg State U.; Evan Hayden Offstein, Frostburg State U.

640: (Paper Session) - (SIM) Moral Language and Justification in Business
10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom B & E
Chair: Lori Verstegen Ryan, San Diego State University
- Helping Integrative Social Contracts Theory to Actually Break the Ties | Gordon G. Sollars, Fairleigh Dickinson U.
- The Use of Moral Justifications in Business May be Hazardous | David A. Whetten, Brigham Young U.; Jeffery A. Thompson, Brigham Young U.
- Design Criteria for Any Future Contractarian Theory of Business Ethics | Ben Wempe, Erasmus U.
- Narratives of Corporate Social Responsibility: Theorising Identity | Michael Humphreys, U. of Nottingham; Andrew D. Brown, University of Bath

641: (SHCS: (SIM, IM, CM) The Role of Business in Violent Conflict Resolution
10:40am - 12:00pm Hilton Atlanta: Grand Salon E
Chairs: Kathleen Getz, American U.; Jennifer Oetzel, American U.
- When do MNEs have a Moral Obligation to Intervene in Situations of Violent Conflict? | Kathleen Getz, American U.; Stephen Ladek, Independent Consultant
- MNEs' Strategic Interventions in Response to Violent Conflict: Conceptual Model & Empirical Evidence | Jennifer Oetzel, American U.; Stephen Ladek, Independent Consultant
- The Role of Individual Businesspersons in Responding to Violent Social Conflict | Patricia C Kelley, U. of Washington, Bothell
Business Response to Violent Conflict: A View from the Trenches | Rodney MacAlister, African Development Foundation

642: (Paper Session) - (TIM) Technological Evolution
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Rana Tassabehji, University of Bradford School of Management
- The Sources and Timing of Technological Discontinuities and Dominant Designs | Jeffrey Lee Funk, Hitotsubashi U.
- Demand Competition and Entry Heterogeneity in Industries based on Systemic Technologies | Lalit Manrai, Columbia U.
- Cooperative Strategies in the Standardization of Wireless Telecommunications | Aija Elina Leiponen, Cornell U.
- The Determinants of Innovative Persistence: An Empirical Study on Patent Spells of Technology Firms | Jennifer Hui-Ru Chen, National Taiwan U.; Show-Ling Jang, National Taiwan U.; Jui-Chung Yang, National Taiwan U.
- The Impact of Industry Structure on Patent Performance: The Evidence from Latecomer Economies | Show-Ling Jang, National Taiwan U.
- The Systematic Noise in Non-Patent References: A Study of New Zealand Companies' Patents | Zi-Lin He, U. of Otago; Min Deng, U. of Otago

643: (Paper Session) - (TIM) Patent Performance and Innovation Output
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Gerard H Gaynor, Institute of Electrical and Electronics Engineers
Discussant: Marco Ceccagnoli, Georgia Institute of Technology
- The Determinants of Innovative Persistence: An Empirical Study on Patent Spells of Technology Firms | Jennifer Hui-Ru Chen, National Taiwan U.; Show-Ling Jang, National Taiwan U.; Jui-Chung Yang, National Taiwan U.
- The Impact of Industry Structure on Patent Performance: The Evidence from Latecomer Economies | Show-Ling Jang, National Taiwan U.
- The Systematic Noise in Non-Patent References: A Study of New Zealand Companies' Patents | Zi-Lin He, U. of Otago; Min Deng, U. of Otago

644: (Paper Session) - (TIM) Strategy, Technology and Innovation II
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Feng Zhu, Harvard U.
Discussant: Anu Wadhwa, Swiss Federal Institute of Technology (Lausanne)
- Organizational Forms for Technological Innovation: A Typological Theory and a First Empirical Test | Ferdinand Jaspers, Erasmus U.; Jan Van Den Ende, RSM Erasmus Univ.
- The Role of Firm Size and Technology Intensity in Technology Services Organizations | Maheshkumar P Joshi, George Mason U.; Sidhartha R Das, George Mason U.
- Revisiting Innovation and Capital Structure: The Moderation Effect of Related Diversification | Taiyuan Wang, U. of Western Ontario; Stewart Thornhill, U. of Western Ontario
- A Strategic Group Analysis of Hybrid Commerce Firms: Implications for Managing Technological Change | Lih-Bin Oh, National U. of Singapore; Hock-Hai Teo, National U. of Singapore; V. Sambamurthy, Michigan State U.
Session Details – Monday

-The Incubation of New Technology-based Ventures Within Technology Incubators: A Conceptual Model | Joanne L Scillitoe, Michigan Technological U.; Alok K Chakrabarti, New Jersey Institute of Technology

-The Timing of Knowledge Flows in Inter-Organizational Relationships | Henri Schildt, Helsinki U. of Technology; Thomas Keil, York U. & Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology

-An Emergent and Process-Based View of Learning in Inter-Organizational Networks | Francesca Mariotti, U. of Stirling

646 : (Paper Session) - (TIM) International Perspectives on Technology
10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1
Presented on Panels 15-20

-Determinants of Innovation Capability in S&M Enterprises: An Empirical Analysis from China | Tiejum Chen, Zhejiang University of Technology

-The Effect of International Diversification on the Value of Innovation | Shao-Chi Chang, National Cheng Kung U.; Li-Yu Chen, National Cheng Kung U.

-Internationalisation of Technology and the Market Value of Large Firms | Suma Athreye, Brunel U.; Pari Patel, SPRU - University of Sussex

-The Triple Helix Unravelled: The Development of Biomedical Innovation in the US and UK | Maxine Robertson, Coventry University; Anna Goussevskaya, U. of Warwick; Jacky Swan, U. of Warwick; Ademola Obembe, U. of Warwick; Michael Bresnen, Leicester U.

-The Theory And Practice Of Regional Technological Innovation Capability in China | Bei Wu, Zhejiang GongShang University; Jin Chen, Zhejiang GongShang University

-Technological Capability Accumulation In International Joint Venture in China | Huiping Li, Rutgers U.

647 : (Paper Session) - (TIM) Worlds Collide?: Industry, Technology, and the Academy
10:40am - 12:00pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1
Presented on Panels 27-30

-Scientific Networks, Alliance Networks, and Innovation Output | Remzi Gozubuyuk, U. of Minnesota

-Channels of Collaborative Academia-Industry Research at the Individual Level: Comparative Assessment | Branco Leonidov Ponomariov, Georgia Institute of Technology; Craig Boardman, Georgia Institute of Technology

-Technological Change - Random Shock or Conscious Choice? | Sai Prakash R, Indian Institute of Management, Bangalore

-Strategy as Cognitive and Political Construction for Managing University-Industry Relationships | Emilio Bellini, University of Sannio

Monday 12:00PM

648 : (ICW) Journal of Organizational Behavior Luncheon
12:00pm - 2:00pm Atlanta Marriott Marquis: Garden Terrace
Organizer: Denise M Rousseau, Carnegie Mellon University

649 : (MED) Past Division Chairs' Lunch
12:00pm - 2:00pm Hyatt Regency Atlanta: Executive Room 219
Organizers: Laurie Milton, U of Calgary; U of Western Ontario
Hosts: Steve Armstrong, U of Hull; J.B. Arbaugh, U of Wisconsin, Oshkosh
Organizers: James A F Stoner, Fordham U.; Laurie Milton, U. of Calgary/U. of Western Ontario
Hosts: Steven Armstrong, U. of Hull; J B Arbaugh, U. of Wisconsin, Oshkosh

Monday 12:20PM

650 : (AAS) How Can the AOM Help Transform Knowledge to Action in the Public Domain?
12:20pm - 2:10pm Atlanta Marriott Marquis: International 6
Is scholarly management knowledge useful and influential to private sector managers and policy makers?
Moderator: Sara L. Rynes, U. of Iowa
Participants: William G Ouchi, U. of California, Los Angeles; Andrew M Pettigrew, U. of Bath; Debra L. Shapiro, U. of Maryland

651 : (AAS) The Sounds of Voice and Silence: Antecedents, Outcomes and Processes of Speaking Up at Work
12:20pm - 2:10pm Atlanta Marriott Marquis: International 6
Chairs: Ethan Burris, University of Texas at Austin; James R. Detert, Pennsylvania State U.
Discussant: Jerald Greenberg, Ohio State U.
Employee Silence and Whistle Blowing: The Case of “Dr. Death” | Marissa S. Edwards, U. of Queensland; John Gardner, U. of Queensland
Personal Control and Employee Voice: The Case for a Non-Monotonic Relationship | Subrahmaniam Tangirala, U. of Maryland, College Park; Rangaraj Ramanujam, Purdue U., West Lafayette
Voicing and Silencing Dissatisfaction in Self-Managed Work Teams | Karen Harlos, McGill U.; Isabel C Botero, Illinois State University; Amber N.W. Raile, Michigan State University
Speaking Up Versus Being Heard: The Outcomes of Voice and Voice Discordance | Ethan Burris, University of Texas at Austin; James R. Detert, Pennsylvania State U.; Dan S. Chiaburu, Pennsylvania State U.

652 : (AAS) Organizational Trust and the Public Concern
12:20pm - 2:10pm Hyatt Regency Atlanta: Intl Ballroom South
Organizer: Anitza Ross Grubb, U. of California, Irvine
Chair: Jone L. Pearce, U. of California, Irvine
The Paradox of Process Fairness | Joel Brockner, Columbia U.
The Causes of Organizational Corruption | Anitza Ross Grubb, U. of California, Irvine
Positive Practices in Organizations | Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Robert E Quinn, U. of Michigan; Kim Cameron, U. of Michigan
Managing Discrimination in Selection: The Impact of Accountability and Social Dominance Orientation |
Session Details – Monday

653 | (AAS) Thirty-Five Years of Workplace Reform and Research: An All Academy Symposium
12:20pm - 2:10pm Hilton Atlanta: Grand Ballroom D
Work in America – 1972 | James O’Toole, University of Southern California
The New American Workplace | Edward E. Lawler, U. of Southern California
Economic Impact of Employee Behaviors | Wayne F. Cascio, U. of Colorado, Denver and Health Sciences Center
Restoring Voice at Work and in Society | Thomas A. Kochan, Massachusetts Institute of Technology

654 | (AAS) New Perspectives on Cross-Cultural Knowledge: In Search of Action Plans to Service Global Economy
12:20pm - 2:10pm Hilton Atlanta: Grand Ballroom D
Organizer: Detelin S. Elenkov, U. of Tennessee, Knoxville
Psychological Capital Across Cultures: The Use of Micro-Interventions | Fred Luthans, U. of Nebraska, Lincoln
New Perspective on Cross Cultural Knowledge | John D Daniels, U. of Miami
Bringing Transition Economies into the Global Arena Through Corporate Governance | Sheila M. Puffer, Northeastern U.
Reconceptualizing the Self in a Cultural Context: Moving from Outside to Inside | Christopher Earley, National U. of Singapore
Advancing Our Understanding of Effective Working and Organizing in the Global Economy | Cristina Gibson, U. of California, Irvine
Reconceptualizing Organizational Change in Different Environmental Contexts | William Q Judge, U. of Tennessee
Reconsidering Rationality and Decision-Making Effectiveness From a Cross-Cultural Perspective | Detelin S Elenkov, U. of Tennessee, Knoxville

655 | (BPS) Dynamic Capabilities: Understanding Strategic Change in Organizations
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Bonn
Presenters: Sydney Finkelstein, Dartmouth College; Constance E Helfat, Dartmouth College; William G Mitchell, Duke U.; Margaret Peteraf, Dartmouth College; Harbir Singh, U. of Pennsylvania

656 | (Paper Session) - (BPS) Diversification/M&A: Being Institutionalized Across the Globe
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - London
Chair: David Lanier Major, U. of Maryland, College Park
Discussant: Srilata Zaheer, U. of Minnesota
Diversification and Innovation in a Transitional Economy: An Institutional Voids Perspective | Changhui Zhou, Peking U.; Charles Dhanaraj, Indiana U., Bloomington

657 | (Paper Session) - (BPS) Competitive Advantage: Don't Take a Slice of My Pie ( Stakeholders and Valuable Resources
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - State of Georgia
Chair: Jason A. Harkins, U. of Oklahoma
Facilitator: Marvin B Lieberman, U. of California, Los Angeles
Using Stock Options to Retain Worker-Embedded Knowledge | Benjamin A. Campbell, U. of Pennsylvania
Beyond Star Power: Competition For Returns Within Hollywood Motion Picture Projects | Paul Skilton, Arizona State U. Polytechnic

658 | (Paper Session) - (BPS) Networks: Boundary Problems (Beyond transaction costs)
12:20pm - 2:10pm Atlanta Marriott Marquis: International 8
Chair: Joseph Broschak, U. of Illinois at Urbana-Champaign
Facilitator: Daniel Walter Elfenbein, Washington U. in St. Louis
Need for Scale and Alliance Formation: Collaborative vs Autonomous Production of Aircraft, 1949-2000 | Bernard Garrette, HEC Paris; Xavier Castaner, HEC Paris; Pierre Dussague, HEC Paris
The Impact of Transaction Costs and Industry Experience on Make-or-Buy Decisions | Nicholas Argyres, Boston U.; Lyda S. Bigelow, Washington U. in St. Louis
How Do Asset Specificity Of Transactions, And Firm Specificity Of Resources Affect Firm Boundaries? | Christoph Zott, INSEAD; Raphael H Amit, U. of Pennsylvania

659 | (Paper Session) - (BPS) Governance: Since You've Been Gone (CEO Succession
12:20pm - 2:10pm Atlanta Marriott Marquis: International 9
Chair: Ling-Hsiu Chen, Kun Shan University
Facilitator: Vandini Rajagopalan, U. of Southern California
The Attributive Change of Executive Team Members as a Lever for Strategic Change | Riu Yokota, U. of Tsukuba; Hitoshi Mitsuhashi, U. of Tsukuba
Investment Analysts, Market Signals, and Their Impact on CEO Dismissal | Margarethe F Wiersema, U. of California, Irvine; Mark Washburn, U. of California, Irvine
A Process Model of Settling Up: Linking Firm Failures to Executive Unemployment | Kurt Wurthmann, Columbia U.
Executive Turnover and Subsequent Firm Performance: the Role of Transactive Memory Systems in TMTs | Tiemun Wang, London Business School

660 (Paper Session) - (BPS) Networks: Visualizing Alliances
12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 1
Presented on Panels 18-30
Contracts as an Organizational Phenomenon: A Review of Empirical Research on Inter-firm Contracts | Marco Furlotti, Bocconi U.
Firm Performance of the Extended Enterprise: an Organizational Network Design Perspective | Diederik W. Van Liere, Erasmus U. Rotterdam; Otto Koppius, RSM Erasmus U.; Peter Vervest, Erasmus U. Rotterdam; Martijn Hoogeweg, Erasmus U. Rotterdam; Lorike Hagdorn, Erasmus U. Rotterdam
Developing Market Orientation in B2B Interfirm Relationships: An Absorptive Capacity Explanation | Lourdes Perez, EADA; Juan Florin, U. of Connecticut; Joan Mundet, Universitat Politècnica de Catalunya
Co-ordination, Appropriation and Governance Mechanisms in Alliances | Stephen B Tallman, U. of Richmond; Anupama Phene, U. of Utah
Choice of Governance Mechanisms in Biotechnology Alliances | Jongwook Kim, Western Washington U.
Interorganizational Linkages and Bargaining Power Influences on the Performance of Franchise Chains | Jerome Barthelemy, ESSEC
Learning From Strategic Alliances: How Companies Take Advantage To Knowledge Learned In Alliances | Nicolas Rolland, CERAM
Firm Location and Reliance on Cross-Border Ethnic Networks: Evidence from India’s Software Industry | Ramona Nanda, Massachusetts Institute of Technology; Tarun Khanna, Harvard Business School
Examining the Relationship Between Managerial Ties and Firm Performance Through Real Options Lens | Heli Wang, Hong Kong U. of Science and Technology; Rajiv Krishnan Kozhikode, Hong Kong Univ. of Science & Technology
Examining Resources, Innovation and Strategies in Buyer-Supplier Contexts | Ananda Mukherji, Texas A&M International U.; John D. Francis, San Diego State University; Jyotsna Mukherji, Texas A&M International U.
Diversification, Cooperation and Competition: Impact of Diversification on Joint-venturing | Suhaib Riaz, U. of Western Ontario; Jean-Louis Schaan, U. of Western Ontario; Glenn Rowe, U. of Western Ontario
Do firms learn to manage alliance portfolios? | Koen Heimeriks, Copenhagen Business School
Why Collaboration is Not the Holy Grail: An Overview of Downsides of Interorganizational Cooperation | Paul W.L. Vlaar, Erasmus U.; Luuk R.W. Derksen, RSM Erasmus U.; Thijs W. de Gunst, RSM Erasmus U.; Arvid van Dam, RSM Erasmus U.

661 (BPS, OMT) Stakeholders in Organization Theory and Strategic Management: Opportunities and Obstacles
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Sydney
Organizer: Alison Mackey, Texas A&M U.
Stakeholders in Organization Theory and Strategic Management: Obstacles and Opportunities | Alison Mackey, Texas A&M U.; Tyson Brighton Mackey, Texas A&M U.
The Diffusion of Freeman’s Stakeholder Theory | Aleksandra Joanna Kacperczyk, U of Michigan Ann Arbor; James P Walsh, U. of Michigan, Ann Arbor
Towards a Stakeholder Theory of the Firm in Strategic Management | Joseph Mahoney, U. of Illinois, Urbana-Champaign
The Challenges of Applying Stakeholder Theory to Strategic Management Research | Jay B Barney, Ohio State U.
The Government as an Understudied Stakeholder | Amy Hillman, Arizona State U.
On Taking ‘Organization’ for Granted: Some Fallacies and the Need for Microfoundations | Teppo Felin, Brigham Young U.
Participant: Jay B Barney, Ohio State U.

662 SHCS: (BPS, OMT) Dynamic Models of Product, Organizational, and Network Competition
12:20pm - 2:10pm Atlanta Marriott Marquis - Salon III
Chair: Brian S. Silverman, U. of Toronto
Discussants: Javier Gimeno, INSEAD; Peter W Roberts, Emory U.
Understanding Industry Evolution and Product Exit: Complementarities and Competition in Firm Strategy | John M de Figueiredo, UCLA; Brian S. Silverman, U. of Toronto
Abandoning Innovation in Emerging Industries | Barry Bayus, U. of North Carolina, Chapel Hill; Mary Trispas, Harvard Business School
Organizational Inertia after Deregulation | Tammy L. Madsen, Santa Clara U.; Gordon Walker, Southern Methodist U.

12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis - Salon I
Organizers: Elena P Antonacopoulou, U. of Liverpool; Theo Peridis, York U.
Chair: Linda Argote, Carnegie Mellon University
Discussants: Martha S. Feldman, U. of California, Irvine; Maurizio Zollo, INSEAD
Presenters: Bente Elkjaer, Danish U. of Education; Yvon Pesqueux, CNAM Paris (France); Georges Romme, Eindhoven U. of Technology; Georg Schreyogg, Freie U. Berlin
Participant: M. Susan Taylor, U. of Maryland
664: Advances in Leadership Development: Developing the Leader as a Whole Person
12:20pm - 2:10pm Hyatt Regency Atlanta: Cairo
Chairs: Stewart D. Friedman, U. of Pennsylvania; Alyssa Jill Friede, Michigan State U.
Developing Leadership Potential: The Role of Reflection | Bruce Avolio, U. of Nebraska; Jakari Griffith, Florida A & M U.; Adrian YL Chan, U. of Nebraska-Lincoln; Tara Wernsing, U. of Nebraska
Adaptive Training for Resilient Leaders | Andrew J. Shatte, U. of Pennsylvania
A Holistic Approach to the Development of Women Leaders | Marian Ruderman, Center for Creative Leadership
Experiments Designed to Increase Business Results by Enriching Lives | Stewart D. Friedman, U. of Pennsylvania; Alyssa Jill Friede, Michigan State U.
A Program for Holistic Leadership Development | Sharon Lobel, Seattle U.

12:20pm - 2:10pm Hyatt Regency Atlanta: Brussels
Organizer: Haze Nicole Schepmyer, Massey College, U. of Toronto

666: Conflict Management (CM) Division Lounge: A Place to Meet Over the Lunch Hour
12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover A
Stop by the CM Division lounge. Bring your lunch, relax, meet new people, reconnect with others, and learn about our division. Come anytime.
Host: Susan E. Brodt, Queen’s U.

667: Administrative Responses to Injustice
12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover C
Chair: Tyler G. Okimoto, Flinders University of South Australia
An Evaluation of the Swedish Legislation Concerning Bullying and Victimization in the Workplace | Helge Hoel, U. of Manchester
Punishment Effects in Organizational Dispute Systems: The Impact of Groups and Accountability | Peter Carnevale, New York U.; Gaëlle C. Pierre, New York University
Managing Vigilantes: Promoting Forgiveness & Reconciliation Instead of Revenge | Thomas M Tripp, Washington State U.
Retributive and Restorative Justice | Tyler G. Okimoto, Flinders University of South Australia; Michael Wenzel, Flinders University of South Australia; Norman T. Feather, Flinders University of South Australia; Michael J. Platow, Australian National University

668: Critical Understandings of Power in Organizations
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Examinations of Power and Control and Organizing | Chris Russell, U. Wales Inst. Cardiff
Discussant: Sarah Stookey, U. of Massachusetts
A Comparative Ethnographic Study of Shop Floor Micro-Politics, Power and Conflict | Diana Sharpe, Monmouth U.

669: Contemporary Capitalism and Globalism
12:20pm - 2:10pm Atlanta Marriott Marquis: Tigris & Danube
Critical Assessments of Global Institutions and 21st Century Capitalism | Kathleen Park, Massachusetts Institute of Technology
Discussant: Mo Yamin, U. of Manchester
A Critical Perspective on Market Strategy | Alex Faria, EBAPE-FGV
The Social Construction of Legitimate Risk and Public Inquiries: A Case Study | Cagri Topal, U. of Alberta; Robert P. Gephart, U. of Alberta
Can Capitalism Stand the Test of Time? | Charli Du Plessis, U. of Virginia
Corporate Legitimacy as Deliberation: A Political Framework | Guido Palazzo, U. of Lausanne; Andreas Georg Scherer, U. of Zurich

670: The Discursive Turn: So What?
12:20pm - 2:10pm Hilton Atlanta: Grand Salon C
Embodying Discourse: Reforming, Performing, Transforming “The Discursive Turn” | Marta B. Calas, U. of Massachusetts, Amherst; Linda Smirich, U. of Massachusetts, Amherst
The Discursive Turn – What Knowledge and Politics for Organisation Studies? | Alessia Contu, Lancaster U.
The Discursive Turn: Creating a Meaningful Agenda | David Stephen Grant, U. of Sydney; Clifford Oswick, Leicester U.
Discourses of Knowledge Production: Theoretical Lenses from the Philosophy of Science | Martin J Kilduff, Pennsylvania State U.; Ajay Mehra, U. of Cincinnati
The Discursive Turn: Possibilities and Potentials for Knowledge and Action | Nelson Phillips, Imperial College London

671: Entrepreneurial Cognition
12:20pm - 2:10pm Hilton Atlanta: Council/Cabinet Room
Chair: Norris F Krueger, TEAMS/Entrepreneurship Northwest
Explorer or Accidental Hero? Extending Entrepreneurial Discovery Theory on Cognitive Foundations | Kevyn Yong, Cornell U.; Patrick J. Murphy, DePaul U.
Exploring the Constitution of Entrepreneurial Alertness: The Regulatory Focus View | Jintong Tang, U. of Alabama
Entrepreneurial Cognitions and Transaction Commitment: An Application to Practice | Brock Smith, U. of Victoria;
Session Details – Monday

672 : (Paper Session) - (ENT) Entrepreneurship in China
12:20pm - 2:10pm Hilton Atlanta: Embassy Room
Chair: Manjula S Salimath, University of North Texas
→ Formal v. Informal Institutional Determinants of Entrepreneurship in Urban China | Michael Louis Troilo, U. of Michigan, Ann Arbor
→ Does Stage Matter in Chinese New Ventures? Learning, Network, and Corporate Entrepreneurship | Chunyan Jiang, Nanjing U.; Shige Makino, Chinese University of Hong Kong; Shuming Zhao, Nanjing U.

673 : (Paper Session) - (ENT) Governance in Entrepreneurial Firms
12:20pm - 2:10pm Hilton Atlanta: Washington
Chair: Chamu Sundaramurthy, San Diego State University
Corporate Governance in IPOs: Watching over Founding Stewards versus Controlling Mercenary Agents | Jason Moschella, Concordia U.; Martin L. Martens, Concordia University, Jean McGuire, Concordia U.
→ Managing Paradoxical Modes of Governance—Profit and Growth: Towards Aligned and Co-Evolved Structure | Mary Han, Ryerson U.
How Entrepreneurial Firms Govern Relationships with Dominant Exchange Partners | Doug Bosse, Ohio State U.; Sharon Alvarez, Ohio State U.

674 : (Js: (ENTS, MED, GDO) Educational Strategies for the Professional Development of Womenpreneurs
12:20pm - 2:10pm Hilton Atlanta: Crystal Ballroom C & D
Chair: Nan S. Langowitz, Babson College
The State of College and University Entrepreneurial Programs for Women. Where are We? | Dorothy Perrin Moore, Citadel School of Business Administration; John E. Clarkin, College of Charleston
Across Disciplines: Designing an Interdisciplinary Program for Aspirants and Women Entrepreneurs at the University Level | Frank Hoy, U. of Texas, El Paso
Women in Transition to Entrepreneurial Endeavors | G. Dale Meyer, U. of Colorado
Enabling Action: How to Gain Corporate and Business Sponsors to Establish Women’s and Minority Entrepreneurship Programs | Timothy S Mescon, Kennesaw State U.

675 : (Paper Session) - (GDO) Multi-Level Influences on Social (Re)Construction: Sustaining and Disrupting the Status Quo
12:20pm - 2:10pm Hyatt Regency Atlanta: Lenox
Chair: Jeanie M. Forray, Western New England College
Discussant: Denise Lewin Loyd, Massachusetts Institute of Technology
Encountering One Another: Feminist Relationships in Organizational Research | Kristina A. Bourne, U. of Wisconsin, Eau Claire
Unmasking Manly Men: The Organizational Reconstruction of Men’s Identity in Dangerous Workplaces | Robin Ely, Harvard U.; Debra Meyerson, Stanford U.
Harlow Distinguished Paper Award Nominee

676 JS: (GDO, CAR) She’s Having a Baby!? The Transition to Motherhood and Working Women’s Identity and Careers
12:20pm - 2:10pm Hyatt Regency Atlanta: Inman
Chairs: Judith A. Clair, Boston College; Danna Greenberg, Babson College
Discussant: Laura Morgan Roberts, Harvard U.
Better Later than Earlier? Age at First Birth and its Impact on Perceived Career Success | Jamie J. Ladge, Boston College; Monique Valcou, Boston College
Private to Public: Emerging Images and Identities for Pregnant Women in the Workplace | Danna Greenberg, Babson College; Judith A. Clair, Boston College
Nurturing Identity, Professional Identity: Breastfeeding and the Return to Paid Employment | Sandy Kristin Piderit, Case Western Reserve U.; Latha Poonamalle, Case Western Reserve U.

677 SHCS: (GDO, HR, OB) Sexual Orientation in the Workplace: Current Issues
12:20pm - 2:10pm Hilton Atlanta: Grand Salon E
Chairs: Shaun Pichler, Michigan State U.; Tamara Bruce, Michigan State U.
Discussant: Scott Button, C2 Technologies
For What Job? An Investigation of Individual Difference and Job-Related Factors in Hiring | Shaun Pichler, Michigan State U.; Tamara Bruce, Michigan State U.; Arup Varma, Loyola U., Chicago
Gender, Gendered Identities, and Transformational Leadership | Charlie Law, Rice U.; Eden King, Rice U.; Michelle R. Hebl, Rice U.
Impact of Career-Life Conflict on Disclosure and Attitudes Toward Organization Among Gay Men | Raymond Nam Cam Trau, Deakin U.; Charmine E. J. Hartel, Monash U., Clayton
Sexual Orientation Harassment and Workplace Climate | Tamara Bruce, Michigan State U.; Nichole Buchanan, Michigan State U.
The Efficacy of Diversity Training Initiatives: Evaluating Strategies for Improving the Experiences | Eden King, Rice U.; Michelle R. Hebl, Rice U.; Juan M. Madera, Rice U.; Margaret Elizabeth Beier, Rice U.; Miguel Quinones, U. of Arizona

### 678 (GDO, OB) Workplace Diversity: Empirical and Theoretical Contributions
12:20pm - 2:10pm Hilton Atlanta: Board & Directors - HCM
Chairs: Marie-Elene Roberge, Ohio State U.; Rolf Van Dick, U. of Frankfurt
Optimizing Individual Learning in Demographically Diverse Group Settings | Yves R. F. Guillaume, Aston U.; Felix Brodbeck, Aston U.; Rolf Van Dick, U. of Frankfurt
Examing the Diversity Effects of Beliefs and Identity Salience on Team Functioning | Astrid C. Homan, Leiden U.
Employees’ Sense of Psychological Safety: An Important Concept for Workplace Diversity | Marie-Elene Roberge, Ohio State U.; Rolf Van Dick, U. of Frankfurt
Should Service Providers “Come Out” to Customers? A Test of Self-disclosure and Social Identity | Carolyn Wiethoff, Indiana U., Bloomington

### 679 (Paper Session) - (HCM) Health Care Management: A Sampler
12:20pm - 2:10pm Hyatt Regency Atlanta: Board & Directors - HCM
Presented on Panels 1-5
- Financial Health of Private Sector Hospitals in India | Ramesh Bhat, Indian Institute of Management Ahmedabad
- The Effect of Performance Improvement Teams’ Activities on Organizational Learning | Anita L. Tucker, U. of Pennsylvania; Ingrid M. Nembhard, Harvard U.
- Impact of Management Approach on Clinical Outcomes | Naresh Khatri, U. of Missouri, Columbia; Gregory F Petroski, University of Missouri - Columbia; Jonathon R. Halbesleben, U. of Missouri; Wilbert Meyer, University of Missouri - Columbia
- UK Healthcare Capacity Measurement and Management | Elisabeth Anastasia Chatziaslan, The University of Manchester; David Bamford, Manchester U.
- Standardizing Expert Work Through Organizations and Professions | Amit Nigam, Emory U.

### 680 (Paper Session) - (HR) Pay Policies: Effects on Behavior
12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover B
Chair: Kari Galen Kroeck, Florida International U.
Discussant: Charles H. Fay, Rutgers U.
- Sorting and Incentive Effects of Pay-for-Performance: An Experimental Investigation | Fei Song, Ryerson U.; Bram Cadby, U. of Guelph; Francis Tapon, U. of Guelph
- Organizational Risk, Pay Risk, and Managers’ Reactions | Daniel M Cable, U. of North Carolina, Chapel Hill; Matt C Bloom, U. of Notre Dame
- Decoupling Explained and Unexplained Pay Dispersion to Predict Organizational Performance | Charlie O. Trevor, University of Wisconsin-Madison; Barry Gerhart, University of Wisconsin-Madison; Gregory P Reilly, U. of Wisconsin, Madison

### 681 (HR) Human Resource Management and Performance: Challenging Issues and New Directions
12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover F
Symposium Co-chairs: Hui Liao & David P. Lepak
Employment Volatility and Firm Performance: Evidence from Two Studies Using Panel Data | James P Guthrie, U. of Kansas; Yong-Yeon Ji, U. of Kansas; Jake Messersmith, U. of Kansas
Vertical and Horizontal Pay Dispersion and Store Outcomes: Implications for Strategy Implementation | Sven Kepes, U. of Arkansas; John E. Delery, U. of Arkansas; Jason D. Shaw, U. of Kentucky; Nina Gupta, U. of Arkansas
High Performance Work System for Customer Service: Content, Process, and Impact on the Bottom Line | Hui Liao, Rutgers U.; Keiko Toya, Toyo University; David P Lepak, Rutgers U.; Ying Hong, Rutgers U., Livingston

### 682 (Paper Session) - (HR) Off-shoring, Outsourcing, and Contingent Work Relationships
12:20pm - 2:10pm Hyatt Regency Atlanta: Manila
Chair: Lisa T. Stickney, Temple U.
Discussant: Benjamin B. Dunford, Purdue U.
- Exploring the Perceived Effectiveness of Human Resource Outsourcing from the Resource-Based View | Hsi-An Shih, National Cheng Kung U.; Yun-Hwa Chiang, Ming Chuan U.
- The Use of Contingent Workers and the Firm’s Competitive Position | Lisa T. Stickney, Temple U.
- From Unemployment to Underemployment: The Lesser of Two Evils? | Meghna Virick, San Jose State U.; Juliana Durr Lilly, Sam Houston State University

### 683 (Paper Session) - (HR) Training Outcomes: The Role of Context
12:20pm - 2:10pm Hyatt Regency Atlanta: Singapore
Chair: Christopher O.L.H. Porter, Texas A&M U.
Discussant: Christopher O.L.H. Porter, Texas A&M U.
- Does Team Training Enhance Team Processes, Performance, and Team Member Affective Outcomes? | Cameron Klein, U. of Central Florida; Eduardo Salas, U. of Central Florida; Shawn Burke, University of Central Florida; Gerald F. Goodwin, U. S. Army Research Institute; Stanley M. Halpin, U.S. Army Research Institute; Deborah DiazGranados, U. of Central Florida
- An Examination of the Relationship of Context and Conscientiousness to Training Motivation | Daniel L. Morrell, U. of South Carolina; Audrey Korsgaard, U. of South Carolina
Session Details – Monday

**684** SHCS: (HR, IM, OB) Around the World in Eighty Ways: New and Nuanced Perspectives on International Assignments
12:20pm - 2:10pm Hilton Atlanta: Grand Salon B
Chair: Maria Kraimer, U. of Melbourne
Goal Orientation and Emotional Stability Effects on Expatriates: The Role of Psychological Workplace | Riki Takeuchi, Hong Kong U. of Science and Technology; Mo Wang, Portland State U; Yaping Gong, Hong Kong U. of Science and Technology
Expatriate Performance in Greater China: Does Age Matter? | Jan Selmer, Aarhus School of Business
Inpatriates as Conduits of Knowledge Flows: The Roles of Social Capital, Intellectual Capital, and C | B. Sebastian Reiche, U. of Melbourne; Anne-Wil Harzing, U. of Melbourne
Frustrated or Proactive Repatriates? Integrating Traditional and Emerging Views of Repatriate Turnov | Mila B. Lazarova, Simon Fraser U.; Jean-Luc Cerdin, ESSEC Business School
A Role Identity Perspective on Repatriate Withdrawal Tendencies | Maria Kraimer, U. of Melbourne; Margaret Shaffer, U. of Wisconsin, Milwaukee; David A. Harrison, Pennsylvania State U.; Hong Ren, Pennsylvania State U.

**685** (IM) Management Involvement Committee: Roundtable on International Activities
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Organizer: Gerhard Apfelthaler, FH Joanneum
Division Chair: D Eleanor Westney, Massachusetts Institute of Technology
Division Chair-Elect: Ravi Ramamurti, Northeastern U.
Program Chair: Timothy Michael Devinney, Australian Graduate School of Management
Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

**686** (Paper Session) - (IM) The Creation and Survival of MNC Subsidiaries
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Madrid
Chair: Ivan Manev, U. of Maine
Discussant: Simon Peck, Case Western Reserve U.
Real Call Options to Build Up Foreign Subsidiaries | Jan Hendrik Fisch, Hohenheim U
Which Ties Matter When? The Strategic Impact of Network Linkages on Foreign Subsidiary Survival | Jing’an Tang, U. of Western Ontario; Paul Beamish, U. of Western Ontario

**687** (Paper Session) - (IM) Diversity in International Teams
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: Schon Beechler, Duke Corporate Education
Discussant: Henry W Lane, Northeastern U.
Unravelling the Diversity-Performance Link: Meta-analysis of Research on Cultural Diversity in Teams | Guenter Stahl, INSEAD; Martha L Maznevski, IMD; Andreas Voigt, London Business School; Karsten Jonsen, IMD
The Influence of Status Cues on Collective Identity in Teams of Different National Composition | Christina Lea Butler, Kingston U.
TMT Heterogeneity, National Culture, and MNC Performance: Is Diversity our Weakness? | Adrian Gil, U Texas El Paso

**688** (Paper Session) - (IM) The Dynamic Path of International Expansion
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Trinidad
Chair: Joseph A LiPuma, Boston U.
Discussant: Heather Berry, U. of Pennsylvania
pace of Foreign Expansion and FDI Performance | Ruihua Joy Jiang, Lehigh U.; Jane Lu, Singapore Management U.
Non-Incremental International Expansion Strategies and Performance | Sea Jin Chang, Korea U.; Jay Hyuk Rhee, Korea U.
Internationalization Path, Pace and Performance of Non-Diversified U.S. Pharmaceutical Firms | Lei Li, U. of Portland; Weilei (Stone) Shi, U. of Pittsburgh; Dan Li, Indiana U.

**689** (Paper Session) - (IM) Cross Cultural Management: Justice, Trust, and Leadership
12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - IM 1
Presented on Panels 14-17
Emotional Intelligence and Effectiveness of Leader Role: A Dyadic Study in Four Countries | M. Afzalur Rahim, Western Kentucky U.; Clement Psenicka, Youngstown State U.
The Study of Trust’s Role in Localization of Multinational Business | Yu-Chuan Tung, Naional Kaohsiung U. of Technology; Yiping Lin, National Sun Yat-Sen U.
A Cross-Cultural Test of Colquitt’s Four-Factor Justice Model: United States, Taiwan and the PRC | Lawrence Gales, U. Cincinnati; Cordula Barzanzy, Groupe ESC Toulouse Business School; Jie Li, U. Cincinnati
Managing Change in Egypt: Managerial Influence and Employee Perceptions of Justice | Stacie Furst, Louisiana State U.; Maha ElShinnawy, American University in Cairo

690 ➔: (Paper Session) - (IM) Developing Internationalization Competences and Capabilities
12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - IM 2
Presented on Panels 1-4
Developing Latecomer Firms to Compete Internationally: A Three-Sector Growth Model | C.H. Tseng, McGill
Technological Competence and Patterns of International Expansion: The Case of Smaller Suppliers | Tatiana S. Manolova, Bentley College
Resource Linkage and Capability Lifecycle | Chia-Wen Hsu, National Taiwan U.; Homin Chen, National Taiwan U.
Developing Dynamic Internationalization Capabilities: The Legitimacy of Diversity and ‘Messiness’ | Carsten Zimmermann, U. of Cambridge

691 ➔: (IM, OMT, SIM) Cronyism as a Threat to Corporate Governance: A Multi-Disciplinary Perspective
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Organizers: Naresh Khatri, U. of Missouri, Columbia; Eric WK Tsang, Wayne State U.
Presenters: Thomas M Begley, U. College Dublin; Ya-ru Chen, Rutgers U., Newark; Gerald F Davis, U. of Michigan, Ann Arbor; Thomas J. Donaldson, U. of Pennsylvania; Bryan W Husted, Tecnologico de Monterrey/Instituto de Empresa

692 ➔: (Paper Session) - (IP) Individual Differences in Decision Making
12:20pm - 2:10pm Hyatt Regency Atlanta: Regency V - Table A1
Facilitator: Jean-Francois Coget, HEC Paris
MOC: Emotion and Intuitive Decision-Making: How Movie Directors Make Snap Judgments on Set | Jean-Francois Coget, HEC Paris
HR: 401(k) Retirement Contribution Decisions: Construal Level Theory, Feasibilities, & Projected Payoffs | Jeffrey J Bailey, University of Idaho
BPS: Prospect Theory, Behavioral Theory & Threat-rigidity: Combinative Effects on Organizational Decisions | Katshikuo Shimizu, U. of Texas, San Antonio
MOC: Impact of Mood and Emotion on Risk Preference | Chien-Sheng (Richard Chan, U. of Washington
BPS: Towards a Strategic Perspective on Escalation of Commitment | Ken Park, U. of Georgia

693 ➔: (Paper Session) - (IP) Trust, Reputation and Interfirm Collaboration
12:20pm - 2:10pm Hyatt Regency Atlanta: Regency V - Table A2
Facilitator: Billian Ni Sullivan, Hong Kong U. of Science and Technology
ODC: The Strategic Value of Trust: Within and Between Organizations | Barry A Macy, Texas Tech U.; Curt Moore, TCU; Jeff Rosa, Texas Tech University
BPS: The Impact of Reputation, Information Asymmetry and Uncertainty on Alliance Formation | umit ozmel yavuz, Columbia U.
Session Details – Monday

697: (Paper Session) - (IP) Epistemological Discussions on Culture
12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VI - Table B2
Facilitator: Florian A. Taeube, U. of Frankfurt

MOC: Emerging Management Concept: Living Human Values in South Africa | Mzamo P Mangaliso, U. of Massachusetts, Amherst; Nomazengele A Mangaliso, Westfield State College

IM: Culture & Management: The English-speaking Caribbean | Betty Jane Punnett, U. of West Indies; Dion Greenidge, U. of the West Indies

IM: Cultural Reflections on Language in International Management: Expressing Emotion in Korea | Inju Yang, UCD


698: (Paper Session) - (IP) Person and Organization Constraints in Learning Processes
12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VI - Table B3
Facilitator: Alfred Kieser, Mannheim U.

TIM: The Delicate Balance Act of Trying to Understand the Users’ Perspective of Technology Based Services | Peter R. Magnusson, Karlstad U.

MED: Student Experiences in Understanding and Rectifying Bias in Doctoral Course Learning | Nicole C. Jackson, Boston College; Raymond L. Paquin, Boston U.


HCM: Defining Dangers: Event Classification in Aviation Safety Information Systems and Hospitals | Michal Tamuz, U. of Tennessee Health Science Center; Eric J. Thomas, U. of Texas Houston Medical School

OMT: Rounded Rationality and Organizational Learning Based on Rule Changes | Alfred Kieser, Mannheim U.; Ulrich Koch, EnBW U.

699: (Paper Session) - (IP) Empowerment, Commitment and the Psychological Contract
12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VI - Table B4
Facilitator: Howard J Klein, Ohio State U.

OMT: Psychological Contracts and their Role in the Management of Knowledge in Organisations | Deborah Blackman, University of Canberra; Graydon Davison, U. of Western Sydney

OB: A Psychological Contract View of Empowerment | Jose L.C. Costa Alves, U. of Massachusetts; Emily T. Porschitz, U. of Massachusetts, Amherst


700: (Paper Session) - (IP) Workplace Diversity: A Discourse on Issues
12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C1
Facilitator: Parshotam Dass, U. of Manitoba

IM: Consequences of Workplace Boundary Impermeability: The Role of Cultural Grouping and Self-Construal | Jennifer (Min Ing) Loh, U. of Queensland; Cindy Gallois, U. of Queensland; Simon Lloyd D. Restubog, U. of Queensland

GDO: The Impact of Diversity Initiatives on the Attitudes of Black Healthcare Executives | Peter A Weil, American College of Healthcare Executives; Peter Allen Kimball, American College of Healthcare Executives

HR: Inclusion in Human Resource Management Theory and Practice: An Integrative Approach | Debra A. Major, Old Dominion U.; Donald D. Davis, Old Dominion U.; Thomas D. Fletcher, U. of Missouri, St. Louis; Lisa M. Germano, Old Dominion U.

BPS: Newly Appointed CEOs: A Qualitative Inquiry into the Reactions of the Media to Gender | Jason Myrowitz, Arizona State U.; Peggy M. Lee, Arizona State U.; Erika H. James, U. of Virginia

GDO: Growing Human Diversity Strategy Together: An Organic Perspective with the Network as a Mechanism | Parshotam Dass, U. of Manitoba

701: (Paper Session) - (IP) Institutional Foundations of Isomorphism
12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: Glenn Morgan, U. of Warwick

TIM: New Industry Formation, Inverse Demand Curves and the Rewiring of Networks | Jeffrey Lee Funk, Hitotsubashi U.; Toshihiro Nishiguchi, Hitotsubashi U.

IM: The Internationalisation of Law Firms: Convergence, Path-Dependency or Hybridisation? | Glenn Morgan, U. of Warwick; Sigrid Quack, Wissenschaftszentrum, Berlin

**OMT**: Internationalization Modes in Companies in the Food Industry from Brazil | **Rene E. Seifert Jr.**, Centro Universitario Positivo; **Clóvis L. Machado-da-Silva**, Fundação Getulio Vargas, São Paulo


### 702: (Paper Session) - (IP) Top Management Team Involvement in Organization Design

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C3

**Facilitator**: **Mark P Sharfman**, U. of Oklahoma, Norman

**IM**: Middle Managers in a Medium-Sized Firm: Involvement in the Internationalization Strategy Process | **Johanna Mair**, IESE, U. of Navarra


**TIM**: IT Business Value: How Agency and Upper Echelon Factors Influence the IT Infrastructure Capability | **Shamel Addas**, Concordia U.

**BPS**: The Top Management Team As Resource: An Alternative View Of Their Role In Post Acquisition Success | **Timothy Scott Kiessling**, Eastern Kentucky University; **Mark P Sharfman**, U. of Oklahoma, Norman

### 703: (Paper Session) - (IP) Construct Development and Validation in Diverse Contexts

12:20pm - 2:10pm Hyatt Regency Atlanta: Regency VII - Table C4

**Facilitator**: **Markus Vodosek**, U. of Utah

**HR**: Human Resource Management in a Kinship Society: The Case of Latin America | **Anabella Davila**, Tec De Monterrey; **Anselmo Chapa**, GE Healthcare Monterrey

**OB**: Culture Validity: The Co-existence and Role of Adaptive and Un-adaptive Cultures in Project Success | **Zvi H. Aronson**, Stevens Institute of Technology; **Thomas Lechler**, Stevens Institute of Technology


**RM**: A Measure of Diversity for a Set of Interval-Level Variables: The Aw Diversity Index | **Markus Vodosek**, U. of Utah

### 704: (Paper Session) - (MC) Consulting Lessons from the Field

12:20pm - 2:10pm Hyatt Regency Atlanta: Montreal

**Chair**: **Rodger Oren**, Macon State College

**Discussants**: **Marc Bonnet**, ISEOR, U. of Lyon 3; **Bianca Maria Philippi**, Creative Insights

**Management Consulting Intervention in Public Organizations** | **Florence Noguera**, ISEOR and Gesem, U. Of Montpellier

**Personality Disorders in Leaders: Assessment and Consultation with Dysfunctional Organizations** | **Alan Goldman**, Arizona State U.

**Gurus and Indian Epistemologies: Parables of Labour Intensive Organizations** | **Edwina Pio**, AUT U.

Winners of the Outstanding Field Report Paper

### 705: (MC) Research in Management Consulting: A Knowledge Management Perspective

12:20pm - 2:10pm Hyatt Regency Atlanta: Vancouver

**Organizers**: **Flemming Poufleff**, Copenhagen Business School; **Anthony F Buono**, Bentley College

**Research in Management Consulting: A Knowledge Management Perspective** | **Anthony F Buono**, Bentley College

**Research in Management Consulting: A Knowledge Management Perspective** | **Flemming Poufleff**, Copenhagen Business School

**Merging Knowledge: Reflections on the Integration of Knowledge Systems in a Consulting Firm Merger** | **Andreas Werr**, Stockholm School of Economics

**Intellectual Knowledge: The Challenges for Contemporary Knowledge Management** | **Anne Bang**, Copenhagen Business School

**Transferring “Best Practice”: The Fallacy of Simplistic Notions** | **Sue Newell**, Bentley College

**Complex Project and Knowledge Management in Small High-Tech Firms** | **Mette Monsted**, Copenhagen Business School

**Does Knowledge Management Add Value?** | **Peter Holdt Christensen**, Copenhagen Business School

**Ten Years with Knowledge Management** | **Georges Trepo**, HEC Paris

### 706: SHCS: (MC, ODC) New Forms of OD Consulting

12:20pm - 2:10pm Hilton Atlanta: Grand Salon A

**Organizer**: **Larry E Greiner**, U. of Southern California

**Closing the Gap between OD Consulting and Strategic Planning** | **Larry E Greiner**, U. of Southern California; **Thomas G. Cummings**, U. of Southern California

**OD Consulting to Networks of Organizations** | **Ralph Grossman**, U. of Klangfurt; **Marlies Garbsch**, U. of Klangfurt

### 707: (Paper Session) - (MED) Management Education as a Personal Journey to Leadership

12:20pm - 2:10pm Hyatt Regency Atlanta: Spring
Session Details – Monday

Chair: Richard Coughian, University of Richmond
Discussant: Mark Cordano, Ithaca College

Learning from Critical Incidents and Hindsight: The Core-periphery Model of Leadership Development | Eddie Blass, Ashridge Management College
| Melissa Carr, Ashridge Management College

A Humanistic-Experiential Approach to Training in Emotional Intelligence | Christopher Mausolf, Western State College; Nancy Bringman, California State University, Bakersfield; Eugene Martinez, California State U, Bakersfield

708 MED Applying Appreciative Inquiry to Management Development: New Ideas to Enhance Managerial Capacity
12:20pm - 2:10pm Hyatt Regency Atlanta: University
Participants: Frank J Barrett, Naval Postgraduate School; Terri Egan, Pepperdine U.; Ann E. Feyerherm, Pepperdine U.; Ronald Fry, Case Western Reserve U.; James D Ludema, Benedictine U.; Gary Mangiofico, Pepperdine U.

709 (Paper Session) - (MH) 1900's Onwards: Case Studies, Corporate Histories and Mediators
12:20pm - 2:10pm Hilton Atlanta: Roosevelt
Chair: Maria Bonnafous-Boucher, Advanca, Chamber of Commerce and Industry, Paris
Discussant: Chester S Spell, Rutgers U., Camden
Tales in the Manufacture of Knowledge: Writing a Business History of Pan American Airways | Gabrielle Durepos, Saint Mary's U.; Albert J. Mills, St. Mary's U.; Jean Helms Mills, St. Mary's U.
The Harvard Business Review Goes to (Cold) War | Bert Spector, Northeastern U.
Canadian Industrial Dispute Mediation Practice: From Mackenzie King to Carl Goldenberg | Sean Tucker, Queen's School of Business, Canada

710 (Paper Session) - (MOC) Sensemaking Theory: Impact & Extensions
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Examines the impact of sensemaking and offers extensions to theories of sensemaking.
Chair: Douglas L. Micklich, Illinois State U.
Discussant: Timothy J. Vogus, Vanderbilt U.
How Can We Know What We Think Until We See What We Said? A Citation Context Analysis of Weick (1979) | Marc H Anderson, U. of Waikato
Sensemaking About Uncertain Events: Investor Reactions to Organizational Downsizing Announcements | Mary R. Watson, New School U.
Sensemaking in Time: The Retrospective-Prospective Nexus | Robert Bradley MacKay, St. Andrews U.

711 (Paper Session) - (MOC) Improvisational Framings: Creativity, Intuition & Innovation
12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1
Unpacks the process of creativity to reveal interplays among knowledge, resource recombination & task challenge. Presented on Panels 5-8
- Working with Knowledge: A Theoretical Framework of Team-Based Knowledge Work | Niclas Leif Erhardt, Rutgers U.
- More than Meets the Eye? Experientiality/Intuition and Rational Analysis Revisited | Gerard P. Hodgkinson, U. of Leeds; Eugene Sadler-Smith, University of Surrey; Marta Sinclair, Griffith U.
- When Job Stress leads to Creativity: Role of Goal Acceptance, Reward, and Task Feedback | Alice H. Y. Hon, HK Baptist U.

712 (Paper Session) - (MSR) Religion, Ethics and Spirituality
12:20pm - 2:10pm Hilton Atlanta: Paulding
Chair: Kathy Lund Dean, Idaho State U.
Religious Identity in the Workplace | Nancy E Day, University of Missouri - Kansas City
Work with Toil: Moving Beyond Good Work to Redeemed Work | Margaret Diddams, Seattle Pacific U.; Denise Daniels, Seattle Pacific U.

713 (Paper Session) - (OB) Leader-Member Relationships
12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover G
Chair: Ronald F. Piccolo, U. of Central Florida
Discussant: John Hunter McWilliams, Deakin U.
- A New Perspective on Leader-Member Exchange: Asymmetric Effects of Coworker Support on Effectiveness | Weiling Hsu, Chang Gang University; Allan Filipowicz, INSEAD
Why Doesn’t My Feedback-Seeking Behavior Improve the Relationship with My Boss? | Wing Lam, Hong Kong Polytechnic U.; Xu Huang, Hong Kong Polytechnic U.; Edward Snape, Hong Kong Polytechnic U.
Leader-Member Exchange and Turnover Before and After Succession Events | Gary A. Ballinger, U. of Virginia; David Lehman, Purdue U.; David Schoorman, Purdue U.
Context and Leader-Member Exchange: A Review and Integration of Network and Multilevel Perspectives | David Mayer, U. of Central Florida; Ronald F. Piccolo, U. of Central Florida

714 (Paper Session) - (OB) Goals and Goal Orientations
12:20pm - 2:10pm Hyatt Regency Atlanta: Piedmont
Chair: Dwight D. Frink, U. of Mississippi
Discussant: Neil M. Boyd, Pennsylvania State U.
The Effectiveness of Tiered Goals Versus Stretch Goals | Scott Jeffrey, U. of Waterloo; Alan Webb, U. of Waterloo; Axel Schulz, U. of Melbourne

Cultural Values Direct and Moderating Impact on Goal Orientation & Performance: A Longitudinal Study | Song Chang, Hong Kong U. of Science and Technology

Teamwork Goal Orientation as a New Component of Goal Orientation Conceptualization | Kai Zhang, Renmin U. of China; John W Medcof, McMaster U.; Changqian Jiao, McMaster U.

Un-Mixing Motives: Regulatory Focus and Goal-Directed Reasoning | Michael Haselhuhn, U. of California, Berkeley

715: (Paper Session) - (OB) Trust in Interpersonal Relationships
12:20pm - 2:10pm Hyatt Regency Atlanta: Roswell

Chair: David M. Wasielewski, Duquesne U.
Discussant: Paul Solomon, U. of North Carolina, Chapel Hill

Group-Individual Discontinuity in the Trust Game | Ko Kuwabara, Cornell U.

Trust but Verify: Error Identification in Teams | Zhike Lei, George Mason U.; David A Hofmann, U. of North Carolina; Benson Rosen, U. of North Carolina

Escalation and Deterioration of Cognitive and Affective Trust in Project Teams | Sheila Webber, U. of Massachusetts Lowell

How Openness to Experience Facilitates Knowledge Sharing: An Interpersonal Trust Perspective | Shu-Hsun Wang, National Taiwan University; Sung-Chun Tsai, National Taiwan University; Li-Fang Chou, National Taiwan U.; Bor-Shiuwan Cheng, National Taiwan U.; Huang Min-Ping, Yuan Ze U.

716: (OB) Adding to Our Knowledge of Leadership: Using Qualitative Methods to Push Theoretical Boundaries
12:20pm - 2:10pm Hyatt Regency Atlanta: Vinings

Chair: Spencer Harrison, Arizona State U.

Using Qualitative and Quantitative Data to Examine Leader-Member Agreement on the LMX Process | Xiaohua Zhou, University of Nebraska-Lincoln; Chester A Schriesheim, U. of Miami

Communication Events and Echoes: Concert and Competition in Organizational Narratives | Mariann Jelinek, College of William and Mary; Cynthia G Emrich, College of William and Mary; Suzanne Keasey Edinger, College of William and Mary


Beyond Follower Dependence: Reciprocal Leadership in the 1996 Mt. Everest Disaster | D Christopher Kayes, George Washington U.

Quantitative Analysis of Qualitative Data: Understanding Outstanding Leadership | Michael Mumford, U. of Oklahoma; Samuel Hunter, U. of Oklahoma; Katrina E. Bedell, U. of Oklahoma

717 JS: (OB, CM, GDO) Asymmetric Group Processes: Roots and Implications
12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover D

Chairs: Karen A. Jehn, Leiden U.; Lindred Greer, Leiden U.
Facilitator: Anne S. Tsui, Arizona State U.

Asymmetrical Effects of Diversity on Identification and Emotions | Prithviraj Chattopadhyay, Australian Graduate School of Management; Carmel Finn, Not Specified

The Influence of Leaders’ Normative Orientation and Group Composition on Group Norms and Performance | Will Self, U. of California, Berkeley; Caneel K. Joyce, U. of California, Berkeley; Jennifer A. Chatman, U. of California, Berkeley

The Roots and Effects of Asymmetric Intragroup Conflict | Karen A. Jehn, Leiden U.; Lindred Greer, Leiden U.; Sonja Rispen, Leiden U.; Manuela Barreto, Leiden U.; Floor Rink, Leiden U.

Shared Cognition and Conflict in Teams | Kristin Jackson Behfar, Northwestern U.; Roderick Swaab, Northwestern U.

718 JS: (OB, PNF) Learning from Exploring Organizational Phenomena in Arenas of Public Concern
12:20pm - 2:10pm Hyatt Regency Atlanta: Hanover E

Discussant: Ian Mitroff, U. of Southern California

Team Learning: A Critical Competency for Health Care Delivery Organizations | Amy C. Edmondson, Harvard U.

The Role of Courage in Organizing: Lessons from the Public Domain | Monica C. Worline, Emory U.

Paying a Price For Positive Group-Image: How Perceptions of Inequity Affect Response to Ingroup Harm | Brian Lowery, Stanford U.

Agent Influences and Institutional Logics: Discursive Practice in New York City Schools | Ebony N. Bridwell-Mitchell, New York U.

Organizational Learning and Action in the Midst of Safety Drift: Revisiting NASA’s Space Shuttle Program Recent History Prior to the Columbia Tragedy | Moshe Farjon, Schulich School of Business, York University

Participant: Rosalind M. Chow, Stanford U.

719: (Paper Session) - (OCIS) Communication, IT, and the Structuring of Organizations
12:20pm - 2:10pm Hyatt Regency Atlanta: Hyatt Regency Atlanta: Vinings

Chair: Surinder Kahal, State U. of New York, Binghamton
Discussant: Daniel Robey, Georgia State U.

Patterns of Coordination Within and Between Stages of Work: Evidence of Modularity in Healthcare | Jody Hoffer Gittell, Brandeis U.; Cori Kautz, Brandeis U.; R. William Lusenhop, Brandeis U.; Dana Beth Weinberg, Queens College


Email as an Escape To Reality in the Navy: IT and the Nature of Total Institutions | Christine Beckman, U. of California, Irvine; Taryn Lyn Stanko, U. of California, Irvine

Appropriating Technology and Adapting Structure: Linking Technology Use and Organizational Change | Paul Leonard, Stanford U.
720: (Paper Session) - (OCIS) Taking Culture Seriously
12:20pm - 2:10pm Atlanta Marriott Marquis: International 5
Chair: Tamara Dinev, Florida Atlantic U.
Discussant: Karine Barzilai-Nahon, U. of Washington
Organizational Communication Across Cultures: A Case Approach | Lisbeth Clausen, Copenhagen Business School
- Acculturative Enactments of IT Use in Organizations: An Explorative Case Study | Paul Raj Devadoss, National U. of Singapore
- Intranet Institutionalisation and Organisational Trust: a Longitudinal Case Study in a UK Bank | Joao Baptista, London School of Economics; James Backhouse, London School of Economics; Ana Isabel Canhoto, London School of Economics
- Decision Styles and Support Systems: Comparing American, Japanese and Chinese Management | Maris G. Martinsons, City U. of Hong Kong; Robert M Davison, City U. of Hong Kong

721: (Paper Session) - (ODC) Coaching & Mentoring Change
12:20pm - 2:10pm Hilton Atlanta: Carter
Chair: Robert A. Dengler, Benedictine U/Hawaii Pacific U
Coaching Effectively In 360-degree Feedback Situations: Moving Away From Long-Term Coaching | Robert Hooljberg, IMD; Nancy Lane, International Institute for Management Development
- A Multi-Level Analysis of Follower Engagement in Organizational Change | Jill Waymire Paine, Teachers College, Columbia U.

722: (ODC) Successful Change in Professional Bureaucracies
12:20pm - 2:10pm Hilton Atlanta: Jackson
Presenters: Barbara Benedict Bunker, U at Buffalo; Billie T. Alban, Alban & Williams, Ltd.; Jose DelaCerda, ITESO U.; Nancy Aronson, Not Specified; Gil Steil, Not Specified

723: (Paper Session) - (OM) Decision Making in Operations Management
12:20pm - 2:10pm Atlanta Marriott Marquis: Marquis Salon IV - OM
Presented on Panels 9-13
- Facing Dynamic Environments: How to Derive and Implement an Appropriate Level of Flexibility | Maike Rathje, U. of St. Gallen; Patricia Deflorin, U. of St. Gallen
- Cognitive Illusions in Operations Management | Suzanne deTreville, U. of Lausanne; Ulrich Hoffrage, U. of Lausanne; Jeffrey Scott Petty, EPFL
- The Influence of Leader's Style on Quality Management | Yvette N. Essounga, U. of Texas Pan American
- Balancing Standardization and Customization in the Public Home-Help Sector | Anna Essén, Stockholm U.

724: (Paper Session) - (OM) Human Side of Operations Management
12:20pm - 2:10pm Atlanta Marriott Marquis: Rio Grande & MacKenzie
Chair: Diane Dromgold, RNC Global Projects
- Modeling Team Efficacy in Capital Projects: An Explorative Study | Christina Scott-Young, U. of Melbourne; Daniel Samson, U. of Melbourne
- OM Division Best Student Paper Award Finalist
- A Study of the Relationship between Emotional Intelligence and the Buyer's Performance | Lillian Schumacher, U. of Saint Francis; Jane V. Wheeler, Bowling Green State U.; Amelia Carr, Bowling Green State U.
Effect of Pre-Implementation Expectations and Post-Implementation Use of ERP on Shared Understanding | Mark L. Lengnick-Hall, U. of Texas, San Antonio; Cynthia A. Lengnick-Hall, U. of Texas, San Antonio; Khawaja Saeed, Wichita State U.; Sue Abdnin-Helm, Wichita State U.
- Organizational Culture and Quality Practices in Six Sigma | Xingxing Zu, Clemson U.; Lawrence Fredendall, Clemson U.; Tina Robbins, Clemson U.
- OM Division Winner of Chan Hahn Best Paper Award

725: (Paper Session) - (OMT) Theorizing about Organizational Structure and Strategy
12:20pm - 2:10pm Atlanta Marriott Marquis: International 2
Chair: Lars Schweizer, Grenoble Ecole de Management
Meetings as Strategizing Episodes in the Social Practice of Strategy | Paula Jarzabkowski, Aston Business School; David Nils Seidl, U. of Munich
- Theory and Practive in Strategic Management - A Theoretical Perspective | Dodo Zu Knyphausen-Aufsess, U. of Bamberg; Lars Schweizer, Grenoble Ecole de Management
- On the Coevolution of Causality: A Study of Aristotelian Causes & Other Entangled Influences | Renata Kaminska-Labbe, CERAM; Bill McKelvey, U. of California, Los Angeles; Catherine Thomas, Not Specified

726: (Paper Session) - (OMT) Understanding What Makes Organizations Legitimate
12:20pm - 2:10pm Atlanta Marriott Marquis: International 3
Chair: Joeri M. Mol, U. of Melbourne
Institutional Ties as Organizational Social Capital:Linkages to Industry & Professional Associations | Robert J David, McGill University; Wesley Sine, Cornell U.
High Rollers, Fast Times and the Evolution of Legitimacy for Online Gambling | Lori T. Peterson, Texas Tech U.

727: (Paper Session) - (OMT) Unpacking the Process of Institutionalization
12:20pm - 2:10pm Atlanta Marriott Marquis: International 4 Chair: Frank Wijen, RSM Erasmus Univ.
Institutionalization of Linguistic Practices: A Concept-Centric Perspective | Henri Schlicht, Helsinki U. of Technology
A Longitudinal Study of Organization and Form Creation | Shih-Chang Hung, National Tsing Hua U.; Richard Whittington, U. of Oxford
→ Institutionalization in the Face of Collective Inaction: The Case of Global Climate Policy | Frank Wijen, RSM Erasmus Univ.; Shahzad Munir Ansari, Erasmus U.
Location within the Field and the Institutional Construction of Managers' Cognition. | Peter Cebon, U. of Melbourne; E. Geoffrey Love, U. of Illinois, Urbana-Champaign

728: (Paper Session) - (OMT) The Life of Networks: Issues of Trust and Evolution
12:20pm - 2:10pm Atlanta Marriott Marquis: International A Chair: Tiziana Caciari, Harvard U.
Localized, Generalized or Both? Interorganizational Trust and the Robustness of Network Effects | Fabio Fonti, Boston College
Affective Microfoundations of Instrumental Ties in Organizations | Tiziana Caciari, Harvard U.; Miguel Sousa Lobo, Duke U.
The Life Span of Structural Holes – A Longitudinal Study on Structural Hole Dynamics | Diederik W. Van Liere, Erasmus U. Rotterdam
An Identity-Based Learning Perspective on the Dynamics of Network Partitioning | Mooweon Rhee, U. of Hawaii; Tohyun Kim, U. of Hawaii

729: (Paper Session) - (OMT) Relating Learning and Routines to Innovation and Creativity
12:20pm - 2:10pm Atlanta Marriott Marquis: International B Chair: Anjali Bakhr, Open University Business School
Effect of Career Histories on the Nature of Organizational Innovation | Ravikanth Avva, Columbia U.
One Step Forward or One Step Back: Codification and the Development of New Organisational Routines | Anjali Bakhr, Open University Business School
Organizational Capabilities, Entrepreneurship, and Routines: A Dynamic Model Based on Knowledge | Yuanyuan Wu, McGill U.
The Way We Learn: An Empirical Study of Learning within Organizations | Subramaniam Ramanarayanan, Northwestern U.

730: (Paper Session) - (OMT) The Dynamics of Industry Evolution
12:20pm - 2:10pm Atlanta Marriott Marquis: International C Chair: Christopher Harris, U. of Texas at Arlington
Are Some Organizations More Mutualistic than Others? The Embeddedness of Footwear Manufacturers | Christopher I. Rider, U. of California, Berkeley; Pino G. Audia, U. of California, Berkeley
Dynamics of Multiple-release Product Development | Hazhir Rahmandad, Massachusetts Institute of Technology; Nelson Repenning, MIT Sloan School of Management
Interorganizational Relationships in Response to Market Uncertainty A Study of the Music Industry | Christopher Harris, U. of Texas at Arlington
Size and Age Revisited: Mergers and Acquisitions' Long-term Influences on Organizational Growth | Xiaohuo Luo, Stanford U

731 SHCS: (OMT, ODC) The Pacing & Sequencing of Organizational Change
12:20pm - 2:10pm Hilton Atlanta: Grand Salon D Chair: John Matthew Amis, U. of Memphis
Radical Organizational Change in a Loosely Coupled Context | Matthew Kraatz, U. of Illinois; Marc Ventresca, U. of Oxford
Capturing Pace & Sequence: Methodological Issues in the Study of Change Dynamics | John Matthew Amis, U. of Memphis; Brian Janz, U. of Memphis; Maria B Gondo, U. of Memphis; Amy Hennington, U. of Memphis
What Goes Around Comes Around: Second Order Dynamics of Change | Jean-louis Denis, U. of Montreal; Ann Langley, HEC Montreal
Emotional Sequencing in Strategic Change | Quy Nguyen Huy, INSEAD

732: (Paper Session) - (PNP) Public Sector Performance Measurement & Accountability
12:20pm - 2:10pm Hilton Atlanta: Douglas Chair: Emanuele Vendramini, catholic piacenza and sda bocconi
Discussant: Donald P. Moynihan, U. of Wisconsin, Madison
A Roadmap to Strategic Performance Management in the Public Sector: an Exploratory Structural Model | Christian Ilvansson, Swedish Defence Research Agency; Peter Wickberg, Swedish Defence Research Agency
Performance Measurement in the English Public Sector: Searching for the Golden Thread | Pietro Micheli, Cranfield U.; Andrew Neely, Cranfield U.; Mike Kennerley, Cranfield U.
An Investigation of the Opportunities for Police Force Ranking Improvement Across the UK | Andrew Harry Barton, Nottingham Trent U.; Malcolm Beynon, Cardiff Business School
Linking Public Sector Performance to Public Trust: a Conceptualisation | Michael Pidd, Lancaster U.; Maria Katsorchi-Hayes, Lancaster U.

733: (Paper Session) - (PNP) Contemporary Issues in Local Government: Stakeholders, Responsiveness and Participation
12:20pm - 2:10pm Hilton Atlanta: Monroe Chair: Andrew Cardow, Massey U.
Beyond Engagement and Participation - User and Community Co-production in Local Governance | Tony Bovaird, University of the West of England

Differentiating Design and Implementation Responsiveness of Bureaucracy in a Collaborative Setting | Thomas Andrew Bryer, U. of Southern California, Terry L Cooper, U. of Southern California

Models of E-Government: Are They Correct? An Empirical Assessment | David H Coursey, Florida State U.; Donald Norris, U of Maryland - Baltimore County

Is Stakeholder a Universal Phenomenon? Empirical Evidence from a Cross-Cultural Investigation | Ricardo Correa Gomes, Federal University of Viçosa; Luciana Miranda Gomes, Federal University of Viçosa

734: (RM) Research Methods Division International Networking
12:20pm - 2:10pm Atlanta Marriott Marquis: Chablis & Picard
Division Chair: Kwok Leung, City U. of Hong Kong
Division Chair-Elect: Gordon W Cheung, The Chinese U. of Hong Kong
Program Chair: Mark Gavin, Oklahoma State U.
Professional Development Workshop Chair: Charles A. Pierce, U. of Memphis

735: (Paper Session) - (SIM) Corporate Social Performance
12:20pm - 2:10pm Hilton Atlanta: Crystal Ballroom A & F
Chair: Ben Wempe, Erasmus U.
Knowledge-Based View of Corporate Social Performance: A Conceptual Approach | Anne Françoise Barraquier, CERAM
The Interactions of Corporate Social Performance with Innovation and Industrial Differentiation | Clyde Hull, Rochester Institute of Technology; Sandra Rothenberg, Rochester Institute of Technology

736: (Paper Session) - (SIM) What Matters in Stakeholder Relations?
12:20pm - 2:10pm Hilton Atlanta: Crystal Ballroom B & E
Chair: Diana C. Robertson, Emory U.
Discussant: Jamie R Hendry, Bucknell U.
Downsizing and Stakeholder Orientation Among the Fortune 500: Does Family Ownership Matter? | Eleni Stavrou, U. of Cyprus; Georgios I. Kassinis, University of Cyprus; Alex Filotheou, U. of Cyprus
From Stakeholder Concern to Social Issue: A Theoretical Framework | Sridevi Shivarajan, Temple U.

737: (Paper Session) - (TIM) Intellectual Property
12:20pm - 2:10pm Atlanta Marriott Marquis: Champagne

Chair: Ralph Heidl, University of Washington Business School
Discussant: Scott Stern, Northwestern U.
In the Eye of the Storm -- Knowledge Appropriation and the Globalization of Regional Competencies | Poul Houman Andersen, Aarhus Business School; Ina Drejer, Aalborg U.; Christian Waldstrom, Aarhus School of Business
From the Lab to the Market: The Commercialization Strategy of Patented Inventions | Raul Anibal Gonzalez, Pompeu Fabra U.

Strategies for the Management of Intellectual Property Rights in Service-intensive Companies | Christiane Bettina Hipp, Brandenburg Technical U. Cottbus

Organizational Form and Economic Impacts on Innovation: the Case of Patent Grants Announcements | Shao-Chi Chang, National Cheng Kung U.; Sheng-Syan Chen, National Taiwan U.; Yu-Shun Hung, National Cheng Kung U.

738: (Paper Session) - (TIM) Organizational Learning
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Anne Quaadgras, Boston U.
Discussant: Riitta Katila, Stanford U.
Psychological Ownership and Technology Adoption | Sheng-Tsung Hou, National Chengchi U., Taiwan; Se-Hwa Wu, National Chengchi U., Taiwan; Mu-Yen Hsu, National Chengchi U., Taiwan
Exploring New Opportunities By Hiring | Daniel Tzabbar, U. of Central Florida
Innovation Strategy and Learning Capability -- Implications from a Simulation Study | Mu-Yen Hsu, National Chengchi U., Taiwan; Po-Mean Ker, National Chengchi U.
The Dynamism of Organizational Networks: Managing the Nonroutine Process of Radical Innovation | Donna Kelley, Babson College; Lois S. Peters, Rensselaer Polytechnic Institute; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute

739: (TIM) University Technology Transfer and Commercialization of Research: Antecedents and Consequences
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Donald Siegel, U. of California, Riverside
Academics or Entrepreneurs? Entrepreneurial Identity and Invention Disclosure Behavior of University | Sanjay Jain, U. of Wisconsin, Madison
Exchange Relationships & Cumulative Innovation: Standing on the Shoulders of the Oncomouse | Fiona Murray, Massachusetts Institute of Technology
Why do some U.S. Universities have a Superior Spinoff Performance? | Rory P. O’Shea, Massachusetts Institute of Technology
Monday 12:50PM

740 : (Paper Session) - (BPS) Nanotechnology Field Emergence And Evolution: Institutions, Networks, Actors, And Infrastructure.
12:20pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Jennifer Woolley, U. of California, Irvine
Networks and New Organizational Fields | Kenneth Colwell, Drexel U.
The Categorization of Nanotechnology | Stine Grodal, Stanford U.
Institutional Entrepreneurship in Nanotechnology | Kathryn Aten, U. of Oregon; Alan D. Meyer, U. of Oregon
Cross Industry Analysis of the Nanotechnology Community | Jennifer Woolley, U. of California, Irvine

Monday 1:00PM

742 : (Paper Session) - (BPS) New Ventures: Seek and You Shall Explore (Exploration/Exploitation)
1:00pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Cabinet
Chair: Chung-Jen Chen, National Cheng Kung U.
Discussant: Jiri W. Rivkin, Harvard U.
An Integrative Perspective on the Exploration and Exploitation of Knowledge | Ying Li, Hasselt U.; Wilfred Schoenmakers, Hasselt U.; Wim Vanhaverbeke, Eindhoven University of Technology
More Strategic Exploration in Punctuated Industrial Environments? An Empirical Study | Jun Lin, SUNY-New Paltz

743 : (Paper Session) - (BPS) Industry Dynamics and Diversification/M&A: Playing the Game in a Bigger Sandbox
1:00pm - 2:10pm Atlanta Marriott Marquis: Cluster 3 - Zurich
Chair: Vijaya L Naraparedy, Denver U.
Facilitator: Anju Seth, U. of Illinois, Urbana-Champaign
Mergers and Acquisitions as a Response to Intra-Industry Dependence | Tomi MM Laamanen, Helsinki U. of Technology; Thomas Keil, York U. & Helsinki U. of Technology
Diversification and Performance: Linking Relatedness, Market Structure and the Decision to Diversify | Ron Adner, INSEAD; Peter Zemsky, INSEAD
What is different in dynamic markets? Realizing synergies through corporate dynamic capabilities | Jeffrey A. Martin, U. of Texas, Austin

744 : (Paper Session) - (BPS) M&A and Innovation: Buying the Next Big Idea?
1:00pm - 2:10pm Atlanta Marriott Marquis: International 10
Chair: Brayden G King, Brigham Young U.
Discussant: Mary J. Benner, University of Pennsylvania
Determinants of Technology Premiums in Acquisitions of Entrepreneurial Firms | Timothy B Folta, Purdue U.; Bart Sharp, Purdue U., West Lafayette
Stock Market Reactions to Knowledge-Motivated Acquisitions | Ricardo Romero, ITESM - Campus Querétaro; Anne York, U. of Nebraska, Omaha; Mark Wohar, U. of Nebraska Omaha

745 : (Paper Session) - (HCM) Quality Measurement: Promises and Pitfalls
1:00pm - 2:10pm Hilton Atlanta DeKalb
Chair: L. Michele Issel, U. of Illinois, Chicago
Discussant: Rebecca S Wells, University of North Carolina
Measuring and Benchmarking Hospital Malpractice Performance | Carlton C. Young, U. of Alabama, Birmingham
Promise and Problems with Supply Chain Management Approaches to Health Care Purchasing | Eric W. Ford, Texas Tech U.; Dennis Scanlon, Penn State
Efficient Operating Room Management: An Empirical Analysis of German Hospitals | Maresi Berry-Stoelzle, U. of Heidelberg; Thomas Berry-Stoelzle, U. of Cologne; Alexander Schlepperts, U. of Heidelberg
Senior Wellness: Understanding and Measuring Successful Aging in Supportive Housing | R. Robertson Hilton, Case Western Reserve U.; Michel Avital, Case Western Reserve U.

746 : (Paper Session) - (HCM) Nursing Workforce and Culture
1:00pm - 2:10pm Hilton Atlanta: Gwinnett
Chair: Ruth A Anderson, Duke U.
Discussant: Linda Searle Leach, Kaiser Permanente U. of California, Los Angeles
The Impact of Nursing Work Environments on Patient Safety Outcomes: The Mediating Role of Burnout | Heather Spence Laschinger, U. of Western Ontario; Michael Leiter, Acadia University
Winner of HCM Division Best Theory-to-Practice Paper
Interpersonal Conflict and Support Mobilization: Nurses’ Experience of Coping in the Workplace | Sandra A. Lawrence, Griffith U.; Victor J. Callan, U. of Queensland
The Difficult Empowerment in Danish Hospitals: Power to the Nurses? | Fleming Witt, U. of Aarhus; Jorn Flohr Nielsen, U. of Aarhus

Value and Demographic Diversity, Satisfaction, and Intent to Stay in Nursing Units | Michael Gates, University of San Diego; Amy Randel, San Diego State University

747 : (Paper Session) - (MOC) Transactive Memory
1:00pm - 2:10pm Atlanta Marriott Marquis: Imperial - Consulate
Antecedents and performance effects of transactive memory in groups
Chair: Arpan Jani, University of Wisconsin - River Falls
Discussant: Andrea Casey, George Washington U.
The Antecedents and Consequences of Transactive Memory Systems in Daycare Work Groups | Vesa Matti Peltokorpi, Hiitotsubashi U.; Marja-Liisa Manka, Not Specified
Transactive Memory Systems and Group Tasks: Exploring the Complex Influence of TMS on Performance | Benjamin Herndon, U. of Texas, Austin; Kyle Lewis, U. of Texas, Austin; Josh W Keller, U. of Texas, Austin
The Effect of Social Capital on Tacit and Explicit Transactive Memory | Baiyun Gong, University of Pittsburgh

748 : (MOC) Multilevel Organizational Creativity: Individuals, Teams, and Cultures
1:00pm - 2:10pm Atlanta Marriott Marquis: Imperial - Summit
Chair: Keith James, Portland State U.
Discussant: Babis Mainemelis, London Business School
Creativity and Cognitive Processes: Multi-Level Linkages between Individual and Team Cognition | Roni Reiter-Palmon, University of Nebraska at Omaha; Anne Elizabeth Herman, U. of Nebraska, Omaha; Francis J Yammarino, State U. of New York, Binghamton
Multilevel Identity Implications For Creative Performance In The Workplace | Jacob Eisenberg, U. College Dublin; Keith James, Portland State U.
Culture And Multilevel Creativity in Organizations | Keith James, Portland State U.

749 : (Paper Session) - (TIM) Network Theory and Social Capital
1:00pm - 2:10pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Jason Woodard, Singapore Management U.
Discussant: Gina Dokko, New York U.
Network Strength, Internal Competition, and Interdependence in Standard Competition | Dong Chen, Loyola Marymount U.; Yong-Sik Hwang, Indiana U., Kokomo; Seung Ho Park, Samsung Economic Research Institute & CEIBS
How Do Technology Clusters Emerge? Social Network Formation and Labor Mobility in San Diego Biotech | Steven Casper, Keck Graduate Institute
Social Capital and Innovation – A Synthesis and Direction for Research | Wei Zheng, Northern Illinois U.

750 : (AAS) Coca-Cola in Colombia, India, and Around the Globe
2:30pm - 3:50pm Atlanta Marriott Marquis: International 6

Monday 2:30PM

Coca-Cola: Global Challenges Facing the Multinational Corporation | Nancy E. Landrum, U. of Arkansas, Little Rock
Coca-Cola: Global Challenges Facing the Multinational Corporation | Nancy E. Landrum, U. of Arkansas, Little Rock
Mitigating Corporate Risk - A Strategic Perspective: The Case of Coca-Cola India | Jose P Devasia, Indian Institute of Management Bangalore
From Stakeholder Activism to Social Issue: A Network Analysis of Coca-Cola in Kerala, India | Sridevi Shivarajan, Temple U.; Lynne Andersson, Temple U.; Terry Halbert, Temple U.
Managing Complex Interdependencies: Coca-Cola, India and Water | Mary McBride, New York U.; Ramnath Narayanswamy, Indian Institute of Management, Bangalore
Update and Information on Coca-Cola Initiatives | Harry Ott, The Coca-Cola Company; Ed Potter, The Coca-Cola Company

751 : (AAS) How Organizations Shape the Rules: Development of US Financial Regulations in Historical Perspective
2:30pm - 3:50pm Atlanta Marriott Marquis: International 7
Organizer: Christopher Marquis, Harvard U.
Discussant: Mayer Zald, U. of Michigan, Ann Arbor
Legal Institution Formation and the Creation of the Thrift Industry as a New Organizational Field | Daniel Wadhwani, Harvard U.
Historical Environments and the Creation of US Banking Regulation | Christopher Marquis, Harvard U.
Constructing the US Stock Market as an Institutional Field: Endogeneity of Federal Securities Laws | Anna Rubtsova, Emory U.; Mary Ann Glynn, Emory U.

752 : (AAS) The Opt-Out Revolt: Uncovering the Truth Behind the Media Hype About WomenExiting the Workforce
2:30pm - 4:20pm Hilton Atlanta: Grand Ballroom C
Uncovering the Truth Behind the Media Hype About Women Exiting the Workforce.
Organizer: Lisa A Mainiero, Fairfield U.
Chair: Gary N. Powell, U. of Connecticut, Storrs
Are More Professional Women Opting-Out of Corporate America? | Joy Schnee, Rider U.; Frieda Reitman, Pace U.
Why Women Leave Their Organizations to Advance Up the Managerial Hierarchy | Phyllis Tharenou, U. of South Australia
Generational and Gender Issues in the Workplace | Ellen M. Galinsky, Families and Work Institute
Alpha and Beta Career Kaleidoscope Profiles | Lisa A Mainiero, Fairfield U.; Sherry E. Sullivan, Bowling Green State U.
Crafting Lives That Work: What Happens to Professionals Careers When They Choose to Work Less | Ellen E. Kossek, Michigan State U.; Mary Dean Lee, McGill U.
753: (Paper Session) - (BPS) Dynamic Capabilities: Developing Product Development
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Bonn
Chair: John J Voyer, University of Southern Maine
Discussant: Christopher B. Bingham, U. of Maryland

754: (Paper Session) - (BPS) New Ventures: Fishing for Founders
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Cabinet
Chair: Glen Dowell, University of Notre Dame
Facilitator: Raphael H Amit, U. of Pennsylvania
Spawned with a Silver Spoon?: Entrepreneurship and Innovation in the Medical Devices | Aaron Chatterji, UC Berkeley
The origins of CEOs in high tech firms | Karen Schnatterly, U. of Minnesota; Scott G. Johnson, Oklahoma State U.
Founder Backgrounds and the Evolution of Firm Size And Scope | Peter W Roberts, Emory U.; Steven Klepper, Carnegie Mellon University; Scott D. Hayward, Emory U.

755: (Paper Session) - (BPS) Diversification/M&A: Catch the Acquisition Wave Before it Crashes
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - London
Chair: Xavier Castaner, HEC Paris
Discussant: Douglas J. Miller, Tulane U.
The Performance Implications of Participating in an Acquisition Wave | Gerry McNamara, Michigan State U.; Jerayr H Halebian, U. of California, Riverside; Bernadine John Dykes, Michigan State U.
A Dynamic Approach to Firm Behavior: An Examination of Merger and Acquisition Behavior | S. Trevis Certo, Texas A&M U.; Tim R. Holcomb, Texas A&M U.

756: (Paper Session) - (BPS) Competitive Advantage: "Reckless" Drivers of Organizational Performance (Size, Slack & Consistency)
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - State
Chair: Joan E. Ricart, IESE Business School
Discussant: Tammy L. Madsen, Santa Clara U.
Organizational Slack: More or Less? | Yi-Chia Chiu, National Chung Hsing U.; Yi-Ching Liaw, National Chung Hsing U.
The Size-Profitability Link Re-visited: The Effect of Mode of Growth on Efficiency and Market Powe | Valerie Moatti, ESPC-EAP; Pierre Dussauge, HEC Paris; Jaideep Anand, Ohio State U.
High Point or Hobgoblin? Consistency and Performance in Organizations | Scott Rockart, Duke U.

757: (Paper Session) - (BPS) Strategy Process: Messing With the CEO’s Head
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Sydney
Chair: Tieying Yu, Boston College
Discussant: Sarah Kaplan, U. of Pennsylvania
Linking Serial Founders’ Overconfidence To Their Recovery From Venture Failure & Venture Formation | Mathew Hayden, University of Colorado, Boulder
Double Down or All Bets are Off? Testing the Effects of Prior Performance on Decision Regret | Craig Turner, East Tennessee State U.

758: (Paper Session) - (BPS) Industry Dynamics: Learning to Fight
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Zurich
Chair: Goncalo Pacheco-de-Almeida, Stern/NYU
Facilitator: Govert Vroom, Purdue U.
Industry Learning Environments and the Heterogeneity Of Firm Performance | Natarajan Balasubramanian, U. of California, Los Angeles; Marvin B Lieberman, U. of California, Los Angeles
Incumbent-Entrant Asymmetries and Learning-by-Doing | Natarajan Balasubramanian, U. of California, Los Angeles
Reconceptualizing Dynamism: Towards a Complexity-based Conceptualization of Industry Variation | Hermann Achidi Ndofor, U. of North Carolina, Charlotte; Frances H Fabian, U. of North Carolina, Charlotte; John G Michel, Univ. of North Carolina at Charlotte
Firm Value Depends on Innovation by Competitors | Anita McGahan, Boston U.; Brian S. Silverman, U. of Toronto

759: (BPS) Contracts and Strategy: Where Do We Stand?
2:30pm - 3:50pm Atlanta Marriott Marquis: International 10
Chairs: Kyle J Mayer, U. of Southern California; Daniel Walter Elfenbein, Washington U. in St. Louis
Discussant: Harbir Singh, U. of Pennsylvania
Expanding Our View of Contracting and Its Costs | Peter S Ring, Loyola Marymount U.
Signing Contracts and Building Trust | Deepak Malhotra, Harvard U.; Keith Murnighan, Northwestern U.
Cooperative Strategy: Towards a Research Agenda for Capabilities, Contracts, and Inter-firm Relation | Kyle J Mayer, U. of Southern California
Session Details – Monday

Discussant: Dawn A Harris, Loyola U Chicago

The Role and Influence of the Chair of the Board of Directors | Terry McNulty, U. of Liverpool; Andrew M Pettigrew, U. of Bath; Clare Morris, University of Gloucestershire

Substitutes Or Complements?The Effect Of Ownership And Board Of Directors On CEO-Chairperson Duality | Krishna Udayasankar, National University of Singapore, Shobha S Das, Nanyang Technological U.; Pei-Xuan Lim, Nanyang Technological U.

CEO Duality and Firm Risk-Taking Behavior: An Empirical Examination of Agency Perspective | Kong-Hee Kim, St. Cloud State University

Sports & Organizational Dynamics: Sports as a Setting for Management Research and Education
2:30pm - 3:50pm Atlanta Marriott Marquis: International 8
Chairs: Stephen P Borgatti, Boston College; Jegoo Lee, Boston College
Ranking Corporate Money: College Basketball and Corporate Giving (by Gilde & Malec) | Christian Gilde, Boston College; Michael Malec, Boston College
If You Build It, They Will Learn: Using Sports Metaphors to Teach Organizational Dynamics | Eric Lamm, Boston College; Ronald L. Dufresne, Boston College
Cognition, Cooperation, and Rivalry: Patterns of Interorganizational Exchange in Major League Baseball | William Schneper, U. of Pennsylvania
Team Performance as A Function of Emergent Networks: Predicting Winners of Soccer matches | Jegoo Lee, Boston College; Stephen P Borgatti, Boston College

Identity and Behavior in Work and Family Relationships
2:30pm - 3:50pm Hyatt Regency Atlanta: Cairo
Chair: Christy Harris Weer, Drexel U.; Radford U.
Discussant: Corinne Post, Pace U.
Engaging in Personal Business on the Job: Extending the Presenteeism Construct | Caroline P. D’Abate, Skidmore College; Erik R. Eddy, Siena College
Work-Family Enrichment and Facilitation:A Review and Reinterpretation | Raymond T. Lee, U. of Manitoba; Celeste M. Brotheridge, U. of Quebec, Montreal

Development of a Regional Association in the Middle East: Middle East Academy of Management
2:30pm - 4:30pm Hyatt Regency Atlanta: Brussels
Discuss the organization of a Middle East Academy of Management to foster research, networking & pubs.
Organizer: Ravi Chinta, American U. of Sharjah
Presenter: Nejat Capar, American U. of Sharjah
Participant: Starling Hunter, American U. of Sharjah

Studying Organizational Errors
2:30pm - 3:50pm Hyatt Regency Atlanta: Geneva
Organizer: Paul S Goodman, Carnegie Mellon University
Participants: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; John S Carroll, MIT Sloan School of Management; Rangaraj Ramanujam, Purdue U., West Lafayette

Involving Third Parties
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover A
Chair: Francois Grima, U. of Paris XII
Discussant: Douglas Mahony, U. of South Carolina
Organizational Restructuring and the Transformation of Workplace Conflict | Ariel C Avgar, Cornell University; Hyunjoo Kwon, Cornell U.

Trust, Distrust, and Relationship Repair
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover C
Chair: Barbara Gray, Pennsylvania State U.
Discussant: Donald L Ferrin, Singapore Management U.

Negotiator Cognition
2:30pm - 3:50pm Hyatt Regency Atlanta: International North - CM 1
Presented on Panels 1-3
Concentrate! The Effects of Pre-Negotiation Concentration Exercises on Negotiation Performance | Jochen Reb, Singapore Management U.
Effects of Reference Points and Perspective-taking on Dyadic Negotiation | Zhi-Xue Zhang, Peking U.; Min Wang, Peking U.; Yulan Han, Peking U.
Negotiation Ethics in Business and Diplomacy | Filipe Sobral, Escola de Administração Publica e de Empresas, Fundacao Getulio Vargas; Natalia F. de O. M. Leal, U. of Kent, Canterbury

Analyses and Critiques of Work and Workplaces
2:30pm - 3:50pm Atlanta Marriott Marquis: Tigris & Danube
Chair: Joy Panoho, Massey U.
Discussant: Ismael Al-Amoudi, Cambridge U.
Re-evaluating Diversity: Reviving Critical Discourse in Diversity Research in Organization Studies | Tiffany L Galvin, U. of Massachusetts, Amherst

Best CMS Paper Nominee

The Sweetest Dreams that Labor Knows: Robert Frost and the Poetics of Work | Gazi Islam, Ibmec, Sao Paulo; Adam Barsky, U. of Melbourne

Best CMS Paper Nominee

Responsive Business Development
Chair:
2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom C & D

771 JS: (CMS, SIM) Local Solidarity: Historical/Contemporary Experiments in Socially Responsive Business Development
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Chair: David Jacobs, Morgan State U.

Taking It to the Street: Labor Shareholder Activism and “Acting Locally” | Richard Mares, California State U., Sacramento

Worker Ownership as Social Transformation | John T Luhman, U. of New England

Business-Labor Partnerships in Local Economic Development: Building the High Road in Western New York | Charles Whalen, Labor and Employment Relations Association

Network Economy: Sustainable Local Alternative for Rural India | Latha Poonamallee, Case Western Reserve U.

Best Student Paper Nominee

770: (Paper Session) - (ENT) Opportunity Identification
2:30pm - 3:50pm Hilton Atlanta: Council/Cabinet Room
Chair: Richard L McCline, San Francisco State University

Discovery and Creation: Alternative Theories of Entrepreneurial Action | Sharon Alvarez, Ohio State U.

Opportunity Acknowledgement as a Cognitive Process of Alignment: Evidence from Verbal Protocols | Denis A. Gregoire, Georgia State U.; Pamela S Barr, Georgia State U.; Dean Shepherd, Indiana U.

Opportunity Recognition and Exploitation in the Pre-Start-Up Phase | Christoph Hienert, Vienna U. of Economics and Business Administration; Christopher Ulrich Lettl, Berlin U of Technology

Recognizing Opportunities for Market-Driven Social Entrepreneurship | Ingrid Wakkee, Vrije University Amsterdam, The Netherlands; Paula Danskin Englis, Berry College

774 JS: (ENT, BPS) Leading Open Innovation: Creating Centripetal Innovation Capacity
2:30pm - 3:50pm Hilton Atlanta: Douglas
Chair: Anne S. Huff, Technische U., München
Discussant: Lynda Gratton, London Business School

Introduction to Centripetal Innovation Capacity (CIC) | Anne S. Huff, Technische U., München

Local Leadership Practices that Foster CIC | Tobias Fredberg, Chalmers U. of Technology

Corporate Leadership Systems | Kathrin M Moeslein, HHL - Leipzig Graduate School of Management

Building Centripetal Absorptive Capacity | Frank T. Piller, Massachusetts Institute of Technology

Session Details – Monday

**775**: (Paper Session) - (GDO) "Life-Friendly" Organizations: Balance for Working Fathers, Working Mothers, and Working Singles
2:30pm - 3:50pm Hyatt Regency Atlanta: Lenox
Chair: Taryn Lyn Stanko, U. of California, Irvine
Discussant: Karen L. Middleton, Texas A&M U., Corpus Christi

A Winning at Blue Collar Blues: Fathers Using Sports as a Metaphor to Manage Work-Family Conflict | Lawrence S. Root, U. of Michigan, Ann Arbor; Lynn Perry Wooten, U. of Michigan, Ann Arbor

A Motherist’s Perspective: A Path Towards a Theory of “Mothering” in Organizational Research | Ellen Elizabeth Rudderham-Gaudet, Saint Mary’s U.

Beyond Family-Friendly: Singles-Friendly Work Cultures and Employee Attachment | Wendy J. Casper, U. of Texas, Arlington; David Weltman, U. of Texas, Arlington; Eileen Kwasiga, U. of Texas, Arlington

Parental Responsibilities & Expectations: Triggers of Work-Family Conflict and Other Family Outcomes | Mui Dora Luk, City U. of Hong Kong

**776**: (SHCS): (GDO, CMS, CAR) Women on Boards of Directors: Intervention Strategies and Global Action for Board Level Gender Equity
2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis - Salon I
Organizer: Rosanne Hawarden, Massey U.
Chair: Ralph Stabine, Massey U.

Women on Boards of Directors: Overview of Global Intervention Strategies & New Zealand Initiatives | Rosanne Hawarden, Massey U.; Ralph Stabine, Massey U.

Women on Corporate Boards of Directors: Ongoing Challenges | Ronald J. Burke, York U.; Richard W. Leblanc, York U.

Women on Boards of Directors: United Kingdom Stakeholder Collaboration Strategies for Gender Equity | Susan Mary Vinnicombe, Cranfield U.; Val Singh, Cranfield U.

United States Regional Update and Potential Route to More Substantial Progress | Susan M. Adams, Bentley College; Patricia Flynn, Bentley College

Getting Women on the Board: Strategies Learned from Sustained-Commitment Companies | Heather Foust-Cummings, Catalyst

A Social Network Approach to Board Diversity and Firm Performance | Michelle Duguid, Cornell U.; Quinetta M. Roberson, Cornell U.; Orlando C. Richard, U. of Texas, Dallas

**777**: (JS): (GDO, PNP, MED) Diversity Leadership Academy: Putting Diversity Knowledge into Action for the Public Concern
2:30pm - 3:50pm Hyatt Regency Atlanta: Infl Ballroom South
Keynote Speaker: R. Roosevelt Thomas, Jr., R. Thomas Consulting
Chair: C. Douglas Johnson, Georgia Southern U.
Presenters: Melanie Harrington, American Institute for Managing Diversity; Don Gordon, Furman U.

**778**: (Paper Session) - (HCM) Power of the Patient in Health Care
2:30pm - 3:50pm Hilton Atlanta: DeKab
Chair: Stephen James O’Connor, U. of Alabama, Birmingham
Discussant: Sharon Topping, U. of Southern Mississippi

Linking Patient-Physician Trust to Health Outcomes | Yin Yang Lee, I-Shou U./ Yongkang Veterans Hospital, VAC Health Care Work Environments, Employee Satisfaction, and Patient Safety: Care Provider Perspectives | Cheryl Rutherford, U. of Missouri, Columbia; Douglas R May, U. of Kansas

Patient Evaluation of Physicians: A Test of Implicit Stress Theory | Kenneth Zantow, U. of Southern Mississippi Gulf Coast; Chalmer E. Labig, Oklahoma State U.

HMOs’ Consumer-Friendliness & Preventive Health Care Utilization: Exploratory Findings from 2002 MEPS | Qian Xiao, U. of Alabama; Grant T. Savage, U. of Alabama

**779**: (JS): (HCM, ODC, OMT) Using Organizational Culture Theory and Measures to Guide Change in the Delivery of Health Care
2:30pm - 3:50pm Hilton Atlanta: Gwinnett
Chair: Amy Smalarz, Center for Organization, Leadership and Management Research
Discussant: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Michael Beer, Harvard Business School; John Kralevskid, U. of Minnesota; Mark Meterko, U.S. Department of Veterans Affairs; Michael I Harrison, Agency for Healthcare Research and Quality


An Exploration of Work-Family Conflict and Family-Work Conflict in Work and Home Roles | Edward F Murphy, Embry Riddle Aeronautical U.; Regina Greenwood, Kettering U.; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Terrell G Manyak, Nova Southeastern U.; Bahaudin Mujtaba, Nova Southeastern U.; Arnel Onesimo O. Uy, De La Salle U.

A Multi-Dimensional Construct of Work-Life System: Its Link to Employee Attitudes and Outcomes | Cheryl Tay, Nanyang Technological U.; Hesan A Quazi, Nanyang Technological University; Khim Kelly, Nanyang Technological University

**781**: (HR) The Future of HR: Implications for Teaching and Research
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover F
Organizers: K. Michele Kacmar, U. of Alabama; Sandy J. Wayne, U. of Illinois, Chicago
Presenters: Edward E. Lawler, U. of Southern California; Sara L Rynes, U. of Iowa; David Ulrich, U. of Michigan; Stephen J Cerrone, JP Morgan Chase Bank; David E Guest, King’s College, U. of London
782 : (Paper Session) - (HR) Downsizing: Antecedents and Consequences
2:30pm - 3:50pm Hyatt Regency Atlanta: Manila
Chair: Peter B Thompson, U. of Illinois, Chicago
Discussant: Timothy M. Gardner, Brigham Young U.
Inducing Maximal versus Typical Learning Through the... | Nita Chhinzer, McMaster U.
Examining the Financial Impacts of Downsizing of Information Technology Workers | Christina Nicole Outlay, University of Illinois at Chicago; Poorima Krishnan, University of Illinois at Chicago; C Ranganathan, University of Illinois at Chicago
Downsizing, Corporate Performance and Shareholders’ Wealth: A Meta-Analysis | Jose Allouche, U. of Paris 1; Patrice Laroche, U. of Nancy 2; Florent Noël, U. of Paris 1

783 : (Paper Session) - (HR) Training Outcomes: The Role of Process
2:30pm - 3:50pm Hyatt Regency Atlanta: Singapore
Chair: Mary D Zalesny, PNNL
Discussant: Miguel Quinones, U. of Arizona
Distal Goal and Proximal Goal Transfer of Training Interventions | Travor C. Brown, Memorial U. of Newfoundland
Holistic Training Model: The Combination of Explicit and Tacit Knowledge - the Complete Package | Everett T. Coyle, jr, Texas U. of Brownsville
Inducing Maximal versus Typical Learning Through the Provision of a Pre-Training Goal Orientation | Jessica R. Mesmer-Magnus, University of North Carolina - Wilmington; Chokalingam Viswesvaran, Florida International U.
Vertical Transfer of Training: Can One Person Make a Difference? | Marie-Helene Budworth, School of Administrative Studies, York University

784 →: (Paper Session) - (IM) Country Institutions and MNC Performance and Strategy
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Chair: Regis Cabral, Akademii Norr
Discussant: Liesl Riddle, George Washington U.
Market Orientation and Firm Performance in a Developing Country: The Role of Institutional Capital | Shahid Bhuian, Louisiana Tech University; Bruce Walters, Louisiana Tech U.; Musa Dwairi, Grambling State University
Political Hazards, Opportunism and Stock Market Reaction to International Expansion of Telecom Firms | Pablo Sánchez-Lorda, U. de Oviedo, Spain; Esteban Garcia-Canal, U. de Oviedo, Spain
Institutional Compatibility: Changes in Foreign Entry Strategies in Hungary, Russia, and China | Jun Xia, Texas Tech U.; Kimberly B. Boal, Texas Tech U.

785 →: (Paper Session) - (IM) The Emerging Market MNC: Development, Internationalization and Survival
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Madrid
Chair: Ping Deng, Maryville University of St. Louis
Discussant: Ilgaz Arik, Georgia State U.
Emerging Economy Firms’ International Entry Strategies: An Institutional Economics Perspective | Heechun Kim, Arizona State University; Robert E. Hoskisson, Arizona State U.; William P Wan, Thunderbird, The Garvin School of International Management
Ethnic Identity, Market Depth and the Survival of Emerging Market Firms in Developed Markets | Stewart R Miller, U. of Texas, Austin; Douglas E. Thomas, U. of New Mexico; Lorraine Eden, Texas A&M U.; Michael A. Hitt, Texas A&M U., College Station
Collective Knowledge Flows in Building Globally Competitive Developing Country Firms | Paola Perez-Aleman, McGill U.
The Internationalization of Manufacturing SMEs in Central and Eastern Europe:Which Resources Matter? | Audra I. Mockaitis, Victoria U. of Wellington; Aldas Kraiuciuunas, Purdue U.; Maja Makovec, U. of Ljubljana; Luminita Nicolescu, Academy of Economic Studies

786 →: (Paper Session) - (IM) Studying Values and Norms Across Cultures
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: Rajandini Pillai, California State U., San Marcos
Discussant: Sara Kimmel, Belhaven College
Hofstede, House, Trompenaars, or Schwartz: Whose Cultural Distance Matters? | Peter Magnusson, St Louis University; Rick T Wilson, St Louis University; Srdan Zdravkovic, St Louis University; Joyce Xin Zhou, St Louis University; Stanford A Westjohn, St Louis University
Hitting the Sweet Spot: Balancing Equity and Equality to Maximize Wealth and Happiness | Piers Steel, U. of Calgary; John Peloza, U. of Calgary
The Norm of Reciprocity: Construct Validation of a Chinese Scale | Joshua B Wu, University of Miami; Peter hom, Arizona State U.; Jiwon Song, Renmin U. of China; Lynn Shore, San Diego State U.; Lois Tetrick, George Mason U.; Chaoping Li, Renmin U.; Liangding Jia, Nanjing U.
Values and Upward Influence Strategies in Transition: Evidence from the Czech Republic | Wade Danis, Georgia State U.; Leigh Anne Liu, Georgia State U.
The Relationship Between External Business Networks and Performance in Foreign Investments | Janet Shaner, IMD; Martha L Maznevski, IMD
The Impact of Nationality of Ownership on the Networking Intensity of Firms | Lilach Nachum, Baruch College
Session Details – Monday

Network and Institutional Effects on Entry Strategies | Fang-Yi Lo, National Chench U.; Chow-Ming Yu, National Chench U., Taiwan; Yu-Ching Chiao, National Chung-Hsing University; Peng-yu Li, National Chench U.
A Network Perspective of Competition: Market Entry Decisions of American Subsidiaries in China | Fiona Kun Yao, Hong Kong U. of Science and Technology

788 ➔ JS: (IM, HR, CAR) Current Challenges for Staffing in Multinational Corporations
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Chair: Paula M Caligiuri, Rutgers U.
Predicting Global Job Pursuit Intentions and Attraction to MNEs | Ibraz Tarique, Pace U.
Cultural Convergence and Divergence in Career Anchors: Evidence from 24 Countries | Saba Colakoglu, Rutgers U.; Paula M Caligiuri, Rutgers U.; Jean-Luc Cerdin, ESSEC Business School
Organizational Characteristics as Determinants of Company Attractiveness on the Labor Market | Dino Ruta, Bocconi School of Management; Ubaldo Macchitella, Bocconi University and Sda Bocconi School of Management
Recruitment and Selection of Executive Talent for U.S.-Mexican Joint Ventures in Mexico | Pramila Rao, Marymount U.; Mary A. Gowan, George Washington U.

789 ➔ SHCS: (IM, OB) Culture and Leadership: An Overview of the Findings of the GLOBE Project
2:30pm - 3:50pm Hilton Atlanta: Grand Salon C
Organizer: Mansour Javidan, Thunderbird, The Garvin School of International Management
Presenters: Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management; Peter W Dorfman, New Mexico State U.; Mansour Javidan, Thunderbird, The Garvin School of International Management

790 ➔ (Paper Session) - (IP) The Value of Managerial Capital: Theoretical and Empirical Perspectives
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A1
Facilitator: Joan Brett, Arizona State University
GDO: Everywhere except on Top: Women Executives in the Nonprofit Sector | Jane A. Van Buren, Vermont Alliance of Nonprofit Organizations (VANPO)
BPS: CEO Pay Variance Across Countries: The Role of Informal and Formal Institutions | Katalin T. Haynes, Arizona State University
BPS: Applying Game Theory to Optimize Manager Compensation as a Negotiation Process | Wann-Yih Wu, National Cheng Kung U.; Cheng Feng Cheng, National Cheng Kung U.
OMT: Searching for an Optimum: Employment Contract Design in the Case of Strategic Alliances | Irem Demirkan, University of Texas at Dallas; Sebahattin Demirkan, University of Texas at Dallas
BPS: Bargaining Games and the Dynamics of Price Formation: an Axiomatic Model to Explain Market Prices | Rogerio Victer, Boston U.

791 ➔ (Paper Session) - (IP) Perceptual and Individual Differences of Leaders: Implications for Organization
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A2
Facilitator: Beverly Dawn Metcalfe, Hull U.
BPS: Leading Transaction Costs Out?The Influence of CEO Leadership Style on Transaction Costs in SMEs | Tom Dalziel, University of Cincinnati
PNP: All Joking Aside...: Moderating Effect of Humor On Relations Between Leader Style & Follower Outcomes | Robert Vecchio, U. of Notre Dame; Joseph E. Justin, Claremont Graduate U.; Craig L Pearce, Claremont Graduate U.
BPS: The Influence of General Managers’ Personality on Radical Change: Evidence from Ecuador | Pol Herrmann, Iowa State U.
OB: Effort Goals as a Means and Focus of Self-Regulation | Robert Litchfield, Washington and Jefferson College; Robert S Billings, Ohio State U.

792 ➔ (Paper Session) - (IP) Leadership: Theoretical Directions
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A3
Facilitator: Rebecca A Henry, Rensselaer Polytechnic Institute
OB: Ensuring Follower Perceptions of Distant Leader Charisma: The Role of Lieutenant Ministrship | Benjamin Martell Galvin, Arizona State U.
OB: Toward a Motivational Theory of Charismatic Leadership | Jaepl Choi, Hong Kong U. of Science and Technology
OB: Making Sense of Motivational Leadership: From Transformational Leaders to Motivated Followers | David T. Wagner, Michigan State University; Remus Ilies, Michigan State U.

793 ➔ (Paper Session) - (IP) Board Structure and Role in Value Creation
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A4
Facilitator: Sven-Olof Collin, Kristianstad U.
OB: Three Conceptual Models of Board Role Performance; Structure, Process and Mediation | Chin Huat Ong, National U. of Singapore; David Tai Wai Wan, National U. of Singapore; Loizos Th. Heracleous, Templeton College, Oxford U.
BPS: The Influence of Board Characteristics on Corporate Innovation Strategies | Bradley George, Indiana U., Bloomington
BPS: Making Sense of Board Effectiveness: A Socio-Cognitive Perspective | Sujit Sur, Concordia University
BPS: The Strategy Of Corporate Governance | Sven-Olof Collin, Kristianstad U.; Elin Smith, Kristianstad U.

794: (Paper Session) - (IP) The Sources and Consequences of (De)Legitimacy
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B1
Facilitator: Eileen Fischer, York U.
OMT: Persistence of Delegitimated Behavior in a Network Organization | Achim Oberg, Aachen U.; Peter Walgenbach, Erfurt U.
OMT: Contrasting Social Movement and Organizational Legitimacy: Legitimation of a Radical Element | Tony Francolini, U. of Western Ontario
OMT: The Value Mechanism: Driving the Capitalist Selection Environment | Robert Peter Dalitz, Australian National U.
OMT: Management Consulting Firms as Institutional Entrepreneurs – The Case of Ethnic Entrepreneurship | Rashmi H. Assudani, Xavier U.

795: (Paper Session) - (IP) Institutional Determinants of Business Political Strategy
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B2
Facilitator: Norris Gunby, Elon U.

796: (Paper Session) - (IP) Impact of Geographic and Cultural Differences on Team Effectiveness
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B3
Facilitator: Leslie Vincent, University of Kentucky
OCIS: Geographically Dispersed Team Interaction: Development of a Comprehensive Typology | Rama Kaye Hart, University of St. Thomas
Session Details – Monday

BPS: Developing a Strategic Plan for a College of Business | R Henry Migliore, Oklahoma State U.
HR: Crisis Management of Human Resources: Lessons from Hurricanes Katrina and Rita | Sonya F. Premeaux, Nicholls State U; Denise Breaux, Nicholls State U
IM: Strategic Planning in Emergent Market Organizations: Empirical Investigation | Hussam Ahmad Al-Shammary, U. of Texas, Arlington
OM: Interrelationships between the Dimensions of Supply Chain Management and Organizational Performance | Anant Ravindra Deshpande, U. of Texas Pan American
ENT: Coordinating Effective Organizational Growth in Entrepreneurial Firms: A Developmental Perspective | Hagen Worch, Max Planck Institute of Economics

800 : (Paper Session) - (IP) Organizational Justice
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C3
Facilitator: Constant D. Beugre, Delaware State U.
SIM: Social Information and Role Changes in Moral Retaliation to an Organization's Layoff Decision | Kwanghyun Kim, Texas A&M U; Ricky W Griffin, Texas A&M U.
OB: The Subjective Notion of Fairness: The Impact of Social Context Influences on Fairness Judgments | Vijaya Venkataramani, Purdue U, West Lafayette
GDO: The Effects of Decision-Maker Status and Gender on Procedural Justice Perceptions | Jessica Lynn Bradley, Clemson U; Michael Horvath, Clemson U.
SIM: Repairing Injustice at Work: Beyond Social Accounts | Constant D. Beugre, Delaware State U.

801 : (Paper Session) - (IP) Emergence in Systems Dynamics
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C4
Facilitator: Benyamin B. Lichtenstein, U. of Massachusetts, Boston
OMT: Organizational Memory as a Complex System | Davi Noboru Nakano, U. of Sao Paulo; Alfonso Carlos Fleury, U. of Sao Paulo
BPS: Co-Evolution and Networks Adaptation: What Can We Learn from Biology? | Ana Colovic, Paris Dauphine U; Manuel Cartier, Paris Dauphine U.
OFT: Identity and the Institutionalization of an Organizational Form: The Case of Rural Cooperatives | Peter Foreman, Illinois State U; Randall E Westgren, U. of Illinois

802 : (Paper Session) - (MC) Consulting Field Reports & Insights
2:30pm - 3:50pm Hyatt Regency Atlanta: International North - MC
Presented on Panels 6-13

Consulting Services: The Importance of Long-Term Exchange | Abraham Carmeli, Bar Ilan U; Eli Kreizberg, Netanya Academic College; Jacob Weisberg, Bar Ilan U.
Management Consulting in Complex Corporate Governance: The French Chambers of Commerce Case Study | Nathalie Krief, ISEOR, U. of Lyon
Capacities and Knowledge in Professional Service Firms – a Strategic Perspective | Soeren H. Jensen, Copenhagen Business School; Flemming Pouffelt, Copenhagen Business School; Stig Hartmann, Copenhagen Business School

803 : (JS) - (MC, HR) Consultants as Contingent Workers: Redefining Boundaries between Clients and Service-Providers
2:30pm - 3:50pm Hyatt Regency Atlanta: Montreal
Organizer: Sandra Fisher, Clarkson U.
Blended Service Provider – Client Teams | Sheila Webber, U. of Massachusetts Lowell; Kai Lamertz, Concordia U.
Independent and Dependent Contracting: Understanding the Impact | Catherine Connelly, McMaster U; Daniel G Gallagher, James Madison U.

804 : (JS) - (MC, ODC, RM) Insiders' Perspective on Sustaining Collaborative Research: The Search for Knowledge and Action
2:30pm - 3:50pm Hyatt Regency Atlanta: Vancouver
Chair: A.B Rami Shani, California Polytechnic State U., San Luis Obispo
Discussant: David Coghlan, U. of Dublin
Presenters: Hans Gunnar Björkman, Sif; Ragnar Kling, Stockholm School of Economics; Jonas Roth, Chalmers U. of Technology
Session Details – Monday

806 : (Paper Session) - (MED) Tools & Approaches to On-Line MED
2:30pm - 3:50pm Hyatt Regency Atlanta: International North - MED 2
Presented on panels 18-20

807 : (Paper Session) - (MED) New Experiences to Enhance Experiential Learning
2:30pm - 3:50pm Hyatt Regency Atlanta: Spring
Chair: Joseph E Champoux, U. of New Mexico
Discussant: Christopher Meisenhelter, York College of Pennsylvania

808 : (MED) Shifts in Japanese HRM Toward a UK Model
2:30pm - 3:50pm Hyatt Regency Atlanta: Techwood
Hosts: Yuji Yoshida, Chiba U. of Commerce; James A F Stoner, Fordham U.
Chair: J B Arbaugh, U. of Wisconsin, Oshkosh

809 : (MED) Developing Managers Not Academics: Towards a Pedagogy of Practice
2:30pm - 3:50pm Hyatt Regency Atlanta: University
Come prepared to join in the discussion.
A Dialectical Approach to Practice Based Learning | Mark Fenton-O’Creavy, Open U.; Peter Knight, Open U., U.K.

Scaffolding or Provocation? Relational Processes Emerging Within Professional Learning. | Caroline Ramsey, Open University Business School
From Management Trainer to Management Educator: Challenges and Lessons Learned | Kathryn Aten, U. of Oregon
Blending Formal and Informal Approaches to Management Learning | Steven Armstrong, U. of Hull

810 : SHCS: (MED, ODC, CMS) Where’s The Reflection in Action Learning?
2:30pm - 3:50pm Hilton Atlanta: Grand Salon E
Will provide ample time for dialogue between the audience and the presenters, featuring: Victoria Marsick, Henry Mintzberg, and Joe Raelin.
Chair: Joseph A Raelin, Northeastern U.
Coordinator: Victoria Marsick, Columbia U.
Using Structured Conversations to Build Reflective Practice | Victoria Marsick, Columbia U.; Terrence Earl Maltbia, Columbia U.
Cultural Variance of Reflection in Action Learning | Lichia Yiu, CSEND
Here’s our Actions in Reflective Learning | Henry Mintzberg, McGill U.

Winner of MED Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School)

811 : (Paper Session) - (MH) Technology and Images of Labor
2:30pm - 3:50pm Hilton Atlanta: Roosevelt
Chair: Manuel Hensmans, London Business School
Discussant: Paul L Govkare, Ohio Northern U.
Technological Growth in Pre-Medieval China: Moving beyond Traditional Thinking. | Vipin Gupta, Simmons School of Management; Kamala Gollakota, U. of Redlands
Images of Labor and Capital in Thomas More’s Utopia | Curt H Stiles, University of North Carolina - Wilmington; Craig Galbraith, University of North Carolina - Wilmington

812 : (Paper Session) - (MOC) Dynamic Models of Decision Making Under Risk, Uncertainty & Complexity
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Individual & Organizational decision making, from game shows to the military, under conditions of risk, uncertainty and complexity
Chair: Maria Catharine Schilpzand, Georgia Institute of Technology
**Session Details – Monday**

**Unnikrishnan Nair**, Indian Institute of Management Kozhikode, INDIA

Difficulties Understanding System Dynamics: A Challenge to Researchers, Educators, and Citizens | Matthew A. Cronin, George Mason U.; Cleotilde Gonzalez, Carnegie Mellon U.; John Sterman, Massachusetts Institute of Technology

→ Preference Reversal versus Consistent Risk Seeking among Military Decision Makers | Thorvald Haerem, Norwegian School of Management; Bard Kuvaas, Norwegian School of Management; Tone Karlsen, Norwegian School of Management; Bjorn Tallak Bakken, Norwegian Defence Academy

Bridging Paradoxes in Managerial Cognition: Contributions from Naturalistic Decision Making | Claire McAndrew, U. of Surrey; Julie Gore, U. of Surrey

**813** : (Paper Session) - (MOC) Identity & Identification:
Surveying Antecedents & Effects
2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Consulate
Survey Studies of organizational identity, individuals' identification & attitudes towards change.
Chair: Dan V. Caprar, U. of Iowa
Road Warriors: The Question of Identification | Mamta Bhatt, Boston College

→ Personality Trait Inferences about Organizations and Organizational Attractiveness | Jenny Gabb, U. of Waikato; Marc H Anderson, U. of Waikato; Jarrod M Haar, U. of Waikato

The Role of Information and Dialogue in Creating Strategic Business Alignment | Cees B.M. Van Riel, Erasmus U.; Guido Berens, Erasmus U.; Majorie Dijkstra, Erasmus U.
To Be or Wanting to Be? How Current and Desired Organizational Identity Influence Member Behavior | Johan Van Rekom, Erasmus U.; Barbara van Nierop, Not Specified; Philip van Beveren, Facilicom
Perceived Threats in Changing the Traits of Organizational Identity | Laura Illia, U. of Lugano

**814** : (Paper Session) - (MOC) Cognitive Framings:
Decisions and Interpretations
2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - MOC 1
Using knowledge to make decisions and make sense. Presented on Panels 21-24


The Distributed Cognition Approach to Rationality: Getting the Framework | Davide Secchi, Insurbia U.; Emanuele Bardone, U. of Pavia

Threat or Opportunity Perception: The Effect of International Experience, Strategy, and Firm Size | Nils Plambeck, HEC School of Management, Paris


**815** : (MOC, OB) Team Cognition Research
2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Summit

Chair: Ramon Rico, U. Autonoma de Madrid
Discussant: Gerben S. Van Der Vegt, Groningen U.
A Dynamic Model of Transactive Memory Systems, and Group and Individual Learning | Edward Anderson, U. of Texas, Austin
Updating Transactive Memory in Work Teams: the Role of Meta-accuracy | Hanneke Grutterink, U. of Groningen
Team Implicit Coordination Processes: A Team Knowledge-Based Approach | Ramon Rico, U. Autonoma de Madrid
Sources and Content of Academic Entrepreneurs’ Mental Models about Start-up Teams | Mary Zellmer-Bruhn, U. of Minnesota
Participants: Gerben S. Van Der Vegt, Groningen U.; Eric Molleman, U. of Groningen; Miriam Sanchez-Manzanares, U. Complutense, Madrid; Cristina Gibson, U. of California, Irvine; Francisco Gil, Universidad Complutense de Madrid; Kyle Lewis, U. of Texas, Austin; Daniel P Forbes, U. of Minnesota; Harry J Sapienza, U. of Minnesota

**816** : (Paper Session) - (MSR) Philosophical Perspectives
2:30pm - 3:50pm Hilton Atlanta: Paulding
Chair: Lee Robbins, Golden Gate U
Discussant: Michaela Driver, East Tennessee State U.

→ Including Spirituality in a Framework of Model Typology in Organizational Change | David Jeremiah Seah, Asian Pastoral Institute; Swee-Sum Lam, National University of Singapore; Margaret Patrickson, University of South Australia

Existentialism, Spirituality, and Work: Toward a Paradigm of Authenticity | Scott MacMillan, Saint Mary’s U.

Sagehood and Strategic Advantage: The Ancient Chinese Perspective of Shih | John E Young, U. of New Mexico

**817** : (Paper Session) - (OB) Group and Organizational Effects on Organizational Citizenship Behaviors
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover G
Chair: Denise Daniels, Seattle Pacific U.
Discussant: Mark Griffin, Australian Graduate School of Management

Through Multiple Looking Glasses: An Expanded Model of Self-Esteem at Work | Li Ma, Washington U.

→ Union Citizenship Behavior, Industrial Relations Climate and Instrumentality: A Longitudinal Study | Donna Buttigieg, Monash U.; Stephen Deery, King’s College, U. of London; Roderick D Iverson, Simon Fraser U.

An Examination of the Work Group Context: its Relationship to Organizational Citizenship Behavior | Mary Sue Love, Southern Illinois U., Edwardsville; Monica L Forret, St. Ambrose U.

The Relationship between Felt Responsibility and Job Performance Among Law Enforcement Professionals | James W Bishop, New Mexico State U.; Bonnie Daily, New Mexico State U.; Dow Scott, Loyola U. Chicago; Randy Lara, LCPD

**818** : (Paper Session) - (OB) Group Effectiveness
2:30pm - 3:50pm Hyatt Regency Atlanta: Piedmont
Chair: J. Craig Wallace, Oklahoma State U.
Discussant: Kenneth Bettenhausen, University of Colorado at Denver and Health Sciences Center
819: (Paper Session) - (OB) Social Network Effects on Individual Outcomes
2:30pm - 3:50pm Hyatt Regency Atlanta: Roswell
Chair: Wei Zheng, Northern Illinois U.
Discussant: Kelly Williams-Whitt, University of Lethbridge
To Dislike and To Be Liked: Self-Monitoring, Affect-Intensive Relations and Work Performance | Zuzana Sasovova, Vrije U. Amsterdam
Do Social Networks Influence Employees’ Perceptions of Organizational Support? | Thomas J. Zagenczyk, Clemson U.; Ray Gibney, ITESMU of Pittsburgh; Audrey Murrell, U. of Pittsburgh

820: (Paper Session) - (OB) Motivation in Groups and Organizations
2:30pm - 3:50pm Hyatt Regency Atlanta: Vinings
Chair: Bruce M. Meglino, U. of South Carolina
Discussant: Abhishek Srivastava, West Virginia U.
Linking Justice to Motivation: The Effects of Justice on Self-Concept, Regulatory Focus, and Affect | Russell E. Johnson, U. of Akron; Chu-Hsiang Chang, Roosevelt U.; Christopher C. Rosen, U. of Arkansas, Fayetteville
Linking Behavioral Control to Employee Outcomes: Testing Two Explanations Using Motivation Theories | Koen Dewettinck, Vlerick Leuven Ghent Management School; Dirk Buyens, Ghent U.

821: (OB, CM) Youth vs. Experience: Socialization and Employee Deviance
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover D
Chair: Rebecca J Bennett, Louisiana Tech U.; Jaclyn M. Nowakowski, George Washington U.
Discussant: Sandra L. Robinson, U. of British Columbia
An Exploration of Cutting Corners: Work Inexperience and Unintended Deviance | Jaclyn M. Nowakowski, George Washington U.
Do Societal Norms Enhance Deviance over Time? Age, Gender, and Justice Effects on Workplace Deviance | Marie S. Mitchell, U. of Nebraska, Lincoln; Gergana T. Markova, U. of Central Florida

822: (OB, HR, CM) When Do We Care About Others’ Treatment? Examining Boundary Conditions of Others’ Justice Effects
2:30pm - 3:50pm Hilton Atlanta: Grand Salon B
Chairs: David Mayer, U. of Central Florida; Michele J. Gelfand, U. of Maryland
Discussant: Jason Colquitt, U. of Florida
Social Comparison and Interpersonal Justice: How Self and Other Justice Impact Supervisor Evaluation | Elizabeth Eve Umphress, Texas A&M U.; Maria Carmen Triana, Texas A&M U.
Behavioral Responses to Deontic Justice: Evidence for Automatic Processing | Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Chris Bell, York U.
Individualism-Collectivism as a Moderator of Justice Contagion | Michele J. Gelfand, U. of Maryland; Gary Shteynberg, U. of Maryland; Lynn Imai, U. of Maryland; David Mayer, U. of Central Florida; Chris Bell, York U.
When I Care About Others’ Fairness: The Effects of Goal Interdependence and Own Fair Treatment | David De Cremer, Tilburg U.

823: (JS: (OB, MOC) Using Constructive Developmental Theory to Advance Executive Leadership Development
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover E
Chair: Robert L. Turken, Turken Leadership Group
Participants: Karl Kuhnert, University of Georgia; Lauren Singer Harris, U. of Georgia; Keith M. Eigel, Leadership Development Incorporated
Emotion in Action: The Effects of Emotional Ambivalence on Action Orientation | Christina Fong, U. of Washington
Empathy, Schadenfreude and Justice: Conflicts Between What is Right and What Feels Good | Steven Blader, New York U.; Batia Wiesenfeld, New York U.; Marion Fortin, University of Durham
Identity-Based Ambivalence: How Multiple Identities Create It and How Organizations Manage It | Lu Wang, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign
Emotional and Cognitive Transparency at the Bargaining Table: Costs and Benefits | Nancy Rothbard, U. of Pennsylvania; Sigal Barsade, U. of Pennsylvania; Noah Eisenkraft, Wharton, U. of Penn

825: (Paper Session) - (OCIS) Multiple Perspectives on ERP Implementations
2:30pm - 3:50pm Atlanta Marriott Marquis: International 1
Chair: Hsiang-Jui Kung, Georgia Southern U.
Session Details – Monday

Discussant: Tanu Ghosh, Massachusetts Institute of Technology

- Open Windows: Information Technology as a Continuous Process | Georg Schreyogg, Freie U. Berlin; Leo Schmidt, Intellegence AG
- A Job Design Approach to Enterprise Systems Change | Glen Murphy, QUT; Artemis Chang, QUT; Kerrie Unsworth, Queensland U of Technology
- Anticipative Affordance in the Context of IT Implementation and Appropriation | Jimmy Huang, U. of Warwick
- Towards a Collective Organizational Identity Orientation during ES Implementations | Sathish Sridharan, National U. of Singapore

826: (Paper Session) - (OCIS) Social Networks in Knowledge Work
2:30pm - 3:50pm Atlanta Marriott Marquis: International 5
Chair: Weijun Zheng, U. of Wisconsin, Parkside
Discussant: Jeanne M Wilson, William & Mary
Leveraging Social Networks and Team Configuration to Enhance Knowledge Access in Distributed Teams | Priscilla Arling, U. of Minnesota; Mani R. Subramani, U. of Minnesota
Cross-border Comprehension of Knowledge Transferred: Role of Relationship and Communication Frequency | Debmalya Mukherjee, U. of Memphis; Ben L Kedia, U. of Memphis; Liliana Nordtvedt, U. of Texas at Arlington
Webs of Advice: Examining the Relationships between Personal Ties, Electronic Ties, and Performance | Robin Teigland, Stockholm School of Economics; Cindi Smatt, Florida State U.; Molly Wasko, Florida State U.
Factors Affecting the Use of Relational and Nonrelational Information Sources | Chris Zimmer, Clemson U.; Raymond M. Henry, Clemson U.; Brian S. Butler, U. of Pittsburgh

827: (Paper Session) - (ODC) ODC Past & Future
2:30pm - 3:50pm Hilton Atlanta: Carter
Chair: Jean-Francois Manzoni, IMD, Lausanne
Critical Perceptions of Organizational Change | Anthony J DiBella, Naval War College
Has Organization Development Lost its Way?: An Investigation into the Great Values Debate | Thomas C Head, Roosevelt U., Chicago-Schaumburg; Peter Sorensen, Benedictine U.; Therese F Yaeger, Benedictine U.
A Pluralistic View of Managerial Innovation Diffusion: The Dynamics of Top Managers’ Consent | Françoise Dany, EM Lyon; Tessa Melkonian, EM Lyon; David Courpasson, EM Lyon

828: (Paper Session) - (ODC) ODC Teaching and Training
2:30pm - 3:50pm Hilton Atlanta: Jackson
Chair: Marilyn Carter, Benedictine U.
Discussant: Marilyn Carter, Benedictine U.

829: (SHCS) ODC, ONE, SIM Translative Business Innovations for Mutual Benefit: The Role Business as an Agent of Benefit
2:30pm - 3:50pm Hilton Atlanta: Grand Salon D
Chairs: Lindsey Godwin, Case Western Reserve U.; David S. Bright, Wright State U.
World Benefit through Transformativo Innovation | David S. Bright, Wright State U.; Lindsey Godwin, Case Western Reserve U.
Creating a Synthesis of Purpose: The Process of “Becoming Sustainable” | Mona Amodeo, Benedictine U.
Exploring Mutual Benefit and CSR in Post-Communist Environment | Nadya Zhexembeyeva, Case Western Reserve U.; Mislav Omazic, University of Zagreb
Producing World Benefit by Making the Impossible Possible | Kim Cameron, U. of Michigan
Strategic Considerations for the Role of Business as an Agent of World Benefit | Mark B. Milstein, Cornell U.

830: (OM) Journal of Operations Management Best Paper Award
2:30pm - 3:50pm Atlanta Marriott Marquis: Rio Grande & MacKenzie
Coffee Break at 2:10-2:30pm. Sponsored by the Goizueta Business School, Emory U.
Chair: Robert Handfield, North Carolina State U.
TQM across Multiple Countries: Convergence Hypothesis versus National Specificity Arguments | Manus Rungtusanatham, Arizona State U.; Cipriano Forza, U. of Padova; Balaji R. Koka, Arizona State U.; Fabrizio Salvador, Instituto de Empresa; Winter Nie, Thunderbird, The Garvin School of International Management
Role Change of Design Engineers in Product Development | Paul Hong, U. of Toledo; Mark A. Vonderembse, U. of Toledo; William Doll, U. of Toledo; Abraham Y. Nahm, U. of Wisconsin - Eau Claire

831: (Paper Session) - (OMT) Leadership Connections within Organizations
2:30pm - 3:50pm Atlanta Marriott Marquis: International 2
Chair: Stephanie DeAnn Thomas, U. of Texas, San Antonio
Leadership Style, Follower-Leader Connection, and Follower Self-efficacy | Yu-Mei Huang, Yu-Da College of Business, Taiwan, R.O.C.
Pushing the Frontier of LMX Research: The Contribution of Triads | Evan Hayden Offstein, Frostburg State U.; Ravindranath Madhavan, U. of Pittsburgh; Devi R Gnyawali, Virginia Tech


Trust Within and Between Groups: Leader Ties and Boundary Spanning Groups | Cynthia Clark Williams, Bentley College

832 ➔: (Paper Session) - (OMT) Studying Institutional Process Beyond the Organization
2:30pm - 3:50pm Atlanta Marriott Marquis: International A

Chair: Michael L. Barnett, U. of South Florida

➔ ‘Healing the Scars of History’: A Stage Model of Institutional Entrepreneurship as Projective Agency | Markus Perkmann, Loughborough U.; Andre Spicer, U. of Warwick


➔ Taking Stock on Institutional Entrepreneurship: What Do We Know? Where Do We Go? | Bernard Louis Leca, Nottingham U. Business School; Julie Battilana, INSEAD; Eva Boxenbaum, Copenhagen Business School

➔ Good Fences Make Good Neighbors: An Institutional Explanation of Industry Self-regulation | Michael L. Barnett, U. of South Florida; Andrew King, Dartmouth College

833 ➔: (Paper Session) - (OMT) Networks and Communities of Practice
2:30pm - 3:50pm Atlanta Marriott Marquis: International A

Chair: Hsin-Mei Lin, National Chiao Tung University, Taiwan

➔ Direct and Contingent Effects of Managerial Networking Relationships on Performance in Ghana | Moses Acquah, U. of North Carolina, Greensboro

➔ CEOs' Constraint and the Dark Side of Social Capital | Erica Helena Salvaj, ISE School Business School; Fabrizio Ferraro, IESE Business School

➔ The Governance of Interfirm Alliances: Toward the Perspectives of Transaction Cost and Network | Hsin-Mei Lin, National Chiao Tung University, Taiwan; Sheng-ya Tseng, National Chengchi U.; Hengchung Huang, National Chengchi U.

➔ Adding Value to Others: The Positive Externalities of Social Capital | Charles D. Galunic, INSEAD; Gokhan Ertug, INSEAD; Martin Gargiulo, INSEAD

834 ➔: (Paper Session) - (OMT) The Evolution of Learning in Organizations
2:30pm - 3:50pm Atlanta Marriott Marquis: International B

Chair: Yan Gong, U. of Wisconsin, Madison

Rule Dynamics: Toward a Theory of Rule Change in Organizations | Ignacio J. Martinez-Moyano, Argonne National Laboratory

Entrepreneurial Learning in Knowledge-Based Startups | Yan Gong, U. of Wisconsin, Madison; Ted Baker, North Carolina State U.; Anne S Miner, U. of Wisconsin, Madison

Aspiration Performance and Railroads' Role of Experiential Learning from Train Wrecks and Crashes | Joel A.C. Baum, U. of Toronto; Kristina Dahlin, U. of Toronto

Learning to Grow: Size Goals, Performance Goals, and Revenue Growth. | Henrich R. Greve, Norwegian School of Management

835 ➔: (Paper Session) - (OMT) Ch-ch-changes: Organizational and Institutional Evolution and Adaptation
2:30pm - 3:50pm Atlanta Marriott Marquis: International C

Chair: Yong-Sik Hwang, Indiana U., Komoko

Tales of Serial Exploration: Specialization, Momentum, Conditioning, and Exploratory Drives. | Dimo Dimov, Instituto de Empresa; Pablo Martin De Holan, IE and INCAE


Determinants Of Strategic Alliances: An Organizational Life Cycle Approach | Yong-Sik Hwang, Indiana U., Komoko; Seung Ho Park, Samsung Economic Research Institute & CEIBS

Leaping to New Markets: Adaptive Capacity and the Performance Consequences of Core Change | David J. Bryce, Brigham Young U.; Jeffrey H. Dyer, Brigham Young U.; Nathan Furr, Stanford U.

836 ➔: (Paper Session) - (OMT) Leadership and Perception Management
2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - OMT 1

Presented on panels 26-30

➔ The Effect of the Concurrency of Front and Back Stage on Performances | Maria Alejandra Quijada, Massachusetts Institute of Technology

➔ Communication, Role Ambiguity and Job Satisfaction within the Australian Theme Park Segment. | Silvia Azevedo Nelson, Griffith U.

➔ Organizational Identity in the Third Millennium: Beyond “Central, Distinctive and Enduring” | Miguel Caldas, Loyola U. New Orleans; Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo

➔ The Reflective Executive: An Architect and Facilitator of NewOrganizational Structures | Karina De Déa Roglio, Pontificia U. Católica do Paraná; Gregory Light, Northwestern U.; Christiane C. R. Reinisch Coelho, Federal U. of Santa Catarina

➔ Organizational performance: when managerial cooperation is the norm | Bjarne Espedal, Norwegian School of Economics and Business Administration; Olav Kvitastein, Norwegian School of Economics and Business Administration; Birthe Kåfjord Lange, Norwegian School of Economics
Session Details – Monday

Contact: Peter Micah Madsen, U. of California, Berkeley
Chair: Huseyin Leblebici, U. of Illinois
Discussant: Michael Lounsbury, Alberta U.

Losing My Religion? Explaining the Persistence of Traditional Governance Forms in the Wake of Ins | Matthew Kraatz, U. of Illinois; Emily S. Block, U. of Illinois, Urbana-Champaign

Human Agents, Contexts, and Institutional Change: The Decline of Family in the Leadership of Busin | Xiaowei Luo, U. of Illinois, Urbana-Champaign

Permeability of Organizational Field Boundaries and Heterogeneity of Organizational Forms | Peter Micah Madsen, U. of California, Berkeley

Discretion Within Organizational Fields: The Interplay Between Institutions and Institutional Entr | Marvin Washington, U. Alberta; Karen D. W. Patterson, Texas Tech U.

383: (P&G) Conceptual and Theoretical Approaches to Cross-Border Business and Society | (OMT, SIM, IM)

388: (P&G) Conceptual and Theoretical Approaches to Cross-Border Business and Society: Taking Stock and Looking Ahead
2:30pm - 3:50pm Atlanta Marriott Marquis: International 3
Chair: J. (Hans) Van Oosterhout, RSM Erasmus Univ.
A Framework to Understand the Linkages between Corporate CSR and Corporate Governance | Ruth V. Aguilleria, U. of Illinois, Urbana-Champaign
Exploring Variations of Corporate Social Responsibilities across Varieties of Capitalism | Wendy Chapple, Nottingham University Business School; Jean-Pascal Gond, U. of Toulouse 1/LRHE; Celine Louche, Vlerick Leuven Ghent Management School
Conceptual Sense and Nonsense in Understanding the Business-Society Interface | J. (Hans) Van Oosterhout, RSM Erasmus Univ.; Pursey Heugens, RSM Erasmus Univ.

389: (PNP) PNP Keynote Address: Building a Community Foundation & the Evolution of Atlanta's Nonprofit Sector
2:30pm - 3:50pm Hilton Atlanta: Monroe
Sponsor: Nonprofit Studies Program, Andrew Young School of Policy Studies, Georgia State University
Welcome: Matthew Liao-Troth, Western Washington U.
Speaker: Alicia Philipp, Community Foundation for Greater Atlanta

390: (P&G) Issues in and Examples of Measurement and Scale Development
2:30pm - 3:50pm Atlanta Marriott Marquis: Chablis & Picard
Chair: Matthew Monnot, Central Michigan U.
Discussants: Richard S. Blackburn, U. of North Carolina, Chapel Hill; Kevin Carlson, Virginia Tech


Development of a Multi-Dimensional Computer Self-efficacy Scale | Xiaoya Liang, Fudan U.; Janet H. Marler, U. of Albany, SUNY

Scale Development for Constructs Related to Entrepreneurship | Sean M. Hackett, Drexel U.; David M Diits, Vanderbilt U.

The 4/5ths Rule and Significance Tests for Determining Adverse Impact: A Comparison | Philip L. Roth, Clemson U.; Phil Bobko, Gettysburg College; Fred Switzer, Clemson U.

41: (RM) Knowledge, Action, and the Public Concern: The Role Of Case Studies
2:30pm - 3:50pm Atlanta Marriott Marquis: Rhine & Savoy
Chair: Michael Gibbert, Bocconi U.
Participants: Melissa Graeber, U. of Texas, Austin; Jeffrey A. Martin, U. of Texas, Austin; Catherine Welch, U. of New South Wales; Jennifer Scherer, Cosmos Corporation; Robert K. Yin, Cosmos Corporation

42: (P&G) Trends in International Corporate Social Responsibility
2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom A & F
Chair: Gerald F Cavanagh, U. of Detroit Mercy
The Impact Of Internationalization On Public Affairs Strategy And Performance: A Ten Year Study | Julius H Johnson Jr., U. of Missouri, St. Louis; Dinesh A. Mirchandani, U. of Missouri St. Louis; Martin Meznar, Arizona State U.
The Internationalization of the Public-Affairs Function in U.S. MNEs: Organization and Management | Jean J Boddevyn, Baruch College
Is Corporate Ethics in Latin America Becoming More Articulated? Views from Experts in The Field | Maria Cecilia Coutinho de Arruda, Fundacao Getulio Vargas - Escola de Administracao de Empresas de Sao Paulo; Georges Enderle, U. of Notre Dame
Implementing Discourse Ethics in Multinational Corporations | Dirk Ulrich Gilbert, U. of Erlangen, Nuremberg; Michael Behnam, Suffolk U.; Ingo Schedel, U. of Erlangen, Nuremberg

43: (P&G) Corporate Political Activity
2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom B & E
Chair: Kathleen Getz, American U.
Redheaded Eskimos: A Barrier-Based View Of Corporate Political Activity | Nicolas M Dahah, Ramapo College
Endogenous Cost Lobbying: Theory and Evidence | John M de Figueiredo, UCLA; Charles M Cameron, Princeton U.
Building Political Relationships: An Empirical Investigation | Kathleen Rehbein, Marquette U.; Douglas A Schuler, Rice U.

44: (TIM) Network Structure and Innovation
2:30pm - 3:50pm Atlanta Marriott Marquis: Champagne
Chair: Joerg Sydow, Freie U. Berlin
Discussant: David Deeds, University of Texas at Dallas
Balancing Cohesive and Bridging Ties To Enhance the Innovation Performance of the Firms | Giovanna Padula, Bocconi U.
Measuring Mail: New Analyses of E-mail Data for the Study of Cross-Divisional Innovation | Adam M. Kleinbaum, Harvard U.

TIM Division Best Student Paper Award Finalist
Stephan Schrader Best Paper Award Finalist
Network Structure, Diversity, and Innovation: A Study on R&D Collaboration of IT Ventures | Kyuho Jin, Korea Development Institute

845: (Paper Session) - (TIM) Case Studies
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Rosanna Tarsiero, Gionnethics
Discussant: Robert J. DeFillippi, Suffolk U.

Co-Evolutionary Sclerosis Impeding Organizational High Technology Innovation Diffusion: A Case Study | Tariq H. Malik, Birkbeck College, U. of London; Hamidah M. Salleh, National University of Singapore
Lenovo Computer in Beijing Zhongguancun: From Entrepreneurial Startup to Large Innovative Firm | C.H. Tzeng, McGill

It Takes a Village: Exploring the Relationship Between Formalization and Innovation | Christine Z. Miller, Wayne State University
Relations in Design Thinking: A Case Study of a Social Network | Elizabeth M. Gerber, Stanford U.

TIM Division Best Student Paper Award Finalist
Stephan Schrader Best Paper Award Finalist

846: (Paper Session) - (TIM) Technological Capabilities and Resources I
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: John Clarry, The College of New Jersey
Discussant: Dovev Lavie, U. of Texas, Austin

A Resource Dependence Perspective of Scientific Advisory Boards | Jay Chok, INSEAD
Explore Technology Capability and Firm Innovation: An Empirical Study for Taiwan’s ICT Industry | Kuo-Feng Huang, National Chengchi U., Taiwan
R&D Networks and Innovation Capabilities: A Context-Contingency Perspective | Oana Branzei, Schulich School of Business, Stewart Thornhill, U. of Western Ontario
Stephan Schrader Best Paper Award Finalist

847: (Paper Session) - (TIM) Patents and Impact
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Ikenna S Uzuegbunam, Rensselaer Polytechnic Institute
Discussant: Michelle Gittelman, New York U.

Alliances in Recombinant Innovation: Cross-Application in High-Technology Entrepreneurial Firms | Preeta Roy, U. of Pennsylvania
Do High Impact Innovations Diffuse Faster and More Widely than Low Impact Innovations? | Wenyue Zhuang, National U. of Singapore; Poh Kam Wong, National U. of Singapore; Kwanghui Lim, U. of Melbourne

Patent-Based Rivalry | Gideon D Markman, U. of Georgia; Andreas Panagopoulos, Lancaster University; Peter T. Gianiodis, Clemson U.

Technological ‘Merit’ and the Reinvigoration of Inventive Step: Structural Empirical Evidence | Markus Reitzig, Copenhagen Business School

848: (Paper Session) - (TIM) Modularity
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Darius Mahdjoubi, UT - Austin
Discussant: Melissa Schilling, New York U.
Mixing and Matching Modularity: An Empirical Test for Strategic Flexibility and Types of Modularity | Gergana Todorova, Carnegie Mellon University; Boris Durisin, Bocconi U.
The Effects of Requirements Ambiguity on Task Structure in New Product Development Projects | P Robert Duimering, U. of Waterloo; Bing Ran, U. of Waterloo
The Use of Modular Organizational Forms in Italy: An Industry Level Analysis | Diego Campagnolo, U. of Padova; Arnaldo Camuffo, U. of Padova

849: (Paper Session) - (TIM) Managing New Technology
2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1
Presented on Panels 10-20
Technology Licensing and the Performance of Firms in High-Technology Industry | YoungJun Kim, Henderson State U.
Determinants of Inter-Firm Heterogeneity in E-Business Assimilation: Evidence from Nepal | Nir B Kshetri, U. of North Carolina, Greensboro
The Knowledge Based View and Open Innovation: Strategies from Open Source Software | Scott R Gallagher, James Madison U.; Joel West, San Jose State U.
Factors Influencing the Adoption of E-Learning at Universities in Germany | Bernd Heesen, University of Ansbach
Technological Innovations in the M-Commerce Industry: Implications for the Banking Sector | Vanessa Ratten, Queensland U. of Technology; Hamish Ratten, Queensland U. of Technology
The Development of Emerging Technology Innovation and Competence: An Empirical Investigation | Theresa Taylor-Coates, Marist College
E-Technology and the Emergent e-Environment: Implications for Organizational Form and Function | Rana Tassabehji, University of Bradford School of Management; James Wallace, University of Bradford School of Management; Nelanre Cornelius, Brunel U.
Explaining Differences in Aesthetic Design Emphasis in New Technology-based Firms | Marina Candi, Reykjavik U.; Rögnvaldur J Saemundsson, Reykjavik U.
Vision, Strategy and Resources and the Moderating Role of Turbulence in Predevelopment Innovation | Peter A.
Session Details – Monday

Monday 2:45PM

850 : (AAA) Conference Break
2:45pm - 3:15pm Hyatt Regency Atlanta: Grand Hall - Break Area
Sponsored by: Wiley
Organizer: George T Solomon, George Washington U.

Monday 4:10PM

851 : (Paper Session) - (BPS) Dynamic Capabilities: What Are They Anyway?
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Bonn
Chair: Robert J. Duesing, Oklahoma State U.
Facilitator: Avi Fiegenbaum, Technion U.
Nature and Source of Competitive Advantage in Static and Dynamic Settings | Oliver Gottschalg, HEC Paris
A Panel Study of Organizational Antecedents of Second-Order Competences | Erwin Danneels, Worcester Polytechnic Institute
Strategic Flexibility: Its Antecedents and Performance Effects | Niels Peter van der Weerdt, Erasmus U.; Ernst Verwaal, Erasmus U.; Henk W. Volberda, Erasmus U.

852 : (Paper Session) - (BPS) New Ventures: Capitalizing on Venture Capital
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Cabinet
Chair: Lyubov A. Bogun, Odesa Institute of Entrepreneurship & Law
Facilitator: Jay J Janney, U. of Dayton
Enacting Market Value: Strategic Choices and Investor Valuations of New Firms in Emerging Industries | Violina Rindova, U. of Maryland, College Park; Frank T. Rothaermel, Georgia Institute of Technology; Dax Basdeo, U. of Maryland, College Park
Corporate Venture Capital: A Real Options Perspective on Who Does it and Why | Sandip Basu, U. of Washington, Seattle; Corey Phelps, U. of Washington, Suresh B Kotha, U. of Washington, Seattle
Corporate Venture Capital Investment Decisions: Real Options And Absorptive Capacity | Yong Li, U. of Illinois, Urbana-Champaign; Joseph Mahoney, U. of Illinois, Urbana-Champaign

853 : (Paper Session) - (BPS) Diversification/M&A: Buyers Who Beat the Odds?
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - London
Chair: David Souder, U. of Minnesota
Facilitator: J Myles Shaver, U. of Minnesota
Acquisitions of Private vs. Public Firms: Private Information, Target Selection and Acquirer Returns | Laurence Capron, INSEAD; Jung-Chin Shen, York U.
Relatedness and Acquirer Performance | Lasse B. Lien, Norwegian School of Economics and Business Administration; Peter G Klein, U. of Missouri
Acquisitions of Private Versus Public Firms: The role of Private Information on Acquirer Returns | Jung-Chin Shen, York U.
Shadow of IPO Process on Post-IPO Acquisition Returns | Asli Musaoglu Arikan, Georgia State U.; Laurence Capron, INSEAD

854 : (Paper Session) - (BPS) Competitive Advantage: Stakeholder Sauce on a Bigger Slice (Stakeholder Theory)?
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - State
Chair: Jean J Boddeyn, Baruch College
Discussant: Aya S. Chacar, Florida International U.
Toward a Stakeholder Orientation in Strategic Management | Sybille Sachs, U. of Applied Sciences, Zurich; Edwin Ruhl, U. of Zurich; Marc Maurer, U. of Applied Sciences, Zurich
For Whom the Firm Toils: On the Importance of Ownership | Sujit Sur, Concordia University
A Signalling Theory of Strategy | Craig R. Littler, St. Andrews U.

855 : (Paper Session) - (BPS) Strategy Process: You Should Invest in This Session (Allocating Scarce Resources)
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Sydney
Chair: Aparna Venkatraman, Duke University
Facilitator: Todd Alessandri, Syracuse U.
Resource Allocation Efficiency In Multibusiness Firms: Causes & Consequences | Mehmet Nasih Tag, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign
Mental Models, Resource Constraints and Differential Performance | Abhijit Mandal, U. of Warwick; Don Antunes, IMD; Howard Thomas, U. of Warwick
A Longitudinal Study of Resource Allocation Activity and Competitiveness Complexity | Zhi Tang, U. of Alabama, Tuscaloosa; Benjamin C. Powell, U. of Alabama

856 : (Paper Session) - (BPS) Industry Dynamics: Location, Location, Location
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 3 - Zurich
Chair: John Mezias, U. of Miami
Discussant: Andrew King, Dartmouth College

Geographic Signatures: Firm Proximities And Performance | **Varghese P. George**, U. of Massachusetts, Boston; **Akbar Zaheer**, U. of Minnesota

Strategic Firm Geography: How Firms’ Physical Structures Affect Routines, Learning and Innovation | **Linda M. Cohen**, U. of Pennsylvania

**857**: (Paper Session) - (BPS) **Innovation: Betting on Risky Business**
4:10pm - 5:30pm Atlanta Marriott Marquis: International 10
Chair: **Jin Chen**, Zhejiang U.
Discussant: **Anne Marie Knott**, Washington U.
When Do Firms Voluntarily Disclose Qualitative Information About R&D Projects? | **Sharon James-Wade**, U. of Minnesota

**858**: (Paper Session) - (BPS) **Networks: Trust and Dependence in Relationships (Alliances, that is...)**
4:10pm - 5:20pm Atlanta Marriott Marquis: International 8
Chair: **Sam Kurokawa**, Drexel U.
Discussant: **Gautam Ahuja**, U. of Michigan
Dependence Asymmetry and Joint Dependence in Interorganizational Relationships | **Ranjay Gulati**, Northwestern U.; **Maxim Sytch**, Northwestern U.
The Evolution of Trust in Information Technology Alliances | **Candace Ybarra**, Chapman University; **Margarethe F Wiersema**, U. of California, Irvine

**859**: (Paper Session) - (BPS) **Governance: A High Powered Look at Incentives**
4:10pm - 5:20pm Atlanta Marriott Marquis: International 9
Chair: **Ikenna S Uzuegbunam**, Rensselaer Polytechnic Institute
Discussant: **Sydney Finkelstein**, Dartmouth College
The Cost of High-Powered Incentives: Strategic Sales Behavior in Enterprise Software Procurement | **Ian Larkin**, U. of California, Berkeley

**860**: (Paper Session) - (BPS) **Governance: Visuals From the Executive Suite**
4:10pm - 5:20pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 1

Presented on Panels 1-15
Should Firms Look to an Insider or an Outsider When Hiring a New CEO? Evidence from China | **Feng Liang**, U. of California, Berkeley
Strategic Demise and Opportunity Cost of the Newly Reformed, Schizophrenic Board of Directors | **Charl Du Plessis**, U. of Virginia
Does It Matter Who’s the Boss?: Investor Reactions to a New CEO’s Characteristics | **Michael L Frandsen**, Albion College; **James W Fredrickson**, U. of Texas, Austin
Firm Knowledge Assets, CEO Duality, and Firm-level Competitive Activity: An Empirical Examination | **Jinyu He**, Hong Kong Univ. of Science & Technology
The Myth of Effective External Governance Mechanisms | **Manisha Singal**, Virginia Tech
Cash Versus Equity: Why Do Some Firms Pay Only Cash Compensation to Their CEOs | **Ji-Young Ahn**, U. of Illinois at Urbana-Champaign
On Corporate Governance Research: A Review and a New View | **Jinyu He**, Hong Kong Univ. of Science & Technology
Owner Types and their Intervention in CEO Dismissal Decisions: A Behavioural Model | **Katy Sikavica**, U. of St. Gallen
Antecedents of CEO Compensation in Business Groups | **Fabio Zona**, Bocconi U.
New Institutional Theory And German Corporate Governance: From Propositions To Hypotheses | **Trevor Buck**, Loughborough U.; **Amon Chizema**, Loughborough U.
Various Large Shareholders and Corporate Board Reform in Korea | **Jootae Kim**, Dankook U; **Chinmay Pattnaik**, Yonsei U.
The Effect of Bank Relations on Corporate Efficiency: Evidence from Japan | **Zhonghua Wu**, National U. of Singapore; **Isthiq Pasha Mahmood**, National U. of Singapore
The GE Effect: Myth or Reality? | **Derek Lehmborg**, U. of Western Ontario; **Glenn Rowe**, U. of Western Ontario; **Roderick E White**, U. of Western Ontario

**861**: (Paper Session) - (CAR) **Elite Careers: Attainment, Loyalty and Legitimacy**
4:10pm - 5:20pm Hyatt Regency Atlanta: Cairo
Chair: **David J Kennedy**, New South Wales U.
Discussant: **Fred J Dorn**, U. of Mississippi
The Influence of Legitimacy on Career Trajectories of Leaders: NCAA Basketball Coaches | **Daniel S. Halgin**, Boston College
Nominee for The Arnon Reichers Best Student Paper Award
Executive Search Firm Relationships: Implications for a Model of Career Attainment | **Thomas A. Clerkin**, Indiana
862 CAU: (CAU) Trust and Control: Developing Conceptual Clarity and Actionable Knowledge
4:10pm - 5:30pm Hyatt Regency Atlanta: Geneva

Chair: Marlene Deshaun Henderson, New York University
Discussant: Edward Eli Kass, St. Joseph's U.
The Path to Integrative Agreements: An Exploration of the Dynamic Negotiation Process | Yulan Han, Peking U.; Min Wang, Peking U.; Zhi-Xue Zhang, Peking U.
The Impact of Cost of Delay on Resistance Point and Target Price and the Moderation Effect of BATNA | Shan Ma, Queensland University of Technology
Negotiation from a Near and Distant Time Perspective | Marlene Deshaun Henderson, New York University; Yaacov Trope, New York University; Peter Carnevale, New York U.

863 : (Paper Session) - (CM) Negotiation Processes
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover A
Chair: Marlene Deshaun Henderson, New York University
Discussant: Edward Eli Kass, St. Joseph's U.
The Path to Integrative Agreements: An Exploration of the Dynamic Negotiation Process | Yulan Han, Peking U.; Min Wang, Peking U.; Zhi-Xue Zhang, Peking U.
The Impact of Cost of Delay on Resistance Point and Target Price and the Moderation Effect of BATNA | Shan Ma, Queensland University of Technology
Negotiation from a Near and Distant Time Perspective | Marlene Deshaun Henderson, New York University; Yaacov Trope, New York University; Peter Carnevale, New York U.

864 JS: (CM, OB, HR) Forgiving Workplace Offenses: Intervention Strategies and Forgiveness Outcomes
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover C
Chairs: Rebecca J Bennett, Louisiana Tech U.; Susie S. Cox, Louisiana Tech U.
Discussant: Thomas M Tripp, Washington State U.
Exploring the Connection between Forgiveness and Touch | Laura Elizabeth Marler, Louisiana Tech U.
Writing as a Means of Resolving and Forgiving Workplace Injustice | Laurie J Barclay, Wilfrid Laurier U.
Forgiveness in the Workplace: Identifying Motives and Outcomes | Susie S. Cox, Louisiana Tech U.; Rebecca J Bennett, Louisiana Tech U.

865 : (Paper Session) - (ENT) Entrepreneurial Marketing
4:10pm - 5:20p Hilton Atlanta: Council/Cabinet Room
Chair: Connie Marie Gaglio, San Francisco State U
Entrepreneurship and Marketing: Two Sides of One Coin? | Sascha Kraus, U. of Oldenburg; Carl Henning Reschke, U. of Witten/Herdecke; Matthias Fink, Vienna U. of Economics and Business Administration; Dietmar Roessl, Vienna U. of Economics and Business Administration
The Fit Between Customer Uncertainty and Structure as a Predictor of Revenue Growth in Young Firms | Sanjib Chowdhury, Eastern Michigan U.
Effect of Market Orientation on Manufacturing Performance of Emerging Market SMEs | Hari Vasudevan, Dwarkadas J. Sanghvi College of Engineering; Sanjaya S Gaur, Indian Institute of Technology, Bombay; Deeksha A Singh, National U. of Singapore
Market Share and Market Demand in Nascent Industries | John Angelis, Case Western Reserve U.; Moren Levesque, Case Western Reserve U.

866 : (Paper Session) - (ENT) NV and International Growth
4:10pm - 5:20pm Hilton Atlanta: Embassy Room
Chair: Robert Ware, Savannah State U.
The Paths and Processes of International Entrepreneurship | Neri Karra, London School of Economics and Political Science; Nelson Phillips, Imperial College London; Paul Tracey, Warwick U.
Growing Abroad? The Effects of Growth Strategy and Culture on Internationalization | J B Arbaugh, U. of Wisconsin, Oshkosh; Larry W. Cox, Ball State U.; S. Michael Camp, Ohio State U.
Venture Capital and the Internationalization Intensity of New Technology-Based Private Firms | Joseph A LiPuma, Boston U.

867 : (Paper Session) - (ENT) Self-Efficacy and Other Individual Differences
4:10pm - 5:20pm Hilton Atlanta: Washington
Chair: Dawn R. DeTienne, Utah State U.
An Empirical Investigation of the Positive v. Negative Effects of Entrepreneurial Self-Efficacy | Keith Hmieleski, TCU; Robert Baron, Rensselaer Polytechnic Institute; Michael Ensley, Rensselaer Polytechnic Institute
Inventor Perseverance After Being Told to Quit: The Role of Cognitive Biases | Thomas Astebro, U. of Toronto; Scott Jeffrey, U. of Waterloo; Gordon Adomadza, U. of Waterloo
A Study of Entrepreneur Improvisational Behavior: Implications for Performance and Satisfaction | Keith Hmieleski, TCU; Andrew C. Corbett, Rensselaer Polytechnic Institute

868 GDO GDO Town Hall: Reporting Progress and Planning Next Steps for the AOM Coalition on Faculty Diversity
4:10pm - 6:15pm Hyatt Regency Atlanta: Int'l Ballroom South
Organizers: Susan L. Kirby, Texas State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Erika H. James, U. of Virginia Participants: Joycelyn Finley-Hervey, Florida A&M U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Christine Brown Mahoney, U. of Minnesota; Martin N. Davidson, U. of Virginia; Ron Ophir, York U.; Lucrezia Songini, Bocconi U.; Karen S. Whelan-Berry, Utah Valley State College

869 GDO (Paper Session) - (GDO) Exclusion, Marginalization, and Discrimination: Just Part of the Territory of Stigmatization?
4:10pm - 5:20pm Hyatt Regency Atlanta: Kennesaw
Chair: Donna Capodacqua, Touro U. International
Discussant: Joy E. Beatty, U. of Michigan, Dearborn
Co-workers' Reactions Towards Employees with Mental Illness | Heather Peters, Memorial U. of Newfoundland; Travor C. Brown, Memorial U. of Newfoundland
It's a Whole New "Old" Ballgame: Achieving Customer-Focused Outcomes Through Age Diversity | Scott A.
870: (Paper Session) - (GDO) And Justice for All? Antecedents and Consequences of Perceived Discrimination
4:10pm - 5:20pm Hyatt Regency Atlanta: Lenox
Chair: Laura M. Graves, Clark U.
Discussant: Mary E. Graham, Clarkson U.
- The Versatility of Perceived Discrimination in Ego Protection | Miguel M. Unzueta, Stanford U.; Brian Lowery, Stanford U.; Eric David Knowles, Stanford U.
- Relationship Strength, Gender, and Justice Norms | Ruolian Fang, U. of Kentucky; Jason D. Shaw, U. of Kentucky
The "Who" and "When" of Claiming Discrimination: An Interactionist Perspective | Lisa Michelle Leslie, U. of Maryland
- The Perceived Fairness of Affirmative Action Decisions Adversely Affecting Asians | Karl Aquino, U. of British Columbia; Marcus Maharg Stewart, Bentley College; Carolina Gomez, Florida International U.

871: (HCM) HCM Distinguished Speaker: McDaniel on Complexity Science & Analysis of Health Care Delivery Systems
4:10pm - 5:20pm Hilton Atlanta: Gwinnett
Distinguished Speaker: Reuben R McDaniel, U. of Texas, Austin

872: (HR) Ice Cream Social & Member Networking Event
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover B

873: (Paper Session) - (HR) Pay Policies: Cultural Interpretations and Implications
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover F
Chair: Nikos Bozionelos, University of Durham
Discussant: Barbara L Rau, U. of Wisconsin, Oshkosh
- The Attitudes of Chinese Workers towards Individually-Based Performance-Related Reward Systems | Li Wang, University of Durham; Nikos Bozionelos, University of Durham
Factors Impacting Employees’ Intentions to Support the Use of Variable Pay | Michael R Wagner, Teachers College, Columbia U.; James D. Westaby, Teachers College, Columbia U.
Advertising Individual or Shared Rewards Affects Organizational Culture Perceptions and Attraction | Kristine Kuhn, Washington State U.
- Effects of Incentive Pay Information on Interpretations of Organizational Attributes and Attraction | Mark Oockey, U of South Dakota; Kristine Kuhn, Washington State U.

874: (Paper Session) - (HR) Fairness and Justice Issues in HR Contexts
4:10pm - 5:20pm Hyatt Regency Atlanta: Manila
Chair: Nancy E Day, University of Missouri - Kansas City

875: (Paper Session) - (HR) Socialization and Mentoring: Effects on Newcomer Adjustment and Learning
4:10pm - 5:20pm Hyatt Regency Atlanta: Singapore
Chair: Gayle Porter, Rutgers University
Discussant: Talya N Bauer, Portland State U.
The Impact of Perceived Knowledge and Individual Differences on Newcomer Socialization Preferences | Delmonize Smith, U. of Alabama, Tuscaloosa; Diane E. Johnson, U. of Alabama, Tuscaloosa
- Testing a New Orientation Program: A Longitudinal Field Experiment | Jinyin Fan, Hofstra U.
The Role of Socialization Tactics and Information Seeking in Newcomers’ Psychological Contracts | Tanguy Dulac, U. Catholique de Louvain; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Nathalie Delobbe, U. Catholique de Louvain
Linking Mentoring to Organizational Learning: A Conceptual Model | Ting Ren, U. of Minnesota

876: (IM) Barry Richman Dissertation Award Finalists Session
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Division Chair: D Eleanor Westney, Massachusetts Institute of Technology
Chair: Julian Birkinshaw, London Business School
Managing Matters - Transferring Organization Practices within Multinational Companies | Jon Erland Lervik, Norwegian School of Management
How are Capabilities Created? A Process Study of New Market Entry | Ted London, U. of Michigan
Social Capital, Knowledge and Internationalization: A Study of Indian Software | Shameen Prashantham, Strathclyde U.
How National Institutions Influence Firms Knowledge-Building Alliance Strategies: A Longitudinal Study of Fuel Cell Technology Development | Gurneeta Vasudeva, Indian School of Business

877: (IM) Developing Global Leaders in Asia: Report and Assessment from the Frontline.
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
The Nature of the Challenge of Global Leadership Development | Mark E. Mendenhall, U. of Tennessee, Chattanooga; Joyce Osland, San Jose State U.
Session Details – Monday

Developing Global Leaders in Japan | Norihito Furuya, IGB Network Co., Ltd.; Allan W Bird, U. of Missouri, St Louis
Cultural Barriers to Successful Leadership Development in South East Asian Companies | Guenter Stahl, INSEAD

878 : (Paper Session) - (IM) The Performance of International Mergers and Acquisitions
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Madrid
Chair: Roberto Ragozzino, U. of Central Florida
Discussant: Naomi A Gardberg, Baruch College, CUNY
Do Greenfields Outperform Acquisitions or Vice Versa?
The Role of Subsidiary Integration | Arjen Siangen, Erasmus U. Rotterdam; Jean-Francois Hennart, Tilburg U.
IM Best Paper Finalist
pSpanning the Global Network: Cross-Border Acquisitions and the MNC | J. Muir Macpherson, Georgetown U.
Doug Nigh Award Finalist
Learning to Acquire Within the Core Industry Abroad | Anna Nadolska, RSM Erasmus U.

879 : (Paper Session) - (IM) Inter-Cultural Communication: Process, Networks, and Patterns
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: Gretchen Renee Vogelgesang, University of Nebraska-Lincoln
Discussant: C-C, Fatima Wang, U. of Cambridge
A Process Model of Cross-Cultural Group Effectiveness: The Role of Communication Networks | Mourad Dakhil, Georgia State U.; Sigrid Khorram, U. of Texas, El Paso; Davina E. Vora, U. of Texas, Dallas
Intercultural Communication Patterns and Strategies: Nordic Expatriates in Japan | Vesa Matti Peltkorpi, Hitotsubashi U.
Intra- and Inter-Cultural Electronic Communication: The Evidence from Jordan, Japan, and the U.S. | Daria Panina, Texas A&M U.; Maya Kroumova, New York Institute of Technology

880 : (Paper Session) - (IM) The Dynamics of International Joint Ventures
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Trinidad
Chair: Jonathan Pinto, U. of Pittsburgh
Discussant: Keith D. Broughers, King’s College London
International Joint Venture Path Dependence | Andreas Michael Klossek, Freiberg U.; Michael C. Nippa, Freiberg U.
An Institutional and Learning Perspective on Strategic Formation Choices of IJVs in China | Monica Yang, Adelphi U.
Contractual Duration of JVs: The Influence of Asset Specificity, Uncertainty, and Small Numbers | Marshall Shihng-Jiang, Brock U.; Yigang Pan, Schulich School of Business, York University; Preet S Aulakh, York U.
Joint Venture Partner Origin, Strategic Choice, and Performance in a Sub-Saharan African Economy | Moses Acquaah, U. of North Carolina, Greensboro

881 : (Paper Session) - (IP) Sources and Consequence of Organizational Identity
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A1
Facilitator: Denise Daniels, Seattle Pacific U.
RODC: Technological Discontinuities & Organizational Adaptation: Exploring the role of Org. Identity | Ricardo Gabriel Flores, U. of Illinois at Urbana-Champaign
Winner of ODC Best Interactive Paper Award
SIM: Up and Out? Potential Persistence of Lower Socioeconomic Social Identity After Social Mobility | Laura Singleton, Boston College
OB: Newcomer Expertise and Member Identification in Work Groups | Sungu Armagan, U. of Utah
GDO: Creating Change Intermediaries: The Role of Middle Managers' Commitment to Diversity | Yang Yang, U. of Western Ontario; Alison Konrad, U. of Western Ontario

882 : (Paper Session) - (IP) (In)Out Groups and Territoriality
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A2
Facilitator: Kathleen Campbell, United States Military Academy
OB: They Don't Like Us, We Don't Like Them...Antecedents of Outgroup Derogation in Mergers | Katty Marmenout, McGill U.
OB: 'Mine' and 'Not Yours': The Impact of Psychological Ownership and Territoriality in Organizations | Graham Brown, Singapore Management U.
TIM: The 'Only-Used-Here' Syndrome: Antecedents and Impact on the External Commercialization of Knowledge | Ulrich Lichtenhailer, Otto Beisheim Graduate School of Management (WHU); Holger Ernst, WHU - Otto Beisheim School of Management

883 : (Paper Session) - (IP) Hope, Optimism and Self-Regulation
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A3
Facilitator: Robert Baron, Rensselaer Polytechnic Institute
OB: Having the Will and the Ways: The Interactive Effects of Hope | Kristin Byron, Syracuse U.; Suzanne J. Peterson, Arizona State U.
MOC: Mindfulness in Moments of Monotony | Darren J Good, Case Western Reserve U.; Bauback Yeganeh, Case Western Reserve U.
OB: Knowledge Workers in India: Exploring the Relationship of Hope and Optimism with Performance | Fred Luthans, U. of Nebraska, Lincoln; Gwendolyn M. Combs,
Session Details – Monday

U. of Nebraska, Lincoln; Rachel Clapp Smith, University of Nebraska-Lincoln; Sucheta Nadkarni, U. of Nebraska

CAR: A Foundation for Positive Mental Imagery | Michael Todd Murphy, Benedictine U.

884: (Paper Session) - (IP) Human and Social Capital Issues in Career Development
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A4
Facilitator: Joseph Charles Rode, Miami U., Ohio


CAR: The Role of Social Skills in Mentoring Relationships | Sharon Y. Wu, U. of Missouri, Columbia; Yu Ha Cheung, U. of Missouri, Columbia

Nominee for The Arnon Reichers Best Student Paper Award

U.; Washington U.

Rode
Bloomington
Gowan

Approach

IPO Legitimacy

Commitment, Calculation, Copying and Caring | Timothy Baldwin, Indiana U., Bloomington

Facilitator: 4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C1

HR: MBA Degree and School Tier as Human Capital:
Comparative Study of MBA and Non-MBA Career Success | Mark Wellman, University of Maryland, College Park; Mary A. Gowan, George Washington U.; Susan C. White, George Washington U.

885: (Paper Session) - (IP) Strategic Choices in the Context of Legitimation
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B1
Facilitator: Greg Bell, U. of Texas at Arlington

OMT: Creating Legitimacy in Nascent Industries | Adrian Yeow, University of Maryland, College Park

SIM: Why Do Companies Adopt Social Practices?
Commitment, Calculation, Copying and Caring | Adele Queiroz, U. of Pittsburgh

IM: Country Corruption, Economic Freedom and Foreign IPO Legitimacy | Greg Bell, U. of Texas at Arlington; Hussam Ahmad Al-Shammari, U. of Texas, Arlington

OMT: Institutional Entrepreneurship in the Sustainability Field: The Local Agenda 21 in Spain | Rocio Llamas-Sanchez, U. of Granada (Spain); Inmaculada Martin-Tapia, U. of Granada (Spain); Antonio Rueda-Manzanares, U. of Granada (Spain)


886: (Paper Session) - (IP) Diffusion of Organizational Norms
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B2
Facilitator: Hans Van Ees, Groningen U.

OMT: Lowering the Bar: The Diffusion and Persistence of Harmful Organizational Traits | Freek Vermeulen, London Business School

OMT: A Framework Explaining Diversity in the Processes of Creating Corporate Governance Codes | Ilir Haxhi, U. of Groningen; Hans Van Ees, Groningen U.

887: (Paper Session) - (IP) The Road to Developing Shared Meanings
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B4
Facilitator: Dmitry Mikhail Khanin, California State U., Fullerton

MSR: Keep Walking the Road: Outgrowing Our Instrumental Approach to Workplace Spirituality | Ekaterina Zhuravleva, Macquarie U., Sydney; Grant Jones, Macquarie U., Sydney

OMT: Baudrillard’s Conception of Symbolic Exchange, and Its Contribution to Exchange Theory | Dmitry Mikhail Khanin, California State U., Fullerton

OB: The Effects of Organizational Justice across Cultural Dimensions | Run Ren, Texas A&M U.

MED: Unfolding a Nuanced Beauty: Towards A Pedagogy Of Inspirational Parables | Edwina Pio, AUT U.; Neil Haigh, AUT U.

OB: Leader-Member Exchange and Subordinate Outcomes: Incorporating the Role of Voice and Justice | Kanika Tandon Bhal, Indian Institute of Technology, Delhi; Mahfooz Alam Ansari, U. Science Malaysia

888: (Paper Session) - (IP) Building Adaptive Capability into Organizations
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C1
Facilitator: Venkatarmann Nilakant, U. of Canterbury

OCIS: Dysfunctional Influences on Coordination Quality | J Daniel Sherman, U of Alabama in Huntsville

OCIS Division Best Interactive Paper Award - Finalist


ODC: Bridging Theory and Practice in the Management of Organizational Change | Venkatarmann Nilakant, U. of Canterbury

ODC: Complex Change Design & Morphology: Business IT Alignment, Dynamic Capability and Process Maturity | Heather Stebbings, Cranfield School of Management; Ashley Braganza, Cranfield U.

CM: Complex Conflict Episodes and the Inside Sales Role: A Sequential Contingency Perspective | James Ian Forbes Speakman, Cranfield School of Management; Lynette Ryals, Cranfield University

889: (Paper Session) - (IP) Regional Entrepreneurship, Innovation and Economic Growth
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: Robert Brent Anderson, U. of Regina

TIM: Prospects & Challenges to “Biopolis of Asia”: Biotechnology Innovation System of Singapore | Hamidah


Section D
Session Details – Monday

M. Salleh, National University of Singapore; Klaus Nielsen, Birbeck College, U. of London

TIM: Government Policy and Trajectories of Radical Inovation in Dirigiste States; France and Korea | Taeyoung Yoo, Birbeck College, U. of London


– SIM: On Their Own Terms: Indigenous Communities, Development and the New Economy | Robert Brent Anderson, U. of Regina; W Scott MacAulay, U College of the North; Bob Kayseas, First Nations U. of Canada; Kevin George Hindle, Swinburne U. of Technology

– IM: The National Entrepreneurial Infrastructure: How Nation-States May Encourage Local Entrepreneurship | David Lanier Major, U. of Maryland, College Park

890: (Paper Session) - (IP) Control Across Temporary Organizational Boundaries
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C3
Facilitator: Patrick Kenis, Tilburg U.

– IM: Which of Call Option or Put Option Matters?: Governance Change of International Joint Ventures | Akie Iriyama, U. of Pittsburgh

OMT: A temporality of Temporary Organizations: Implications for Goal Effectiveness and Legitimacy | Martyna Janowicz, Tilburg U.; Patrick Kenis, Tilburg U.; Patrick Vermeulen, Tilburg U.

OCIS: Task Environment and Interdependence: Coordination in Federated IS Governance Structures | Clay K. Williams, U. of Georgia

– BPS: Offend, Defend, or Preempt? The Role of Strategic Effects and Investments in Partnerships | Elitsa Banalieva, Indiana University Bloomington

891: (Paper Session) - (IP) Organizing for Innovation: Expanded Perspectives on Structure and Process
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C4
Facilitator: Scott W. Geiger, U. South Florida St. Petersburg

ODC: Appreciative Inquiry as a Process of Organizational Innovation | Joshua H. Tabor, Gonzaga U.

TIM: Exploration And Exploitation Innovation Processes: The Role Of Organizational Slack | Scott W. Geiger, U. South Florida St. Petersburg; Marianna Makri, U. of Miami


BPS: An Examination of the Role of Strategy in the Innovation Process: Empirical Evidence | Ayse Banu Goktan (Bilhan), U. of North Texas; Grant Miles, U. of North Texas

892: (MC) Advances in the Practice of Consulting

4:10pm - 5:00pm Hyatt Regency Atlanta: Montreal
Host: Andreas Werr, Stockholm School of Economics
Facilitator: Susan M. Adams, Bentley College
Speaker: John G. Catero, Leverage Intelligence Consulting

893: (Paper Session) - (MED) International Education: Learning Across Cultures
4:10pm - 5:20pm Hyatt Regency Atlanta: Spring
Chair: Linda L. Brennan, Mercer U.
Discussant: Dennis M Garvis, Washington and Lee

– International Learning Groups – Synergies and Dysfunctions | Yiannis Gabriel, Royal Holloway, U. of London; Dorothy S Griffiths, Imperial College London

– Business Student Attitudes to Information Sharing and SDLR - a comparison between Germany and the US | Lars Mittlacher, Not Specified; Michael Beitter, University of North Carolina

– Cultural Differences in Three Educational Systems: A Focus on the Globe Scores for Societies. | Katrin Hansen, Gelsenkirchen University of Applied Sciences; Jacobo Ramirez, ITESM; N. S. Anuradha, Indian Institute of Science

– Hybrid Learning Environment: Impact of Individualism-Collectivism and Power Distance | Alvin Hwang, Pace U.; Anne Marie Francesco, Hong Kong Baptist U.

Winner of MED Division Best Paper in Management Learning (Sponsored by Sage Publications and Management Learning)

894: (Paper Session) - (MED) Becoming Excellent As a Teacher: Best Practice Meets Reality
4:10pm - 5:20pm Hyatt Regency Atlanta: Techwood
Chair: Norm R Althouse, U. of Calgary
Discussant: Katherine A Karl, Marshall U.

– A Mirror on Professor Artistry: Business Professors’ Use of Reflection in their Teaching Practices | Gary Wagenheim, Simon Fraser U.

– Please Don’t Give Up on Me: When Faculty Fail to Care | Thomas Fletcher Hawk, Frostburg State U.; Paul Lyons, Frostburg State U.


– Successful Academic Women in the Americas: How Different Are they from other Thriving Professionals? | Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnologico de Monterrey; Ann Gregory, Memorial U. of Newfoundland; Terri R Lituchy, Concordia University; Silvia Ines Monserrat, U del Centro de Buenos Aires; Suzy Fox, Loyola U. Chicago; John Miller, Sam Houston State University; Jo Ann Duffy, Sam Houston State University; Betty Jane Punneth, U of West Indies; Neusa bastos Santos, Pontificia Universidade Catolica de Sao Paulo

895: (Paper Session) - (MOC) Making Decisions & Making Sense
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 2 - Magnolia

Perspectives on decision making and sensemaking in organizations.
Chair: Frank C Schultz, U. of California, Berkeley
Discussant: James Douglas Orton, Michigan Technological U.
Making Good Sense: Assessing the Quality of Managerial Decision-making | Graham M Winch, Manchester U; Eunice Maytorena, Manchester U.
Data Indeterminacy in Organizations | Roger L. Dunbar, New York U; Raghu Garud, Penn State University
Sensemaking in Operating Room Crises: Exploration and Exploitation in Action | Jenny W Rudolph, Veterans Administration Boston Medical Center

896: (Paper Session) - (MOC) Tales from the Field: Case Studies of Organizational Identity
4:10pm - 5:20pm Atlanta Marriott Marquis: Imperial - Consulate
Presents qualitative case studies of corporations, government, and financial services in US and abroad.
Chair: Emily Dunham Heaphy, U. of Michigan, Ann Arbor
Discussant: Kevin W. Rockmann, George Mason U.
Symbolizing Identity: When Brand Icons Become Organizational Icons | Celia Virginia Harquail, Independent Scholar
We Are Losing Our Memory, Will We Lose Our Identity? | Kathleen Cavanaugh, Energy Information Administration; Andrea Casey, George Washington U.
Organizational Artefacts and Identity-Related Processes: a Study of Corporate Museums | Davide Ravasi, Bocconi U.; Ileana Stigliani, SDA Bocconi / Bocconi U.
Multiple Organizational Identities: a Member’s Perspective | Mirdita N. Elstak, Erasmus U.; Cees B.M. Van Riel, Erasmus U.

897: (Paper Session) - (MOC) Creative Moments & Cognition
4:10pm - 5:20pm Atlanta Marriott Marquis: Imperial - Summit
Examines how knowledge, insight, perceptions and affect impact creativity & creative judgement.
Chair: Jeroen Kraaijenbrink, Twente U.
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison
Increasing Insight | Matthew A. Cronin, George Mason U.
Towards a Person-Based Model of Mental Simulation in Analytic and Creative Judgment | Robert Litchfield, Washington and Jefferson College
Differential Effects of Affect, Perceived Newness, and Perceived Usefulness on Creativity Judgment | Roy Yong Joo Chua, Columbia U.; Sheena S. Iyengar, Columbia U.
An Attributional Theory of Convergent Thinking in Groups | Jack Anthony Goncalo, Cornell U.

898: (Paper Session) - (MOC) Cultural Framings: Virtues & Values
4:10pm - 5:20pm Atlanta Marriott Marquis: Marquis Salon IV - MOC 1
Examines how corporate & national cultural values relate to sensemaking, influence and cognition. Presented on Panels 25-30
A Cross Cultural Study of the Individual Polychronic Values Instrument | Karen Moustafa, Indiana - Purdue University, Fort Wayne; Ujvala Arun Rajadhyaksha, Saint Mary's College; Olga Soler, University of Venezuela
Western Exposure: The Effects of Foreign Experience on Taiwanese Managers’ Cognition | Ray Friedman, Vanderbilt U.; Wu Liu, Vanderbilt U.; Shu-Cheng Chi, National Taiwan U.; Ying-Yi Hong, University of Illinois at Urbana-Champaign
The Memory of Mishaps in NASA | Susan Burgess Miller, NASA AERO Institute; Fernando Olivera, U. of Western Ontario
Attributes and Emotions in the Justification of Deviant Behavior | Paul Harvey, Florida State U.; Mark J Martinko, Florida State U.

899: (Paper Session) - (OB) Stress and Coping in Social Service and Military Jobs
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover E
Chair: Daniel C Ganster, U. of Arkansas
Discussant: Nealia Sue Bruning, U. of Manitoba
The Positive Affectivity-Coping Relationship: Conscientiousness and Perceived Control as Moderators | James Meurs, Florida State U.; Kelly L Zellars, U. of North Carolina - Charlotte; Pamela Perrewe, Florida State U.
Critical Incidents & Drinking: Unit Norms & Job Resources as Sources of Vulnerability & Protection | Peter Bamberger, Technion-Israel Institute of Technology; Samuel Bacharach, Cornell U.
The Effect of Occupational Commitment on Contract Breach-Job Stress Relations | Ying-Jung Yvonne Yeh, National Taiwan U of Science and Technology; Jyh-Jer Roger Ko, National Taiwan U.

900: (Paper Session) - (OB) Leadership in International and Cross-Cultural Contexts
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover G
Chair: Elizabeth Douthitt, Stanford U
Discussant: Lynn Harland, U. of Nebraska, Omaha
Exploring Intra-National Cross-Cultural Leadership: The Case of Aotearoa New Zealand | Dale Marie Pfeifer, Victoria University of Wellington; Brad Jackson, Victoria U. of Wellington; Matene Love, Victoria U. of Wellington
A Multi-Level and Cross-Cultural Examination of Transformational Leadership in the U.S. and China | Bradley L. Kirkman, Texas A&M U.; Gilad Chen, U. of Maryland; Zhen Xiong Chen, Australia National University; Kevin B. Lowe, U. of North Carolina, Greensboro


Section D 275
901: (Paper Session) - (OB) Group Dynamics
4:10pm - 5:20pm Hyatt Regency Atlanta: Piedmont
Chair: Michelle C Bligh, Claremont Graduate U.
Discussant: John S Carroll, MIT Sloan School of Management
Opening the Black Box of Group Dynamics | Emmanuel Josserand, Paris Dauphine U.; Stéphanie Dameron, Paris Dauphine U.
Contextualizing Team Learning: New Insights through Considerations of Task and Time | Tammy Woods, University of Connecticut
Chair: Michael O’Driscoll, U. of Waikato
Discussant: Mel Fugate, Southern Methodist U.
Core Self-Evaluations and Performance: The Moderating Role of Challenge and Hindrance Stressors | Cindy P. Zapata-Phelan, University of Florida; Charlice Hurst, U. of Florida; Jason Colquitt, U. of Florida
The Mediating Effects of Job Satisfaction and Propensity to Leave: Combining Meta-Analysis and SEM | Simona Gilboa, Tel Aviv U.; Arie Shiron, Tel Aviv U.; Yitzhak Fried, Syracuse U.
Mindfulness at Work: The Beneficial Effects on Job Burnout in Call Centers | Jayanth Narayanan, London Business School; Lisa M. Moynihan, London Business School
Frontline Service Work: Emotional Exhaustion, Social Support and Employee Wellbeing | Stephen Deery, King's College, U. of London; Roderick D Iverson, Simon Fraser U.; Janet Walsh, King's College, U. of London

902: (Paper Session) - (OB) Justice in Group and Organizational Contexts
4:10pm - 5:20pm Hyatt Regency Atlanta: Roswell
Chair: Cindy Wu, Baylor U.
Discussant: James M. Schmidtke, California State U., Fresno Interpersonally Fair Teams: Linking Justice Climate, Affective Tone, and Team Citizenship Behaviors | Jana L. Raver, Queen's U.; Mark G. Ehrtah, San Diego State University
Motives for Complaining to a Third Party | Rebekah Bennett, Queensland U. of Technology; Charmine E. J. Hartel, Monash U., Clayton; Doan Nguyen, U. of Queensland; Dominique Keeffe, Queensland U of Technology Beyond the Preference for Equity and Equality: Predicting the Fairness of Allocations in Groups | John M Maslont, Belmont U.; Steven M Farmer, Wichita State U.; Kimberly K. Merriman, Wichita State U.
Justice, or Exemplarity? Theoretical Bases and Empirical Contributions to Post-Merger Performance | Tessa Melkonian, EM Lyon; Philippe M. Monin, EM Lyon; Niels G. Noorderhaven, Tilburg U.; Audrey Rouzies, EM Lyon; Alma Timmers, Tilburg U.

903: (Paper Session) - (OB) Innovation and Creativity
4:10pm - 5:20pm Hyatt Regency Atlanta: University
Chair: Nora Madjar, U. of Connecticut
Discussant: Louise Tourigny, U. of Wisconsin, Whitewater
The Personal Attributes that Enhance Individual versus Team Innovation | Ella Miron-Spektor, Technion- Israel Intitute of Technology; Miriam Erez, Technion U.; Eitan Naveh, Technion-Israel Institute of Technology
Multiple Tasks and Multiple Goals Effect on Creativity: Forced Incubation or Just a Distraction? | Nora Madjar, U. of Connecticut; Christina Shelley, Georgia Institute of Technology
An Experimental Investigation of Emotional Intelligence, Affect, and Creative Task Performance | Sukumarakurup Krishnakumar, Virginia Polytechnic Institute; Anthony Cobb, Virginia Tech; Richard Roberts, Educational Testing Service

904: (Paper Session) - (OB) Managing Stress and Burnout
4:10pm - 5:20pm Hyatt Regency Atlanta: Vininga
Managing Stress and Burnout

Session Details – Monday
OD without Context Management is a Luxury Item | Hans Vermaak, Twynstra Management Consultants
Research on the Future of OD in the Netherlands | Leon De Caluwe, Free U., Twynstra
Reflections on the Future of Organization Development | Ann E. Feyerherm, Pepperdine U.

**909**: (OM) Operations Management Division Business Meeting and Awards
Meeting Time: 4:10pm - 5:20pm Atlanta Marriott Marquis: International 3
Chair: Rebecca Duray, U. of Colorado at Colorado Springs
Program Chair: G. Keong Leong, U. of Nevada, Las Vegas
Professional Development Workshop Chair: Diane H. Parente, Pennsylvania State U., Erie
Past Chair: Morgan Swink, Michigan State U.
Webmaster: Elliot Bendoly, Emory U.
Newsletter Editor: Peggy D. Lee, Pennsylvania State U., Great Valley
Secretary: Karen Chinander, Florida Atlantic U.

**910**: (Paper Session) - (OMT) Emerging Ideas About Social Capital and Communities of Practice
Meeting Time: 4:10pm - 5:20pm Atlanta Marriott Marquis: International 2
Chair: Jacqueline N. Hood, U. of New Mexico
A Multi-Level Model of Social Capital | Harry J Van Buren, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico
Organizational Justice, Social Capital and the Organizational Advantage | Ashish Mahajan, New Mexico State U
Compassion in Organizational Trauma | Edward H. Powley, Case Western Reserve U.
Revisiting the Swollen Middle: A Joint Perspective of Social Capital Theory and TCE on Joint Ventures | Daniel Rottig, Florida Atlantic U.

**911**: (Paper Session) - (OMT) Issues in Governance and Ownership
Meeting Time: 4:10pm - 5:20pm Atlanta Marriott Marquis: International 3
Chair: Johannes M Lehner, U. of Linz
Not All Declarations are Equal: Governance Routines, Search, and CEO-Chair Separations | John Joseph, Northwestern U.; William Ocasio, Northwestern U.
Preference for Skewed Return Distributions through Stock Option Programs. Evidence from Germany | Johannes M Lehner, U. of Linz
Two Sides of Same Coin? Longitudinal Examination of Monitoring and Earnings Management | Maria Goranova, Syracuse U.; Raihan Hameed Khan, State U. of New York, Oswego; Michael Hadani, Syracuse U.; Diya Das, Syracuse U.
The Allocation of Ownership Rights in Consulting Firms | Ansgar Richter, European Business School; Katrin Schroeder, Booz Allen Hamilton

**912**: (Paper Session) - (OMT) The Cognitive Underpinnings of Institutions
Meeting Time: 4:10pm - 5:20pm Atlanta Marriott Marquis: International 4
Chair: Rich DeJordy, Boston College
Agency and Path Dependence: QWERTY Reconsidered | Efstratios Ramoglou, Cambridge U.
Institutional Guardianship: Protecting & Preserving Existing Institutional Orders from Change | Rich DeJordy, Boston College; Candace Jones, Boston College
From Plan to Plant: Effects of Certification on Operational Start-up | Wesley Sine, Cornell U.; Robert J David, McGill University; Hitoshi Mitsuhashi, U. of Tsukuba

**913**: (OMT) Networks Inside and Around Communities
Meeting Time: 4:10pm - 5:20pm Atlanta Marriott Marquis: International A
Chair: Jennifer Kurkoski, U. of California, Berkeley
Discussant: Paul Ingram, Columbia U.
Competition Among U.S. Communities: A Network Analysis of Community Niche Overlap in Two Dimensions | Pino G. Audia, U. of California, Berkeley; Jennifer Kurkoski, U. of California, Berkeley
Bigger, Safer, Faster: Supplier-Buyer Networks and the Origin and Diffusion of Competitive Advantage | Henrich R. Greve, Norwegian School of Management
Is There a Center to the Chicago Business Community? | Ronald S. Burt, U. of Chicago

**914**: (Paper Session) - (OMT) Diffusion Processes in Organizations
Meeting Time: 4:10pm - 5:20pm Atlanta Marriott Marquis: International B
Chair: Paula Perez-Aleman, McGill U.
Learning from Peers or Other Populations? The Adoption of Corporate Venture Capital Programs | Vibha Gaba, INSEAD; Alan D. Meyer, U. of Oregon
E-procurement Adoption at the Early Stage of the Internet Breakthrough | Gianvito Lanzolla, Cass Business School; Nikos Tsikritsikis, London Business School
Rethinking the Diffusion of International Quality Standards in Developing Countries | Paola Perez-Aleman, McGill U.
Looking Good and Doing Better: Rethinking Motivations for Adopting Innovations | Mark Kennedy, U. of Southern California; Peer C. Fiss, Queen's U., Canada

**915**: (Paper Session) - (OMT) E-squared: Ecology and Evolution
Meeting Time: 4:10pm - 5:20pm Atlanta Marriott Marquis: International C
Chair: Cetin Onder, Sabanci U.
Time Flies, but not Memory: Diversity, Temporal Heterogeneity and Industry Evolution | Jeroen Kuilman, Erasmus U.; Jiatao Li, Hong Kong U. of Science and Technology
Population Selection Bias: The Case of Density Dependence | Jerker Denrell, Stanford U.; Balazs Kovacs, Stanford U.
Perceptions, Structural Processes and the Two-Stage Organizational Founding Process | Cetin Onder, Sabanci U.; Behlul Usdiken, Sabanci U.
Session Details – Monday

Organizations Coevolving: System Dependence in the Population of US Commercial Television Stations | Alessandro Lomi, Bologna U.; Giacomo Negro, Bocconi University / SDA Bocconi; Fabrizio Perretti, Bocconi University / SDA Bocconi

1:16: (Paper Session) - (ONE) Performance and the Natural Environment
4:10pm - 5:20pm Hilton Atlanta: Madison
Facilitator: Kurt Motamedi, Pepperdine University
Discussants: Frances E Bowen, U. of Calgary; Deborah M. Stekete, Aquinas College
Do Firms Compensate their CEOs for Environmental Performance? | Pascual Berrone, Carlos III U.; Luis R. Gomez-Mejia, Arizona State U.
Effect of Past Environmental Performance and Future Stock Market Returns | Juan Santalo, Instituto de Empresa; Carl J. Kock, Instituto de Empresa
A Corporate Governance Framework of Environmental Strategy: An Empirical Investigation | Judith Louise Walls, Rensselaer Polytechnic Institute; Phillip Phan, Rensselaer Polytechnic Institute
Natural Environment Performance Factors and Executive Compensation in US Firms | James J Cordeiro, State U. of New York, Brockport; Joseph Sarkis, Clark University

1:17: (Paper Session) - (PNP) Facilitating Knowledge Sharing, Innovation & Change
4:10pm - 5:20pm Hilton Atlanta: Douglas
Chair: Katherine Farquhar, American U.
Network and Professional Effects on Diffusion of Innovation through Multi-Sector Networks | Kimberley Roussin Isett, Columbia U.; Alan Ellis, U. North Carolina Chappell Hill
Under What Conditions Do Public Managers Favor and Pursue Organizational Change? | David Pitts, Georgia State U.; Sergio Fernandez, Indiana University
Administrative Innovation in the Public Sector: Implications for Public Administrator Roles | Marguerite Schneider, NJIT; Fariborz Damanpour, Rutgers U.
Facilitators of Interdepartmental Knowledge Sharing in Public Sector Organizations. | Annick Willem, Ghent U.; Marc Buvelens, Ghent U.

1:18: (Paper Session) - (RM) Problematic Issues in the Research Process and Data Analysis
4:10pm - 5:30pm Atlanta Marriott Marquis: Chamblee & Picard
Chair: Karl Galen Kroec, Florida International U.
Discussants: Christiane Spitzmueller, U. of Houston; Amanuel G. Tekleab, Wayne State U.
The Statistical Control of Nuisance Variables: The Neglected Issue of Construct Validity | James A. Breau, U. of Missouri, St. Louis
Organizational Slack and Performance: The Impact of Outliers | Andrew J Wefald, Kansas State U.; Jeffrey P Katz, Kansas State U.; Ronald G Downey, Kansas State U.; Kathleen Garrett Rust, Elmhurst College
Sensitive Topics and Items in Employee Attitude Surveys | Marcia Simmering, Louisiana Tech U.; Hettie A. Richardson, Louisiana State U.; Elizabeth R. Bourgeois, Personnel Board of Jefferson County
Finding the Missing Papers: The Fate of Best Paper Proceedings Presented at AOM Conferences | Katherine McPadden, City U. of New York, Baruch College; Hannah Rothstein, Baruch College

1:19: (Paper Session) - (RM) Management Research Methods Overview: Past Trends in What We Study and Frameworks We Employ
4:10pm - 5:20pm Atlanta Marriott Marquis: Rhine & Savoy
Chair: Rita Durant, Spring Hill College
Discussants: Celeste M. Brotheridge, U. of Quebec, Montreal; Jodi S. Goodman, U. of Connecticut
Which Organizations? Whose Work? The Research Settings of Leading Management Research, 1988-2002 | Michael Boyer O’Leary, Boston College; Bradley A. Almond, Boston College; Eric Lamm, Boston College
Main Path Analysis of the Management Literature, 1983-2005: Toward a Methodology for Metareview | Jonathan Lewis Johnson, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas; Sven Kepes, U. of Arkansas
The Forms, Occasions and Methods Shaping Contributions in Alliance Research: 1996-2004 | Jane E. Salk, U. of Texas at Dallas; Theodore Andrew Khoury, U. of Texas at Dallas

1:20: (Paper Session) - (SIM) Ethics and Profits
4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom A & F
Chair: Kelly Strong, Iowa State U.
Consistency in Corporate Social Performance and Corporate Financial Performance | Heli Wang, Hong Kong U. of Science and Technology; Jaepil Choi, Hong Kong U. of Science and Technology
Productivity of Ethics: Moral Leadership as an Antecedent to Organizational Citizenship Behavior | James Richard Guzak, U.Texas Arlington
Financial Leverage and Social Performance | Jeffrey Harrison, U. of Richmond; Joseph E Coombs, Texas A&M U.
When Does a Corporate Social Responsibility Initiative Provide a First-Mover Advantage? | Carol-Ann Tetraut Sirsly, Concordia University

1:21: (Paper Session) - (SIM) Currents in Corporate Governance
4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom B & E
Chair: Philip L Cochran, Indiana U.
Corporate Governance and Labor Management: A Firm-Level and Cross-National Empirical Study | Roberto Garcia-Castro, IESE, U. of Navarra; Miguel A. Ariño, IESE, U. of Navarra; Miguel Angel Rodriguez, IESE, U. of Navarra
The Institutionalization of Codes of Ethics as Structures of Organizational Self-Interest | Brad S. Long, St. Francis Xavier U.; Cathy Anne Drisscol, Saint Mary’s U.

Corporation Governance | Sharan Ann Bakke, Kent State U.

A Corporate Governance Perspective on Corporate Social Responsibility in China | Dong Liu, Chinese University of Hong Kong; Michael N. Young, Hong Kong Baptist U.

Corporate Cultures
4:10pm - 5:20pm Hilton Atlanta: DeKalb
Chair: Robbin Derry, Northwestern U.
- Meaningful Work: Types and Magnitude of Job-Related Harm and the Ethical Decision-Making Process | Douglas R May, U. of Kansas; Jennifer Menc, U. of Minnesota, Duluth; Cufang Carol Li, Not Specified
- Transformational Leadership and Follower Moral Development: An Integrative Perspective | Weichun Zhu, Long Island University
- Organizational Value Consistency, Employee Justice Judgments & Acquisition Performance | Margaret Cording, Rice U.; D. Brent Smith, Rice U.
- Conceptualizing and Measuring Ethical Work Climate: Development of the Ethical Climate Index | Anke Arnaud, U. of Central Florida

923 (SIM, MH, CMS) (Re)Discovering a Famous Unknown: Howard Bowen’s Contribution to the Theory of CSR
4:10pm - 5:20pm Hilton Atlanta: Roosevelt
Discussant: Archie B Carroll, U. of Georgia
Bowen’s Contribution at Fifty Years | Duane Windsor, Rice U.
Back to the Future: Bowen, Realism, and the Limits to Voluntarism | Richard Mares, California State U., Sacramento
Building on Bowen’s Legacy: Old and New Institutional Perspectives on CSR | Aurelien Acquier, Ecole des Mines de Paris; Jean-Pascal Gond, U. of Toulouse 1LIRHE

University Entrepreneurship
4:10pm - 5:20pm Atlanta Marriott Marquis: Champagne
Chair: Sharan Ann Bakke, Kent State U.
Discussant: Sanjay Jain, U. of Wisconsin, Madison
- Restructuring Research: How Bilnet Adoption Altered the Production of University Innovation | Ajay K. Agrawal, J.L. Rotman School of Management, University of Toronto
- Factors Fostering Academics to Start up New Ventures: an Assessment of Italian Founders’Incentives | Riccardo Fini, U. of Bologna; Rosa Grimaldi, U. of Bologna; Maurizio Sobrero, U. of Bologna
- Beyond Conflicts in University Entrepreneurship | Jakob Vestergaard Jorgensen, Copenhagen Business School

Innovation in Teams
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Séverine Le Loarne, EM Grenoble
Discussant: Jamie P. Eggers, Wharton, U. of Penn
- Heterogeneous and Homogeneous Teams: The Impacts of Interdependence and Conflict on Team Performance | Brandis Phillips, Michigan State University; Roger Calantone, Michigan State U.
- Intrinsic Motivation, Risk Taking, and Employee Creativity: Love, Engage, Create? | Todd Dewett, Wright State U.
- It Takes Two to Tango: A Choreography of R&D Project Success | Polly S. Rizova, Boston U.

TIM Distinguished Speaker Session
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Distinguished Speaker: Claudia Bird Schoonhoven, U. of California, Irvine
Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

Novelty in Components and Systems
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Tunji Adegbesan, IESE, U. of Navarra
Discussant: Sebastian Fixson, U. of Michigan

Organizing Component Innovation for Product Systems. The Influence of System and Component Novelty | Jan Van Den Ende, RSM Erasmus Univ.; Ferdinand Jaspers, Erasmus U.; Donald Gerwin, Carleton U.


Customer-Driven Innovation I
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Lynn W Bakstran, Boston U.
Discussant: Elizabeth M. Gerber, Stanford U.
- Organizing for Exploitation: Implications for Lead Users and the Social Networks of Producers | Sharon A. Richardson, Cass Business School
- The Paradox of Strong and Weak Ties: Organization of Customer Ties for Innovation and Change | Tobias Fredberg, Chalmers U. of Technology; Frank T. Piller, Massachusetts Institute of Technology

Explaining Technological Change
4:10pm - 5:20pm Atlanta Marriott Marquis: Marquis Salon IV - TIM 1
Presented on Panels 16-24
- Reflective versus Formative Measurement Model Specification: Applying the Tetrad Test | Joachim Weise, Technical U. of Berlin; Soeren Salomo, Karl-Franzens U., Austria; Katrin Talke, Karl-Franzens U., Austria
- Gatekeeping Innovation: Redefining Gatekeepers in the Innovation Process | Tzung-wen Chen, IEP de Paris; Wei-Hsin Hsiang, National Chengchi U., Taiwan; Yi-wen Chen,
Session Details–Monday

National Chengchi U., Taiwan; Se-Hwa Wu, National Chengchi U., Taiwan; Chao-tung Wen, National Chengchi U., Taiwan

Impact of Entrepreneurial Innovation on Cumulative Innovation | Preeta Roy, U. of Pennsylvania
Board Independence, Director Incentive Alignment, and R&D Productivity | David Hongquan Zhu, U. of Michigan
Moderators of Competitive Advantage from RFID | Kurt Hozak, Ohio State U.

Disconnect between Theory and Practice in the Management of Innovation | Darius Mahdjoubi, UT - Austin; Andrew H. Van de Ven, U. of Minnesota
Technology Social Ventures and Innovation: Understanding the Innovation Process at Benetech | Geoffrey Desa, U. of Washington, Seattle; Suresh B Kotha, U. of Washington, Seattle

Why Firms Innovate – Or Not: Profit Maximization, Imitation or Firm Capabilities? | Helena Barnard, Rutgers Business School–Newark and New Brunswick; Beeuwen Adriaan Gerrits, U of Pretoria / Council for Scientific and Industrial Research

1497 (AAS, CMS) AAS & CMS Joint Symposium
"Fashioning a New Compact for Workers"
4:10pm - 5:50pm Atlanta Marriott Marquis: International 6

Has a new culture of "disposable workers" replaced traditional employment relations? This forum considers this question from a management, labor and government perspective.
Chairs: Denise M Rousseau, Carnegie Mellon University; Rosemary Batt, Cornell U.
Presenters: Lou Uchitelle, New York Times; J.T. Battenberg III, Delphi Corporation; Thomas A Kochan, Massachusetts Institute of Technology

Monday 5:00PM
930: (ICW) Northeastern University Reception
5:00pm - 7:00pm Hilton Atlanta: Grand Salon A
Organizer: Cynthia Lee, Northeastern U.

Monday 5:15PM
931: (MC) MC Business Meeting
5:15pm - 6:00pm Hyatt Regency Atlanta: Montreal
Division Chair: Andreas Werr, Stockholm School of Economics
Program Chair: Susan M. Adams, Bentley College
Professional Development Workshop Chair: C Ken Weidner, Saint Joseph's U.

Monday 5:30PM
932: (ENT) All Division Meeting
5:30pm - 6:30pm Hilton Atlanta: Council/Cabinet Room
933: (ICW) University of Georgia, Terry College of Business Reception
5:30pm - 7:00pm Atlanta Marriott Marquis: Garden Terrace
934: (IM) International Management Division Business Meeting
5:30pm - 7:00pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Business update and award presentations.
Division Chair: D Eleanor Westney, Massachusetts Institute of Technology
Division Chair-Elect.: Ravi Ramamurti, Northeastern U.
Program Chair: Timothy Michael Devinney, Australian Graduate School of Management
Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

935: (OCIS) OCIS Business Meeting
5:30pm - 6:30pm Atlanta Marriott Marquis: International 1

936: (OMT) OMT Artifact and Business Meeting
5:30pm - 6:15pm Atlanta Marriott Marquis: International 3
Division Chair: Pamela R Haunschild, U. of Texas, Austin
Division Chair-Elect.: Gerald F Davis, U. of Michigan, Ann Arbor
Program Chair: Kimberly D Elsbach, U. of California, Davis
Professional Development Workshop Chair: William Ocasio, Northwestern U.

937: (PNP) PNP Awards & Business Meeting
5:30pm - 6:30pm Hilton Atlanta: Douglas
Division Chair: Matthew Liao-Troth, Western Washington U.
Division Chair-Elect.: Kirsten Gronbjerg, Indiana U.
Program Chair: Bradley E Wright, U. of North Carolina, Charlotte
Professional Development Workshop Chair: Stephen T.T. Teo, U. of Technology, Sydney

938: (RM) Research Methods Division Business Meeting
5:30pm - 6:30pm Atlanta Marriott Marquis: Rhine & Savoy
Division Chair: Kwok Leung, City U. of Hong Kong
Division Chair-Elect.: Gordon W Cheung, The Chinese U. of Hong Kong
Program Chair: Mark Gavin, Oklahoma State U.
Professional Development Workshop Chair: Charles A. Pierce, U. of Memphis

939: (SIM) SIM Division Business Meeting
5:30pm - 7:00pm Hilton Atlanta: Crystal Ballroom B & E
Division Chair: Kathleen Rehbein, Marquette U.
Division Chair-Elect.: Duane Windsor, Rice U.

940: (TIM) TIM Division Business Meeting
5:30pm - 6:30pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Division Chair: Gautam Ahuja, U. of Michigan
Division Chair-Elect.: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
Program Chair: Lori Rosenkopf, U. of Pennsylvania
Professional Development Workshop Chair: Paul Almeida, Georgetown U.
Past Chair: Laura B. Cardinal, Tulane U.

Monday 6:00PM
941: (CMS) CMS IG Business Meeting
6:00pm - 7:30pm Atlanta Marriott Marquis: Tigris & Danube

942: (HCM) HCM Division Social
6:00pm - 8:00pm Hilton Atlanta: Pool Deck
Division Chair: Ruth A Anderson, Duke U.
Division Chair-Elect.: Jane Banaszak-Holl, U. of Michigan, Ann Arbor
Program Chair: Timothy Hoff, State U. of New York, Albany
MONDAY

Session Details – Monday

943: (MC) MC Social Hour
6:00pm - 7:30pm Hyatt Regency Atlanta: Vancouver
Hosts: Susan M. Adams, Bentley College; Andreas Werr, Stockholm School of Economics

944: (OM) Operations Management Division Social
6:00pm - 7:30pm Atlanta Marriott Marquis: Rio Grande & MacKenzie
Contributor: University of Colorado at Colorado Springs Distance MBA Program. All members and prospective members are welcome.

Monday 6:15PM

945: (OMT) OMT Social Hour
6:15pm - 7:30pm Atlanta Marriott Marquis: International 3
Division Chair: Pamela R Haunschild, U. of Texas, Austin
Division Chair-Elect: Gerald F Davis, U. of Michigan, Ann Arbor
Program Chair: Kimberly D Elsbach, U. of California, Davis
Professional Development Workshop Chair: William Ocasio, Northwestern U.

Monday 6:20PM

946: (GDO) Business Meeting and Awards Presentation
6:20pm - 7:20pm Hyatt Regency Atlanta: Intl Ballroom South
Business meeting and presentation of awards. GDO Social follows in the Atlanta Marriott Marquis (Marquis Salon 1).
President: Martin N. Davidson, U. of Virginia

Monday 6:30PM

947: (ENT) Entrepreneurship Division Reception
6:30pm - 8:00pm Hilton Atlanta: Crystal Ballroom C & D

948: (OB) OB Division Awards and Celebration / Social Hour
6:30pm - 8:30pm Hyatt Regency Atlanta: Centennial III & IV
Presentation of OB Division Awards followed by Division celebration/social

949: (OCIS) OCIS Social Hour
6:30pm - 8:00pm Atlanta Marriott Marquis: Marquis - Salon IV

950: (Paper Session) - (OCIS) OCIS Visual Papers
6:30pm - 8:00pm Atlanta Marriott Marquis: Marquis Salon IV - OCIS
Presented on panels 1-9

951: (PNP) PNP Social
6:30pm - 9:30pm Hilton Atlanta: Monroe
Tickets (required for admission) will be distributed at the PNP Business Meeting (Monday 5:30 - 6:30 in the Douglas Room, Hilton Atlanta).

Monday 6:45PM

952: (RM) Research Methods Division Social
6:30pm - 8:30pm Atlanta Marriott Marquis: Chablis & Picard
Division Chair: Kwok Leung, City U. of Hong Kong
Division Chair-Elect: Gordon W Cheung, The Chinese U. of Hong Kong
Program Chair: Mark Gavin, Oklahoma State U.
Professional Development Workshop Chair: Charles A. Pierce, U. of Memphis

Monday 7:00PM

953: (TIM) TIM Social: The Best Social in Town!
6:30pm - 8:30pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo

954: (ICW) University of Michigan Business School Cocktail Party
7:00pm - 9:00pm Atlanta Marriott Marquis: International 9
Organizer: Kathryn Dekas, U of Michigan Ann Arbor

955: (ICW) Management Faculty of Color Reception
7:00pm - 9:00pm Atlanta Marriott Marquis: Marquis - Salon II
Organizer: Olennda E Johnson, North Carolina A&T State U.

956: (ICW) British Academy of Management (BAM) Reception
7:00pm - 9:00pm Hilton Atlanta: Grand Ballroom D
Organizer: Liam Irwin, U. of Leeds

957: (IM) International Management Division Social
7:00pm - 10:30pm Atlanta Marriott Marquis: Imperial - Salon A
Come and hobnob with the good and the great of the International Management Division - The best party in town.
Division Chair: D Eleanor Westney, Massachusetts Institute of Technology
Division Chair-Elect: Ravi Ramamurti, Northeastern U.
Program Chair: Timothy Michael Devinney, Australian Graduate School of Management


281 Section D
Session Details – Monday

Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

958: (SIM) SIM & PNP Joint Social
7:00pm - 11:00pm Hilton Atlanta: Crystal Ballroom A & F

Monday 7:30PM

959: (GDO) Gender and Diversity in Organizations Social Hour
7:30pm - 9:30pm Atlanta Marriott Marquis: Marquis - Salon I
Come join us to meet old friends and make new friends.
Division Chair: Martin N. Davidson, U. of Virginia
Division Chair-Elect: Myrtle P. Bell, U. of Texas, Arlington
Program Chair: Lynn Bowes-Sperry, Western New England College
Professional Development Workshop Chair: Jeanette N. Cleveland, Pennsylvania State U.

960: (ICW) BYU Ice Cream Social
7:30pm - 9:30pm Atlanta Marriott Marquis: Marquis - Salon III
BYU Welcomes Alumni & friends
Organizer: Jennifer Jackson, BYU
Host: Gerry Sanders, BYU

Monday 8:00PM

961: (MC) Members & Friends Dinner
8:00pm - 10:30pm Off Site: MC - City Grill
City Grill is located at 50 Hurt Plaza, Atlanta, GA 30303
Host: Andreas Werr, Stockholm School of Economics
Distinguished Speaker: Edgar H Schein, Massachusetts Institute of Technology

Monday 9:00PM

962: (AAA) President's Dessert Reception for New and International Members
9:00pm - 10:30pm Atlanta Marriott Marquis: Imperial - Salon B
Sponsored by: University of British Columbia, Sauder School of Business
Organizer: Thomas G. Cummings, U. of Southern California
Tuesday 7:30AM

963 : (AAA) Past Presidents of the AOM Breakfast
7:30am - 8:30am Atlanta Marriott Marquis: Cluster 4 - Thames
Organizer: Kathryn M. Bartol, U. of Maryland

Tuesday 8:00AM

964 : (AAA) Atlanta 2006, LAC
8:00am - 10:00am Hyatt Regency Atlanta: Chicago C
Local Arrangements Chairs: William P Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans
Placement Services - Registration and Information
9:00am - 4:00pm Hyatt Regency Atlanta: Harris
Organizer: Scott C. Douglas, U. of Montana

Tuesday 8:10AM

966 : (GDO) Shhh! There are Stigmas Associated with Those Topics: Potential Diversity Hotbeds
8:10am - 10:10am Hyatt Regency Atlanta: Hong Kong
Organizer: C. Douglas Johnson, Georgia Southern U.
Discussant: Kecia M. Thomas, U. of Georgia
"Concealable" Stigma and Organizational Climate: Perspectives of Gay and Lesbian Employees | Corey Munoz, U. of Georgia; Kecia M. Thomas, U. of Georgia
The Case for and Obstacles Associated with Religion as an Aspect of HR Management and Diversity | James E. King, U. of Alabama, Tuscaloosa
Knowledge, Action, and the Public Concern: Younger Workers and Diversity in Organizations | Eileen Kwasiga, U. of Texas, Arlington; Myrtle P. Bell, U. of Texas, Arlington; Wendy J. Casper, U. of Texas, Arlington
The Confederate Flag: A Symbol of Regional Pride or Racial Prejudice? | Katherine E. Wiegand, Georgia Southern U.; Bryan L. Dawson, Georgia Southern U.; C. Douglas Johnson, Georgia Southern U.
Weight Discrimination: Real Life Experiences and Effects on Employee Attitudes and Behaviors | Vikki Natasha Wilkins, Mississippi State U., Meridian; Alisa Mosley, Jackson State U.

967 : (AAS) New Directions in Boundaryless Careers: Knowledge and Identity Beyond Organizational Boundaries
8:30am - 10:00am Atlanta Marriott Marquis: International 6
This symposium offers a platform for sharing new ideas and empirical observations of careers that cross traditional organizational boundaries.
Chair: Svenja Tams, U. of Bath
Discussant: Lotte Bailyn, Massachusetts Institute of Technology
Progress and Possibilities around Boundaryless Careers | Michael B. Arthur, Suffolk U.

Tuesday 8:30AM

968 : (AAS) Business as an Agent of World Benefit: Management Knowledge Leading Positive Change
8:30am - 10:10am Atlanta Marriott Marquis: International 7
A panel discussion of business as an agent of world benefit: Management Knowledge Leading Positive Change.
Chairs: David L Cooperrider, Case Western Reserve U.; Nancy J Adler, McGill U.

969 : (AAS) The Dynamics of Industry Evolution: What We Know, What We Don't, and What We Should Do About It
8:30am - 10:10am Hyatt Regency Atlanta: Int'l Ballroom South
Coordinator: Michael G Jacobides, London Business School
Industry Life-Cycles: Regularities, Frameworks, and Opportunities | Steven Klepper, Carnegie Mellon University
From Value Chain Evolution to the Architecture of Organizational Capabilities | Michael G Jacobides, London Business School
Capability Dynamics: Adaptation and Success as Industries Evolve | Constance E Helfat, Dartmouth College
Creating New Markets, Changing Industries: Content and Process | Kathleen M. Eisenhardt, Stanford U.
Discussion | Anita McGahan, Boston U.; Constantinos Markides, London Business School

970 : (AAS) Pushing the Boundaries of Mentoring Theory and Research
8:30am - 10:10am Hilton Atlanta: Grand Ballroom D
This symposium uses an interactive research incubator design than involves small group work and intensive audience participation.
Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Kathy E. Kram, Boston U.
Relational Engagement and Developmental Networks | Monica Higgins, Harvard U.; Dawn E. Chandler, Boston U.; Kathy E. Kram, Boston U.
Peer Mentoring Relationships | Joyce E.A. Russell, U. of Maryland; Stacy E McManus, Harvard Business School
Understanding Learning and Development in Mentoring Relationships | Melenie J. Lankau, U. of Georgia; Terri A. Scandura, U. of Miami
Stone Center Relational Theory: A Window on Relational Mentoring | Joyce K Fletcher, Simmons College; Belle Rose Ragins, U. of Wisconsin, Milwaukee
Career Learning Cycles and Mentoring | Douglas T. Hall, Boston U.; Dawn E. Chandler, Boston U.
Gender and Mentoring: Issues, Effects and Opportunities | Carol A McKeen, Queen's University; Merridee Bujak, U of Ottawa
The Role of Personality in Mentoring Relationships: | Daniel Turban, U. of Missouri, Columbia; Felissa Lee, Marquette U.
 | Across Markets
Mentoring and Career Outcomes: Conceptual and Methodological Issues in an Emerging Literature | Thomas W. Dougherty, U. of Missouri, Columbia; George Dreher, Indiana University
Mentoring Relationships from the Perspective of the Mentor | Tammy D Allen, U. of South Florida

971: (BPS) Formal Contributions to Foundational Issues in Strategy
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 3 - State
Chair: Michael Ryall, Melbourne Business School
Discussant: Pai-Ling Yin, Harvard Business School
Competitive Advantage under Network Competition | Michael Ryall, Melbourne Business School; Olav Sorensen, London Business School
Learning-by-Doing, Organizational Forgetting, and Industry Dynamics | Yaroslav Kryakov, Northwestern U.; David Besanko, Northwestern U.; Mark Satterthwaite, Northwestern U.; Ulrich Doraszelski, Harvard U.
Optimal Innovation Policy under Exploration-Exploitation Trade-Offs | Bruno Cassiman, IESE Business School; Giovanni Valentini, Bocconi U.
Buyer-Supplier Relationships and the Horizontal Scope of the Firm | Olivier Chatain, INSEAD; Peter Zemsky, INSEAD
Strategic Interaction in NK Landscapes | Ramon Casadesus, Harvard Business School; Esteve Almirall, Technical University of Catalonia
Comment: An Empiricist's Reaction | Pai-Ling Yin, Harvard Business School

972: (Paper Session) - (BPS) Industry Dynamics: Dogfights Across Markets
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 3 - Zurich
Chair: Tunji Adegbesan, IESE, U. of Navarra
Facilitator: Javier Gimeno, INSEAD
Multimarket Contact and Sales Growth: Evidence from Insurance | Henrich R. Greve, Norwegian School of Management
Dynamic Theory of Multimarket Contact: Competence Depletion, Punctuated Forbearance, and Performance | Thomas E Will, Agnes Scott College
Cross-Border Competitive Aggressiveness: The Awareness-Motivation-Capability Perspective | Ming-Jer Chen, U. of Virginia; Tieying Yu, Boston College; John G Michel, Univ. of North Carolina at Charlotte
Resource-Based Rivalry | Gideon D Markman, U. of Georgia; Peter T. Gianiodis, Clemson U.; Ann K. Buchholtz, U. of Georgia

973: (Paper Session) - (BPS) Innovation and Networks:
Learning From Friends
8:30am - 10:10am Atlanta Marriott Marquis: International 10
Chair: Luis G. Flores, Northern Illinois U.
Facilitator: Akbar Zaheer, U. of Minnesota
Explorative and Exploitative Learning Strategies in Technology-based Alliance Networks (WITHDRAWN) | Victor Gilsing, Eindhoven U. of Technology
Intra-group Networks: A Source of Capabilities of Business Group Affiliates in Taiwan | Ishliq Pasha Mahmood, National U. of Singapore; Hongjin Zhu, National U. of Singapore
Network Ownership and New Business Development in Established Firms | Bjorn Lovas, London Business School; Michelle A. Rogan, London Business School
Social Capital and the Creation of Knowledge | Claudia N Gonzalez Brambila, Instituto Tecnologico Autonomo de Mexico; Francisco Veloso, Carnegie Mellon U.; David Krackhardt, Carnegie Mellon University

974: (Paper Session) - (BPS) Networks: Friendster
Strategies (When Do Alliances Create Value?)
8:30am - 10:10am Atlanta Marriott Marquis: International 8
Chair: Luiz F. Mesquita, Arizona State U.
Facilitator: Glenn Hoetker, U. of Illinois, Urbana-Champaign
Partnership Diversity and Shareholder Value: A Study Of High-Tech Multifirm Alliances | Mikkel Lucas Overby, Copenhagen Business School; Serden Ozcan, Copenhagen Business School
Why Do Small Firms Systematically Benefit Less From Collaborative Activity Than Large Firms? | Michael J Leiblein, Ohio State U.; Jeff Macher, Georgetown U.

975: (Paper Session) - (BPS) Governance: Control Freaks and CEO Pay (Organizational Control and Executive Compensation)
8:30am - 10:10am Atlanta Marriott Marquis: International 9
Chair: Simon Peck, Case Western Reserve U.
Facilitator: Jim Combs, Florida State U.
Incentive Alignment, Control, and the Issue of Misleading Financial Disclosures | William J Donoher, Bradley U.; Richard Reed, Washington State U.; Susan F Storrud-Barnes, Cleveland State U.
Designing Compensation Structure: The Influence of VC, Managerial Power and Monitoring Environment | Guoli Chen, Pennsylvania State U.; Shuqing Luo, University of Pittsburgh
Social Influence Effects and Managerial Compensation: Evidence from Germany | Peer C. Fiss, Queen's U., Canada
Future Directions
Organizational Learning: Taking Stock, Problems, and Theoretical & Methodological Dilemmas and New
Young U.
Organizers:
8:30am - 10:10am Atlanta Marriott Marquis: Marquis - Salon II

If you are doing research in this area or are simply interested in learning about or debating the topic, please join us.

978 SHCS: (BPS, OMT, TIM) Experience as a Source of Organizational Learning: Taking Stock, Problems, and Future Directions
8:30am - 10:10am Atlanta Marriott Marquis: Marquis - Salon II
Organizers: Oliver Gottschalg, HEC Paris; Teppo Felin, Brigham Young U.
Discussant: Linda Argote, Carnegie Mellon University
"Experience" as an Antecedent to Learning: Taking Stock, Theoretical Problems, and Future Directions | Teppo Felin, Brigham Young U.
Marshalling Affect: Why Some Firms Learn from Their Experience While Others Do Not | Christopher B. Bingham, U. of Maryland

977 JS: (BPS, OMT) Higher Order Dynamic Capabilities: Theoretical & Methodological Dilemmas and New Empirical Evidence
8:30am - 10:10am Atlanta Marriot Marquis: Cluster 3 - Bonn
If you are doing research in this area or are simply interested in learning about or debating the topic, please join us.
Organizer: Diana L. Day, Rutgers University–Camden
Presenters: David J Collis, Harvard Business School; Tammy L. Madsen, Santa Clara U.; Constance R James, Pepperdine U.; Catherine A Maritan, Syracuse U.

976 (Paper Session) - (BPS) Innovation: Visualizing Breakthroughs
8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - BPS 1
Presented on Panels 7-16
Leads Users' Rules of Engagement: The Implications of Preferential Attachment to Producers | Sharon A. Richardson, Cass Business School
Design of Routines for Replication | Anuja Gupta, U. of Pennsylvania; David Hoopes, Southern Methodist U.; Anne Marie Knott, Washington U.
A Meta-analysis of the Relationship between Organizational Performance and Innovation | Frances E. Bowen, U. of Calgary; Mahdi Rostami, U. of Calgary
Entry and the Persistence of History: Evidence from U.S. Restaurant Industry | Jon Jungbien Moon, Wharton School
Resource-based and Knowledge-based Performance Determinants: A Test on Technology-intensive Firms | Sonya Wen, National Taiwan U.
Investment Timing and the Benefits of Real Options: A Case Study in the Telecommunications Industry | Charlotte Krychowsk, HEC Paris; Bertrand V. Quelin, HEC Paris
Building Innovation Capabilities: Knowledge Management in Technology Product Innovation | Libby Weber, U. of Southern California
Organizational Learning and Its Effects: A Social Capital Perspective | Wen-Kuei Liang, Tatung U.

980 CAU: (CAU) Organizations and Knowledge (OAK) Research Interest Group
8:30am - 10:10am Hyatt Regency Atlanta: Brussels
Organizer: William D Schulte, Shenandoah U.

981 CAU: (CAU) Developing a Research Agenda for the Arts, Aesthetics and Organizational Research Field.
8:30am - 10:10am Hyatt Regency Atlanta: Geneva
Organizer: Stefan Meisiek, U. Nova de Lisboa

979 CAU: (CAU) Cognition, Identity and Career Anchor Effects on Career Management
8:30am - 10:10am Hyatt Regency Atlanta: Hanover A
Chair: Wendy J Walker, Georgia Institute of Technology
Discussant: Ruth Catherine Simpson, Brunel U.
Cognitive Style And Its Relevance For The Management Of Careers | Steven Armstrong, U. of Hull; Eugene Sadler-Smith, University of Surrey
Developing a Global Career as a Structure for One's Identity and Life: Cases of Global Russians | Konstantin Korotov, ESMT
Group Differences in Career Anchors and Their Effects on Organizational Attitudes | Shaista Ehsan Khilji, The George Washington U.; Lorraine Dyke, Carleton U.

982 CAU: (CM) Justice and Fairness
8:30am - 10:10am Hyatt Regency Atlanta: Hanover A
Chair: Corinna Bendersky, U. of California, Los Angeles
Does Ambiguity Matter? Ambiguity Aversion and Fairness Judgment | Emily M Nason, Hong Kong U. of Science and Technology
The Role of Compensatory and Retributive Justice on Award Decisions in Employment Disputes | Douglas Mahony, U. of South Carolina; Brian S Klaas, U. of South Carolina
Fair Control: Complementarities between Managerial Controls and Employees' Fairness Evaluations | Chris Paul Long, Washington U.; Corinna Bendersky, U. of California, Los Angeles; Calvin Morrill, U. of California, Irvine

983 JS: (CM, OB) Status and Power in Groups: Effects on Conflict and Performance
8:30am - 10:10am Hyatt Regency Atlanta: Hanover C
Discussant: Randall S Peterson, London Business School
The Effects of Power Distribution on Knowledge Sharing and Team Performance | Melissa C Thomas-Hunt, Cornell U.; Ethan Burris, University of Texas at Austin

Growth and Learning - Can There Only Be One | Oliver Gottschalg, HEC Paris
Learning (Bad Habits) from Others | Freek Vermeulen, London Business School
When Experience Hurts Learning | Maurizio Zollo, INSEAD
Session Details – Tuesday

984: (CMS) Managerial Knowledge and the Public Concern
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 4 - Yukon
Discussant: Eric Cornelius, EFMU Brussels (Belgium)
Speakers: Sibel Yamak, Galatasaray U.; Janet Hazel Hesketh, U. of KwaZulu-Natal; Flora Sfez, ESCEM Tours (France); Jerome Meric, IAE Tours (France)

985: (Paper Session) - (CMS) New Connections of Social Theory to CMS
8:30am - 10:10am Atlanta Marriott Marquis: Tigris & Danube
Chair: Stephanie Welcomer, U. of Maine
Discussant: Gary Mangiofico, Pepperdine U.
Beyond Weber as a Theory of Bureaucracy | John T Luhman, U. of New England
The Evolution of Foucauldian Thought in Resistance to Change | Jonathan Raelin, George Washington U.
Best Student Paper Nominee
From the ‘Ultimate Truth’ to a ‘Mental Entity’ – Concept of Intuition in Management Research | Anna Stanislaus Wozniak, U. of St. Gallen; Li Choy Chong, U. of St. Gallen
Bergson, the Virtual, and the “Virtual Organization” | Alexander Styhre, Chalmers U. of Technology

986: (Paper Session) - (ENT) Family Business
8:30am - 10:10am Hilton Atlanta: Council/Cabinet Room
Chair: Pramodita Sharma, Wilfrid Laurier U.
Exploring the Antecedents of Loyalty in Small Family-Owned Businesses | Somnath Lahiri, U. of Memphis; Ben L Kedia, U. of Memphis
Interorganizational Familiness: How Family Firms Use Community-level Social Capital | Richard H. Lester, Louisiana Tech U.; Albert Cannella, Arizona State U.
Strategic Planning Process as a Training Tool in Family Business Succession | Pietro Mazzola, IULM U.; Gaia Marchisio, Kennesaw State U.; Joseph H Astrachan, Kennesaw State U.
A Family Perspective on When Conflict Benefits Family Firm Performance | Kimberly Eddleston, Northeastern U.; Franz W. Kellermanns, Mississippi State U.

987: (Paper Session) - (ENT) Networks and Social Capital
8:30am - 10:10am Hilton Atlanta: Crystal Ballroom C & D
Chair: Janice A. Black, New Mexico State U.
Entrepreneurship and Performance Spillover Effects: Assessing a Dyadic Theory of Social Capital | Jarle Aarstad, Bergen U College; Sven Haugland, Norwegian School of Economics and Business Administration; Arent Greve, Norwegian School of Economics and Business Administration
Entrepreneurs’ Networking Styles: Impact on Tie Formalization and Dissolution during Venture Emergence | Balagopal Vissa, INSEAD; Anand Narasimhan, London Business School
The Role of Social Networks of Entrepreneurs in Financing High Technology New Ventures | Joris Heuven, University of Twente; Aard J Groen, U. of Twente, NIKOS

988: (Paper Session) - (ENT) The Self-Employment Decision
8:30am - 10:10am Hilton Atlanta: Jefferson
Chair: Dorothy Perrin Moore, Citadel School of Business Administration
The Entrepreneurial Motivations of Nonemployed Entrepreneurs | Bob Barbato, Rochester Institute of Technology; Richard DeMartino, Rochester Institute of Technology; Paul H. Jacques, Western Carolina U.
Re-Examining the Relationship between Self-Employment and Job Satisfaction | Liang Zhu, Purdue University, Indiana; Greg S Hundley, Purdue University
Entrepreneurship and Parenthood: The Impact of Partners, Children and Gender on Self-Employment | Ruta Aidsi, U. of London; Cecile Wetzels, Amsterdam U.

989: (Paper Session) - (ENT) The Power of Venture Capitalists
8:30am - 10:10am Hilton Atlanta: Washington
Chair: Jay J Janney, U. of Dayton
The Power of Venture Capital: A Strategic Contingency Perspective | Hyunsung Kang, U of Alabama Tuscaloosa
The Value of a Road Show: Impact of Presentation Content versus Attributes on IPO Performance | Sara Lev, INSEAD; Anat Rafaeli, Technion-Israel Institute of Technology; Eli Segev, Tel Aviv U.
The Impact of Founders’ Ownership, Social Capital and Investors on IPO Stockmarket Performance | Igor Filatotchev, King’s College London; Garry D Bruton, Texas Christian U.; Salim Chahine, American U. of Beirut
Resource Contribution and the Distribution of Equity in Start-Ups | Reddi Kotha, London Business School; Gerard George, London Business School

990: (Paper Session) - (GDO) The Lonely Workplace?: Social Isolation and Exclusion
8:30am - 10:10am Hyatt Regency Atlanta: Imman
Chair: Beverly J. DeMarr, Ferris State U.
Discussant: Lynn Bowes-Sperry, Western New England College
Women Above the Glass Ceiling: Voice Through Women's Corporate Networks | Val Singh, Cranfield U.; Susan Mary Vinnicombe, Cranfield U.; Savita Kumra, Oxford Brookes U.

993 (Paper Session) - (HCM) Evidence-Based Management in Health Care
8:30am - 10:10am Hilton Atlanta: Embassy Room
Chair: Louise Fitzgerald, De Montfort U.
Discussant: Christy Harris Lemak, U. of Florida
Lead for Demand and Lag for Supply: The Use of Pay Level to Predict Hospital Financial Performance | Mark Brown, Bradley U.; Jonathon R. Halbesleben, U. of Missouri; Anthony R. Wheeler, Bradley U.
The Role of Cognitive Information Processing in Health Policy & Evidence Based Health Care | Deirdre McCaughhey, U. of Manitoba; Nealia Sue Bruning, U. of Manitoba
Assessment of a Knowledge Translation Effort: A Case Analysis of KT Forums on Adverse Events | Liane Ginsburg, York U.; Steven Lewis, U. of Calgary; Lisa Kadish Zackheim, York U.; Ann Casebeer, University of Calgary

994 (Paper Session) - (HCM) Diffusion of Innovations in Health Care
8:30am - 10:10am Hilton Atlanta: Gwinnett
Chair: Nir Menachemi, Florida State U.
Discussant: Darrell E. Burke, Florida State U.

995 (HR) Validating an FJA-Based Task Bank for Work Redesign in Primary Health Care
8:30am - 10:10am Hyatt Regency Atlanta: Hanover B
Presenters: Richard Best, U.S. Department of Veterans Affairs; Steven F Cronshaw, U. of Guelph; Frank I. Moore, U. of Texas School of Public Health; Melissa Warner, U. of Guelph; Lynda Zugec, Organization and Management Solutions

996 (Paper Session) - (HR) HR Strategy and Organizational Performance
8:30am - 10:10am Hyatt Regency Atlanta: Hanover F
Chair: Mahesh V Subramony, U. of Wisconsin, Oshkosh
Discussant: David P Lepak, Rutgers U.
Human Resource Management Practices and Business Performance: A Meta-Analytic Investigation | Mahesh V Subramony, U. of Wisconsin, Oshkosh; Gary A Adams, University of Wisconsin - Oshkosh; Jennica Webster, University of Wisconsin - Oshkosh; Kelly Bentz, University of Wisconsin - Oshkosh

The "Chilly Climate" for Women Faculty: Does Relational Demography Explain it? | Cheryl L. Maranto, Marquette U.; Andrea Griffin, Marquette U.
The Impact of Gender and Department Climate on Work Outcomes | Ronda Roberts Callister, Utah State U.

991 (Paper Session) - (GDO) Issues of Race and Gender in Education and the Workplace
8:30am - 10:10am Hyatt Regency Atlanta: International North - GDO
Presented on panels 1-7
Perceived Workplace Discrimination and Racial Differences in Positive Non-Work-To-Work Spillover | Patrick F. McKay, U. of Wisconsin, Milwaukee; Derek R. Avery, Rutgers U., Camden; David C. Wilson, Gallup Organization
Diversity Climate at the Group Level: What Leaders Want and Members Desire | Oluwemi B. (Remi) Ayoko, U. of Queensland
High School Guidance Counselors: Facilitators or Preemptors of Social Stratification in Education? | Frank Linnehan, Drexel U.; Christy Harris Weer, Drexel U./Radford U.; Paul Stonely, National Commission for Cooperative Education
Diversity and Absorptive Capacity in Temporary Work Groups | Willie E. Hopkins, California State U., Chico; Michael A. Gross, Colorado State U.; Shirley A. Hopkins, California State U., Chico
The Social Process of Creating and Sustaining an Inclusive, Productive Science Culture | C. Greer Jordan, Case Western Reserve U.
Individual Severity Judgments of Sexual Harassment Incidents | Margaret A. Lucero, Texas A&M U., Corpus Christi; Karen L. Middleton, Texas A&M U., Corpus Christi; Robert E. Allen, U. of Wyoming

992 IS: (GDO, CAR) Women Above the Glass Ceiling: Collusion, Voice and Exit
8:30am - 10:10am Hyatt Regency Atlanta: Cairo
Chair: Susan Mary Vinnicombe, Cranfield U.
Women Above the Glass Ceiling: Collusion, Voice and Exit | Susan Mary Vinnicombe, Cranfield U.; Halla Tómasdóttir, Cranfield U.
Turning a Blind Eye: Executive Women Conforming to the Gendered Organization | Nurete Leor Brenner, Case Western Reserve U.; Lindsey Godwin, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.; Deborah A. O'Neil, Case Western Reserve U.; Sandy Kristin Piderit, Case Western Reserve U.
Women Above the Glass Ceiling: Exit | Deirdre Anderson, Cranfield U.; Val Singh, Cranfield U.; Susan Mary Vinnicombe, Cranfield U.
Understanding the Impact of Key HR Competencies on Employee and Organizational Performance | Sunil Ramli, U. of St. Thomas


997  (Paper Session) - (HR) HR: Institutional Issues
8:30am - 10:10am Hyatt Regency Atlanta: International North - HR
Presented on panels 8-18

- Interfirm Management of IT Human Resources: A Case Study of the Role of a Staffing Agency | Kay McGlashan, Texas State U., San Marcos; Rebecca A Ellis, Cal Poly San Luis Obispo
- Human Resource Practices and Organizational Performance: Internal and strategic fit | Mattjis Lambooij, Utrecht U.; Ferry Koster, Amsterdam U.; Marije Zwierts, Groningen U.
- HR Configuration for Competitive Advantage: Interactive HR & Strategy on Firm Performance | Irene Hau-siu Chow, The Chinese U of HK; Jia-Chi Huang, Soochow U.; S. S. Liu, South China U. of Technology

998  (Paper Session) - (HR) HR Administration: Structural Aspects

8:30am - 10:10am Hyatt Regency Atlanta: Singapore
Chair: George Benson, U. of Texas, Arlington
Discussant: Marjorie I. Icenogle, University of South Alabama

- Transferring HRM Practices within Multinational Corporations | Ingmar Bjorkman, Swedish School of Economics and Business Administration; Jon Erland Lervik, Norwegian School of Management
- Devolving HR to the Line: Implications for Effective People Management | Elissa L. Perry, Teachers College, Columbia U.
- When Less is More: The Effect of Devolution on HR Reputation | Carol T. Kulik, U. of Melbourne; Elissa L. Perry, Teachers College, Columbia U.


999  (Paper Session) - (IM) Global Outsourcing
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Chair: Maite Dous, U. of St. Gallen
Discussant: John T. Warner, General Motors Corp.

Measuring Performance of International Logistics Outsourcing Partnerships: A Dyadic Perspective | Juan Jané, Hewlett Packard; Alejandro Lago, IESE Business School; Africa Arino, IESE Business School

- The Impact of Offshoring: Development and Validation of a Value-Added Model | Constant D. Beugre, Delaware State U.

1000  (Paper Session) - (IM) MNC Subsidiary Management
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Madrid
Chair: Alessandro Pagano, University of Urbino
Discussant: Charles H Bessiere, HEC Paris

- Subsidiary Staffing and Performance: A Fit Perspective | Saba Colakoglu, Rutgers U.; Ibraiz Tarique, Pace U.
- Challenges to Cross-Border Integration: An Exploratory Study of MNC Subsidiary Management | Andreas Birnik, Cranfield U.; Clifford Bowman, Cranfield U.; Veronique Ambrosini, Cranfield U.
- Subsidiary Management in Central and Eastern Europe | Barbara Brenner, Vienna U. of Economics and Business Administration; Taco Reus, Florida Atlantic U.
- Subsidiary-Specific Advantages: Capabilities and Autonomy in Taiwan-Based MNE Subsidiaries | Simon Collinson, Warwick U.; Jung-Li Wang, U. of Warwick

1001  (Paper Session) - (IM) Culture, Values and Work Related Behavior
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: David L. Turnipseed, Indiana U./Purdue U.
Discussant: Clint Relyea, Arkansas State U.
Culture as a Consequence: A Multilevel Multivariate Meta-Analysis | Vas Taras, U. of Calgary; Piers Steel, U. of Calgary

Organizational Antecedents of Employee Perceived Organizational Support in PRC: A Grounded Study | Yan Zhang, Peking U.; Jing-Lih Farh, Hong Kong U. of Science and Technology; Hui Wang, GSM, Peking U.

Interference Among Institutional Influences and Technical-Economic Conditions: Adoption of the AC | Giuseppe Delmestri, Bergamo U.; Peter Walgenbach, Erfurt U.

Moderating Effect of Formalization on Relationship Between Trust and Encouraging to be Creative | Karen Yuan Wang, U. of Technology, Sydney; Gian Casimir, U. of Newcastle, Australia

Trust as a Mediator Between Organizational Justice and Work Behaviors in a Cross-Cultural Context | Shay Tzafrir, U. of Haifa; Keren More, Technion Israel Institute of Technology

IM Best Paper from an Under-represented Country Finalist

1002 | (Paper Session) - (IM) The Role of Business Groups in Internationalization
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Trinidad

Chair: Jean-Michel Quentier, ESC-Pau Business School
Discussant: Burkhard N. Schrage, Singapore Management U.

Relationship Between Export and Domestic Sales: Effect of Group Affiliation on Emerging Market Firms | Deeksha A Singh, National U. of Singapore

Strategies of Business Group-Affiliated and Unaffiliated Firms in Emerging Economies | Anna Lamin, U. of Minnesota

The Role of Business Groups in Emerging Markets: Evidence from the Leverage Decision of Indian Firms | Ronny Manos, College of Management, Israel

Int. Diversification, Firm Performance and Business Group Affiliation: Empirical Evidence from India | Ajai Gaur, National U. of Singapore; Vikas Kumar, Bocconi U.

1003 | (Paper Session) - (IM) Emerging Market Firms: International Expansion and Local Protection Strategies
8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - IM 1

Presented on Panels 18-23

Are Mexican Grupo Holding Companies Different? | Ebetuel Pallares, U. of Texas, El Paso; Lance Brouthers, U. of Texas at El Paso

Priorities of Chinese Textile Firms in Strategic Alliances for New Markets: Brand or Expansion | Zhirong Duan, Tsinghua U.; Chen Zhou, Tsinghua U.; M. B. Neace, Mercer U.

Environmental Perception and Strategic Choices For Taiwanese Firms Operating in Mainland China | Weiwha Pan, National Yunlin University of Science and Technology

Human Capital Intensity in Technology-Based Firms in Portugal: Do Foreign Multinationals Matter? | Ana Teresa Tavares, U. de Porto

Internationalization of Firms from Emerging Economies: Exploring Inward-Outward Linkages | Raveendra Chittoor, Indian Institute of Management Calcutta; Sougata Ray, Indian Institute of Management Calcutta

How Local Players Respond To the Threat of Foreign Competition: The Case of the Norwegian Book Clubs | John F. McCarthy, U. of New Hampshire; Tatiana S. Manolova, Bentley College

1004 | (Paper Session) - (IM) Institutions and Change - Change and Institutions
8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - IM 2

Presented on Panels 1-6

Does Economic Freedom in Host Countries Lead to Increased Foreign Direct Investment? | Rakesh B. Sambharya, Rutgers University - Camden

Institutional Change & Strategic Response: Exploring Intellectual Property Reform in Latin America | Theodore Andrew Khoury, U. of Texas at Dallas; Mike Peng, U. of Texas at Dallas

Investor Capitalism Goes East: What Happens When Two Forms of Capitalism Meet | Peter J. Snyder, U. of Wisconsin, Milwaukee; Edward Levitas, U. of Wisconsin, Milwaukee

Globalization and Corporate Social Responsibility | Carol-Ann Tetraault Sirsly, Concordia University; Rick Molz, Concordia University

1005 | (Paper Session) - (IM, BPS, MED) Disconcerting Resistance to the Absorption and Transfer of Management Knowledge Across Cultures
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 1 - Copenhagen

Organizer: Gerhard Fink, WU-Wien
Chair: Slawomir Magala, Erasmus U. Rotterdam
Discussant: Jan Ulijn, Faculty of Technology Management

Reverse Knowledge Flow and Learning In Vietnam: When it Happens and What We Can Learn | Nancy K Napier, Boise State U.

The Transfer of Management Knowledge to the Post-Soviet States: The Role of Educators | Andrei Kuznetsov, Manchester U.

Survival by Subversion in Former Socialist Economies: Tacit Knowledge Exchange at the Workplace | Maren Lehmann, Not Specified

Enhancing Absorptive Capacity and Knowledge Transfer Through Host Country Workforce Training: Lesson | Charles M Vance, Loyola Marymount U.

Knowledge Transfer, Resistance to Absorption, and Cultural Stretch | Nigel J. Holden, Nottingham Trent U.

Participants: Yongsun Paik, Loyola Marymount U.; Vlad Vaiman, FG Joanneum; Hanna Yakavenka, Manchester U.

1006 | (SHCS) - (IM, MED) Leadership Across Cultures: The Combined Culture-General / Culture-Specific Approach Taken by GLOBE
8:30am - 10:10am Atlanta Marriott Marquis: Marquis - Salon I


Section D
Session Details – Tuesday

**1007** | SHCS: *(IM, OB, HR)* Effective Functioning of Multicultural Teams: Context, Cultural Diversity and Personal Dynamics
8:30am - 10:10am Hilton Atlanta: Grand Salon C
Organizer: Aparna Joshi, U. of Illinois, Urbana-Champaign
Chair: Mila B. Lazarova, Simon Fraser U.
Facilitator: Julia Gluesing, Wayne State U.
Designing Effective Multicultural Teams: Implications from a Coupling Perspective | Anne Rohn, Christian-Albrechts-University of Kiel
Culture and Dispersion in Global Virtual Teams: Do They Influence Identification and Performance? | Aparna Joshi, U. of Illinois, Urbana-Champaign; Mila B. Lazarova, Simon Fraser U.
When and How Does Culture Matter – Lessons Learnt from Global Teams in the Public Sector | Anne-Katrin Neyer, London Business School
Effect of Individual Cultural Profiles on Team Processes and Performance: Opening the Black Box | David C. Thomas, Simon Fraser U.
The Context of Global Team Development: The Critical Roles of Cultural Humility and Language | Jane E. Salk, U. of Texas at Dallas

**1008** | *(Paper Session)* - *(IP)* Decline: Context, Causes and Consequences
8:30am - 10:10am Hyatt Regency Atlanta: Regency V - Table A1
Facilitator: Sunil Maheshwari, Indian Institute of Management Ahmedabad
**BPS:** Not All Fail: Industry Decline | William Burpitt, Elon U.
**ODC:** Human Capital, Social Capital and Organizational Decline: A Longitudinal Study | Carol Yeh-yun Lin, National Chengchi U., Taiwan; Yu-Chen Wei, National Chengchi U., Taiwan
**ODC:** Linking Effective Change Management to a Set of Antecedent and Consequence Factors | Constantine Kontoghiorghes, Cyprus International Institute of Management; Carol Hansen, Georgia State U.

**1009** | *(Paper Session)* - *(IP)* The Impact of Culture and Attitudes on Organization
8:30am - 10:10am Hyatt Regency Atlanta: Regency V - Table A2
Facilitator: Rabi S. Bhagat, U. of Memphis
**IM:** Cross Cultural Management of Modern Port: A Human Resource Management Perspective | Lihua Zhang, Renmin U. of China; Jianmin Sun, Renmin U. of China
**MC:** Improving Six Sigma as an Internal Consulting Methodology: The Impact of National Culture | Michael Pisani, Central Michigan U.; Randall Hayes, Central Michigan U.; Anil Kumar, Central Michigan U.; Lawrence Roland Lepisto, Central Michigan U.
**ONE:** Different Shades of Green: Environmental Attitudes and Purchasing Behavior by Mexican Consumers | Carlos Basurto, Tecnologico de Monterrey, San Luis Potosi; Bryan W Husted, Tecnologico de Monterrey/Instituto de Empresa; Michael V. Russo, U. of Oregon
**OCIS:** Do Customer Orientation and Brand Equity Mediate Relations Between Internet and Performance? | Ordanini Andrea, Bocconi U.; Gaia Rubera, Bocconi U.
**MH:** Parallel Meltdowns: 1905 and 2002 | Paul L Govekar, Ohio Northern U.
**Session Details – Tuesday**

- **BPS:** Testing for Equifinality: A Conceptual Integration | Srinivas Gunta, Indian Institute of Management Bangalore
  - **OB:** Towards a Conceptual and Explanatory Model of Fit | Jon Billsberry, Open U.; Nathalie van Meurs, Open U.; David A. Coldwell, U. of KwaZulu-Natal; Philip Marsh, Open U.

- **TIM:** Information Technology & Organizational Alignment: Exploring the Impact of IT on Firm Performance | Allan N Afuah, U. of Michigan; Peter Brews, U. of North Carolina, Chapel Hill; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

- **IM:** Exploring Structural Complementarity in International Vendor-Customer Relationships | Patrick Verghote, Leuven U.

- **CAR:** Extending Person-Environment Fit to Alternative Work Arrangements | David J Prottas, Adelphi U.

- **BPS:** A Resource-Based View of Firm Boundaries | Amit Jain, INSEAD Strategy & Management Department; Raymond-Alain Thietart, Paris-Dauphine U.-Essec

- **OCIS:** IS Sourcing: Integrating the Transaction Cost Approach and Agency Theory to Explain Sourcing Options | Mamta Bhatt, Boston College

- **BPS:** The Influence of Demand Based Factors on Firm Boundaries | Amit Jain, INSEAD Strategy & Management Department

- **HR:** Australian Unfair Dismissal Arbitration: Smoke and Mirrors | John Chelliah, U of Technology, Sydney; Brian D’Netto, U. of South Australia

- **MED:** HIV and AIDS in the Workplace: Issues and Answers | Alan N. Miller, University of Nevada, Las Vegas

- **HR:** The Effect of Knowledge Accumulation on Support for Workplace Accommodation | Gerard H Seijts, U. of Western Ontario; Jeremy Yip, U. of Western Ontario

- **SIM:** Free Speech Theory and Free Expression at Work | Bruce Barry, Vanderbilt U.

- **ODC:** People and Words as Things? A Development Project in a Norwegian Retail Chain | Benedicte Brogger, Work Research Institute; Siw Marita Fosstenlokk, Work Research Institute Arbeidsforskningsinstituttet AFI; Yngve Johannesen, BI Norwegian School of Management

- **HR:** Personnel Testing A La Mode: Conceptual Framework for the Medium’s Role in the Assessment Process | Denise Potosky, Pennsylvania State University

- **HR:** The Case for Unit-Weights in Content Valid Selection Systems | Maury Allen Buster, Alabama State Personnel Department; Phil Bobko, Gettysburg College; Philip L. Roth, Clemson U.


- **OB:** Worker Adaptive Skill Resources the Expression of Things-Data-People Functional Skill | Perng Yih Ong, Civil
Session Details – Tuesday

1017 : (Paper Session) - (IP) Startups, Spinoffs & Corporate Entrepreneurship
8:30am - 10:10am Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: Gregory G Dess, U. of Texas, Dallas
ENT: Re-Thinking Corporate Entrepreneurship and Venturing: a Case Study in the Italian Food Industry | Salvatore Sciascia, LIUC, Cattaneo U.; Riccardo De Vita, LIUC, Cattaneo U.; Fernando G. Alberti, Jonkoping U.; Alberto Poli, U. of Milano, Bicocca
ENT: The Relationship Between Public Innovation & Commercial Entrepreneurship in Novel Technology Markets | Jon T Eckhardt, U. of Wisconsin, Madison

1018 : (Paper Session) - (IP) Advancing Theory
Development in the Resource Based View of the Firm
8:30am - 10:10am Hyatt Regency Atlanta: Regency VII - Table C3
Facilitator: Reynaldo Valle Thieie, Free U., Berlin
BPS: A Good Tautology is Hard to Find – Ensuring the Empirical Content of the Resource-Based View | Holger Luedeke, Touro Berlin; Reynaldo Valle Thieie, Free U., Berlin; Annette Biedermann, Free U., Berlin
BPS: Linkages among the Attributes Associated with the Resource Based View | C Helen Takacs, Cleveland State University; Alok K Chakrabarti, New Jersey Institute of Technology
BPS: Testing the Resource-Based View: Simulation Results for Violating VRIO | Richard J Arend, U. of Nevada, Las Vegas; Moren Levesque, Case Western Reserve U.
BPS: Firm Resources and Competitive Significance: Accepting the Null Hypothesis in RBV Research | Craig E. Armstrong, U. of Texas, San Antonio; Katsuhiko Shimizu, U. of Texas, San Antonio

1019 : (Paper Session) - (IP) Causes and Consequences of Market Entry Choices
8:30am - 10:10am Hyatt Regency Atlanta: Regency VIII - Table C4
Facilitator: Terence Ping Ching Fan, Singapore Management U.
HCM: Strategic Entrepreneurship in the Healthcare Industry: The Case of Wal-Mart | Myron D Fottler, U. of Central Florida; Donna Malvey, U. of Central Florida
IM: Ethnicity and Location Choice: Entry Strategies of Asian Banks in the United States | Hong Zhu, Texas A&M U.; Lorraine Eden, Texas A&M U.
BPS: Late but Aggressive: Strategic Expansion of Late Entrants | Chun-Chung Chen, Yuan Ze U.; Hsien-Jui Chung, National Chung Cheng U.
BPS: Beyond Resource Imitability: The Drivers of Resource Imitation | Flore Bridoux, U. Catholique de Louvain
 TIM: Disruptive Innovation and the Entry Process of Incumbent Firms: Evidence from RFID technologies | Marco Sonnino, Bologna U.

1020 : (Paper Session) - (MC) Managing the Client-Consultant Relationship
8:30am - 10:10am Hyatt Regency Atlanta: Montreal
Chair: Sandra L. Gill, Benedictine U.
Discussants: Stuart Daniel Sidle, University of New Haven; Jean-Francois Manzon, IMD, Lausanne
BPS: Between Exploitation and Control – Clients’ Conceptions of the Consultant-Client Relationship | Frida Pemer, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics
TIM: On the Construction of Problems and Solutions in the Client-Consultant Relationship | Stefan Heusinkveld, Radboud U. Nijmegen; Klaasjan Visscher, U. of Twente
HCM: Exploring Consultants as Members of a Community: An Empirical Research | Maria Elisa Peirano-Vejo, Massey U.; Ralph Stablein, Massey U.

1021 : (Paper Session) - (MED) Creating Knowledge That Impacts Practice: How Leaders Learn
8:30am - 10:10am Hyatt Regency Atlanta: Spring
Chair: Madeline M. Crocito, SUNY College at Old Westbury
CEO Learning: More To It Than One Might Expect | Ellen F. Goldman, George Washington U.; Terrence F. Cahill, Seton Hall U.
IM: Strategic Thinking at the Top: What Matters in Developing Expertise | Ellen F. Goldman, George Washington U.
Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)

1022 : (SHS): (MED, CMS) Making CMS Relevant to Practice: Teaching from a Critical Perspective
8:30am - 10:10am Hilton Atlanta: Grand Salon A
Three Moves for Engaging Students in Critical Management Studies | Craig Prichard, Massey U.
Growing Students into Critical Beings: Connecting Critical Pedagogy to Critical Action | Gordon E Dehler, College of Charleston
Postcoloniality and Management: A Question of Strategy | Stefano Harney, U of Leicester
Making Critical Management Studies Relevant to Leadership | Ann L Cunliffe, U. of New Mexico
Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

1023 (MED, IM) Emergent Paradigms of Business and Management in the Middle East
8:30am - 10:10am Hyatt Regency Atlanta: Techwood
Chair: David Thomas Weir, Cerami Sophia Antipolis; Kate Huttings, Queensland U of Technology
Participants: Beverly Dawn Metcalfe, Hull U; Abbas J Ali, Indiana U.; Mehmet Demirbag, Sheffield U.

1024: (Paper Session) - (MHR) Research, Development, Resources and Management
8:30am - 10:10am Hilton Atlanta: Roosevelt
Chair: Timothy Guy Staley, Keller Graduate School of Management
Discussant: John Humphreys, Texas A&M U.
Integrating Internal and External R&D: What can we learn from the History of Industrial R&D? | Jason Michael Pattit, Syracuse U.; S.P. Raj, Cornell U.; David Wilemon, Syracuse U.
"Resources" In Organizational Theory Building | Brian Connelly, Texas A&M U.
Image and identity in British management: the Slow Transition to Professional Management | John Francis Wilson, U Central Lnacs

1025: (Paper Session) - (MOC) Relating in the Workplace I: Personal Attachments & Their Impact
8:30am - 10:10am Atlanta Marriott Marquis: Imperial - Summit
Facilitator: Jacoba Lillius, U. of Michigan, Ann Arbor
Toward a Theory of Reputation in Organizations | Robert Zinko, Florida State University; Gerald R Ferris, Florida State U.; Fred R. Blass, Air Force Academy; Mary Dana Laird, Florida State U.
Multiplexity at work: Energy Giving or Energy Depleting? | Aleksandra Joanna Kacperczyk, U of Michigan Ann Arbor
Friendship Formation at the Workplace: A Developmental Perspective and a Proposed Model | Hilda Dotan, U. of California, Los Angeles
The Development of Supervisor Attachment Working Models and the Role They Play During Socialization | Gary A. Ballinger, U. of Virginia; Kevin W. Rockmann, George Mason U.
Excuse Me, Do I Know You? An Examination of How Individuals Assess Familiarity with Others | Tracey Rockett Hanft, University of Texas at Dallas

1026 SHCS: (MOC, OB, CAR) Connecting Who We Are with What We Do: The Enabling Functions of Professional Identity
8:30am - 10:10am Hilton Atlanta: Grand Salon D
Organizers: Laura Morgan Roberts, Harvard U.; Brianna Barker Caza, U. of Michigan, Ann Arbor

Necessary Evils and the Demands of Professionalism | Joshua D Margolis, Harvard U.; Andrew Molinsky, Brandeis U.
How Professional Identity, Work Orientation, and Organizational Practices Create (constrain) Meaning | Teresa Cardador, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign
Professional Identity: Cultivating Resilience at Work | Brianna Barker Caza, U. of Michigan, Ann Arbor
Enabling Professional Competence through Identity Confirmation | Laurie Milton, U. of Calgary/U. of Western Ontario

1027 SHCS: (MOC, OB, OMT) Team Creativity: Looking at Interpersonal Relationships Within and Outside of Work Groups
8:30am - 10:10am Atlanta Marriott Marquis: Imperial - Consulate
Chair: Jill Perry-Smith, Emory U.
The Personality Composition of Teams and Creativity: The Moderating Role of Team Creative Confidence | Markus Baer, U. of Illinois, Urbana-Champaign; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Gwendolyn Costa Jacobsohn, U of Illinois, Urbana-Champaign; Andrea Hollingshead, U. of Southern California
Strong Norms as a Stimulant to Group Creativity: Intensifying the Benefits of Individualistic Groups | Jack Anthony Goncalo, Cornell U.; Michelle Duguid, Cornell U.
Team Creativity: The Role of Team Member’s Informal Interactions | Jill Perry-Smith, Emory U.; Christina Shalley, Georgia Institute of Technology
How High Quality Relationships Influence the Implementation of Creative Ideas in Organizations | Jennifer Mueller, U of Pennsylvania

1028: (Paper Session) - (MSR) Measurement: Ways and Means
8:30am - 10:10am Hilton Atlanta: Paulding
Chair: Laura L Matherly, Tarleton State U. Central Texas
Measuring the Intangible: The Development of the Spirit at Work Scale | Val Kinjerski, U Alberta; Berna Skrypnek, U Alberta
Servant Leadership in Organizations: Scale Development and Validation | J Lee Whittington, U. of Dallas; Blake A Frank, U. of Dallas; Ruth C May, U. of Dallas; Brian Murray, U. of Dallas; Vicki L Goodwin, U. of North Texas
Towards an Integral Practice of Ethics in Organization: A Research Proposal | Thierry Pauchant, HEC Montreal;
Caroline Coulombe, HEC Montreal; Christiane Gosselin, HEC Montreal

1029: (OB) Leader Characteristics across Contexts: Implications for Leadership Outcomes
8:30am - 10:10am Hyatt Regency Atlanta: Hanover E
Chair: Yair Berson, U. of Haifa; Shaul Oreg, U. of Haifa
Discussants: Bruce Avolio, U. of Nebraska
Moderators of the Relationship between Personality and Transformational and Transactional Leader Beh | Deanne N. DenHartog, University of Amsterdam; Annebel H.B. De Hoogh, Free U., Amsterdam
### Session Details – Tuesday

**Work-Family Conflict**

**Chair:** Anat Drach-Zahavy, University of Haifa; T. Alexandra Beauregard, London School of Economics

**Organizational Work-Home Culture and Employee Well-Being: Direct or Indirect Links?**

- **Chair:** T. Alexandra Beauregard, London School of Economics
- **Discussant:** Isabel Metz, U. of Melbourne

**How to Balance Work-Family Conflict: Towards A Context-Specific Coping Strategy Taxonomy**

- **Chair:** Anat Drach-Zahavy, University of Haifa

**Organizational Work-Home Culture and Employee Well-Being: Direct or Indirect Links?**

- **Chair:** T. Alexandra Beauregard, London School of Economics
- **Discussant:** Isabel Metz, U. of Melbourne

### 1030: (Paper Session) - (OB) Justice as a Predictor of Organizational Citizenship Behaviors

**Chair:** Laurie J. Barclay, Wilfrid Laurier U.

**Discussant:** Yochi Cohen-Charash, City U. of New York, Baruch College

**Is This Really My Job? Work Roles and the Relationship between Fairness and Citizenship Behaviors**

- **Chair:** Dan S. Chiaburu, Pennsylvania State U.

**Meta-Analytic Tests of Justice & OCB: Agent-System, Agent-Dominance, & Shared-Variance Models**

- **Chair:** David A. Jones, U. of Vermont
- **Discussant:** Neil Fassina, U. of Manitoba

**Organizational Justice and Organizational Citizenship Behavior: A Mediated Multi-Foci Model**

- **Chair:** Joy Humphries, Karriker, East Carolina U.

**HRM Practices and Performance: Testing the Mediating Role of Justice and Exchange Relationships**

- **Chair:** Pei-Chuan Chang, National U. of Singapore
- **Discussant:** Yew Kwan Tong, National U. of Singapore

### 1031: (Paper Session) - (OB) Big 5 Personality Effects

**Chair:** Wilfred J. Zerbe, U. of Calgary

**Discussant:** Diane Bergeron, Teachers College, Columbia U.

**Role of Self-Management and Situational Constraints in the Personality-Performance Relationship**

- **Chair:** Megan Margaret Gerhardt, Miami U.; Suzanne J. Peterson, Arizona State U.; Joseph Charles Rode, Miami U., Ohio

**Conscientiousness and Contextual Performance: The Compensatory Role of POS and LMX**

- **Chair:** M. Jawahar, Illinois State U.; Dean Carr, Illinois State U.

**Supervisor and Self Ratings of the Big Five Personality Traits: Relationships to Job Satisfaction**

- **Chair:** Klaus J. Templer, Nanyang Technological U.

### 1032: (Paper Session) - (OB) Predicting and Managing Work-Family Conflict

**Chair:** Brenda Geren, W Texas A & M

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**Section D**

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When the Newcomer is an Old-Timer: Does Prior Work Experience Influence the Socialization Process? | Linda M. Dunn-Jensen, New York U.

1035 JS: (OB, MED) Building and Evaluating the Development of Leaders: A Look across Contexts and Methodologies
8:30am - 10:10am Hyatt Regency Atlanta: Manila
Chairs: Wendy O’Connell, Claremont Graduate U.; Rebecca J Reichard, Claremont McKenna College
A Meta-Analytic Review of Leadership Impact Research: Experimental and Quasi-Experimental Studies | Rebecca J Reichard, Claremont McKenna College; Larry W. Hughes, Fort Lewis College; Sean Hannah, U.S. Military Academy, West Point; Fred Ochieng Walumba, Arizona State U.
Challenges and Approaches to Evaluating a Leadership Intervention for Army Officers | Michelle Zbylut, U. S. Army Research Institute; Jeffrey Mark, Kansas State U.; Christopher Vowels, Kansas State U.
The Integration of Leadership Development and Succession Planning Systems | Jay Alden Conger, Claremont McKenna College; Robert F Mulder, Pepperdine U.
Process of Leader Development Through the Examination of Trigger Moments | Jaime L. Patera, University of Nebraska-Lincoln; Bradley J. West, U. of Nebraska
Undergraduate Leadership Experience and Propensity to Engage in Leadership Activities | Wendy O’Connell, Claremont Graduate U.; Katherine Hall, Claremont McKenna College; Ronald E. Riggio, Claremont McKenna College; Alan Echtenkamp, Sibson Consulting

1036 SHCS: (OB, MOC, OMT) Through A Prism Darkly? Network Cognition In Organizations
8:30am - 10:10am Hilton Atlanta: Grand Salon B
Chair: Ronald S. Burt, U. of Chicago
A Dynamic Stability Approach to Organizational Network Cognition | Martin J Kilduff, Pennsylvania State U.; Wenpin Tsai, Pennsylvania State U.; Ralph Hanke, Bowling Green State U.
Social Correlates of Cognitive Structures: Performance Schema Networks within Social Networks | Anuradha Ramesh, U. of Maryland, College Park; Daniel A. Newman, Texas A&M U.; College Station
Antecedents to Team Transactive Memory | Prasad Balkundi, State U. of New York, Buffalo; Frankie Jason Weinberg, SUNY at Buffalo

1037 JS: (OB, OMT) The Role of Feedback In Learning
8:30am - 10:10am Hyatt Regency Atlanta: Piedmont
On the Effects of Immediate and Delayed Feedback | Ido Erev, Technion Israel Institute of Technology; Adi Luria, Technion Israel Institute of Technology; Anan Erev, Technion Israel Institute of Technology
Learning and Feedback in Dynamic Decision Making | Cleotilde Gonzalez, Carnegie Mellon U.
Learning and Performance in Complex Environments | Michael Shayne Gary, Australian Graduate School of Management
Impact of Delays on Learning Complexity | Hazhir Rahmandad, Massachusetts Institute of Technology
Learning in the Absence of Feedback: an Experiment | Christina Fang, New York U.

1038: (Paper Session) - (OCIS) Distributed Cognition
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 2 - Magnolia
Chair: Fran Ackermann, Strathclyde U.
Discussant: Jonathan N. Cummings, Duke U.
→ Shared Situation Awareness in Distributed Decision-making Systems | Kuo Frank Yu, U. of California, Berkeley; Karlene H. Roberts, U. of California, Berkeley
Technology Adoption in Distributed Cognitive Environments | Sean William Hansen, Case Western Reserve U.; Youngjin Yoo, Case Western Reserve U.
→ Coordination in Global Teams: A Framework for Exploration | Alberto Espinosa, American U.; Mark A. Clark, American U.

1039: (Paper Session) - (OCIS) E-Commerce: Improving Relationships with Customers and Suppliers
8:30am - 10:10am Atlanta Marriott Marquis: International 1
Chair: Molly Wasko, Florida State U.
Discussant: David E Cantor, University of Maryland, College Park
The Dual Efficiency – Real-Options Logic for Inter-Firm Relationship Portfolio Management | Xinlin Tang, Georgia State U.; Arun Rai, Georgia State U.
The Impact of Business-To-Business Electronic Relationships upon Conflict and Perceived Success | Rhetta Long Standifer, U. of Wisconsin, Eau Claire; James A Wall, University of Missouri - Columbia
Bridging the Online Gap: Using Process Visibility to Improve Customer Outcomes | Claudia R. M. Costa, U. of Cincinnati; Dennis F. Galletta, U. of Pittsburgh

1040: (Paper Session) - (OCIS) RFID and Interorganizational Systems
8:30am - 10:10am Atlanta Marriott Marquis: International 5
Chair: Kay M Nelson, Southern Illinois U.
Discussants: Michel Avital, Case Western Reserve U.; George Westerman, Massachusetts Institute of Technology
A Field Study of RFID Deployment and Return Expectations | Jonathan Whitaker, U. of Michigan, Ann Arbor; Sunil Mithas, U. of Maryland, College Park; Mayuram Krishnan, U. of Michigan, Ann Arbor
A Real-World Pilot of RFID along the Fashion Industry: Kauhoff and Gerry Weber in Germany | Claudia Loebbecke, U. of Cologne; Jonathan Palmer, William & Mary
Session Details – Tuesday

9:00am - 10:10am Hilton Atlanta: DeKalb
Chair: Richard Kettner-Polley, Colorado Technical University
Discussant: Performance Strategy - Analogical Reasoning as Strategic Practice | Matt Statler, New York University; Claude D. Jacobs, University of St. Gallen; Johan Roos, Imagination Lab Foundation

1044: (Paper Session) - (ODC) Decision Making for Strategic Change
8:30am - 10:10am Hilton Atlanta: Jackson
Chair: Richard Kettner-Polley, Colorado Technical University
Analyzing Strategy: Analogical Reasoning as Strategic Practice | Matt Statler, New York University; Claude D. Jacobs, University of St. Gallen; Johan Roos, Imagination Lab Foundation

1045: (SHCS: (ODC, MC) Bringing the Design Sciences to Organization Development and Change Management Consulting
8:30am - 10:10am Hilton Atlanta: Grand Salon E
Chair: Susan A Mohrman, University of Southern California
Discussant: Richard W. Woodman, Texas A&M U.

Innovation and Change

8:30am - 10:10am Hilton Atlanta: Carter

1041: (SHCS: (OCIS, OMT, OB) Building Sustainable Online Communities: Insights from Social Science and Organization Theories
8:30am - 10:10am Atlanta Marriott Marquis: Marquis - Salon III
Discussant: Sara Kiesler, Carnegie Mellon University

Modeling Member Motivation and Participation in Online Communities | Yuqing Ren, Carnegie Mellon University; Robert E. Kraut, Carnegie Mellon University

Electronic Knowledge Networks: Processes and Structure | Samer Faraj, U. of Maryland; Steven L. Johnson, U. of Maryland

Designing Topical Boundaries in Online Communities | Brian S. Butler, U. of Pittsburgh

1042: (Paper Session) - (ODC) Innovation & Change
8:30am - 10:10am Hilton Atlanta: Carter
Chair: Nancy Wallis, Pepperdine U.
Discussant: Anat Lechner, New York U.


Shifting Organization Landscapes: Pushing Theoretical Boundaries for Creativity at the Edge of Chaos | Ann C. Baker, George Mason U.

1043: (Paper Session) - (ODC) Organizational Learning and Change
8:30am - 10:10am Hilton Atlanta: DeKalb
Chair: Joel R. DeLuca, Evergreen Business Group
Discussant: Joel R. DeLuca, Evergreen Business Group

Managing Organization Learning Obstacles: Transformation | Deborah Blackman, University of Canberra; Steven J. Henderson, Southampton Solent U.

Knowledge Creation Processes: Gathering, Gardening, and Guarding Organizational Learning and Value | Barry Sugarman, Society for Organizational Learning; Kristin J. Browning, Intel Corporation

Organizational Learning, Change and Power: Toward a Framework in Managing a Learning Environment | Randal C. Ford, CSU-Pueblo

1046: (Paper Session) - (OM) Information Sharing and Coordination in Supply Chains
8:30am - 10:10am Hilton Atlanta: Marquis - Salon III
Chair: Andrew Taylor, Bradford U.

Social Capital Effect on Relational Performance Improvement: An Informational Processing Perspective |
Benn Lawson, Queen’s U., Belfast; Beverly B. Tyler, North Carolina State U.; Paul D. Cousins, U. of Manchester

Trust-Opportunity Paradox in Principal-Agent Relationships: Effects on Relationalism and Performance | Augustine A. Lado, Clarkson U.; Rajiv P. Dant, U. of South Florida; Amanuel G. Tekleab, Wayne State U.

→ Coordinating Supply Relationships: Rhetoric and Reality | Alan Harrison, Cranfield U.; Marie Koulikoff-Souviron, Ceram Sophia Antipolis

1047 | JS: (OM, BPS) Multiple Perspectives of Performance Measurement and Management Systems
8:30am - 10:10am Atlanta Marriott Marquis: Rio Grande & MacKenzie
Organizer: Veronica Martinez, Cranfield U.
Systems Thinking and Perversity in PMMS | Michael Pidd, Lancaster U.
Performance Management: A View from Operations | Andrew Neely, Cranfield U.

1048 | (Paper Session) - (OMT) Organizational Structure and Design
8:30am - 10:10am Atlanta Marriott Marquis: International 3
Chair: Erich Frese, University of Cologne

→ On the Value of Safeguards: Embedding Real Options in Capital Investments | Nuno A. Gil, Manchester Business School

Corporate Hierarchies in Markets: The Effects of Structure and Strategy on Organizational Survival | William Ocasio, Northwestern U.; Patricia H Thornton, Duke U.
The Attractiveness of Internal Markets – Theoretical Analysis and Empirical Evidence – | Erich Frese, University of Cologne; William G Egelhoff, Fordham U.; Andreas Lingnau, University of Cologne

→ Coordination in Distributed Organizations | Kannan Srikanth, London Business School; Phanish Puranam, London Business School
Creating Value for the Future: Corporate Acquisitions and Market Value | Brayden G King, Brigham Young U.

1049 | (Paper Session) - (OMT) Institutions in Organizational Fields
8:30am - 10:10am Atlanta Marriott Marquis: International 4
Chair: Veneta Andonova, U. de los Andes, Colombia
Institutional Entrepreneurship in New Field Emergence: Incorporating the Structural Hole Argument | Tiina Ritvala, Helsinki School of Economics; Nina Granqvist, Stanford U.

Redefining Field Boundaries: The Case of Professional Football in France | Benoit Senaux, ESSEC Business School; Julien Margaine, ESSEC Business School


Session Details – Tuesday

1054  
**Environmental Management Models**
8:30am - 10:10am Hilton Atlanta: Madison
Facilitator: Michael V. Russo, U. of Oregon
Discussants: Shima Barakat, Manchester U.; Carolyn Egri, Simon Fraser U.

- Discussing the adoption of the ISO 14001 Standard: Ivan Montiel, University of California, Santa Barbara; Magali Delmas, U. of California, Santa Barbara
- Investigating Technical and Ecological Efficiencies in the Electricity Generation Industry: Win-Win? | Joseph Sarks, Clark University; James J Cordeiro, State U. of New York, Brockport

1055  
**Organizational Collaboration and Network Management**
8:30am - 10:10am Hilton Atlanta: Douglas
Chair: Gordon Kingsley, Georgia Institute of Technology

- Researching Collaborative Structures and/or Outcomes: Challenges of Measurement and Methodology | Kirsten Gronbjerg, Indiana U.
- Control of Resources and Patterns of Network Interaction under Competing Institutional Pressures | Kun Huang, U. of Arizona, Tucson; Keith G Provan, U. of Arizona
- Network Analysis of Workforce Development Programs | Sang Ok Choi, California State University, Dominguez Hills; Ralph Brower, Florida State U.

1056  
**Regulation and Organization Response**
8:30am - 10:10am Hilton Atlanta: Monroe
Chair: Deanna Malatesta, University of Georgia

- Hazard Mitigation Investment Decision Making: Organizational Response to Legislative Mandate | Lucy A. Arendt, U. of Wisconsin, Green Bay; Daniel J. Alesch, U. of Wisconsin, Green Bay; William J. Petak, U. of Southern California
- Pressures and Choice, Self-Interest and Social Dynamics in Securities Regulation | David P. McCaffrey, U. of Albany, SUNY; Amy E. Smith, U. of Albany, SUNY
- Exploring the Effects of Relational Characteristics of Government and Firm Exchanges | Kira Kristal Reed, Syracuse U.
- Charles H. Levine Award for Best Conference Paper in the Public and Nonprofit Division

1057  
**Corruption, Responsibility and Multinational Enterprises**
8:30am - 10:10am Hilton Atlanta: Crystal Ballroom B & E
Chair: Nien-he Hsieh, Wharton, U. of Penn

- Accounting Standards and Culture: International Corruption and the Public Concern | Paul G Wilhelm, Virginia State U.
- Corporate Social Performance, Multinational Companies and Countries of Concern | Stephen Brammer, U. of Bath; Stephen Pavelin, U. of Reading; Lynda A Porter, U. of Reading
- Global Socially Responsible Investing? | The SRI of US Pension Plans in the UK | Paul R. Cox, U. of Bath; Marguerite Schneider, NJIT
- The (Ir)responsibility of Multinational Enterprises | Vanessa M. Strike, U. of Western Ontario; Jijun Gao, U. of Western Ontario; Pratima Bansal, U. of Western Ontario

1058  
**The Problem of Old Wine in New Bottles: Consolidating Knowledge in Management Science**
8:30am - 10:10am Hilton Atlanta: Crystal Ballroom B & E
Presenters: Daniel Denison, IMD; Timothy A Judge, U. of Florida; Thomas J. Donaldson, U. of Pennsylvania; Thomas M. Jones, U. of Washington; Carey Phelps, U. of Washington

1059  
**New Firms in Technological Innovation**
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Juan Alcacer, New York U.
Discussant: Gary Dushnitsky, U. of Pennsylvania

- Presenters: Rajshree Agarwal, U. of Illinois, Urbana-Champaign; David Audretsch, Indiana U., Bloomington; Christine Beckman, U. of California, Irvine; M. Diane Burton, Massachusetts Institute of Technology; Sonali K. Shah, U. of Illinois, Urbana-Champaign

1060  
**Research and Development**
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Neveen Awad, Wayne State U.
Discussant: Melissa Graebner, U. of Texas, Austin

- Corporate Venture Capital and Internal R&D: The Interplay in the Context of Corporate Innovation | Sergey Anokhin, Case Western Reserve U.; William S Schulze, U. of Utah
- Domestic Firms’ R&D Response to Foreign Competition | Weiling Zheng, National U. of Singapore; Kulwant Singh, National U. of Singapore
- Modes of Cooperative R&D Commercialization by Start-ups | David Hsu, Wharton School; Vikas A. Aggarwal, Wharton, U. of Penn
- Learning for Innovation in Science-Based Industries: The Case of Pharmaceutical Drug Discovery | Danielle D Dunne, Rutgers U.; Deborah J Dougherty, Rutgers U.
1061 ©: (Paper Session) - (TIM) Managing Knowledge between Firms
8:30am - 10:10am Atlanta Marriott Marquis: Marquis Salon IV - TIM 1
Presented on Panels 24-28
Permeable Development: Technological Innovation by Users across Organizations | Stefan Haefliger, ETH Zurich
The Influence of Social Network on R&D Project Team Performance During a Project's Life Cycle | Ming-Huei Chen, National Chung Hsing U.; Yuan-Chieh Chang, National Tsing Hua U.; Shyh-Jer Chen, National Sun Yat-Sen U.
Professional Guilds and Knowledge Management | Ram Mudambi, Temple U.; Tim Swift, Temple U.
A Communication Perspective on Personal Attributes and Communication Types in a User Community | Lars Frederiksen, Copenhagen Business School
Learning from What Others Have Learned from You: The Benefits of Spillovers for Originators | Hongyan Yang, U. of Washington; H Kevin Steensma, U. of Washington; Corey Phelps, U. of Washington

1062 ©: (TIM, BPS) Top Management Team Characteristics and Innovation: Theory of First Mover Advantage
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Four papers will be presented followed by a 40 minute audience discussion with the author panel.
Chair: Patrick G. Maggitti, St. Joseph’s U.
CEO Search and its Effect on Organizational Innovation | Patrick G. Maggitti, St. Joseph’s U.; Dax Basdeo, U. of Maryland, College Park
Top Management Team Social Networks and Organizational Innovation: An Information Processing Perspective | Kevin Clark, Villanova U.
TMT Characteristics and Innovation: An Action and Response Theory of First Mover Advantage | Abhishek Srivastava, West Virginia U.; Hun Lee, George Mason U.
TMT Characteristics as Moderators of the Relationship Between Firm Innovation and Performance | Walter J Ferrier, U. of Kentucky

1063 ©: (TIM, OCIS, OMT) Organizing Visions for Information Technology Innovation: Applications and Assessments
8:30am - 10:10am Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Neil Ramiller, Portland State U.; E. Burton Swanson, U. of California, Los Angeles
Organizing Visions: An Introduction | Neil Ramiller, Portland State U.; E. Burton Swanson, U. of California, Los Angeles
Organizing Visions and Institutional Theory | Wendy Currie, University of Warwick
Organizing-Vision Research: Industry and Methodology | Elizabeth Davidson, U. of Hawai‘i, Manoa
Organizing Visions and Institutional Entrepreneurship | Ping Wang, U. of Maryland
Organizing Visions - Some Critical Observations | Kalle Lyytinen, Case Western Reserve U.

Tuesday 8:40AM

1064 ©: (RM, OB) Leadership, It's All Relative: Applying Relative Importance Statistics to Leadership
8:40am - 10:10am Atlanta Marriott Marquis: Rhine & Savoy
Chairs: James M. LeBreton, Wayne State U.; Michael B. Hargis, U. of Tennessee at Chattanooga

Tuesday 8:50AM

1065 ©: (GDO) The Sound of Shattering Glass: Mentors, Networks and the Complexity of Race and Gender
8:50am - 10:10am Hyatt Regency Atlanta: Kennesaw
Chairs: Stella M. Nkomo, U. of South Africa; Ella Bell, Dartmouth College
Discussants: David M. Porter, Jr., Howard U.
Networks of Women of Color in the Private Sector | Katherine Giscombe, Catalyst
The Gendered Nature of Role Model Status: An Empirical Study | Audrey Murrell, U. of Pittsburgh; Thomas J. Zagenczyk, Clemson U.

1066 ©: (Paper Session) - (RM) Alternative Data Analytic Approaches
8:50am - 10:10am Atlanta Marriott Marquis: Chablis & Picard
Chair: Patrick J. Rosopa, U. of Central Florida
Discussants: David A. Kravitz, George Mason U.; Danielle Zande, Case Western Reserve U.; George W. Hay, McDonald’s Corp./Benedictine U.
Visualizing Proximity Data | Rich DeJordy, Boston College; Christopher Jay Roussin, Boston College; Daniel S. Halgin, Boston College
Spatial Data Analysis: Analyzing Management Phenomena within the Spatial Context | Linda M. Cohen, U. of Pennsylvania
From Items of Data to Usable Management Theory: Using the Interpretive Clustering Approach | Chris Huxham, Strathclyde U.; Paul Hibbert, Strathclyde U.
Work Locus of Control Scale: An Analysis from the Perspective of Ideal Point Model | Liuqin Yang, U. of South Florida

Tuesday 9:00AM

1067 ©: (AAA) Conference Exhibits
9:00am - 5:00pm Hyatt Regency Atlanta: Grand Hall
Organizer: George T Solomon, George Washington U.

1068 ©: (AAA) Membership
9:00am - 11:30am Hyatt Regency Atlanta: Pre-function Area - Member
Session Details – Tuesday

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Regina Greenwood, Kettering U.

1069 : (AAA) Conference Registration
9:00am – 11:30am Hyatt Regency Atlanta: Pre-function Area - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

1070 : (Paper Session) - (BPS) New Ventures: Survivor Entrepreneur Island
9:00am - 10:10am Atlanta Marriott Marquis: Cluster 3 - London
Chair: Roberto Rogozinni, U. of Central Florida
Discussant: Mitrabanur Sarkar, U. of Central Florida
- IPO Failure: Not Always a Bad Thing | Kevin Boeh, U. of Western Ontario

1071 : (Paper Session) - (BPS) Diversification/M&A: Learning to Buy and Buying to Learn
9:00am - 10:10am Atlanta Marriott Marquis: Cluster 3 - London
Chair: Eduardo Kazuo Kayo, U. Presbiteriana Mackenzie
Discussant: Pamela R Haunschild, U. of Texas, Austin
- Experience Homogeneity or Heterogeneity? A Stepwise Approach to Acquisition Capability Development | Mario Schijven, Tilburg U.; Harry G Barkema, Tilburg U.
- The Effect of Firm Growth On Acquisition Premiums | Jay Kim, U. of Southern California; Jerayr M Halebian, U. of California, Riverside; Sydney Finkelstein, Dartmouth College
- An Organizational Learning Theory of Acquisition Processes | Katrin Susanne Muehfeld, Rijksuniversiteit Groningen; Arjen Van Witteloostuijn, U. of Groningen; Padma Rao Sahib, Rijksuniversiteit Groningen

1072 : (Paper Session) - (BPS) Strategy Process: Stakeholders Medium and Rare
9:00am - 10:10am Atlanta Marriott Marquis: Cluster 3 - Sydney
Chair: Thomas Clarke, U. of Technology, Sydney
Discussant: Mark Kennedy, U. of Southern California
- Effects of Powerful Customers on Organizational Processes and Performance | Wilboon Kittilaaksanawong, National Taiwan U.; Sonic Wu, National Taiwan U.
- How Corporatism Influences Firms’ Strategies: Alliance Formation and Knowledge Acquisition | Gurneeta Vasudeva, Indian School of Business
- The Internalization of External Expectations: A Look at Earnings Forecasts and Firm Aspirations | Xueji Liang, U. of Florida; Richard John Gentry, West Virginia U.

1073 : (OB) OB Lifetime Achievement Award
9:00am - 10:10am Hyatt Regency Atlanta: Hanover G

Dr. Lyman Porter is the recipient of the OB Division Lifetime Achievement Award. A question and answer period follows the presentation.

Introduction: Fred Luthans, U. of Nebraska, Lincoln
Distinguished Speaker: Lyman W. Porter, U. of California, Irvine

Tuesday 10:15AM

1074 : (AAA) All Academy Break
10:15am - 10:45am Atlanta Marriott Marquis: Marquis Ballroom Foyer
Sponsored by: Society for Human Resource Management
Organizer: George T Solomon, George Washington U.

Tuesday 10:30AM

1076 : (AAS) The Wal-Mart Effect on Business and Society
10:30am - 11:50am Atlanta Marriott Marquis: International 7
Panel Discussion on the effect that Wal-Mart is having on the practice of business and the societies in which it operates.
Chair: Peter Cappelli, U. of Pennsylvania
Discussants: Wayne F. Cascio, U. of Colorado, Denver and Health Sciences Center; Robert Edward Freeman, U of Virginia
Presenter: Charles Fishman, Fast Company

1077 : (Paper Session) - (BPS) Dynamic Capabilities: Switch Hitters and Home Runs (Ambidexterity & Rapid Response)
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Bonn
Chair: Peter J. Snyder, U. of Wisconsin, Milwaukee
Facilitator: Thomas P. Moliterno, U. of South Carolina
Senior Teams and Organizational Ambidexterity: How does Transformational Leadership Matter? | Justin J.P. Jansen, Erasmus U.
The Fast and the Furious: Risk, Competitive Maneuvering, and Who's in the Driver’s Seat | Walter J Ferrier, U. of Kentucky; Margaret V Hughes, University of Kentucky
Organizational Crisis And Deep Structure Dynamics: An Agent Based Approach | Desmond W. Ng, Texas A&M U.

1078 : (Paper Session) - (BPS) New Ventures & Innovation: What are the Requirements to be Optional? (Real Options in Organizations)
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Cabinet
Chair: Jonathan O'Brien, U. College Dublin
Facilitator: Timothy B Folta, Purdue U.
Managing a Portfolio of Strategic Growth Options | Jaideep Anand, Ohio State U.; Raffaele Oriani, U. of Bologna; Roberto Vassolo, IAE Business School - U. Austral

Tuesday 10:45AM

1075 : (AAA) Conference Break
10:15am - 10:45am Hyatt Regency Atlanta: Grand Hall - Break Area

10:30am - 11:50am Atlanta Marriott Marquis: International 6
Distinguished Speaker: Matthew Bishop, The Economist

1077 : (Paper Session) - (BPS) Dynamic Capabilities: Switch Hitters and Home Runs (Ambidexterity & Rapid Response)
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Bonn
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10:30am - 11:50am Atlanta Marriott Marquis: International 6
Distinguished Speaker: Matthew Bishop, The Economist

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10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Bonn
Chair: Peter J. Snyder, U. of Wisconsin, Milwaukee
Facilitator: Thomas P. Moliterno, U. of South Carolina
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Organizational Crisis And Deep Structure Dynamics: An Agent Based Approach | Desmond W. Ng, Texas A&M U.
Session Details – Tuesday

Agency Theory and Growth Option Value: Effects of Incentive Alignment and Monitoring Mechanisms | Todd Alessandri, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Tony W. Tong, State U. of New York, Buffalo; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill


1079: (Paper Session) - (BPS) Diversification/M&A: Going Global (Interactions Between Product and International Expansion)
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - London
Chair: Charles Williams, Duke University
Facilitator: Anita McGahan, Boston U.
The Reciprocal Nature of Firm Innovation and International Diversification | Hiechun Kim, Arizona State University; Hicheon Kim, Korea U.; Robert E. Hoskisson, Arizona State U.
The Interactive Effects of Product and International Diversification of Japan’s Electronic Firms | Asli M. Colpan, Kyoto U.; Takashi Hikino, Kyoto U.
Geographic Diversification: Risk Reduction or Operational Flexibility | Chris Changwha Chung, Florida International U.; Seung-Hyun Lee, U. of Texas, Dallas; Paul Beamish, U. of Western Ontario

1080: (Paper Session) - (BPS) Industry Dynamics: The Best Form of Flattery (Imitation, that is...)
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Zurich
Chair: David G. Sirmon, Texas A&M U.
Facilitator: William Bogner, Georgia State U.
Imitating Firms | Heather Berry, U. of Pennsylvania
The Effect of Vicarious Learning on Competitor Identification in the U.S. Automobile Industry | Kwangho Kim, Pennslyvania State U.; Wempin Tsai, Pennsylvania State U.
Normative Barriers to Imitation: Social Complexity of Core Competences in a Mutual Fund Industry | Stefan Jonsson, Stockholm School of Economics; Patrick Regner, Stockholm School of Economics

1081: (Paper Session) - (BPS) Innovation: Knowledge Flows, Blockages and Other Plumbing Disasters
10:30am - 11:50am Atlanta Marriott Marquis: International 10
Chair: Tariq H. Malik, Birkbeck College, U. of London
Facilitator: Atul Nerkar, U. of North Carolina, Chapel Hill
Boundary Conditions and Patterns of Cognitive Vicarious Learning in Adoption Processes | Ann Katrin Terlaak, U. of Wisconsin, Madison; Yan Gong, U. of Wisconsin, Madison
Internal And External Capabilities Transfer: Time To Market In New Drug Development | Ha Hoang, INSEAD; Frank T. Rothenberg, Georgia Institute of Technology

Striking a Balance: Examining the Effects of Knowledge Stockes and Flows on Innovative Success | Daniel Tzabbar, U. of Central Florida; Barak S. Aharonson, U. of Toronto

1082: (Paper Session) - (BPS) Networks: Conflict and Complementarity in Alliance Portfolios
10:30am - 11:50am Atlanta Marriott Marquis: International 8
Chair: Matthias Fink, Vienna U. of Economics and Business Administration
Facilitator: Timothy N. Carroll, U. of South Carolina
Buyer-Supplier and Supplier-Supplier Alliances: Do They Reinforce or Undermine One Another? | Sergio Giovanetti Lazzarini, Ibmec São Paulo; Danny Pimentel Claro, Ibmec São Paulo; Luiz F. Mesquita, Arizona State U.
Value Creation in Alliance Formation: The Role of Alliance Portfolio Incompatibility | Ulrich Wassmer, ESADE Business School
Do Interfirm Ties Reinforce or Substitute for Each Other?
Software Alliances and Corporate Venturing | Gary Dushnitsky, U. of Pennsylvania; Dovev Lavie, U. of Texas, Austin
The Performance Impact of Alliance Portfolios: An Integrative Framework | Ulrich Wassmer, ESADE Business School

1083: (Paper Session) - (BPS) Governance: Going, Going, Gone (CEO Succession & Firm Performance)
10:30am - 11:50am Atlanta Marriott Marquis: International 9
Chair: Timothy A Hart, U of Oklahoma
Discussant: Edward Zajac, Northwestern U.
CEO Succession as a Funnel: The Critical, and Changing, Role of Inside Directors | Christine H Mooney, Indiana U.; Catherine M. Dalton, Indiana U.; Bloomington; S. Travis Certo, Texas A&M U.; Dan R. Dalton, Indiana U., Bloomington
Fact or Fiction: The impact of CEO Heir Apparent Experience as President/COO on Firm Performance | Wei Shen, U. of Florida; Charlice Hurst, U. of Florida; Xueji Liang, U. of Florida
When an Outside Director Takes Over as CEO: Too Little Too Late or Just in Time | Richard H. Lester, Louisiana Tech U.; Wei Shen, U. of Florida; Albert Cannella, Arizona State U.

1084: (Paper Session) - (BPS) Competitive Advantage: A Visual Exploration
10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - BPS 1
Presented on Panels 1-13
RBV Strategic Factors and the Need to Consider Opposing Factors in Turnaround Outcomes | Richard J Arend, U. of Nevada, Las Vegas
Resource Assessment: A Judgement Analysis Perspective | Benedict Kemmerer, U. of Kansas; Franz W. Kellermanns, Mississippi State U.
Transaction Cost and Resource Based Explanations of Make or Cooperate Decisions (WITHDRAWN) | Werner Helmut Hoffmann, Vienna U. of Economics and Business Administration; Kerstin Neumann, Vienna U. of Economics and

[Section D]
Session Details – Tuesday

Business Administration; Gerhard Speckbacher, Vienna U. of Economics and Business Administration

F Tinus, Efficacy, Effectiveness, and Efficiency of Organizational Capabilities: Implications for Learning | Otto Koppius, RSM Erasmus U.; Paul C Van Fenema, Erasmus U.

Whose Competitive Advantages, to Whose Benefit and For How Long? | Jean J Boddy, Baruch College


When Knowledge Does Not Lead to Value Creation: Cooperation Mechanisms and Employee Motivation | Flore Bridoux, U. Catholique de Louvain

Competence Building, Business Configuration, and Economic Performance: An Empirical Assessment | Yi-Ju Lo, National Taiwan U.; Ji-ren Lee, National Taiwan U.

On Capability: Current State and Future Prospects | Hongwu Ouyang, Fordham U.

Critical Organizational Events and Emergent Knowledge Strategy | Sajjad Haider, Napier U.

The Transaction-Based View of Competitive Advantage | Allen Amason, U. of Georgia; Andrew Ward, U. of Georgia; Ken Park, U. of Georgia

High Commitment Competence: Barriers to Adoption of High Commitment Cultures in the Airline Industry | Andrew von Nordenflycht, Simon Fraser U.

Success and Failure Experiences: Multilevel Learning and Capability Development in Organizations | Gerard George, London Business School; Yanfeng Zheng, U. of Wisconsin, Madison; Anne S Miner, U. of Wisconsin, Madison

A Question of Value: Critical Analysis of Value and Value Creation in Organizations

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Sydney

Three of the presentations for this proposed symposium are co-authored papers. Presentations by Michael Rowlinson are co-authored with Simon Mohun.

Organizer: Craig Prichard, Massey U.

Labour, Knowledge and Value Creation in the Workplace: a Critical Evaluation | Stephen J Jaros, Southern U.

Political Economy and Labor Process Theory | Michael Rowlinson, Queen Mary U. of London; Simon Mohun, Queen Mary, University of London,

Accounting for Value in the 21st Century Organization: Theorizing Management from the Perspective | David Harvie, Leicester U.; Massimo De Angelis, U. of East London

Outline of a Genealogy of the Value of the Entrepreneur | Campbell Jones, Leicester U.; Andre Spicer, U. of Warwick

Ritual Theory and Strategy Development Episodes - Practices, Context and Outcomes

10:30am - 11:50am Atlanta Marriott Marquis: Cluster 3 - Sydney

Chair: Gerry Johnson, U. of Strathclyde

Discussant: Henry Mintzberg, McGill U.

Presenters: Nicole Bourque, Glasgow U.; Steven W Floyd, U. of St. Gallien; Shameen Prashantham, Strathclyde U.

Architecture and Design of Organizational Capabilities

10:30am - 11:50am Atlanta Marriott Marquis: Marquis - Salon II

Organizer: Michael G Jacobides, London Business School

Discussant: Daniel Levintah, U. of Pennsylvania

Unmanageable Design Architectures | Carliss Baldwin, Harvard Business School


Inherent Limits of Organizational Structure and the Unfulfilled Role of Hierarchy | Michael G Jacobides, London Business School

Knowledge and Organizational Architectures: A Multiple Level Approach | Stefano Brusoni, Bocconi U.; Andrea Prencipe, U. G. d’Annunzio

Organizational Effects on Careers Around the World

10:30am - 11:50am Hyatt Regency Atlanta: Cairo

Chair: Ans De Vos, Vlerick Leuven Ghent Management School

Discussant: George Benson, U. of Texas, Arlington

Career Management: Increasing Human Capital without Losing the Investment | Maria Kraimer, U. of Melbourne;

Scott Seibert, Melbourne Business School; Sandy J. Wayne, U. of Illinois, Chicago; Robert C Liden, U. of Illinois, Chicago;

Jesus Bravo, U. of Illinois, Chicago

Nominee for The Careers Division Applied Paper Award

Authority Relations, Career Blockage, and Organizational Restructuring in Transitional China | Dali Ma, U. of Chicago

Effects of Employment Experiences and Conditions on Job Insecurity and Psychological Contracts | Galit Elam

SHAMIR, Ono College

Actual Turnover and the Role of Trust and Intention to Leave | Shay Tzafir, U. of Haifa

What’s New and How to: Exploring the Terrain of Careers Book Publishing

10:30am - 11:50am Hyatt Regency Atlanta: Vancouver

Chair: Laurel Newman, U. of Illinois, Springfield

Discussant: Michael B. Arthur, Suffolk U.

Career Imprints: Creating Leaders Across an Industry | Monica Higgins, Harvard U.

Handbook of Career Studies | Cherlyn Skromme Granrose, U. of Illinois, Springfield


Career Anchors, Third Edition | Edgar H Schein, Massachusetts Institute of Technology

Breaking the Mold: Redesigning Work for Productive and Satisfying Lives | Lotte Bailyn, Massachusetts Institute of Technology

Service-Learning Projects and Pitfalls: The Role of Assessment in Ensuring Student Learning

10:30am - 11:50am Hyatt Regency Atlanta: Brussels
Organizers: Kellyann Berube Kowalski, U. of Massachusetts, Dartmouth; Susanne G Scott, U. of Massachusetts, Dartmouth; Matthew Roy, U. of Massachusetts Dartmouth

1091 CAU: (CAU) Strategic Foresight and Organizational Renewal as an Ongoing Process
10:30am - 11:50am Hyatt Regency Atlanta: Geneva
Organizers: Laura Anna Costanzo, University of Surrey; Robert Bradley MacKay, St. Andrews U.; Swapnesh Masrani, U. of St. Andrews

1092: (CM) Technology & Workplace Relationships
10:30am - 11:50am Hyatt Regency Atlanta: Hanover A
Chair: Christine Silva, Queen’s U.
The Electronic Water Cooler: Insiders and Outsiders Talk about Organizations on the Internet | Carol T. Kulik, U. of Melbourne; Molly Pepper, Gonzaga U.; Debra L. Shapiro, U. of Maryland; Christina Cregan, U. of Melbourne
Blogging to Know You: Using Personal Blogs to Develop Workplace Relationships | Catherine Shea, Queen’s U.; Susan E. Brodt, Queen’s U.
Influence Processes in Distributed Teams | Andrea Hollingshead, U. of Southern California
The Paradoxical Nature of Power in Negotiations: Can Technology Keep Negotiators on Track? | Christine Silva, Queen’s U.; Susan E. Brodt, Queen’s U.

1093: (Paper Session) - (CM) Relationship Conflict in Groups and Teams
10:30am - 11:50am Hyatt Regency Atlanta: Hanover C
Chair: Ruth Maria Stock-Homburg, Not Specified
The Consequences of Considering Others’ Contributions in Groups | Eugene M Caruso, Harvard U; Nicholas Epley, U. of Chicago; Max H Bazerman, Harvard U.
Types and Outcomes of Conflict in Teams: Theoretical Considerations and Empirical Investigation | Ruth Maria Stock-Homburg, Not Specified

1094: (Paper Session) - (CM) Whistle-blowing, Voice, and Justice
10:30am - 11:50am Hyatt Regency Atlanta: International North - CM 1
Presented on Panels 1-4
A Fresh Look at Whistle-Blowing Predictors: The Effect of Moral Intensity on Judgments & Intentions | Erika Henik, UC Berkeley
Employee Voice and Uncertainty: A Laboratory Study | Emily M Nason, Hong Kong U. of Science and Technology
Heroes or Finks? The Effects of Status and Report Channel on Perceptions of Whistle-Blowers | Erika Henik, UC Berkeley
The Automaticity of Justice Cognitions: Connectionist Models and Kantian Categorical Imperatives | Chris Bell, York U.

1095: (Paper Session) - (CMS) Organizing and Resistance
10:30am - 11:50am Atlanta Marriott Marquis: Tigris & Danube
Its far from futile
Chair: Efstratios Ramoglou, Cambridge U.
Discussant: Lisa Calvano, Temple U.
Managing Power and Resistance: Making Critical Sense of Call Centre Management | Wendy R Carroll, Acadia U.; Albert J. Mills, St. Mary’s U.; Jean Helms Mills, St. Mary’s U.
Carnival and Spectacle in a New Orleans Mardi Gras Krewe | Gazi Islam, Ibmec, Sao Paulo; Michael J. Zyphur, National U. of Singapore; David M Boje, New Mexico State U.
Rank-and-File Workers as a Commons: A Critical Perspective on Justice for Low-Paid Workers | Harry J Van Buren, U. of New Mexico

1096: (Paper Session) - (ENT) Governance in Family Business
10:30am - 11:50am Hilton Atlanta: Council/Cabinet Room
Chair: Michael David Meeks, San Francisco State University
Bail and Switch: The Evolution of Governance and Performance in Family Businesses | Aseem Kaul, U. of Pennsylvania
Boards in Small Family Firms: What Makes Them Active? | Morten Huse, Norwegian School of Management; Mattias Nordqvist, Jönköping Int’l Business School; Alessandro Minichilli, Bocconi U.
Family Ownership, Family Directors and Dividend Policy in Japanese Firms | Toru Yoshikawa, Singapore Management U.; Abdul Rasheed, U. of Texas, Arlington
Family Influence in Family Firms: Why Some Family Firms Are More “Family” Than Others | Hung-Bin Ding, Loyola College

1097: (Paper Session) - (ENT) Networks and Alliances
10:30am - 11:50am Hilton Atlanta: Crystal Ballroom C & D
Chair: Diane Dromgold, RNC Global Projects
The Impact of Alliances on New-Venture Outcomes: Evidence from Biotech/Pharma and Computer Software | Manuela Hoehn-Weiss, U. of Washington, Bothell
The Effects of Network Linkages and Internal Capabilities on Technology Venture Performance | Jennifer Hui-Ru Chen, National Taiwan U.
Staying in Control: The Relationship between Organizational Resources and Alliance Control | Danielle D Dunne, Rutgers U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Joanne L Scillitoe, Michigan Technological U.
New Venture Innovation: Untangling the Role of Absorptive Capacity | Alexander McKevie, Jönköping International Business School; Johan Wiklund, Jönköping International Business School

1098: (Paper Session) - (ENT) Regional and Social Influences on New Venture Creation
10:30am - 11:50am Hilton Atlanta: Jefferson
Chair: John T. Lambert, University of Louisiana at Lafayette
A Complex Systems Model of Regional Entrepreneurship | Donad Arikian, Florida Atlantic U.

Working Together or Working Apart? Moderating Effect of Clusters on Entrepreneurship and Development | Hector O. Rocha, IAE - Management and Business School of Austral University


Entrepreneurship in the Region: Breeding Ground for Nascent Entrepreneurs? | Pamela Mueller, Max Planck Institute of Economics

**1099**: (Paper Session) - (ENT) Venture Capital Process
10:30am - 11:50am Hilton Atlanta: Washington

Chair: Craig E. Armstrong, U. of Texas, San Antonio

Deciding on the Capital Structure of Institutional Buysouts | Malte Brettel, Aachen U. (RWTH); Kerstin Faass, Aachen U. (RWTH); Christian Kuehn, Aachen U. (RWTH); Degenhard Meier, Aachen U. (RWTH); Wolfgang Breuer, Aachen U. (RWTH)

Venture Capitalist Grandstanding Re-Visited: Writing Real Options through IPO Underpricing | Jay J Janney, U. of Dayton; Gregory G Des, U. of Texas, Dallas


Values and the Assessment of Strategic Opportunities:

- Evidence from Venture Capitalists | Sharon F. Matusik, U. of Colorado, Boulder; Jennifer M George, Rice U.; Michael B. Heeley, Colorado School of Mines
- Effects of Entrepreneurial Exit on Firm Performance | Brian A. Bruton, U. of Georgia; Jennifer M George, Rice U.

**1100** SHCS: (ENT, IM) Building Entrepreneurial Universities: Academic Entrepreneurship and Spin-off Performance
10:30am - 11:50am Atlanta Marriott Marquis: Marquis - Salon I

Chair: Toby E. Stuart, Columbia U.

Determinants, Constituents and Consequences of Spinoff Behavior | Rory P. O'Shea, Massachusetts Institute of Technology; Thomas J Allen, Massachusetts Institute of Technology; Frank Roche, U. of College Dublin

University Scientist Entrepreneurship | David Audretsch, Indiana U., Bloomington; Taylor Aldrich, Max Planck Institute of Economics; Alexander Oettl, U. of Toronto

Is Academic Entrepreneurship a Team Sport? | Maryanne P Feldman, U. of Toronto; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign

Academic Entrepreneurship and University-Industry Linkages: Evidence from Universities in Europe | Mike Wright, Nottingham U.; Andy Lockett, U. of Nottingham; Bart Clarysse, Vlerick Leuven Ghent Management School; Nathalie Moray, U. of Gent

Antecedents and Consequences of Academic Entrepreneurship: Evidence from the SBIR Program |
Influence of Ownership on Firms’ Post-Merger Product Mix Strategies - an Institutional Perspective | Satish Vasudev Joshi, Michigan State U.; Ranjani A Krishnan, Michigan State U.; Hema A Krishnan, Xavier U.

Does Governance Matter? Board Configuration and Hospital Performance | Shou-Yih Daniel Lee, U. of North Carolina, Chapel Hill; Jeffrey Alexander, U. of Michigan, Ann Arbor

Examining the Scope of Multibusines Healthcare Firms: Implications for Strategy and Performance | S. Noorein Inamdar, Harvard U.

Winner of HCM Division Best Paper Award
The Processes and Strategies of Institutional Entrepreneurs in Alternative Medicine | Karen D. W. Patterson, Texas Tech U.

1105 JS: (HCM, TIM) Innovation Value Chains in Health Care
10:30am - 11:50am Hilton Atlanta: Gwinnett
Organizers: Jason Snyder, Northwestern U.; Daniel Snow, Harvard U.
Performance & Technology Adoption in Liver Transplantation | Jason Snyder, Northwestern U.
Innovation and Entrepreneurship in the Medical Device Industry | Kira Fabrizio, Emory U.; Aaron Chatterji, UC Berkeley
The Fragile Foundations of Regional Scientific Advantage | Jeffrey Furman, Boston U.; Fiona Murray, Massachusetts Institute of Technology; Scott Stern, Northwestern U.

1106 HS: (HR) Creating our future: Panel Discussion of Opportunities and Threats for HR and Management Education
10:30am - 11:50am Hyatt Regency Atlanta: Hanover B
Panel discussion of the relevance of HR as discipline and degree
Distinguished Speakers: Terry C. Blum, Georgia Tech; Richard J Klimoski, George Mason U.; Jone L. Pearce, U. of California, Irvine
Facilitator: John Hollenbeck, Michigan State U.

1107 (Paper Session) - (HR) High Performance Work Systems
10:30am - 11:50am Hyatt Regency Atlanta: Hanover F
Chair: Judith Gebhardt, U. of Southern California
HP/HPWS and Firm Performance: Evidence from the Pharmaceutical Industry in China | YiChi Zhang, GSM, Peking U.
The Relationships between High Performance Work Systems and Export Performance | Inmaculada Martin-Tapia, U. of Granada (Spain); J. Alberto Aragón-Corra, U. of Granada (Spain); Alfred Allen Marcus, U. of Minnesota
Exploring the Curvilinear Relationship between HPWS and Organizational Performance in Taiwan | Nai-Wen Chi, National Chengchi U., Taiwan; Carol Yeh-yun Lin, National Chengchi U., Taiwan

Human Resource-Based Competitive Advantage - The Case of Motivational Rents | Oliver Gottschalg, HEC Paris

1108 : (Paper Session) - (HR) Organizational Size and Governance Structure: Effects on HRM
10:30am - 11:50am Hyatt Regency Atlanta: Singapore
Chair: Jeffrey J Bailey, University of Idaho
Discussant: Steven Austin Stovall, Wilmington College
The Impact of Upper and Lower Echelon HR Investments on Innovation in Start-ups | Sophie Anna De Winne, Katholieke U. Leuven; Luc Sels, Katholieke U. Leuven
Business Strategy and Corporate Performance in Small Firms | Jonathan Michie, Birmingham U.; Maura Sheehan, U. of Dallas
The Employment Relationship in Small Firms: an Emerging Research Program | Paul Kerr Edwards, Warwick U.; Sukanya Sen-gupta, Warwick U.; Monder Ram, De Montfort U.; Chin-ju Tsai, U. of Warwick

1109 : (Paper Session) - (IM) Does Corruption Matter? and to Whom? and How?
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Chair: Douglas J. Gilbert, University of Phoenix
Discussant: Svetlana Poulkakova, Simon Fraser U.
Who Cares About Corruption Abroad? | Alvaro Cuervo-Cazurra, U. of South Carolina
Survival of Joint Ventures in Emerging Countries: Do Political Risk and Corruption Matter? | Pierre-Xavier Meschi, Euromed Marseille-School of Management; Gilles Guieu, Université de la Méditerranée

1110 : (Paper Session) - (IM) Internationalization of the Small and Medium Enterprise
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Chair: M. B. Neace, Mercer U.
Discussant: Guruprasad Madhavan, School of Management, SUNY Binghamton
Internationalization and Performance of Small- and Medium-Sized Enterprises | Nitin Pangarkar, National U. of Singapore
Considering Internationalisation: Firm Characteristics vis-à-vis Resource-Based Constraints | Carsten Zimmermann, U. of Cambridge
Institutionalized Decision Making: Family Governance and Foreign Investment in Emerging Economies | Xiaowei Luo, U. of Illinois, Urbana-Champaign; Chi-Nien Chung, National U. of Singapore; Mike Sobczak, U. of Illinois, Urbana-Champaign
International Strategies of the World’s Top Family Firms: How Do They Rate Against Public Companies? | Chris Hugh Carr, Edinburgh U.; Suzanne Bateman, Edinburgh U.
Session Details – Tuesday

1111: (Paper Session) - (IM) Alternative Means of Knowledge Acquisition by MNCs
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Madrid
Chair: Alan M Rugman, Indiana U.
Discussant: Alan M Rugman, Indiana U.
- Knowledge Acquisition through International Strategic Alliances | Chia-Ling (Eunice) Liu, U. of Manchester; Pervez Ghauri, U. of Manchester; Rudolf Sinkovics, U. of Manchester
- The Knowledge Strategies & Structural Forms of Cross-Border Acquisitions | Manuel Ferreira, Escola Superior de Tecnologia e Gestão; Dan Li, Indiana U.
- The Tacit Knowledge Problem in Multinationals: Japanese and US Offshore Knowledge Incubators | Alice Lam, Royal Holloway, U. of London

1112: (Paper Session) - (IM) International HRM: Training, Retention and Knowledge Transfer
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: Anabella Davila, Tec De Monterrey
Discussant: Anabella Davila, Tec De Monterrey
- Cross-Cultural Training Programs in MNCs: An Analysis of Learning and Knowledge Flows | James P Johnson, Rolls College; Robert Konopaske, Florida Atlantic U.; Tomasz Lenartowicz, Florida Atlantic U.
- The Role of National Values in Organizational Training: A Comparative Study in 16 Countries | Hilla Perez, U. of Haifa; Zehava Rosenblatt, U. of Haifa
- IM Best Paper from an Under-represented Country Finalist
- Executive Retention In Cross-Border Acquisitions: A Knowledge-Based Perspective | Betania Tanure, Fundação Dom Cabral/PUC Minas; John Child, Birmingham U.; Roberto Gonzalez Duarte, PUC Minas / Fundação Dom Cabral
- The Effects of Repatriate Characteristic on Knowledge Transfer | Roger Blakeney, U. of Houston; Gary Oudou, California State U.; San Marcos; Joyce Osland, San Jose State U.

1113: (Paper Session) - (IM) The Liability of Foreignness
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 1 - Trinidad
Chair: Sandra Rothenberg, Rochester Institute of Technology
Discussant: Ravi Ramamurti, Northeastern U.
- What Constitutes the Liability of Foreignness? | Lilach Nachum, Baruch College
- There’s No Place Like Home - A Strategic Framework to Overcome Liability of Foreignness | Joerg Zimmermann, Max Planck Institute of Economics, Jena; Wolfgang Soika, Centre for European Economic Research
- Multinational Enterprise in Developing Countries: Spillovers, Liabilities, and Legitimacy | Jonathan P Doh, Villanova U.; Jennifer Oetzel, American U.

1114: (Paper Session) - (IM) Knowledge, Learning and Integration in the MNC
10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - IM 1
Presented on Panels 14-19
- Cultural and Structural Dynamics of Post-Acquisition Integration | Satu Päivi Teerikangas, Helsinki U. of Technology; Tomi MM Laamanen, Helsinki U. of Technology
- CEOs in Mergers: Learning Inhibitors and an Emerging Theory on the Management of Multiple Realities | Jacqueline Fendt, Leiden U.
- Knowledge Sharing in Interpersonal Cross-Border Relationships | Kristiina Mäkelä, Swedish School of Economics and Business Administration; Ulf Andersson, Uppsala U.
- Competitive Orientation of Corporate Research and Development | Ziqi Liao, Hong Kong Baptist U.
- Effective Information & Communications Technology Transfer and Adoption in Multinational Enterprises | Vernon Bachor, U. of Calgary; Alain C. Verbeke, U. of Calgary

1115: SHCS: (IM, GDO, HR) The Work-Family Interface: Perspectives from Three Continents
10:30am - 11:50am Hilton Atlanta: Grand Salon E
Chair: Jeffrey H. Greenhaus, Drexel U.
International and Multisource Perspectives on Work-Life Balance | Karen S. Lyness, Baruch College, CUNY; Michael K Judiesch, Manhattan College
Employer Involvement Regarding Work-Family Arrangements in the Context of Welfare State Regimes | Laura den Dulk, Utrecht U.; Pascale Peters, Radboud U. Nijmegen; Frederik Poutsma, Not Specified
The Role of Self-Reliance as a Coping Mechanism in Dealing with Work-Family Conflict | Anne Marie Francesco, Hong Kong Baptist U.; Janice R Joplin, U. of Texas at El Paso; Margaret Shaffer, U. of Wisconsin, Milwaukee; Theresa Lau, Hong Kong Polytechnic U.

1116: (Paper Session) - (IP) Theories of Conflict in Negotiations with Examples
10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A1
Facilitator: Tae-Yool Kim, City U. of Hong Kong
- CM: Seeing is Believing: The Dynamics of Non-Verbal Communication in International Negotiation | Leigh Anne Liu, Georgia State U.; Edward Glamkowski, Georgia State U.; Chei Hwee Chua, U. of South Carolina
CM: The Self-Control Advantage in Negotiations | Elizabeth Seeley, New York University; Leigh Thompson, Northwestern U.
CM: More Competitive at the Top: A Large-Sample Study of Organization Level, Gender and Conflict Styles | Kenneth W Thomas, Naval Postgraduate School, Emeritus; Jenny Merritt, CPP, Inc.; Nancy Schaubhut, CPP, Inc.; David Donnay, CPP, Inc.; Gail Fann Thomas, Naval Postgraduate School
1117 : (Paper Session) - (IP) Organizational and Individual Antecedents of Ethical Behavior 10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A2
Facilitator: Daria Crawley, Robert Morris U.
MOC: Cognitive Self-Defense: Ethical Blind Spots in Leaders of Change | Christopher Jay Roussin, Boston College
SIM: Justifying Unethical Behavior: The Role of Actor and Observer Attributions | Paul Harvey, Florida State U.
OB: Unpack the Relationship Between Organizational Culture and Ethics: A Motivated Cognition Approach | Xi Zou, Columbia U.
MED: The Influence of Ethics Instruction, Hypercompetitiveness, and Machiavellianism on Personal Ethics | James M Bloodgood, Kansas State U.; William H. Turnley, Kansas State U.; Peter Mudrack, Kansas State U.

1118 : (Paper Session) - (IP) Absorptive Capacity and Organizational Learning 10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A3
Facilitator: Moren Levesque, Case Western Reserve U.
BPS: Absorptive Capacity and Innovative Performance in Young Technology Based Firms | Dzidzio Samuel Kamuriko, Cass Business School, City Univeristy
BPS: Conceptualizing Learning Principles of Long-Lived Firms | Zenlin Kwee, Erasmus U. Rotterdam; Frans A.J. Van den Bosch, Erasmus U.
MOC: Effects of Tech.Absorptive Capacity and Proactivity on Org. Learning and Innovation:Empirical Exam | Victor Garcia-Morales, U. of Granada (Spain); Leopoldo Gutiérrez Gutiérrez, U. of Granada (Spain); F. Javier Llórens Montes, U. of Granada (Spain); Antonia Ruiz Moreno, universidad de granada

1119 : (Paper Session) - (IP) Structural Issues in New Product Development 10:30am - 11:50am Hyatt Regency Atlanta: Regency V - Table A4
Facilitator: Katrin Talke, Karl-Franzens U., Austria
TIM: The Innovation and Commercialization of Marine-Based Nutraceuticals | Jay Sankaran, U. of Auckland; Suchi Mouly, U. of Auckland
TIM: Managing Diffusion Barriers when Launching New Products | Katrin Talke, Karl-Franzens U., Austria
BPS: Innovators and Imitators in Novelty Intensive Markets: A Research Agenda | Scott David Williams, Wright State U.; Todd Dewett, Wright State U.
OM: Knowledge and Product Design Glitches in IPD: An Empirical Study | Rupak Rauniar, Jackson State U.; Greg Rawsli, U. of Evansville; Paul Hong, U. of Toledo; William Doll, U. of Toledo

1120 : (Paper Session) - (IP) Flexible Organizations: Structures, Processes, Outcomes 10:30am - 11:50am Hyatt Regency Atlanta: Regency VI - Table B1
Facilitator: Maike Rathje, U. of St. Gallen
SIM: Crisis as Opportunity: Toward a Recreconstruction of Crisis Management | Erika H. James, U. of Virginia
OCIS: Roles of IT and Other Technologies in the Emergence and Evolution of Organizational Forms | George P Huber, U. of Texas, Austin; Josh W Keller, U. of Texas, Austin
OCIS: Language and Power in Self-organizing Distributed Teams | Qing Li, Syracuse U.; Kevin Crowston, Syracuse U.; Robert Heckman, Syracuse U.; James Howison, Syracuse U.

1121 : (Paper Session) - (IP) Impact of Ownership on Resource Allocation Decisions 10:30am - 11:50am Hyatt Regency Atlanta: Regency VI - Table B2
Facilitator: Sharon Alvarez, Ohio State U.
BPS: Ownership and Organizational Performance: A Comparison Across the Principal Drivers of Strategy | Nicholas O’Regan, Middlesex U.; Abby Ghobadian, Brunel U.
IM: Partial Ownership, Cluster-Country Experience, and Exits of Korean Foreign Direct Investment | Sangcheol Song, Ohio State U.; Soonkyoo Choe, Yongsei U.
BPS: The Link between Dividend Policy and Foreign Ownership | Dominic Chai, LSE
MOC: Incentive Schemes, Regulatory Focus, and Economic Agents | Roger Stace, U. of Western Australia

1122 : (Paper Session) - (IP) Examining Agency Theoretic Assumptions about the CEO 10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table B3
Facilitator: Michael McDonald, U. of Central Florida
BPS: Financial Incentives and Transfer of Control in Mergers | William John Lekse, Babson College; Mengxin Zhao, Bentley College
BPS: CEO Dispositional Need for Cognitive Closure and Firms’ Strategic Responses to Poor Performance | Michael McDonald, U. of Central Florida; Rebecca Gray, U. of Central Florida
BPS: The Effect of CEO’s Characteristics and Board of Directors on Firm Innovation | Fabio Zona, Bocconi U.;
Session Details – Tuesday

Morten Huse, Norwegian School of Management; Alessandro Minichilli, Bocconi U.; Alessandro Zattoni, SDA Bocconi - Parthenope U.

▶ BPS: Agency Problems and the Costs of Board Monitoring: An Examination of Listed Firms in China | Yiyi Su, Peking U.; Dean Xu, Peking U.

▶ MSR: The Development and Application of Executive Wisdom | Robert W. Kolodinsky, James Madison U.; Paul Bierly, James Madison U.

1123: (Paper Session) - (IP) Impact of Geographic and Organization Expansion on Performance
10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: Torben Juul Andersen, Copenhagen Business School

▶ TIM: What Explains Strategic Roles in Product Development - Subsidiary Autonomy or Internal Markets? | Dirk Michael Boehe, Universidad de Fortaleza

▶ BPS: Target Selection: The Role of Geographic Distance in Acquisition Decision Making | Abhirup Chakrabarti, Duke U.

▶ IM: Entrepreneurial Role of Foreign Subsidiaries | Yasuhiro Yamakawa, U of Texas at Dallas

▶ IM: The Performance Relationship of Multinationality and Risk Management | Torben Juul Andersen, Copenhagen Business School


1124: (Paper Session) - (IP) Member Roles in Effective Teams
10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C1
Facilitator: Narda Quigley, Villanova U.

▶ OB: Effective Team Behavior: Case Study of Group Norms and Situational Influences | P Robert Duimering, U. of Waterloo

▶ OB: A Model of the Independent and Interactive Effects of Role and Member Change on Team Effectiveness | James K Summers, Florida State U.; Stephen E. Humphrey, Florida State U.; Yuri Mishina, Michigan State U.

▶ OB: The Role of Other Orientation in Team Selection and Anticipated Performance | Jase Ramsey, U. of South Carolina; Raina Rutti, U. of South Carolina

▶ OB: The Nature of Team Personality and its Relationship with Team Processes and Outcomes | Narda Quigley, Villanova U.; Sharyn D Gardner, California State U., Sacramento

▶ CM: Affect, Reactions to Conflict and Team Heterogeneity | Oluremi B. (Remi) Ayoko, U. of Queensland

1125: (Paper Session) - (IP) CEO Turnover: Antecedents and Consequences
10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: Slimane J Haddad, U. of Lille 1

▶ OMT: The Effects of CEO Turnover/Succession on Organizational Capabilities: A Social Network Perspective | Liokoee M Maruping, U. of Arkansas; Qing Cao, U. of Maryland; Riki Takeuchi, Hong Kong U. of Science and Technology

▶ BPS: CEO Succession and Its Impacts on Firm Exit from a Stock Market and Firm Financial Performance | Yangmin Kim, Sogang U.

▶ BPS: Oversimplified Relation Between Firm Performance and CEO Turnover: Evidence from China | Kefei Ma, Peking U.; Neng Liang, China Europe International Business School

▶ MC: Paradoxical Process in the Organizational Change of the CEO Succession: A Case Study from France | Slimane J Haddad, U. of Lille 1

1126: (Paper Session) - (IP) Applications of Resource Dependence Theory
10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C3
Facilitator: Laszlo Tihanyi, Texas A&M U.

▶ IM: The Indigenization of International Subsidiary Management | Laszlo Tihanyi, Texas A&M U.; Anand Swaminathan, U. of California, Davis; Sarah A Soule, U. of Arizona

▶ OMT: Creating and Managing Dependences: How Industries Change | Kerem Gurses, IESE Business School; Fabrizio Ferraro, IESE Business School


▶ IM: Globalizing the Chinese Business Enterprise: A Model of Organizational Alignment Requirements | Ilan Alon, Crummer Graduate School of Business, Rollins College; Theodore T Herbert, Crummer Graduate School of Business, Rollins College; J. Mark Munoz, Millikin U.


1127: (Paper Session) - (IP) The Impact of National Institutions on Industrial Structure
10:30am - 11:50am Hyatt Regency Atlanta: Regency VII - Table C4
Facilitator: Frederick Guy, Birkbeck, U. of London


▶ SIM: Agriculture Biotechnology and Technology Developer Strategies: Multiple Factor Considerations | Stephen Luxmore, Rochester Institute of Technology


▶ OCIS: Multinational Diffusion Patterns and the Digital Divide | Dale Ganley, Michigan State U.


1128: (Paper Session) - (MC) Investigations of the Client-Consultant Relationship
10:30am - 11:50am Hyatt Regency Atlanta: Montreal
Chair: Claudine Kearney, University College Dublin

Discussions: Jeff Lowenthal, Northeastern State U.; Theodore Rosen, Geo. Wash. Univ. School of Business
Consultants’ Dual Leader-Member Exchange (LMX) Relationships: A Longitudinal Examination | Prajya Rakshit Vidyarthi, University of Illinois at Chicago
Executive Career Paths and Attitudes Towards Consulting | Ginka Toegel, London School of Economics; Lauren Cain, London School of Economics and Political Science
The Relationship Between Clients and Management Consultants: An Empirical Analysis | Ansgar Richter, European Business School; Sandra Niewiem, European Business School
The Value of Consultant-Client Relationships: Perspectives from Both Sides of the Fence | Stewart Arnold, Nanyang Technological U.; Doan Nguyen, U. of Queensland
Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting
1129  (Paper Session) - (MED) Current Issues in the Business of Management Education 10:30am - 11:50am Hyatt Regency Atlanta: International North - MED 1 Presented on panels 6-12
Experience from a Business Student Case Writing Assignment | Douglas N Ross, Towson U.; Pavel Zufan, Mendel university; Al Rosenbloom, Dominican University
Antecedents of Learning Outcomes in a Strategic Management Course: An Empirical Study | William Q Judge, U. of Tennessee; Detelin S Elenkov, U. of Tennessee, Knoxville
Evaluating Gender Parity in Graduate Business Schools: 1990 - 2000 | Harry Costin, Sup de Co La Rochelle "Real Life" and its Presentation in MBA Teaching Cases: How truthful are the cases? | Neng Liang, China Europe International Business School; Shu Lin, Peking U.
Assessment for Learning in GB101 World of Business | Iris Berdrow, Bentley College; Andy Aylesworth, Bentley College
Business Unusual: A Pilot | Toni Ungaretti, Johns Hopkins U.; Lindsay Thompson, Johns Hopkins U.
Understanding the Value of the MBA: A Program Type Comparison | Grady Bruce, California State U., Fullerton
1130  (Paper Session) - (MED) Optimizing Mangement Development 10:30am - 11:50am Hyatt Regency Atlanta: Spring Chair: Marie Wilson, U. of Auckland
Mentoring Virtual Employees | Michael Scharff, Limestone College
Probing Qualitative 360 Feedback for Insights on Leadership | Frank M Shipper, Salisbury U.; Jeanette Davy, Wright State U.
All Forced Ranking Systems Are Not Created Equal: A Policy Capturing Study | Brian D. Blume, Indiana U.; Bloomington; Timothy Baldwin, Indiana U., Bloomington; Robert S. Rubin, DePaul U., William H Bommer, Cleveland State U.
Winner of MED Division Best Paper in Management Development (sponsored by Emerald Press)
1131  (Paper Session) - (MED) Internships & Field Projects in Management Education 10:30am - 11:50am Hyatt Regency Atlanta: Techwood Facilitator: Thomas Fletcher Hawk, Frostburg State U.
Determinants of Internship Effectiveness: An Exploratory Model | Vadake Narayanan, Drexel U.; Paul M Olk, U. of Denver; Cynthia Fukami, U. of Denver
Learning by Doing: Small Business Consulting as a Form of Service Learning | Madeline M. Crocillo, SUNY College at Old Westbury
1132  (Paper Session) - (MH) American History: Leadership and Corporate Governance 10:30am - 11:50am Hilton Atlanta: Roosevelt Chair: Thomas J Hench, University of Wisconsin-La Crosse
The Executive's Role in Organizational Change: Lessons from Four U.S. Presidents | Thomas C Head, Roosevelt U., Chicago-Schaumburg; Peter Sorensen, Benedictine U.
Paul Hersey Award for Best Paper on Leadership Jeffersonian and Hamiltonian Organizations | Anil Nair, Old Dominion U.; David Ahlstrom, Chinese University of Hong Kong
The Nez Perce Leadership Council: A Historical Examination of Postindustrial Leadership | John Humphreys, Texas A&M U.
Corporate Governance in the United States: A Brief History | Robert Ensign White, Arizona State U.
1133  (Paper Session) - (MOC) Organizational Learning & Unlearning in Crisis 10:30am - 11:50am Atlanta Marriott Marquis: Imperial - Consulate Examines how processes of learning and unlearning operate in crises and norm violations.
Chair: Anna Rubtsova, Emory U.
Learning in Scientific Communities: Reference Group Norms and Information Withholding | Martine Haas, Cornell U.; Sangchen Park, Cornell U.
Near-Miss Evaluation Bias as an Obstacle to Organizational Learning: Lessons from NASA | Robin Dillon-Merrill, Georgetown U.; Catherine Tinsley, Georgetown U.; Edward Rogers, NASA Goddard Space Flight Center
Unlearning and Crisis Proneness: A Theoretical Integration & Extension | Zachary Sheaffer, Open U., Israel; Elena P Antonacopoulou, U. of Liverpool; Rita S Mano, Haifa U.
1134  (Paper Session) - (MOC) Relating in the Workplace II: Structural and Social Networks 10:30am - 11:50am Atlanta Marriott Marquis: Imperial - Summit Cognitive, social & structural Networks and their impact on inter-personal relating
Chair: John Stephan, Florida Atlantic U.
Discussant: Christina Fong, U. of Washington
**Session Details – Tuesday**

**1135** SHCS: (MOC, OB, HR) *Fostering and Assessing Managerial Intuition: On the Importance of Managing from the "Gut"

10:30am - 11:50am Hilton Atlanta: Grand Salon C

Organizers: Erik Ian Dane, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign


Unpacking, Assessing, and Developing Intuition and Analysis in Organizational Decision-making | Eugene Sadler-Smith, University of Surrey; Gerard P. Hodgkinson, U. of Leeds

The Role of Intuition in an Innovative Problem Solving Technique | Marta Sinclair, Griffith U.; Alyssia Hamilton, Griffith U.

Measuring Intuition: Assessing Where We Are and Where We Might Go | Erik Ian Dane, U. of Illinois, Urbana-Champaign

**1136** (OB) *Linking Christian Theology and Spirit at Work*

10:30am - 11:50am Hilton Atlanta: Paulding

Participants: David W. Miller, Yale U.; Andre L Delbecq, Santa Clara U.

**1137** (OB) *International Lounge*

10:30am - 12:00pm Hyatt Regency Atlanta: Chicago A

A space for international members to make connections with division members. International and non-international members, join us for a coffee.

Facilitators: Neal M. Ashkanasy, U. of Queensland; Donald L Ferrin, Singapore Management U.; Jacqueline A-M Coyle-Shapiro, London School of Economics and Political Science; Daniel Skarlicki, U. of British Columbia

**1138** (OB) *Felt But Not Seen: Leader Emergence, Behaviors, and Team Performance in Virtual Teams*

10:30am - 11:50am Hyatt Regency Atlanta: Hanover E

Chair: Claudia C. Cogliser, Texas Tech U.

Discussants: Surinder Kahai, State U. of New York, Binghamton; John J. Sosik, Pennsylvania State U., Great Valley


Personality, Leader Emergence, and the Moderating Role of Attitudes Toward Technology in Virtual Teams | Traci Nyberg, U. of Oklahoma; Claudia C. Cogliser, Texas Tech U.; John Christian Broberg, Texas Tech University

Using Technology to Fix Broken Trust in Virtual Teams: Lessons From Practicing Leaders | Dominic Thomas, Emory U.; Robert Bostrom, U. of Georgia

**1139** (Paper Session) - (OB) *Conflict in Groups and Organizations*

10:30am - 11:50am Hyatt Regency Atlanta: Hanover G

Chair: Tracey Rockett Hanft, University of Texas at Dallas

Discussant: Daniel G Gallagher, James Madison U.

Reactions to Territorial Infringement | Graham Brown, Singapore Management U.; Sandra L. Robinson, U. of British Columbia


The Dark Side of Self-Management Teams: A Longitudinal Study of the Structural Effects of Conflict | Claus W Langfred, Washington U.

Public Good Provision and Inter-Team Conflicts in Organizations | Tamar Kugler, U. of Arizona; Amnon Rapoport, U. of Arizona; Asya Pazy, Tel Aviv U.

**1140** (Paper Session) - (OB) *Organizational Citizenship Behavior within the Supervisor-Subordinate Dyad*

10:30am - 11:50am Hyatt Regency Atlanta: Lenox

Chair: Jenny M. Hoobler, U. of Illinois, Chicago

Discussant: Dennis W Organ, Indiana U.

Two Studies: Employee Attitude as a Modifier between Leader Behavior and Employee Helping Behavior | Clare Anne Francis, U. of North Dakota

A Multilevel Examination of the Impact of Organizational Citizenship Behavior on Rated Performance | Jennifer YM Lai, The University of Hong Kong; Simon Lam, The University of Hong Kong

The Egoistic and Altruistic Motivations of Organizational Citizenship Behavior | Ling Yuan, U. of Illinois, Chicago

**1141** (Paper Session) - (OB) *Leadership Effects on Individual or Organizational Performance*

10:30am - 11:50am Hyatt Regency Atlanta: Manila

Chair: Amy E. Colbert, U. of Notre Dame

Discussant: Tjai M. Nielsen, George Washington U.

Transformational Leadership and Organizational Performance: The Mediating Role of OCB and Debate | Sabine Boerner, U. of Konstanz; Silke Astrid Eisenbeiß, U. of Konstanz; Daniel Griesser, U. of Konstanz

Leaders' Delegation Behavior and Subordinate Effectiveness in Chinese Organizations | Weiling Hsu, Chang Gang University

LMX and Member Performance: Negative Feedback-Seeking Behavior and Empowerment Climate | Ziguang Chen, City U. of Hong Kong; Wing Lam, Hong Kong Polytechnic U.; Jianan Zhong, Zhejiang U.

**1142** (Paper Session) - (OB) *Power and Politics*

Discussant:

Chair:

10:30am - 11:50am Hyatt Regency Atlanta: Piedmont

Chair: Claretha Banks, University of Arkansas

Discussant: Ronald J. Burke, York U.

Political Skill and Managerial Performance: Perceptions of Organizational Politics as a Mediator | William A. Gentry, Center for Creative Leadership; Jean Leslie, Center for Creative Leadership; Patricia J. Ohiott, Consultant; Joan C. Tavares, Center for Creative Leadership; Kathryn Cartner, Center for Creative Leadership

Politics, Political Skill, and Job Outcomes | Ken Harris, Indiana U. Southeast; Robyn L. Bruer, Florida State U.; K. Michele Kacmar, U. of Alabama

View from the Top: How Higher Status People React Toward Lower Status Others | Ya-ru Chen, Rutgers U., Newark; Steven Blader, New York U.

1143  (Paper Session) - (OB) Deviant and Antisocial Behavior

Chair: Constant D. Beugre, Delaware State U.

Discussant: Maria Rotundo, U. of Toronto

Mind Your E-Manners: Impact of Cyber Incivility on Justice, Emotions and Individual Responses | Vivien KG Lim, National U. of Singapore; Jen Yin Chin, National U. of Singapore

Reactions to Employee Theft: An Examination of Individual Differences and Situation Characteristics | James M. Schmidtke, California State U., Fresno

The Role of Offender Malice and Greed in Behavioral Reactions to Social Undermining | Craig D. Crossley, U. of Nebraska, Lincoln

Conducting Sensitive Research: Combining Implicit Goal Priming and the Unmatched Count Technique | Tangle Nicholson, U. of Central Florida; Robert Folger, U. of Central Florida

1144  (Paper Session) - (OB) Non-Traditional Work Arrangements

Chair: Zoe Barsness, U. of Washington, Tacoma

Discussant: Mary S. Logan, London School of Economics and Political Science

Temporary Employment and Well-Being: Role of the Psychological Contract and Other Mediating Factors | David E Guest, King’s College, U. of London; Kerstin Isaksson, Arbetslivsinstitutet; Michael Clinton, King’s College, U. of London

Combining Internal and External Motivation to Explain Performance of Independent Sales Reps | Susan Dustin, University of Iowa; Greg L Stewart, University of Iowa


1145  (Paper Session) - (OB) Diversity in Organizations

Chair: Donna Biancero, Touro U. International

Discussant: Miguel Quinones, U. of Arizona

The Effect of Age on Motivation: Ironing out the Wrinkles in HR Theory and Practice | Madeleine McKechnie, U. of Queensland/Queensland U. of Technology, Robert Waldersee, QUT

Trust: An Explanatory Mechanism in Disability Accommodation | Kelly Williams-Whitt, University of Lethbridge

Asymmetric Reactions to Common Dialect Group Identity in Vertical Dyads in Chinese Organizations | Yaping Gong, Hong Kong U. of Science and Technology, Jiing-Lih Farh, Hong Kong U. of Science and Technology

1146  (JS: (OB, GDO) Examining Rater Agreement and Reliability: Must Disagreement be Invalid?

Chair: Daniel Denison, IMD

Perceptions of Organizational Culture: Power as a Source of Variance | Sandy Song, Singapore Management U.

Understanding and Measuring Executive Team Dynamics: To Agree or Not Agree | Michael Ensley, Rensselaer Polytechnic Institute

Culture Variance Matters when Predicting Organizational Performance | Michael A Gillespie, Denison Consulting

1147  (SHCS: (OB, MOC, CAR) When Work is a Calling: New Directions in Work Orientation Research

Chair: Jennifer Tosti, New York U.; Amy Wrzesniewski, New York U.

If I Could Turn Back Time: Calling Orientation as a Buffer Against Occupational Regret | Amy Wrzesniewski, New York U.; Jennifer Tosti, New York U.; Janet Landman, Boston U.

The Dark Side of Calling: Career Tunnel Vision | Shoshana Dobrow, Harvard U.

A Prosocial Perspective on Work Orientation: Enjoying the World vs. Improving the World | Adam Michael Grant, U. of Michigan, Ann Arbor

Integrating a Communitarian Approach with Individualistic Perspectives on Fulfilling Work | Teresa Cardador, U. of Illinois, Urbana-Champaign

1148  (SHCS: (OB, OMT, OCIS) New Directions in Team Leadership Research

Chair: Leslie A. DeChurch, Florida International U.; Christian J. Resick, Florida International U.

Discussant: Stephen J. Zaccaro, George Mason U.

Leadership Processes in the Development of Offshore Team Collaborations | Catherine Cramton, George Mason U.; Pamela Hinds, Stanford U

Leading Strategic Alliances: An Exploration of Leadership Processes that Predict Alliance Success | Michelle Amy Marks, George Mason U.; Dave Luvison, Alliance Vista Corporation


Defining the Challenge of Leadership in Multiteam Systems | Leslie A. DeChurch, Florida International U.
Session Details – Tuesday

1149 : (Paper Session) - (OCIS) Virtual Teams & Virtual Work
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 2 - Magnolia
Chair: Laura Dabbish, Carnegie Mellon University
Discussant: Manju K Ahuja, Indiana University, Bloomington
A Conceptual Framework of IT-Enabled Knowledge Integration in Virtual Teams | Olivier Caya, McGill U.; Alain Pinsonneault, McGill U.
Organizational Capabilities for Virtual Teamwork: A Strategic View of Virtual Team Effectiveness | N. Sharon Hill, U. of Maryland
→ Your Time Zone or Mine? Geographic Configurations, Global Team Coordination, and Project Outcomes | Alberto Espinosa, American U.; Jonathon N. Cummings, Duke U.; Cynthia Pickering, Intel Corporation
Virtual work: Loneliness, Isolation and Health Outcomes | Marilyn Macik-Frey, U. of Texas, Arlington

1150 : (Paper Session) - (OCIS) Ubiquitous Media
10:30am - 11:50am Atlanta Marriott Marquis: International 1
Chair: Nora Misiolek, Syracuse U.
Discussant: Ronald T. Centefelli, U. of British Columbia
Ubiquitous Email: Individual Experiences and Organizational Consequences of Blackberry Use | Melissa Mazmanian, Massachusetts Institute of Technology; Wanda J Orlikowski, Massachusetts Institute of Technology; JoAnne Yates, Massachusetts Institute of Technology
OCIS Division Best Paper Award - Finalist
Ubiquitous Information Systems Access and Patient Care: Extending our Knowledge of “Fit” | Dorothea L. Abraham, College of William and Mary; Marie-Claude Boudreau, University of Georgia; Richard Thomas Watson, U. of Georgia
The Social Presence and Media Richness of Instant Messaging Among Young Adults | Stephen Kuyath, U. of North Carolina - Charlotte; Susan Winter, U. of North Carolina, Charlotte

1151 : (Paper Session) - (OCIS) IT Architecture and Organizational Flexibility
10:30am - 11:50am Atlanta Marriott Marquis: International 5
Chair: Arpan Jani, University of Wisconsin - River Falls
Discussant: John Chodacki, Boeing
Organizational IT Flexibility: Impact of Enterprise Architecture | Wai Fong Boh, Nanyang Technological U.
The Development of Architectural Ambidexterity: Information Technology in an Age of Hypercompetition | Jimmy Huang, U. of Warwick; Daniel P. Fasnacht, U. of Nottingham; Kenneth Starkey, U. of Nottingham; Susan Tempest, U. of Nottingham
An Exploratory Study into the Nature and Causes of Information Technology Risk in Organizations | George Westerman, Massachusetts Institute of Technology
Building Ambidextrous Competences through Resource Integration: A Fitness Landscape Approach | Lih-Bin Oh, National U. of Singapore; Hock-Hai Teo, National U. of Singapore

1152  (Paper Session) - (ODC) Change Agents: Characteristics of the Leaders of Change
10:30am - 11:50am Hilton Atlanta: Board & Directors - ODC 1
Presented on Panels 1-4
Leadership Networks: Of Tribes, Teams and Dynamic Constellations | Mark P Kriger, Norwegian School of Management
Building Sustainable Organisations: Implications for Change and Leadership | Suzanne Benn, U. of Technology, Sydney; Dexter Dunphy, U. of Technology, Sydney; Anne Elizabeth Ross-Smith, U. of Technology, Sydney
The Role of the Change Manager at AstraZeneca, Macclesfield, UK | David Philip Spicer, University of Bradford
Do CEOs’ and Successions’ Characteristics Significantly Influence Corporate Strategic Scope? | Nikolaos Kavadis, HEC Paris

1153  (Paper Session) - (ODC) Change Implementations: The Role of Individual Perceptions
10:30am - 11:50am Hilton Atlanta: Board & Directors - ODC 2
Presented on Panels 6-10
Utilizing Cognitive Mapping to Enhance Perception of the Diagnosis of Organizational Change | J Duane Hoover, Texas Tech U.
Does CRM work at all? The Link between Employees’ Commitment to Change and CRM Success in Banks | Philip Shum, U. of Melbourne
Something to Hate? The Dark Side of Socially Constructed Reality, and Doing Something About It | Jimmy Brown, Benedictine University
Building Merger Integration through Pre-merger Boundary Management: The Case of a Hospital Merger | Derek O’Byrne, Waterford Institute of Technology; Duncan Angwin, University of Warwick; Breda Kavanagh, Health Services Executive
Exploring Individual Readiness to Organizational Change | Maria Vakola, Athens U. of Economics and Business; Ioannis Nikolau, Athens U. of Economics and Business

1154  (Paper Session) - (ODC) Transformations: Managing Large-scale Change
10:30am - 11:50am Hilton Atlanta: Board & Directors - ODC 3
Presented on Panels 18-20
The Triangular Model for Dealing with Organizational Change | Ruth Alas, Estonian Business School
Radical Strategic and Structural Change: Occurrence, Antecedents, and Consequences | J. Daniel Wischnevsky, Fairleigh Dickinson U.; Fariborz Damanpour, Rutgers U. Winner of ODC Best Visual Paper
Lessons for Managers and OD Professionals When Implementing Large-Scale Transformative Change | Neil M. Boyd, Pennsylvania State U.

1155  (Paper Session) - (ODC) New Directions in ODC
10:30am - 11:50am Hilton Atlanta: Carter
Chair: Mario Francesco Benassi, University of Milano
Discussant: Mario Francesco Benassi, University of Milano
Session Details – Tuesday

- Emotional Intelligence and Organizational Change | Roy Kark Smollan, Auckland U. of Technology
- Path Dependency and Organizational Change | Joerg Sydow, Freie U. Berlin; Georg Schreyogg, Freie U. Berlin; Jochen Koch, Free U., Berlin
- Linking Stakeholders, Cross Community Knowledge and Practices | Ashley Braganza, Cranfield U.

1156 : (Paper Session) - (ODC) Understanding, Energizing, and Sharing Change
10:30am - 11:50am Hilton Atlanta: DeKab
Chair: Ted Sun, Ohio State U.
Discussant: Roxanne Zolin, Naval Postgraduate School
- Antecedents to Individual Readiness to Change | David Desplaces, U. of Hartford; Laura Lynn Beauvais, U. of Rhode Island; Terri Albert, University of Hartford
Narrative and Time: Using Narrative Analysis to Understand Organizational Changing | Elden Wiebe, Saint Mary’s U.

1157 : (Paper Session) - (ODC) Interorganizational Collaboration
10:30am - 11:50am Hilton Atlanta: Jackson
Chair: Shirley Ann Hazlett, Queens University Belfast
Discussant: R. David Fass, New Mexico State U.
- Understanding Social Capital in Developing Collaboration for Project-based Organising | Richard Holti, Open University Business School
- Organizational Change Actions of Non-dominant Firms in Inter-organizational Relationships | Hsianglin Cheng, Department of International Business, I-Shou University, Taiwan; Dah-Hsian Seetoo, National Chengchi U., Taiwan

1158 SHCS: (ODC, OCIS, MOC) Discourse Perspectives on Organizational Change
10:30am - 11:50am Hilton Atlanta: Grand Salon A
Organizers: Scott Sonenshein, U. of Michigan, Ann Arbor; Linda L. Putnam, Texas A&M U.
Facilitator: Jean M. Bartunek, Boston College
Introduction to Discourse Perspectives | Linda L. Putnam, Texas A&M U.
Applications of Organizational Discourse to New OD Practices | David Stephen Grant, U. of Sydney; Robert J Marshak, American U.
Discourse as the Basis of Changes in Power: Re-theorizing Empowerment | Ryan Quinn, U. of Virginia
Making Meaning of Change Implementation: A Discourse View | Scott Sonenshein, U. of Michigan, Ann Arbor

1159 : (Paper Session) - (OM) Improving Service Operations
- Facilitating Learning from Front-line Failures | Anita L. Tucker, U. of Pennsylvania
- OM Division Chan Hahn Best Paper Award Finalist
- Structural and Infrastructural Drivers of Operational Performance in New York State Hospitals | Christopher McDermott, Rensselaer Polytechnic Institute; Gregory N. Stock, Northern Illinois U.

1160 : (Paper Session) - (OM) Research and Practice in Operations Management
10:30am - 11:50am Atlanta Marriott Marquis: Rio Grande & MacKenzie
Coffee Break at 10:10-10:30am. Sponsored by Dr. Andy Cwalina, Nova Southeastern University.
Chair: Janet L. Hartley, Bowling Green State U.
- Management Fashion: An Examination of their Life Cycles and the Problem of Scholarly Lags | William R. Crandall, U. of North Carolina at Pembroke; Richard E. Crandall, Appalachian State U.; Mohammad Ashraf, U. of North Carolina at Pembroke
- Operations Management as a Problem-solving Discipline | Jan Holmstrom, Helsinki U. of Technology; Ari-Pekka Hameri, HEC, U. of Lausanne; Mikko Ketokivi, Helsinki U. of Technology

1161 : (Paper Session) - (OMT) Knowledge Management and Strategy
10:30am - 11:50am Atlanta Marriott Marquis: International 2
Chair: Julia Balogun, Cass Business School, City University
- Building Integration into Strategic Planning across Organizational Boundaries | Julia Balogun, Cass Business School, City University; Paula Jarzabkowski, Aston Business School
- Innovation in the Aerospace Industry: the role of Communities of Practice | Nicolas Rolland, CERAM
- Knowledge Sharing Strategies - Theoretical Perspectives and Empirical Illustrations | Peter Holdt Christensen, Copenhagen Business School; Soeren H. Jensen, Copenhagen Business School
- How do Organizations Create Knowledge about their Competitive Environment? A Longitudinal Analysis | Cecile Belmondo, U. de lille 1 -iae

1162 : (Paper Session) - (OMT) Evolution and Legitimacy in Organizational Fields
10:30am - 11:50am Atlanta Marriott Marquis: International 3
Chair: Markku Moilanen, Helsinki U. of Technology
De-Stabilization and Re-Stabilization in Mature Fields: Niche Logic Spill Over to Mainstream Markets | Laura Mary Ierfino, McGill University

The Development of the Management Consultancy Business: Beyond the Fashion Perspective | Matthias Kipping, Schulich School of Business, York U.; Ian Kirkpatrick, U. of Leeds

Pre-Founding Experience and Organizational Form Transformation: The Case of Israel’s Wine Industry | Tal Simons, Carnegie Mellon U.; Peter W Roberts, Emory U.

1163 (Paper Session) - (OMT) Emerging Issues in Organizational Design
10:30am - 11:50am Atlanta Marriott Marquis: International B
Chair: Alexander Alschier, U. of St. Gallen

Cohabitation of Cross-functional and Traditional Structures: Development of an Integration Model | Jocelyne Gélinas, U du Québec à Chicoutimi

Towards Open-Sourced Design: Digital Media and the Potential for Organizations to Evolve | Quintus Jett, Dartmouth College; Lisa Valkangas, Woodside Institute
Ownership Structure and Size Dynamics: Implications for Architectural Change in Organizations | Lihua Wang, Columbia U.

1164 (Paper Session) - (OMT) The Social Side of Innovation and Creativity: The Role of Networks and Communities of Practice
10:30am - 11:50am Atlanta Marriott Marquis: International A
Chair: Samuel Phineas Upham, U. of Pennsylvania

Knowledge Positioning: Schools of Thought and New Knowledge Creation | Samuel Phineas Upham, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Lyle Ungar, University of Pennsylvania

A Relational Perspective on Individual Creative Performance | Gino Cattani, New York U.; Simone Ferriani, U. of Bologna
Market-like Solutions for Accessing Resources inside Organizations: A Social Network Perspective | Mats Lingblad, Singapore Management U.

The Social Underpinnings of Absorptive Capacity: Social Networks and Individual Innovativeness | Marco Tortoriello, Carnegie Mellon U.

1165 (Paper Session) - (OMT) The Embeddedness of Work and Employment Relations: Linkages to Institutions, Culture, and Community
10:30am - 11:50am Atlanta Marriott Marquis: International B
Chair: Woody Van Olffen, Maastricht U.

On the Move: A Review and Critical Assessment of the Inter-organizational Migration Literature | Woody Van Olffen, Maastricht U.; Anneke Evers, Maastricht U.


Professionalization Within an Organization: The Case of Purchasing | Heng Xu, Massachusetts Institute of Technology

Client Embeddedness of Service Professionals | Roxana Barbulescu, INSEAD; Charles D. Galunic, INSEAD; Ben M. Bensou, INSEAD; Claudia D. Joncz, ESCP-EAP European School of Management

1166 (OMT) Rhetorical Theory and Processes of Organizational Change
10:30am - 11:50am Atlanta Marriott Marquis: International C
Truces and Transformations: Discourse and Policy in the Transformation of Institutional Logics | Mark Kennedy, U. of Southern California
Rhetoric Context and Changing Strategic Commitment | John Sillince, Aston U.; Paula Jarzabkowski, Aston Business School
The War of the Words: Repertoires of Valuation and the Status of Security Analysts | Klaus Weber, Northwestern U.
Institutional Semiotics: The Rhetoric of Interorganizational Communication | Sheila Goins, University of Iowa
Participants: Roy R Suddaby, Alberta U.; Royston Greenwood, U. of Alberta; Paul M Hirsch, Northwestern U.; Simona Giorgi, Northwestern U.

1167 (Paper Session) - (OMT) Issues in Strategy and Trust
10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - OMT 1
Presented on panels 26-30

Agency theory, risk allocation and supplier relations in the Italian Air Conditioning Industry | Andrea Furlan, U. of Padova

Strategizing Human Resource Practices in the Knowing Communities: A Post-Modern Approach | Emilio Bellini, University of Sannio

Short Term Dyadic Strategic Alliances: A Neo-Classical Perspective | Stephane J Bigonox, Macquarie U., Sydney

A Normative Organization Theory: New Ethical Prescriptions for Evaluating Managerial Choices | Michael K Moch, Michigan State U.

The Weakness of Weak Ties: Social capital and escalation of commitment to real options | Michael Alan Sacks, Emory U.; Russell Coff, Emory U.; Kevin Laverty, U. of Washington, Bothell

1168 (Paper Session) - (OMT) Studying Networks in Organizations
10:30am - 11:50am Atlanta Marriott Marquis: Marquis Salon IV - OMT 2
Presented on panels 21-24

Network Extensibility: Creating Entrepreneurial Networks in China’s High-Technology Sector | Xiaohui Lu, U of Pennsylvania

The Middle of the Middle: Evidence of the Effects of Networks on Intra-Organizational Learning | Jordi Comas, Bucknell U and IESE Business School
1169: (Paper Session) - (ONE) Pressures for Environmental Change
10:30am - 11:50am Hilton Atlanta: Madison
Facilitator: Deborah Rigling Gallagher, Duke U.
Discussants: W Edward Stead, East Tennessee State U.; Timothy M. Smith, U. of Minnesota
Adopting Proactive Environmental Practices: The Influence of Stakeholders and Organizational Size | Nicole Darnall, George Mason U.; Irene Henriques, York U.; Perry Sadowsky, York U.
Talking Green: Organizational Environmental Communication as a Legitimacy-Enhancement Strategy | Deborah Philippe, HEC Paris
The Role of Industry and Uncertainty in Regulatory Pressure and Environmental Strategy | Volker H. Hoffmann, ETH Zurich; Thomas Trautmann, ETH Zurich
Winner of ONE Division Best Paper Award
Understanding Corporate Sustainability: Recognizing The Impact Of Corporate Governance Systems | Sally Hall-Thompson, U. of Queensland; Nardia Haigh, U. of Queensland; Andrew Griffiths, U. of Queensland

1170: (Paper Session) - (PNP) Issues in Public & Nonprofit Management
10:30am - 11:50am Hilton Atlanta: Board & Directors - PNP
Presented on Panels 11-17
Discussant: Eric C. Martin, Eastern Connecticut State U.
Turnover, Performance, and Human Resource Management in the Public Sector | Yongbeom Hur, U. of Kentucky
Resiliency Studies in Public Sector: Individual Resilience under Three Categories of Stress | Laura Riolli, California State U., Sacramento; Victor Savicki, Western Oregon U.
How Science Can Foster Innovation by Saving Money | Olli A.T. Vuola, U. of Lausanne
Accountability When Hierarchical Authority is Absent: Views from Partnership Practitioners | Muhittin Acar, Selcuk U.; Chao Guo, Arizona State U.; Kaifeng Yang, Florida State U.
An Empirical Examination of the Upper Echelon Theory in the Public Sector | Noushi Rahman, Pace U.; Fabiha Naumi, City University of New York
Antecedents of e-Government Development and e-Participation: A Global Perspective | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore

1171: (Paper Session) - (PNP) Public Policy: Advocacy, Political Behavior & Decision Making
10:30am - 11:50am Hilton Atlanta: Douglass
Chair: Gregory D. Saxton, State U. of New York, Brockport
Discussant: Andy Whitford, University of Georgia
Equifinality in the Probability of Nonprofits to Advocate | Richard Michael Clerk, North Carolina State U.
The Management of State Pension Funds | Siona Listokin, U. of California, Berkeley
Gaining Public Acceptance for Increasing Transportation Taxes/Fees: A Public Education Experiment | Jui-Elena Yusuf, U. of Kentucky; Lenahan O’Connell, U. of Kentucky
External Legitimacy, Goal Congruence, & Effective Resistance of Organizational Partnerships | Chang Bum Ju, USC

1172: (Paper Session) - (PNP) Nonprofit Human Resource Management: Volunteers & Executives
10:30am - 11:50am Hilton Atlanta: Monroe
Chair: Joanne G. Carman, University of North Carolina-Charlotte
Performance for the Public Concern: Understanding Volunteer Performance in a For-Profit World | Jaime Henning, Texas A&M U., College Station; Ann Huffman, Northern Arizona University
A Taxonomy of Volunteer Management Practice in Community Sport Organisations | Tracy Lynn Taylor, U. of Technology, Sydney; Graham Cuskelly, Griffith U; Russell Hoyer, La Trobe U.; Simon Darcy, U of Technology, Sydney
Explaining Executive Compensation in Nonprofit Human Service Organizations | Eric C Twombly, Georgia State U.

1173: (Paper Session) - (RM) Issues in and Applications of Measurement Invariance Testing
10:30am - 11:50am Atlanta Marriott Marquis: Chablis & Picard
Chair: Jennifer Bott, Ball State U.
Discussants: Steve Scullen, Drake U.; Charles Lance, U. of Georgia
Sage Publications/RM Division Best Paper Winner
Investigating Susceptibility of Measurement Invariance Tests: The Effects of Common Method Variance | Marcus M. Butts, U. of Georgia; Robert J. Vandenberg, U. of Georgia; Larry J. Williams, Virginia Commonwealth U.
Sage Publications/RM Division Best Student Paper Winner
Introducing the Latent Congruence Model for Assessing Similarity and Fit in Organizational Research | Gordon W Cheung, The Chinese U. of Hong Kong
A Scenario-Based Questionnaire Measuring Individual-level Culture in the Domain of Entrepreneurship | Christine Koenig, Giessen U.; Holger Steinmetz, Giessen U.
1174: (Paper Session) - (RM) Ethnography, Case Study and Critical Realism as Tools for Knowledge Generation
10:30am - 11:50am Atlanta Marriott Marquis: Rhine & Savoy
Chair: Rossana C. Alvarez-Diener, New Mexico State U.
Discussants: Anne D. Smith, U. of Tennessee, Knoxville; Cynthia Jane Bean, U. of South Florida
A Case for Complex Representation of Complex Action in Organizational Research | Semen Guney, State U. of New York, Albany
→ International Management Research as Autoethnography | Neri Karra, London School of Economics and Political Science
→ Universalism and Particularism of Academic Knowledge in Transcultural Dialogues: A Paradox | Nobuyuki Chikudate, Hiroshima U.

1175: (Paper Session) - (SIM) Stakeholder Theory
10:30am - 11:50am Hilton Atlanta: Crystal Ballroom A & F
Chair: Thomas M. Jones, U. of Washington
Stakeholders and Common Agents: Implications of an Integration of Two Strategic Theories | Heather Elms, Georgetown U.; Shawn Berman, Santa Clara U.
A Longitudinal Examination of Significant Change in Stakeholder Management | Christine Shropshire, Arizona State U.; Amy Hillman, Arizona State U.
A Dynamic Model of Stakeholder Management | Michael E Johnson-Cramer, Bucknell U.; Shawn Berman, Santa Clara U.

1176: (SIM) Leadership, Ethics, and Integrity
10:30am - 11:50am Hilton Atlanta: Crystal Ballroom B & E
Organizer: Michael E. Brown, Pennsylvania State U., Erie
Role Modeling and Ethical Leadership | Michael E. Brown, Pennsylvania State U., Erie; Linda K Trevino, Pennsylvania State U.
The Attribution of Leader Integrity: A Model and Empirical Test | Kevin B. Lowe, U. of North Carolina, Greensboro; John Cordery, U. of Western Australia; Tim Conversi, U. of Western Australia
The Impact of Honesty and Value Congruence on Leadership Perceptions | Steven Grover, U. of Otago; Tresna Hunt, U. of Otago
The Effect of Leader-driven Organizational Values and Individual Values on Climate Strength | Marshall Schminke, U. of Central Florida; Maribeth Kuenzi, U. of Central Florida

1177: (Paper Session) - (TIM) Interorganizational Networks
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Valerie Claude-Gaudillat, AUDENCIA NANTES.Ecole de Management
Discussant: Anuja Gupta, U. of Pennsylvania
Small-Worlds, Ridge-Structures, & Community-level Effectiveness in Integrating Distributed Knowledge | Gwendolyn Kuo-fang Lee, U. of Florida
Innovation Processes and Intra- and Inter-organizational Networks | Srikanth Paruchuri, U. of Florida
Exploring the Antecedents of Boundary Object Technological Change in Interorganizational Networks | John E. Taylor, HEC Lausanne
Environmental and Inter-organizational Determinants of Business Network Embeddedness | Chung-Jen Chen, National Cheng Kung U.; Lien-Sheng Chang, Digi College of Management

1178: (Paper Session) - (TIM) Knowledge Management
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Mattia J Gilmartin, Insead HMI
Discussant: David A. Kirsch, U. of Maryland
Nanothickets and Nanopools: A Small Suggestion for Promoting Innovation | Gavin Clarkson, U. of Michigan, Ann Arbor; David DeKorte, U. of Michigan, Ann Arbor

1179: (Paper Session) - (TIM) Innovation, Organizations and Market Creation
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Pamsy Hui, Nanyang Business School
Discussant: Tim Simcoe, U. of California, Berkeley
When is Innovation Good for Organizations? A Multi-Contingency Approach | Yang Fan, London Business School
The Role of Risks and Benefits in Perceptions of Technologies: The Case of Nanotechnology | Juan M. Madera, Rice U.; Steven C Currai, University College London/London Business School; Eden King, Rice U.; Stacey Turner, Rice U.
Does Innovation Management in Project-based Firms Have to be Different? | Floortje P. Blindenbach-Driessen, Erasmus U.; Jan Van Den Ende, RSM Erasmus Univ.
Fear, Frames and Trust: Institutional Entrepreneurship in Support of Nanotechnology | Kathryn Aten, U. of Oregon

1180: (Paper Session) - (TIM) Technological Capabilities and Resources II
10:30am - 11:50am Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Majid Aramand, Doctoral Student, Dept. of Management
Discussant: Mary J. Benner, University of Pennsylvania
Who is Innovative in the Italian Manufacturing Sector? An Econometric Analysis at the Firm Level | Cristiano Zazzara, EPFL
Incumbent Entry into a Radical New Product Arena: Organizational and Managerial Dynamic Capabilities |
Jamie P. Eggers, Wharton, U. of Penn; Sarah Kaplan, U. of Pennsylvania

**Tuesday 12:00PM**

**1181**: (AAA) Presidential Luncheon: "Quest for an Engaged Academy"
12:00pm - 2:15pm Hyatt Regency Atlanta: Centennial Ballroom
President Tom Cummings will address the Academy on the "Quest for an Engaged Academy". Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service, Educator and Scholar Practitioner Awards, the George R. Terry Book Award, and the AOM Perspectives, Journal, Review, and Learning & Education 2006 Best Paper Awards will be announced by President-Elect Ken G. Smith.
Distinguished Speaker: Thomas G. Cummings, U. of Southern California
Chair: Ken G. Smith, U. of Maryland

**Tuesday 2:15PM**

**1182**: (AAA) Conference Registration
2:15pm - 5:00pm Hyatt Regency Atlanta: Pre-function Area - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

**Tuesday 2:30PM**

**1183**: (AAA) Membership Debriefing Meeting
2:30pm - 3:50pm Hyatt Regency Atlanta: Chicago A
Organizer: Regina Greenwood, Kettering U.

**1184**: (AAS) Management in an Age of Disruption
2:30pm - 3:50pm Atlanta Marriott Marquis: International 6
Leaders from three perspectives: global business; government security; & non-governmental initiatives focus on complex disruptions.
Introduction: Timothy Michael Devinney, Australian Graduate School of Management
Chair: Art Kleiner, Booz Allen Hamilton
Discussant: C K Prahalad, University of Michigan
Participants: Paul Leonard, Habitat for Humanity; Dov Zackheim, Booz Allen Hamilton

**1185**: (AAS) Environmental Jolts Revisited: Katrina and the Mississippi Coast Disaster
2:30pm - 3:50pm Atlanta Marriott Marquis: International 7
The speakers will describe the planning before the hurricane and the events that actually occurred afterwards. Q & A from Discussants & Aud.
Introduction: Sharon Topping, U. of Southern Mississippi
Discussants: Alan D. Meyer, U. of Oregon; Michael A. Hitt, Texas A&M U., College Station; Joseph Peyrefitte, U. of Southern Mississippi; Jennifer Marlene Sequeira, U. of Southern Mississippi;

**1186**: (AAS) Beyond the Bottom Line: What Really Matters in Organizations?
2:30pm - 3:50pm Hilton Atlanta: Grand Ballroom D
Organizers: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Kathryn Dekas, U. of Michigan Ann Arbor
Organizational and Individual Thriving/Growth | Gretchen M. Spreitzer, U. of Michigan, Ann Arbor
Organizational Routines and Resourcefulness | Martha S. Feldman, U. of California, Irvine
Resilience and Meaning Making | Mary Ann Glynn, Emory U.
Corporate Social Responsibility | James P Walsh, U. of Michigan, Ann Arbor
Traditional Market/Financial Outcomes | Gerald F Davis, U. of Michigan, Ann Arbor
Presenters: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Kathryn Dekas, U. of Michigan Ann Arbor

**1187**: (Paper Session) - (BPS) Dynamic Capabilities: Fishing in External Knowledge Pools (Accessing Outside Expertise)
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Bonn
Chair: Manish K. Srivastava, Virginia Tech
Facilitator: Maryanne P. Feldman, U. of Toronto
Scientists’ Academic Status and Alliance Formation between Pharmaceutical and Biotechnology Firms | Thai Stern, Northwestern U.; Janet M Dukerich, U. of Texas, Austin
Research and Profits in the French Biotech Industry | Rodolphe Durand, HEC Paris; Vincent Mangematin, INRA/UPMF; Olga Bruyaka, E.M. Lyon
Collaborative Ventures with Big Science: How Companies Use CERN for Business Development | Olli A.T. Vuola, U. of Lausanne
Contracting Between Corporate Sponsors and Academic Researchers | Janet E.L. Bercovitz, U. of Illinois, Urban-Champaign; Beverly B. Tyler, North Carolina State U.

**1188**: (Paper Session) - (BPS) New Ventures and Governance: TNT, TMTs & Other Explosive Issues (Top Mgt Team Composition)
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Cabinet
Chair: Jean McGuire, Concordia U.
Facilitator: Wm Gerard Sanders, Brigham Young U.
Risk Avoidance or Deep Experience: Top Management Team Tenure And Investment Timing Decisions | James Henderson, Babson College; Karel Cool, INSEAD
Expertise vs. Novelty: Schemas of the Top Management Team in Opportunity Identification | Kun Liu, U. of Utah; Jun Li, U. of New Hampshire


Section D
The Likelihood and Cost of Last-Minute Hiring of Prestigious Executives and Directors Prior to IPO | Guoli Chen, Pennsylvania State U.; Tim Pollock, Pennsylvania State U.

1189 : (Paper Session) - (BPS) Diversification/M&A: Rotten to the Core Competence?
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - London
Chair: Cid Goncalves Filho, FUNEC U.
Facilitator: David J Collis, Harvard Business School
Discussant: Corporate Diversification and Technological Resources
Dynamics in an Organic Growth Context | Francisco Javier Forcadell, Universidad Rey Juan Carlos; César Alonso-Borrego, Universidad Carlos III de Madrid; Luis Angel Guerras-Martín, Universidad Rey Juan Carlos
→ Don't Spread Competence Too Thin: Risk and Return of Global Contractual Suppliers | Chia-Wen Hsu, National Taiwan U.; Ji-ren Lee, National Taiwan U.; Heng-Yih Liu, Yuan Ze U.
→ Is There a Diversification Discount? Diversification, Payout Policy, and the Value of a Firm. | Tyson Brighton Mackey, Texas A&M U.
The Rational Tradeoff between Corporate Scope and Profit Margins | Daniel Levinthal, U. of Pennsylvania; Brian Wu, U. of Pennsylvania

1190 : (Paper Session) - (BPS) Competitive Advantage: Drawing a Link Between Causal Ambiguity and Performance?
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - State
Chair: Lynn W Bakstran, Boston U.
Discussant: Adelaide Wilcox King, U. of Virginia
→ An Exploration of the Impact of Causal Ambiguity within the Firm | Veronique Ambrosini, Cranfield U.; Cliff Bowman, Cranfield U.
→ Causal Ambiguity, Operating Complexity and Strong Capability-Based Advantages | Michael Ryall, Melbourne Business School
→ Resource-Based View: A Study Of The Food Industry In Brazil | Ricardo Loureiro, MACKENZIE U.; Leonardo Fernando Basso, U. Mackenzie; Herbert Kimura, U. Presbiteriana Mackenzie

1191 : (Paper Session) - (BPS) Strategy Process: Group Dynamics in the Boardroom
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Sydney
Chair: Ronald Wood, Marist College
Facilitator: Tina Dacin, Queen's U., Canada
To Agree Or Not To Agree? A Meta-Analytical Review Of Strategic Consensus And Performance | Franz W. Kellermanns, Mississippi State U.; Jorge Walter, Portland State U.; John C. Shaw, Mississippi State U.; Christopher F. Lechner, U. of St. Gallen; Steven W Floyd, U. of St. Gallen
→ The Effect of Strategic Decision Process and Information Source on Strategy Content | Michael G Hendron, U. of Texas, Austin; James W Fredrickson, U. of Texas, Austin
Conflict, Politics and Learning in Top Group Interactions | Lisa Blough, U. of Connecticut
Dominant CEO, Deviant Strategy, and Extreme Performance | Jianyun Tang, U. of Western Ontario; Mary M Crossan, U. of Western Ontario; Glenn Rowe, U. of Western Ontario

1192 : (Paper Session) - (BPS) Creating Actionable Knowledge about Research Methods in Strategic Management?
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 3 - Zurich
Chairs: David Ketchen, Auburn U; Donald D Bergh, Purdue U.
Analysis of Extremes in Management Studies | Joel A.C. Baum, U. of Toronto; Bill McKelvey, U. of California, Los Angeles
Thoughts on a Micro-Foundations Project for Strategic Management | Teppo Felin, Brigham Young U.; Nicolas Foss, Copenhagen Business School
Formative Measurement Models In Strategic Management Research | Nathan Philip Podsakoff, U. of Florida; Wei Shen, U. of Florida; Philip M Podsakoff, Indiana U.

1193 : (Paper Session) - (BPS) Innovation and Governance: Stakeholders Out of Control?
2:30pm - 3:50pm Atlanta Marriott Marquis: International 10
Chair: Ian Larkin, U. of California, Berkeley
Facilitator: Jack A Nickerson, Washington U.
→ The Variable Influences of Global Institutional Ownership on R&D Investments in Korean Firms | Young Rok Choi, Singapore Management U.; Toru Yoshikawa, Singapore Management U.; Shaker A. Zahra, U. of Minnesota; Bong Hee Han, Ajou U.
The Changing Governance of Knowledge in Avionics | Virginia Acha, SPRU - University of Sussex; Stefano Brusoni, Bocconi U.
→ Corporate Governance and Innovation in Emerging Economies: An Empirical Study of Korean Firms | Soo Hee Lee, Birbeck College, U. of London; Suk Bong Choi, Birbeck College, U. of London
Corporate Governance, Shareholder Rights the Innovative Output of Firms | Jeffrey S. Sugheir, Rensselaer Polytechnic Institute; Itfekhar Hasan, Rensselaer Polytechnic Institute; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

1194 : (Paper Session) - (BPS) Networks: Trust That This Will Be a Good Session
2:30pm - 3:50pm Atlanta Marriott Marquis: International 8
Chair: Hussam Ahmad Al-Shammari, U. of Texas, Arlington
Discussant: Mark de Rond, Cambridge U.
Cooperation as Calculation? Three Origins to Trust and Relational Norms | Laura Poppo, Virginia Tech; Kevin Zheng Zhou, Hong Kong U.; Sungmin Ryu, Soffolk U.
Revisiting Trust and Control: Influence on Relationship Performance | Ayse Elif Sengönül, Baskent U.; S. Nazli Wasti, Middle East Technical U.
The Determinants of Inter-firm Trust in Sino-Foreign Cooperation | Xie En, Xi’an Jiaotong U.; Yuan Li, Xian Jiaotong U.; Hock-Hai Teo, National U. of Singapore
**1195**: (Paper Session) - (BPS) Governance: TMT Aggressiveness, Potency and other Boardroom Skills 2:30pm - 3:50pm Atlanta Marriott Marquis: International 9
Chair: Miguel A. Ariño, IIESE, U. of Navarra  
Facilitator: Robert E. Hoskisson, Arizona State U.  
Building Competitive Advantage: The Roles of Upper Echelons and Competitive Aggressiveness | Hao-Chieh Lin, Shu Te U.  
TMT Potency and Strategic Decision-Making Speed: The Critical Role of Motivation | Kevin Clark, Villanova U.; Patrick G. Maggitti, St. Joseph’s U.  
Top Management Team Characteristics and Performance of SMEs | Ajai Gaur, National U. of Singapore; Florian Schmid, Not Specified; Andrew Delios, National U. of Singapore  

**1196**: (Paper Session) - (BPS) Industry Dynamics: Visualizing Competition 2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 1
Presented on Panels 1-13  
On the Timing of Corporate Restructuring Activity | Naga Lakshmi Damaraju, Ohio State U.; Robert Kieschnick, U of Texas at Dallas  
Internal Growth, Tobin’s q and Corporate Diversification | Fan Xia, U. of California, Los Angeles; Richard Rumelt, U. of California, Los Angeles  
The Influence Of Geography On Firms’ Resource Positions | Andac Arikun, Florida Atlantic U.  
How Does Group Affiliation Make A Difference in Performance? Ownership versus Institutional Voids | Xufei Ma, National U. of Singapore  
Embededness or Imperfect Market? - Changing Importance of Guanxi in Doing Business in China | Jianjun Zhang, Peking U.  
Price and Value: 3G Auctions from a Psychological lens | Shahzad Mumtaz Ansari, Erasmus U.; Sigrid De Wever, Rotterdam School of Management - Erasmus U.  
Does Industry Matter Much? Examining the Sources of Superior Performance in Taiwan's IT Sectors | Yi-Min Chen, National U. of Kaohsiung  
Going the Distance in Agglomeration Research: Why the ‘New Economic Geography’ Won’t Get Us There | Lawrence A. Plummer, U. of Colorado, Boulder  
Firm Strategy in a Competitive Institutional Environment: A New Generic Typology | Krishna Udayasankar, National University of Singapore  
Towards a Taxonomy of Competitive Actions: Preliminary Evidence from Three Industries | Tomi Samuli Nokelainen, Tampere U. of Technology  
Strategies of Intermediation and the Dynamics of Markets Relations: The Internet Boom Revisited | Corentin Curchod, U. of Paris I Sorbonne  
Geographical Location, Social Capital, and Innovation in the US Biopharmaceutical Industry | Turanay Caner, U. of Pittsburgh; John E Prescott, U. of Pittsburgh  

**1197**: (Paper Session) - (BPS) Diversification/M&A: A Magical Visual Tour 2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - BPS 2  
Are Experts Good for Firms? | Patrizia Porrini, Long Island U.  
Corporate Governance and Financial Performance: Business Groups and Profitability | Svetlana Poukliakova, Simon Fraser U.; Daniel Shapiro, Simon Fraser U.  
International Diversification Decisions In Family-Controlled Public Corporations | Marianna Makri, U. of Miami; Luis R. Gomez-Mejia, Arizona State U.; Martin Larraza-Kintana, U. Publica de Navarra  
Learning Dynamics and Acquirer Performance in Exceptionally Large Acquisitions | Tomi MM Laamanen, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology  
Diversifying to Exploit Resources: Adapting Product-Market Boundary to Maximize Firm Value | Peter Hwang, National U. of Singapore; Gang Li, National U of Singapore  
Path of Corporate Diversification and Firm Performance | Thomas Hutzschreuter, WHU - Otto Beisheim School of Management; Fabian Guenther, Otto Beisheim Graduate School of Management (WHU)  
Diversification, Internal Transactions & Firm Economic Performance in the People's Republic of China | Yuan Lu, Chinese University of Hong Kong; Jun Yao, China Merchant Corp.
Session Details – Tuesday

Discussant: Gayle Porter, Rutgers University
Dimensions, Antecedents, and Consequences of Workaholism | Thomas Ng, U. of Georgia; Kelly L Sorensen, U. of Georgia; Daniel Feldman, U. of Georgia

Effect of Workaholism on Managerial Performance: Help or Hindrance? | Laura M. Graves, Clark U.; Marian Ruderman, Center for Creative Leadership; Patricia J. Ohlott, Consultant
Nominee for The Best Paper Award

Informal Developmental Experiences and Career Success | George Benson, U. of Texas, Arlington; Alec Levenson, U. of Southern California; John W Boudreau, U. of Southern California
Nominee for The Best Paper Award

1200 CAU: (CAU) Pedagogy of Leadership When the Target Audience is Undergraduate Students
2:30pm - 3:50pm Hyatt Regency Atlanta: Brussels
Organizer: Eric C. T. E. Larsen, U. at Albany

1201 CAU: (CAU) Caucus on Social Enterprise as a Nexus Between Business and Nonprofit Organizations
2:30pm - 3:50pm Hyatt Regency Atlanta: Geneva
Organizer: Dennis R Young, Georgia State U.
Participants: Judith Y Weisinger, New Mexico State U; Ben Oviatt, Georgia State U; David Allen Sherman, Case Western Reserve U; Jennifer Wade, University of Colorado-Denver; Patricia Harris, Kennesaw State U.

1202: (Paper Session) - (CM) Social Perception, Identity, and Networks
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover A
Chair: John Robert Chambers, U. of Florida
The Effects of Identity and Power in Cooperation in Social Dilemmas | Shirli Kopelman, U. of Michigan, Ann Arbor; Tara Thomas, U. of Michigan, Ann Arbor; Yue Shang, Indiana University
Misperceptions of Disagreement in Intergroup Contexts and Their Consequences | John Robert Chambers, U. of Florida

1203: (Paper Session) - (CM) Conflict and Group Diversity
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover C
Chair: Niti Pandey, U. of Illinois, Urbana-Champaign
Conflict Management in Cross-Functional Teams | Diether Gebert, Berlin Technical U.; Sabine Boerner, U. of Konstanz; Eric Kearney, TU Berlin
Revisiting Team Diversity and Intrateam Conflict. The Role of Reciprocated Relational Preferences | Petru Lucian Curseu, Tilburg U.; Patrick Kenis, Tilburg U.; Joerg Raab, Tilburg U.
Faultline Token-split: Effects on Conflict and Performance | Lindred Greer, Leiden U.; Karen A. Jehn, Leiden U.; Sherry M Thatcher, U. of Arizona

1204 SHCS: (CM, OB) Antecedents and Consequences of Social Psychological Outcomes in Negotiation
2:30pm - 3:50pm Hilton Atlanta: Grand Salon E
Chair: Jared R. Curhan, Massachusetts Institute of Technology
Discussant: Bruce Barry, Vanderbilt U.
Conceptions and Consequences of Social Psychological Outcomes in Negotiation | Jared R. Curhan, Massachusetts Institute of Technology; Hillary Anger Elfenbein, U. of California, Berkeley; Heng Xu, Massachusetts Institute of Technology
Antecedents of Outcome Satisfaction in Negotiation | Maurice Schweitzer, U. of Pennsylvania
Antecedents and Consequences of Procedural Justice | Laura Kray, U. of California, Berkeley
Relational Capital in Negotiation | Michele J. Gelfand, U. of Maryland
Procedural Fairness, Outcome Favorability, and Regulatory Focus as Determinants of Self-Evaluations | Ariel Y. Fishman, Columbia U.; Joel Brockner, Columbia U.; Scott Spiegel, Columbia U.

1205 (Paper Session) - (CMS) Critical Perspectives on Leadership
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Understanding of Leadership the Critical Management Way
Chair: Thomas A. Bryant, Nicholls State U
Discussant: Michael Andreas Pirson, Harvard Business School
Why Rules Rather than Discretion? | Bjarte Espeland, Norwegian School of Economics and Business Administration; Birthe Kajfod Lange, Norwegian School of Economics
Towards a Relational Theory of Responsible Leadership: Paradigmatic Thoughts and Ethical Reflections | Nicola M. Pless, INSEAD; Thomas Maak, U. of St. Gallen
Autobiography as Rhetoric: A Tale of Three Leaders | Arlene Harvey, U. of Sydney

1206 (Paper Session) - (CMS) Emancipation and its Possibilities
2:30pm - 3:50pm Atlanta Marriott Marquis: Tigris & Danube
Can Critical Management Really Lead to Emancipation?
Chair: Sabine Junginger, Carnegie Mellon University, School of Design
Discussant: Kate M. Kenny, U. of Cambridge
Emancipatory Management: The Contradiction between Practice and Discourse | Marcos Pereira Fernandes de Barros, HEC Montreal
Best Student Paper Nominee

Joy Panoho, Massey U.

Liberation Realism: Putting the Critical into Critical Realism. | Jim Grant, Saint Mary's U.

Negotiating Sources of Power: Using a Participation Exercise to Promote Unconstrained Discourse | Leah Ritchie, Salem State College

1207: (ENT) The Internationalization of Family Businesses: Challenging the Dominant Models
2:30pm - 3:50pm Hilton Atlanta: Council/Cabinet Room
Presenters: Joseph H Astrachan, Kennesaw State U.; Sabine B. Klein, EBS International U.; Gaia Marchisio, Kennesaw State U.; Timothy P Blumentritt, Kennesaw State U.

1208: (Paper Session) - (ENT) Venture Structure and Venture Boundaries
2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom C & D
Chair: Joy Godesiabois, U. of Colorado, Boulder

Fences Make Better Neighbors—the Many Roles of Boundaries in New Ventures | Pankaj C Patel, U. of Louisville; James Fiet, U. of Louisville
New Venture Capabilities and Ownership Structure | Martin Wielemak, U. of New Brunswick; Eric R Gedajlovic, U. of Connecticut

The Economic And Social Determinants of SME Innovation Capabilities | I Han, National Taiwan U.; Cheng-Min Chuang, National Taiwan U.

1209: (Paper Session) - (ENT) Industry and Social Influences on New Venture Creation
2:30pm - 3:50pm Hilton Atlanta: Jefferson
Chair: Patricia S. Borchert, U. of Minnesota, Duluth

Entrepreneurial Orientation and the Environment: A Hierarchical Perspective of the Dimensions of EO | Zhi Tang, U. of Alabama, Tuscaloosa; Patrick Kreiser, Ohio U.; Louis Marino, U. of Alabama; Pat H Dickson, Georgia Institute of Technology; Mark Weaver, Rowan U.
Corruption and Entrepreneurship: How Formal and Informal Institutions Shape Firm Behavior | Vartuhi Tonoyan, Mannheim U.; Robert Strohmeyer, Mannheim U.; Mohsin Habib, University of Massachusetts, Boston; Manfred Perlitz, U. of Mannheim


1210: (Paper Session) - (ENT) Venture Capital and Emerging Technology
2:30pm - 3:50pm Hilton Atlanta: Washington
Chair: Lerong He, U. of Pennsylvania

Going Public or Private? The Role of Patent Portfolio in Equity Financing for Biotechnology Startups | Elizabeth Ngah-King Lim, Purdue U., West Lafayette; Timothy B Folta, Purdue U.

Unearthing Cleantech: U.S. and Canadian VC Investments into Cleantech Between 1999 and 2005. | Anastasia Rose O'Rourke, Yale U.; Nicholas Parker, CleanTech Venture Network

Seeding New Ventures: Green Thumbs not Fertile Fields: Indiv. & Envir. Drivers of Informal Investment | Siri Ann Terjesen, Queensland U. of Technology; Laszlo Szerb, University of Pecs; Gabor Rappail, University of Pecs
Geographic Distance and M&A Markets: IPOs as Information Diffusion Mechanisms | Roberto Ragozzino, U. of Central Florida; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill

1211: (Paper Session) - (GDO) Improving Diversity Training by Addressing the Questions of "What," "When," "How," and "For Whom"
2:30pm - 3:50pm Hyatt Regency Atlanta: Inman
Chair: Yang Yang, U. of Western Ontario

Discussant: Margaret A. Lucero, Texas A&M U., Corpus Christi
The Rich Get Richer: Predicting Participation in Voluntary Diversity Training | Carol T. Kulik, U. of Melbourne; Molly Pepper, Gonzaga U.; Liorriann Roberson, Arizona State U.; Sharon Parker, U. of New South Wales

Competence in Managing Diversity: Developing a Typology of the Field | Jane O'Leary, U. of Queensland; Jorgen Sandberg, U. of Queensland
Preparing Managers for a Diversified Workplace: The Voices of Discovery Program | Jane Margaret Carey, Arizona State U., West; Batya Hyman, Salisbury State U.

1212: (Paper Session) - (GDO) The Human Race?: Color, Race, and Racism in Organizations
2:30pm - 3:50pm Hyatt Regency Atlanta: Kennesaw
Chair: Lynn Bowes-Sperry, Western New England College

Discussant: Rayshad Anthony Holmes, George Washington U.
Toward a Research Paradigm for the Scientific Study of Racism | Faye K. Cocchiara, U. of Texas, Arlington
The Role of Self-Image Threat on White Americans' Conception of Racism | Miguel M. Unzueta, Stanford U.
Work Values and Labour Market Confidence of Minorities: A Self-Determination Perspective | Eddy S. Ng, Trent U.; Greg J. Sears, Carleton U.

1213: (Paper Session) - (HCM) Health Professionals as Employees: Impacts and Dynamics
2:30pm - 3:50pm Hilton Atlanta: Gwinnett
Chair: Margarete Arndt, Clark University
Discussant: Anita L. Tucker, U. of Pennsylvania
Employee Involvement and Work-Related Attitudes of Nursing Assistants: A Study of Mediating Effects | Jose Proenca, Widener U.; Caryl Carpenter, Widener U.
A Resource-Based Perspective on the Retention Strategies for Epidemiologists in Taiwan | Ya-ti Hsu, National Cheng Kung U.; Ming-tien Tsai, National Cheng Kung U.

Job Stress Work and Non-Work Outcome Relationships: The Moderating Role of Type A/B Personality | Pamela K. Stevenson, U. of Memphis; Tejinder K Billing, U. of Memphis

1214 : (Paper Session) - (HR) HRM and Firm Performance
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover F
Chair: Ingrid Fulmer, Georgia Institute of Technology
Discussant: David Lewin, U. of California, Los Angeles
What Really Explains the Relationship Between HRM and Organizational Performance?. | Cathy Sheehan, Monash U.; Brian Cooper, Monash U.; Peter Holland, Monash U.; Helen DeCieri, Monash U.

HRM and Firm Performance: Role of Commitment, Citizenship Behaviors and Job Satisfaction | Yaping Gong, Hong Kong U. of Science and Technology; Kenneth S Law, Hong Kong U. of Science and Technology; Song Chang, Hong Kong U. of Science and Technology; Katherine Xin, CEIBS


Performance Matters: the Relationship between CEO Wealth Creation and Firm Performance | Anthony Justin Nyberg, U. of Wisconsin, Madison; Barry Gerhart, University of Wisconsin-Madison; Ingrid Fulmer, Georgia Institute of Technology

1215 : (Paper Session) - (HR) Social Desirability, Self-Enhancement and Emotional Intelligence
2:30pm - 3:50pm Hyatt Regency Atlanta: Singapore
Chair: Amy E. Colbert, U. of Notre Dame
Discussant: Joan Brett, Arizona State University
Social Desirability: The Role of over-claiming, Self-esteem, and Emotional Intelligence | Jessica R. Mesmer-Magnus, University of North Carolina - Wilmington; Chockalingam Viswesvaran, Florida International U.; Satish Deshpande, Western Michigan University; Jacob Joseph, University of Alaska - Fairbanks

Note on the Importance of Self-enhancement in a Job-Search Context | Maria Fernanda Garcia, U. of Texas at El Paso

Preliminary Validation of an Emotional Intelligence Measure for Employee Development | Kevin S. Groves, California State University, Los Angeles; Mary Pat McEnroe, California State University, Los Angeles; Winnie Shen, California State University, Los Angeles

Do Social Desirability Scores Measure Job-Relevant Pattern Faking? | Patrick H Raymark, Clemson U.; Jessica Lynn Bradley, Clemson U.; Kara Argus, Clemson U.; Tiffany Greene, Clemson U.; Rebekkah Wills, Clemson U.

1216 : (JS: (HR, BPS) Knowledge Renewal And Value Creation In High Intellectual Capital Firms
2:30pm - 3:50pm Hyatt Regency Atlanta: Hong Kong
Chair: Zella King, U. of Reading; Scott A Snell, Cornell U.
Assessing the Relationship between Knowledge Stocks and Flows: A Value Proposition for Professional | Shad S.

Morris, SKK / Massachusetts Institute of Technology; Scott A Snell, Cornell U.


Understanding the Links between Innovation and Strategic Renewal: The Role of Social Architecture | Marc Thompson, university of oxford; Rafael Ramirez, Oxford U.

Knowledge and Value Creation through Academic-Industrial Collaboration in the Life Sciences | Zella King, U. of Reading

1217 : (JS: (HR, MED) HR Education: Its Present and Its Future
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover B
Facilitators: Vida Scarpello, U. of Florida; Lynn Shore, San Diego State U.

Participants: David B. Balkin, U. of Colorado, Boulder; Wayne F. Cascio, U. of Colorado, Denver and Health Sciences Center; Debra J. Cohen, Society for Human Resource Management; John R Deckop, Temple U.; Robert L Dipboye, U. of Central Florida; John A Fossum, U. of Minnesota; Mary E. Graham, Clarkson U.; Greg S Hundley, Purdue University; David A. Pierson, The Pierson Group; Herman A Theeke, Central Michigan University

1218 SHCS: (HR, OB, IM) Diversity in Transactional Psychological Contracts Across Societies
2:30pm - 3:50pm Hilton Atlanta: Grand Salon C
Chair: Cynthia Lee, Northeastern U.; Denise M Rousseau, Carnegie Mellon University
On Being the Same and Different: Diversity in Transactional Psychological Contracts Across Societies | Denise M Rousseau, Carnegie Mellon University

Paper #1: Heterogeneity in Transactional Contracts: Results from a Meta-analysis | Yuan Li, Carnegie Mellon University; Denise M Rousseau, Carnegie Mellon University; Inmaculada Silla, Ciemat

Paper #2: Transactional Psychological Contracts of Interim Managers: Their Contents and Consequences | Irma Rybnikova, Technische Universität Dresden

Paper #3: More than Transactional? The Diversity of Psychological Contracts of Contingent Workers | Rene Schalk, Tilburg U.; Bennie Linde, North-West University; Jeroen de Jong, Tilburg U.

Paper #4: Meaning of Transactional Psychological Contracts in China: A longitudinal Study of Young People | Jun Liu, Renmin U.; Chun Hui, Chinese University of Hong Kong; Cynthia Lee, Northeastern U.; Denise M Rousseau, Carnegie Mellon University; Zhen Xiong Chen, Australia National University

Paper #5: Status Differentiation and Social Integration Effects on Work Performance of Foreign Professions | Linn Van Dyne, Michigan State U.; Soon Ang, Nanyang Business School; Christine (Siew) Koh, Nanyang Technological University

1219 : (Paper Session) - (IM) International Entrepreneurship: Competences and Cognition
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Chair: Gary Dale Robinson, Capella U.
Discusses: Tor A Johannesssen, Norwegian School of Econ. and Bus. Admin.

2000 -> Transnational Entrepreneurship: Toward A Unifying Theoretical Framework | Israel Drori, College of Management, Israel; Benson Honig, Wilfrid Laurier U.; Ari Ginsberg, New York U.

IM Best Paper Finalist

2002 -> An Entrepreneurial Cognition Perspective on the Internationalization of SMEs | Francisco J. Acedo, U. of Seville; Juan Florin, U. of Connecticut

2003 -> International Business Competence and the International SME | Gary Knight, Florida State U.; Daekwan Kim, Florida State U.

R&D, Export Orientation and Growth of New Listed Firms: European Evidence | Igor Filatotchev, King's College London; Jenifer Piessé, King's College, U. of London; George Dampare, King's College, U. of London

1220 -> (Paper Session) - (IM) MNCs and the Internationalization of Research and Development Activities
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Chair: Monisha Das, U. of Maryland Eastern Shore
Discussant: Marina Papanastassiou, AUEB
Internationalization of R&D Activities: Absorptive Capability of Foreign MNCs in the United States | Seiko Arai, U. of Oxford
R&D Investment of Subsidiaries of Foreign MNES Versus Domestic Firms in the Same Country | Alvaro Cuervo-Cazurra, U. of South Carolina; C. Annette Un, U. of South Carolina
Technological Improvement Through IJVs: Technology Transfer and Endogenous Learning | Jing Li, Simon Fraser U.; Dong Chen, School of Economics, Peking University; John W. Maxwell, Indiana U.

1221 -> (Paper Session) - (IM) Leadership and Mentoring: Employee-Employer Relationship
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: Sally Sledge, Christopher Newport University
Discussant: S. Antonio Ruiz-Quintanilla, Cornell U.

Paternalistic Leadership and LMX as Complementary Constructs: The Case of Turkey and the U.S. | Ekin K. Pellegrini, U. of Missouri, St. Louis; Terri A. Scandura, U. of Miami
The Effects of Culture and Attribution Styles on Leader-Member Relations | Mark J Martinko, Florida State U.; Sherry E Moss, Wake Forest U.; Paul Harvey, Florida State U.
Foreign Managers Guanxi with Chinese Employees: Effects of Warm-Heartedness and Reward Distribution | Nancy Chen, Lingnan University, Hong Kong; Dean Tjosvold, Lingnan U.; Peiguan Wu, Lingnan U.
National Culture and Mentoring: Occurrence of Positive and Negative Role Behaviors | Jean-Luc Cerdin, ESSEC Business School; Saba Colakoglu, Rutgers U.

1222 -> (Paper Session) - (IM) Internationalization and Performance
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Trinidad
Chair: Terry L Maris, Ohio Northern U.
Discussant: Mark Young, Humboldt-University Berlin
A Critical Note on Multinationality - Performance Relationship Research | Lei Li, U. of Portland; Anthony Goerzen, U. of Victoria; Alain C. Verbeke, U. of Calgary
The Institutionalist and Culturalist Schools in International Management: An Empirical Evaluation | Graham M Winch, Manchester U.
Competitive Dynamics, Integration-Responsiveness and Performance in Developing and Developed Markets | Julius H Johnson Jr., U. of Missouri, St. Louis; Dinesh A. Mirchandani, U. of Missouri St. Louis; Seng-Su Tsang, Yuan Ze University
Regionalization Effects on the Relationship Between Internationalization and Firm Performance | Stephen Chen, Australian National U.

1223 -> JS: (IM, OB, HR) Managing Collaborative Cross-National Research Projects: Guidelines, Opportunities, and Pitfalls
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Chair: Michael O'Driscoll, U. of Waikato
Presenters: Mark F Peterson, Florida Atlantic U.; Juan I. Sanchez, Florida International U.; Doed Eden, Tel Aviv U.; Steven A.Y. Poelmans, ISEE, U. of Navarra; Rabi S. Bhagat, U. of Memphis

1224 -> (Paper Session) - (IP) The Role of the State in Determining Strategic Choice
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A1
Facilitator: Gurneeta Vasudeva, Indian School of Business

BPS: Universal and Contingency Views of the Value-shaping Effects of Minority State Ownership | Hsueh Liang Wu, National Cheng Kung U.
TIM: Are Strong States Hurting Knowledge Acquisition Through Technology Alliances? | Gurneeta Vasudeva, Indian School of Business

GDO: Then and Now: Disability Legislation and Employers’ Practices | Carol Anne Woodhams, Manchester Metropolitan U.; Susan Corby, U. of Greenwich
ONE: Industrial Ownership and Environmental Performance: Evidence from China | Hua Wang, World Bank; Yanhong Jin, U. of California, Berkeley


1225 -> (Paper Session) - (IP) Antecedents to Firm Growth and Impact on Performance
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A2
Facilitator: Ernst Verwaal, Erasmus U.
TIM: Barriers to High-Tech Entrepreneurial Firm Growth: Technological Myopia and Technological Dependence | Preeta Roy, U. of Pennsylvania
TIM: Impact of Sub-Sector Differences & R&D Intensities on Nanotech Firms’ Growth-Size Relationships | Lois S.
Session Details – Tuesday

**BPS:** Firm Size, Flexibility, and Performance: Do Small Firms have an Advantage over Larger Firms? | Niels Peter van der Weerd, Erasmus U.; Ernst Verwaal, Erasmus U.; Henk W. Volberda, Erasmus U.

**BPS:** Size and Financial Performance: a Multi Level Analysis | Luis Artur Leduc Brito, FGV-EAESP

**CMS:** Power and Inter-Organizational Learning: Intertwining New Knowledge in SMEs | Oswald Jones, Manchester Metropolitan U.; Allan Macpherson, Manchester Metropolitan U. Business School; Sudi Sharifi, Salford U. Management School

2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A4

**Facilitator:** Chung-Jen Chen, National Cheng Kung U.

**BPS:** Venture Capital Firms’ Learning in Emerging Markets: A Knowledge Theory Approach | Qing Lu, National University of Singapore; Peter Hwang, National U. of Singapore; Poh Kam Wong, National U. of Singapore

**TIM:** Role of Firm-External Relationships in the Development of Patents: A Case Study Approach | Mona Weck, Helsinki U. of Technology; Kirsimarja Blomqvist, Lappeenranta U. of Technology

**TIM:** Technology Commercialization, Incubator and Venture Capital Supports, and New Venture Performance | Chung-Jen Chen, National Cheng Kung U.

**BPS:** How Do Firms Organize for Innovation? Including Divestitures in the Debate | Caterina Moschieri, IESE, U. of Navarra

1226 : (Paper Session) - (IP) The Link Between Learning and Innovation
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A3

**Facilitator:** Chung-Jen Chen, National Cheng Kung U.

**BPS:** Venture Capital Firms’ Learning in Emerging Markets: A Knowledge Theory Approach | Qing Lu, National University of Singapore; Peter Hwang, National U. of Singapore; Poh Kam Wong, National U. of Singapore

**TIM:** Role of Firm-External Relationships in the Development of Patents: A Case Study Approach | Mona Weck, Helsinki U. of Technology; Kirsimarja Blomqvist, Lappeenranta U. of Technology

**TIM:** Technology Commercialization, Incubator and Venture Capital Supports, and New Venture Performance | Chung-Jen Chen, National Cheng Kung U.

**BPS:** How Do Firms Organize for Innovation? Including Divestitures in the Debate | Caterina Moschieri, IESE, U. of Navarra

1227 : (Paper Session) - (IP) Applications of Social Exchange Theory
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency V - Table A4

**Facilitator:** Elaine Farndale, Tilburg U.

**HR:** Opening the Black Box in HRM and Firm Performance: Trust as a Mediator of Employee Commitment | Elaine Farndale, Tilburg U.; Veronica Hope Hailey, U. of Bath; Clare Kelhier, Cranfield School of Management

**OCIS:** Examining Antecedents of Dyadic Knowledge Sharing | Chi-Wei Liu, I-Shou U. HungKuang Technology U.; Pei-Wen Huang, I-Shou U. Cheng Shiu U.; T.K. Peng, I-Shou U., Taiwan; Cheng-Chen Lin, National Pingtung U.; Shih-Chieh Fang, National Kaohsiung First U.

**IM:** Resources, Controls, and Alliance Performance in Emerging and Developed Economies | Dong Chen, Loyola Marymount U.

**OB:** "Licence to Fail": Influences on Perceptions of Leadership Effectiveness after Leader Failure | Steffen Robert Giessner, Erasmus U.

**IM:** Resource and Risk Tradeoffs in Guanxi-Based IJVs in China | Noushi Rahman, Pace U.; Irem Aktas, Pace U.

1228 : (Paper Session) - (IP) Pedagogical Innovations in Management Education
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B1

**Facilitator:** Michael Lane Morris, U. of Tennessee, Knoxville

**MED:** Giving Students New Eyes: Benefits of Having Students Find Media Clipsto Illustrate Concepts | Catherine L. Tyler, Oakland U.; Marc H Anderson, U. of Waikato; J. Michael Tyler, Baker College

**MED:** Art Movies in the Classroom | Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo

**OM:** A Supply Chain Management Program based on a Matrix Structure | Uche Okongwu, Toulouse U.

**MED:** What Works or Not Work: Blended Delivery of an HR Course in Management Education | Doo Lim, U. of Tennessee, Knoxville; Michael Lane Morris, U. of Tennessee, Knoxville; John Harrison, University of Tennessee

**MH:** The Rise of Personal Development Training in Organizations: An Institutional Perspective on Training | Xiaowei Luo, U. of Illinois, Urbana-Champaign

1229 : (Paper Session) - (IP) Critical Approaches to Theory Development
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B2

**Facilitator:** Paul D Nugent, Rensselaer Polytechnic Institute

**OMT:** Organizations: An Integrated Model | Elizabeth A. Letzler, Baruch College; Richard E Kopelman, Baruch College

**RM:** The Formation of Management Theory: Understanding the Fractional Coherence of the Business School | Jakob Vestergaard Jorgensen, Copenhagen Business School; Thomas Basball, Copenhagen Business School; Soren Brier, Copenhagen Business School; Soren Bulh Hornskov, Copenhagen Business School; Finn Hansson, Copenhagen Business School; Maja Horst, Copenhagen Business School; Mads Mordhorst, Copenhagen Business School

**MH:** Perspectives on Entrepreneurs, Entrepreneurship and the Evolution of Management Thought | Warren Byabashaija, Doctoral Student

**CMS:** Seeing Money in Organizations: Directions for Empirical Research | Sarah Stookey, U. of Massachusetts

**CMS:** Escaping the Natural Attitude: Exploring the Narrative Bases of Institutions and Experience | Paul D Nugent, Rensselaer Polytechnic Institute

1230 : (Paper Session) - (IP) Critical Resource and Capability Issues in Family Firms and SMEs
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B3

**Facilitator:** Hung-Bin Ding, Loyola College

**MED:** Effective Knowledge Transfer in Family Firms | Rosa Nelly Treviño-Rodríguez, IESE Business School; Josep Tapies, IESE Business School


**BPS:** Family Business Groups and Political Connection-Evidence from Taiwan | Xiuxi Zhao, National U of Singapore

**BPS:** Investment-Cash Sensitivities and Management in Hollywood | Gabriel Natividad, National U of Singapore

**RM:** Implementing Lean Production in a Family Firm: The Interdependence of Family and Business Dimensions | Bill Wooldridge, U. of Massachusetts, Amherst; Alan G. Robinson, UMASS - Amherst

**Session Details – Tuesday**

**1231: (Paper Session) - (IP) Social Responsibility and Firm Performance**
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VI - Table B4
Facilitator: Jo Crotty, Aston U.

- BPS: Competitive Advantage through Social Responsibility in Professional Service Firms | Robert Macy, Penn State U; Niran Harrison, U. of Saskatchewan
- SIM: Exploring Firm-Stakeholder Relationships using Social Networks | Raymond L. Pauk, Boston U.
- PNP: Can Stakeholders be Citizens? Civil Society and the Environmental Movement in a Russian Region | Jo Crotty, Aston U.

**1232: (Paper Session) - (IP) Theoretical Conversations in Diversity Research**
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C1
Facilitator: Kelly Elizabeth Dye, Acadia U.

- GDO: Career Pathways of Middle and Working Class African-Americans: The Role of Social Ties | Rochelle Parks-Yancy, Texas Southern U.; Nancy DiTomaso, Rutgers U.; Corinne Post, Pace U.

**1233: (Paper Session) - (IP) Deviance and Hostile Work Environments**
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: Christine Marie Riordan, Texas Christian U.

- GDO: It’s All in How You View It: Factors Affecting Perceptions of a Hostile Work Environment | Christine Marie Riordan, Texas Christian U.; Melenie J. Lankau, U. of Georgia; Julie Holliday Wayne, Wake Forest U.
- OB: Perfectionism and Negative Outcomes Tempered by Conservation of Resources (COR) | Vickie Coleman Gallagher, Florida State U.
- GDO: The Prevalence of Intimate Partner Violence Among Employees and Its Impact on the Workplace | Carol Reeves, U. of Arkansas; Collette M. Arens Bates, U. of Arkansas; Anne O’Leary-Kelly, U. of Arkansas

**1234: (Paper Session) - (IP) Self-Regulation and Job Performance**
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C3
Facilitator: Richard Larrick, Duke U.

- OB: The Effects of Learning Goal Difficulty Level and Cognitive Ability on Strategies and Performance | Gerard H. Seijts, U of Western Ontario; Gary P Latham, U. of Toronto; Dan Crim, U of Western Ontario
- OB: Regulatory Foci, Complexity, Safety, and Production: An Integrated Moderated Model | Jeff Beyers, IESE-Tulane University; J. Craig Wallace, Oklahoma State U.; Amanda Shull, IESE-Tulane University, Diana Smith, IESE-Tulane University
- OB: Social Comparison and Confidence: When Thinking You’re Better than Average Predicts Overconfidence | Jack Soll, Duke University; Richard Larrick, Duke U.; Katherine Burson, University of Michigan
- OB: Underemployment Among Firefighters | John D. Watt, U. of Central Arkansas

**1235: (Paper Session) - (IP) Managing Connectedness Risk in Organizations**
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VII - Table C4
Facilitator: T.K. Das, City U. of New York, Baruch College

- OB: The Importance of Context Dependent Quality Management: Empirical Support from the Automotive Sector | Jos van Iwaarden, Erasmus U.; A. Van Der Wiele, Erasmus U.
- PNP: Interorganizational conflict: Still Emerging After all these Years | David R Connelly, Western Illinois U.
- OCIS: Who wants to volunteer? Understanding Participant Behavior at Online Public Document Repositories | Naren Peddibhotla, University of Minnesota; Mani R. Subramani, U. of Minnesota

**1236: (Paper Session) - (IP) Dynamics of Knowledge-Based Adaptation: Four Studies of Consulting Firms**
2:30pm - 3:50pm Hyatt Regency Atlanta: Regency VIII - Table C4

- OCIS: Consultancies and their Struggle with New Concept Development | Stefan Heusinkveld, Radboud U. Nijmegen
Session Details – Tuesday

The Construction of Organizational Identity: Comparative Case Studies of Consulting Firms | Mats G Alvesson, Lund U.; Laura Empson, U. of Oxford
Do Professionals Need to Leave their Firms to Pursue New Business Opportunities? | Maria Julia Prats, IESE Business School
Discussion | Royston Greenwood, U. of Alberta

1237: (Paper Session) - (MED) Teaching Strategic Management to Develop Minds & Change Systems
2:30pm - 3:50pm Hyatt Regency Atlanta: Techwood
Chair: Walter Scott Sherman, Texas A&M U.; Corpus Christi Discussant: Robert J. DeFilippi, Suffolk U.
Integrating Modes of Systems Thinking into Public Strategic Management Education and Practice | David Andersen, U at Albany; John M Bryson, U. of Minnesota; George Richardson, U at Albany; Fran Ackermann, Strathclyde U.; Colin Eden, Strathclyde U.; Charles Finn, College of Saint Rose
Understanding the Big Picture: An Exploratory Model of Strategic Management Skills Acquisition | John Stephan, Florida Atlantic U.; Diane H. Parente, Pennsylvania State U., Erie; Randy C Brown, Pennsylvania State U., Erie
The Art of Strategic Management | Steven J Maranville, U of Houston-Downtown
Institutional Theory and the Strategic Management Text: Better Practice from Evidence? | Jeff Stambaugh, Texas Tech U.; Christine Quinn Trank, Texas Tech U.

1238: (Paper Session) - (MED) Ethics In and After Management Education
2:30pm - 3:50pm Hyatt Regency Atlanta: Techwood
Chair: David Philip Spicer, University of Bradford Facilitator: Ann L Cunliffe, U. of New Mexico
We Provoked Business Students To Unionize: Ten Minutes of Deception Create a Lasting Message | Daphne G Taras, U of Calgary; Piers Steel, U. of Calgary
Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)

1239: (SHCS: (MED, MC, IM)) The Future of Management Education in Different Academic Environments
2:30pm - 3:50pm Hilton Atlanta: Grand Salon A
Chair: Lars Engwall, Uppsala Universitet
Discussants: Henry Mintzberg, McGill U.; Peter Lorangé, IMD, Lausanne
Presenters: Matthias Kipping, Schulich School of Business, York U.; Behlul Usdiken, Sabanci U.

1240: (Paper Session) - (MH) Contributors, Protegés and Pioneers
2:30pm - 3:50pm Hilton Atlanta: Roosevelt
Chair: Robert C Ford, U. of Central Florida Discussant: Douglas J. Gilbert, University of Phoenix
On Integration: The Resurgence of Mary P. Follett and the Uncelebrated Contribution of Joseph Smith | Mark E. Mendenhall, U. of Tennessee, Chattanooga; W. Jeffrey Marsh, Brigham Young U.
In Pursuit of Stewards: Historical Background and a Paradigmatic Viewpoint | Marsha L Nielsen, Washington State U.
A footnote to Scientific Management - Irene Witte, the Gilbreths’ forgotten protégé | Yves Danoiseau, Louisiana State U.
Winner of John F. Mee Management History Contribution Award

1241: (Paper Session) - (MOC) Organizations & Change: Strategic Responses & Conformity
2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Consulate
Examines how framing organizational change affects strategic responsiveness & isomorphism
Chair: Chad Navis, Emory U.
Discussant: Klaus Weber, Northwestern U.
Consultants as Intermediary Agents in Isomorphic Processes | Mary C. Ingram, University of California, Santa Barbara; Lisa (Alicia) Valentina Torres, George Washington University
Strategy Frames and Speed of Responses in High and Low Velocity Environments | Sucheta Nadkarni, U. of Nebraska; Pamela S Barr, Georgia State U.

1242: JS: (MOC, OB, OMT) Exploring the role of emotion in leadership
2:30pm - 3:50pm Atlanta Marriott Marquis: Imperial - Summit
Chairs: Gerben A. Van Kleef, U. of Amsterdam; Astrid C. Homan, Leiden U.; Neal M. Ashkanasy, U. of Queensland Discussant: Ronald E. Riggio, Claremont McKenna College
Leading with emotional labor | Ronald H Humphrey, Virginia Commonwealth U.
Emotional Intelligence and Burnout among Leaders | Stephane Cote, J.L. Rotman School of Management, University of Toronto; Brian R. Golden, J.L. Rotman School of Management, University of Toronto
The Role of Follower Arousal in Determining the Effectiveness of Leader Emotional Displays | Frederic Damen, Erasmus U. Rotterdam; Barbara Van Knippenberg, Vrije U.

Leader Emotions and Team Performance: The Role of Follower Cognitive Style | Gerben A. Van Kleef, U. of Amsterdam; Astrid C. Homan, Leiden U.; Bianca Beersma, University of Amsterdam; Daan van Knippenberg, Erasmus U. Rotterdam; Barbara Van Knippenberg, Vrije U.; Frederic Damen, Erasmus U. Rotterdam

1243: (MSR) Distinguished Speaker: Lee Bolman -- "Spirituality in Management: Past, Present, or Yet to Come?"
2:30pm - 3:50pm Hilton Atlanta: Paulding
Chair: Margaret Benefiel, Andover Newton Theological School

1244: (Paper Session) - (OB) Charismatic Leadership
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover E
Chair: Xiang Yi, Western Illinois U.
Discussant: Roni Reiter-Palmon, University of Nebraska at Omaha
Presidential Charismatic Leadership: Exploring the Rhetoric of Social Change | Michelle C Bligh, Claremont Graduate U.; Viviane Seryananj, Claremont Graduate U.
Relational Ties that Bind: Leader-Follower Relationship Dimensions and Charismatic Attribution | Stacy McElrath Campbell, University of Georgia; Andrew Ward, U. of Georgia; Jeffrey Sonnenfeld, Yale U.; Bradley R Agle, U. of Pittsburgh

1245: (Paper Session) - (OB) The Development of Social Networks
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover G
Chair: Anne Cummings, U of Minnesota Duluth
Discussant: Donald L Ferrin, Singapore Management U.
Personality and Social Networks | Deone Maria Zell, California State U., Northridge; Cathleen McGrath, Loyola Marymount U.
The Effect of Network Structure and Role-Sharing on Group Performance in a New Task Environment | Salvatore Paris, Babson College; Keith Rollag, Babson College

1246: (Paper Session) - (OB) Personal Characteristics and Organizational Citizenship Behaviors
2:30pm - 3:50pm Hyatt Regency Atlanta: Lenox
Chair: J Lee Whittington, U. of Dallas
Discussant: Christopher O.L.H. Porter, Texas A&M U.
Who's Going the Extra Mile When? Influence of PA, NaCH, POPS, on OCBS | Jason Stoner, Florida State U.
Burnout and OCB among Airline Employees in China: Proactive Personality and Absence as Moderators | Louise Touriny, U. of Wisconsin, Whitewater; Vishwanath V Baba, McMaster U.; Xiaoyun Wang, U. of Manitoba
Effects of Individualistic/Collectivistic, Organizational Tenure, and Job Role Definition on OCB | Xi Zou, Columbia U.

1247: (Paper Session) - (OB) Predictors and Consequences of Psychological Contracts
2:30pm - 3:50pm Hyatt Regency Atlanta: Manila
Chair: David L. Patient, U. of British Columbia
Discussant: Christina Cregan, U. of Melbourne
An Examination of the Influence of Personality on the Psychological Contract | Mark M Suazo, U. of Texas, San Antonio; William H. Turnley, Kansas State U.; Renate R Mai-Dalton, U. of Kansas
Managerial Responses to Organizational Control Mechanisms | Jiwen Song, Renmin U. of China
Relating Employees' Psychological Contracts to Their Personality | Frederick R. J. Tallman, U. of Northern British Columbia; Nealia Sue Bruning, U. of Manitoba

1248: (Paper Session) - (OB) The Emergence and Development of Leaders
2:30pm - 3:50pm Hyatt Regency Atlanta: Piedmont
Chair: Christina Fong, U. of Washington
Discussant: Celeste M. Brotheridge, U. of Quebec, Montreal
Dispositional Effect on Leadership emergence and Its Process in Self Managing Groups | Hong Li, CKGSB, China; Jean SK Lee, Not Specified; Wei Liu, Cheung Kong Graduate School of Business
Personality and Knowledge Factors as Predictors of Observed Leadership Potential in a Team Setting | Robert R Hirschfeld, U. of Georgia; Mark H. Jordan, United States Air Force Academy; Hubert S. Feild, Auburn U.
Developing Leadership: Exploring the Childhoods of Women University Presidents | Susan R. Madsen, Utah Valley State College

1249: (Paper Session) - (OB) Motivation through Communication and Feedback
2:30pm - 3:50pm Hyatt Regency Atlanta: Roswell
Chair: Jennifer Bott, Ball State U.
Discussant: Nancy Wallis, Pepperdine U.
Managers and Malleability: The Impact of Implicit Theories on Attitudes toward Employee Development | Rebecca Clare Levine, Columbia U.; Daniel Ames, Columbia U.
Reluctant to Change: Self-Enhancing Responses to Diverging Performance Measures | Pino G. Audia, U. of California, Berkeley; Sebastien Brion, U. of California, Berkeley
The Effect of Counterfactual Communication on Impression Formation and Performance | Elaine M. Wong, Northwestern U.

1250: (Paper Session) - (OB) Leadership Effects on Creativity
2:30pm - 3:50pm Hyatt Regency Atlanta: University
Chair: Henry Moon, Emory U.
Discussant: Lucy L. Gilson, U. of Connecticut, Storrs
A "Social Exchange" Model of Creativity | Shalini Khazanchi, Rochester Institute of Technology
A Multi-level Perspective on Leading for Creativity | Pamela Tierney, Portland State U.; Steven M Farmer, Wichita State U.
Transformational Leadership and Creativity: Mediating Roles of Creative Identity and Efficacy | Peng Wang, Jackson State U.; Weichun Zhu, Long Island University
Session Details – Tuesday

1251: (Paper Session) - (OB) Group and Organizational Climates
2:30pm - 3:50pm Hyatt Regency Atlanta: Vinings
Chair: Lisa Dragoni, U. of Iowa
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison
Engagement Ring: A Study of Supportive Climate, Trust and Engagement on Commitment and Performance | Larry W. Hughes, Fort Lewis College; James B. Avey, U. of Nebraska, Lincoln; Steve M. Norman, U. of Nebraska
Effect of Value Congruence on Climate Strength | Maribeth Kuenzi, U. of Central Florida
The Effect of Trust on the Leadership–Climate Relationship | Gil Luria, Haifa U.

1252 JS: (OB, MOC) Emotion Regulation and Emotion Perception in Work Interactions
2:30pm - 3:50pm Hyatt Regency Atlanta: Hanover D
Chairs: Alicia A Grandey, Pennsylvania State U.; Markus Groth, Australian Graduate School of Management
Predicting Emotional Regulation Strategies: The Influence of Customer Interaction | Hayley Isaacs, San Diego State University; Mark G. Erhart, San Diego State University
Inauthenticity as a Moderator of the Relationship Between Emotional Labor and Employee Outcomes | Markus Groth, Australian Graduate School of Management; S Douglas Pugh, U. of North Carolina, Charlotte; Thorsten Hennig-Thurau, Bauhaus-University of Weimar
Linking Emotional Labor with Customer Perceptions, Service Outcomes, and Employee Determinants | Markus Groth, Australian Graduate School of Management; Thorsten Hennig-Thurau, Bauhaus-University of Weimar; Gianfranco Walsh, U. of Strathclyde
Misunderstanding Emotions in Emails at Work: The Role of Sender Characteristics | Kristin Byron, Syracuse U.

1253: (Paper Session) - (OCIS) Online Communities
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Chair: Anita Blanchard, U. of North Carolina, Charlotte
Discussant: Julie Renneker, Case Western Reserve U.
An Ecological Perspective of Online Communities | Xiaoning Wang, U. of Pittsburgh; Brian S. Butler, U. of Pittsburgh; Elisabeth Joyce, Edinboro University of Pennsylvania
Identity and Bond Theories to Understand Design Decisions for Online Communities | Yuqing Ren, Carnegie Mellon University; Robert E Kraut, Carnegie Mellon U.; Sara Kiesler, Carnegie Mellon University
Exchanges of "know-how" and "know-what" within a soft bureaucracy | Emmanuelle Vaast, Long Island U.
An Appraisal Model of Participation in Online Communities of Practice: An Empirical Investigation | George Kuk, U. of Nottingham

1254: (Paper Session) - (OCIS) Media and Communication
2:30pm - 3:50pm Atlanta Marriott Marquis: International 1
Chair: Darlene Alexander-Houle, University of Phoenix
Discussant: Suzanne P Weisband, U. of Arizona
The Effects of Communication Medium on Patterns of Communication | Alexandre Barsi Lopes, U. of Cincinnati; Ajay Mehra, U. of Cincinnati; Bipin Prabhakar, U. of Cincinnati
A Practice View on Meetings: The Impact of ICTs on Organization Form and Function | Katherine Chudoba, Florida State U.; Mary Beth Watson-Manheim, U. of Illinois, Chicago; Kevin Crowston, Syracuse U.; Chel Sian Lee, U. of Illinois, Chicago
Collaboration in Organizations: Reach and Features | Maha ElShinnawy, American University in Cairo

1255: (Paper Session) - (OCIS) Studies on IT Usage
2:30pm - 3:50pm Atlanta Marriott Marquis: International 5
Chair: Siew Kien Sia, Nanyang Technological U.
Discussant: Tomoaki Shimada, International University of Japan
Toward a Better Understanding of Group Appropriation in GSS Adoption: A Multilevel Approach | Heedong Yang, Ewha Women's U.; Min-Soo Kim, Ewha Women's U.; Sora Kang, Hoseo University
Technology Failures, Complaint Management and Post-Adoption Discontinuance of Technology Usage | Sanjeev Jha, University of Illinois at Chicago; Sridhar Reddy Papagari Sangareddy, University of Illinois at Chicago; Kevin Clyde Desouza, U. of Washington, Seattle; DongBack Seo, University of Illinois at Chicago; Chen Ye, University of Illinois at Chicago
Technology Use at the Workplace: Toward A Theory of Post-Adaptive Use of Technology | Hilol Bala, U. of Arkansas, Fayetteville

1256: (Paper Session) - (ODC) Commitment and Resistance
2:30pm - 3:50pm Hilton Atlanta: Carter
Chair: Bruce Hanson, Concordia University Irvine
Discussant: Bruce Hanson, Concordia University Irvine
Vigilantes at Work: Identifying Multilevel Conditions that Breed Strategic Insubordination | Jason Myrowitz, Arizona State U.
The Engagement Continuum: The Impact of AI on Quality Connections in Interpersonal Relationships | David S. Bright, Wright State U.; Edward H. Powley, Case Western Reserve U.; Ronald Fry, Case Western Reserve U.
Ways to Foster Employees Commitment to Organizational Change: Insights From A Longitudinal Study | Sonja Sackmann, U. Bundeswehr, Munich; Petra Maria Egggenhofer, U. Bundeswehr, Munich
Social Influence Effects on Commitment to Change and Implementation Behaviors | Lisa M. Jones, U. of North Carolina, Chapel Hill
Winner of ODC Division Best Doctoral Student Paper

1257: (Paper Session) - (ODC) Measurement & Modeling Issues in ODC
Role of the Environment in Knowledge Creation: An Organizational Networks Perspective | Roopa Raman, Emory U.


1263: (Paper Session) - (OMT) New Thinking About Employment Relations in Organizations
2:30pm - 3:50pm Atlanta Marriott Marquis: International B
Chair: Misty L Loughry, Clemson U.
Internal Labor Market Attributes and Employee Citizenship Behavior: A Transaction Cost Perspective | Jeong-Yeon Lee, University of Kansas
Theorising Employment and Inter-Organizational Relations | Damian Grimshaw, U. of Manchester; Jill Rubery, U. of Manchester; Hugh Willmott, U. of Cambridge; Mick Marchington, U. of Manchester
Thinking About Employment: How Managerial Reward Assumptions Shape the Employment Relationship | Matthew J. Bidwell, INSEAD; M. Diane Burton, Massachusetts Institute of Technology

Peer Monitoring: Model and Synthesis of an Agency Theory Control Process | Misty L Loughry, Clemson U.

1264: (Paper Session) - (OMT) Rebel Yell: Thinking About Radical Organizational Change
2:30pm - 3:50pm Atlanta Marriott Marquis: International C
Chair: Isabell Melanie Welpe, Ludwig-Maximilians U., Munich
→ Radical Change in Higher Education: The Case of the Educational System in German-Speaking Europe | Marina Fiedler, U. of Munich; Isabell Melanie Welpe, Ludwig-Maximilians U., Munich; Arnold Picot, U. of Munich
Changing Organizational Forms: Evidence from Canada | Sergio Janczak, U. of Western Ontario
Understanding Radical Organizational Change: An Activity-Based View | Maria B Gondo, U. of Memphis; John Matthew Amis, U. of Memphis
Why the Adaptation-Selection Debate Is Misconstrued: A Darwinian View of Organizational Change | J.W. Stoelhorst, U. of Amsterdam; Ard Huizing, U. of Amsterdam

1265: (Paper Session) - (OMT) Thinking About Institutions
2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - OMT 1
Presented on panels 21-24
→ Analysis of local strategies of adaptation in the face of globalization | Isabell Huault, U-Paris Dauphine; Michel Barbel, University of Paris 12
→ The Monsanto Paradox: Incumbent Transformation through Innovation of a New Organizational Form | Diana L. Day, Rutgers University—Cammden; Kenneth Colwell, Drexel U.
→ INSTITUTIONAL ENTREPRENEURS AS COMPETING TRANSLATORS: A COMPARATIVE STUDY IN AN

EMERGING ACTIVITY | Bernard Louis Leca, Nottingham U. Business School; Jean-Pascal Gond, U. of Toulouse 1/LIRHE; Frederique Dejean, IAE Toulouse/ U of Toulouse 1; Isabelle Huault, U-Paris Dauphine

1266: (Paper Session) - (OMT) Studies of Organization Design and Evolution
2:30pm - 3:50pm Atlanta Marriott Marquis: Marquis Salon IV - OMT 2
Presented on panels 26-29
→ Competition: Up There or Down Here? | Ji-hyun (Jason) Kim, U of Wisconsin-Madison
→ Defining the Heterogeneity Construct and Linking It to Performance | Andrea Lanza, U.Calabria; Antonella Pellegrino, U.Calabria; Giusy Simone, U.Calabria
→ Interplay between Intentional and Emergent Organizing - A Generative Mechanism for Change | Latha Poonamallee, Case Western Reserve U.
→ On Interdependence and Modularity: How to Divide a Team | William Millhiser, Case Western Reserve U.; Daniel Solow, Case Western Reserve U.; Corinne Coen, State U. of New York, Buffalo

1267: (OMT, MOC) The Dark Side of Organizations: Bad Reputations, Stigma, and Organizational Identity
2:30pm - 3:50pm Atlanta Marriott Marquis: International 3
Coordinators: Michael J. Mannor, Michigan State U.; Emily S. Block, U. of Illinois, Urbana-Champaign
Bad News Travels Fast – Sometimes: A Diffusion Model of Organizational Stigmatization | Cynthia E. Devers, U. of Wisconsin-Madison; Todd Dewett, Wright State U.; Carrie A. Belsito, Texas A&M U.
What Sticks? The Transfer of Organizational Stigma to Individuals | Jo-Ellen Pozner, Northwestern U.
Climbing Up a Hill vs. Falling Off a Cliff: Toward a New Theoretical Perspective of Good and Bad Reputations | Michael J. Mannor, Michigan State U.; Emily S. Block, U. of Illinois, Urbana-Champaign; Yuri Mishina, Michigan State U.

1268: (OMT, OB, PNP) Explaining Extraordinary Organizational Performance and Transformation: Lessons from Rocky Flats
2:30pm - 4:20pm Hilton Atlanta: Grand Salon B
Organizer: Marc Hoffman Lavine, Boston College
Distinguished Speakers: Jessie Roberson, Not Specified; Nancy Tuor, Kaiser-Hill/CH2M HILL
Chair: Kim Cameron, U. of Michigan
Words from a Leader | Explaining Extraordinary Success | Enablers and Leadership Principles of Extraordinary Performance

1269: (ONE) Organizations the Natural Environment: The Role of Emotions, Attitudes, and Value Congruence
2:30pm - 3:50pm Hilton Atlanta: Madison
Organizer: Nicole Darnall, George Mason U.
Session Details – Tuesday

Presenters: Sally Hall-Thompson, U. of Queensland; Andrew Griffiths, U. of Queensland; Terry B. Porter, U. of Massachusetts, Amherst; Mark Cordano, Ithaca College; Stephanie Welcome, U. of Maine; Robert F Scherer, Cleveland State U; Gordon P. Rands, Western Illinois U.; Lorena Pardenas, Universidad de Concepcion; Victor Parada, Universidad de Santiago; Sridevi Shivaranjan, Temple U.; Lynne Anderson, Temple U.

1270 (Paper Session) – (PNP) Organizational Performance in the Nonprofit Sector
2:30pm - 3:50pm Hilton Atlanta: Monroe
Chair: Beth Gazley, Indiana U., Bloomington
An Exploratory Study of Organizational Culture and Effectiveness in Christian Churches | Brady Boggs, Regent U.; Dail Fields, Regent U.
Strategic Management and Performance of Humanitarian Systems: Patterns From the Study of Two NGOs | Fahim Yousoffzai, Royal Military College of Canada; Taieb Hafsi, HEC Montreal
The Impact of Geographic and Product Diversity on Performance in Charitable Organizations | Geoff Kistruck, Ivey School of Business
A Trust-Control Framework for Predicting Intrapreneurial Orientation and Performance in Nonprofits | Michael Gene Stull, California State U., San Bernardino; Jagdip Singh, Case Western Reserve U.; John D Aram, Lesley U.

1271: (Paper Session) - (RM) Approaches to Testing Mediation
2:30pm - 3:50pm Atlanta Marriott Marquis: Chablis & Picard
Chair: Lucy R. Ford, Rutgers U., Camden
Discussants: Lisa Schurer Lambert, Georgia State U.; Nhung T. Nguyen, Towson U.
Mediation in Strategy Research: Conceptual Beginnings, Current Application, & Future Recommendations | Toyah L. Miller, Texas A&M U., College Station; Maria Carmen Triana, Texas A&M U.; Christopher Ray Reutzel, Texas A&M U.; S. Trevis Certo, Texas A&M U.
Methods and Approaches to Assessing Distal Mediation | Thomas D. Fletcher, U. of Missouri, St. Louis

1272: (Paper Session) - (SIM) Stakeholder Management
2:30pm - 3:50pm Hilton Atlanta: DeKalb
Chair: James Weber, Duquesne U.
Developing a Corporate Expressiveness Model for Managing Favorable Impressions Among Stakeholders | Mignon Van Halden, RSM Erasmus Univ.; Cees. B.M. van Riel, RSM Erasmus U.
Effects of Corporate Social Responsibility and Ethical Fit on Employee Attraction and Retention | David A. Coldwell, U. of KwaZulu-Natal; Jon Billberry, Open U.; Nathalie van Meurs, Open U.; Philip Marsh, Open U.

→ The Impact of Corporate Social Responsibility on Consumer Trust: Evidence from Fair Trade Products | Nicola Misani, Bocconi U.; Sandro Castaldo, Bocconi U.; Francesco Perrini, Bocconi U.; Antonio Tencati, Bocconi U.

1273: (Paper Session) - (SIM) Law and Public Policy for Business
2:30pm - 3:50pm Hilton Atlanta: Douglas
Chair: Richard Marens, California State U., Sacramento
Rethinking Regulation: The Influence of the Institutional Environment on Regulatory Policy | Adam Fremeth, University of Minnesota; Guy Holburn, U. of Western Ontario
Levels of Participation in Corporate Political Strategies: Collective vs. Individual Action | Mine Ozer, U. of Texas, Dallas; Seung-Hyun Lee, U. of Texas, Dallas

1274: (JS) (SIM, HR) Unmasking Workplace Deviance: Exploring the Common Threads of Two Faces of Deviance
2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom B & E
Chair: Bella L. Galperin, U. of Tampa
Discussant: Rebecca J Bennett, Louisiana Tech U.
When Good Eggs Go Bad: Conscientious Deviants | Kristin Smith-Crowe, U. of Utah; Suzanne Chan-Serfin, Tulane U.; Arthur P Brief, Tulane U.; Ann Tenbrunsel, U. of Notre Dame
Deviant and Citizen: Same Actor, Two Roles? | Suzy Fox, Loyola U. Chicago
Understanding Workplace Destructive and Constructive Deviance | Bella L. Galperin, U. of Tampa
Workplace Deviance: What is the Theoretical Relevance of Intent? | Danielle E. Warren, Rutgers U.

1275: (JS) (SIM, PNP, BPS) Research Frontiers in Corporate Philanthropy
2:30pm - 3:50pm Hilton Atlanta: Crystal Ballroom A & F
Keynote Speaker: Archie B Carroll, U. of Georgia
Chair: Stephen Brammer, U. of Bath
Discussants: Mary Tschirhart, Syracuse U.; Jennifer J Griffin, George Washington U.
Presenters: Lance Moir, Cranfield School of Management; Andrew I. Millington, U. of Bath; Lucas C.P.M. Meijis, Erasmus U.; Judith M. Van der Voort, Erasmus U.; Ann K. Buchholtz, U. of Georgia

1276: (Paper Session) - (TIM) Leadership & Innovation
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Steven Casper, Keck Graduate Institute
Discussant: Adam M. Kleinbaum, Harvard U.
Role of Heavyweight Product Manager in the Fuzzy Front End of New Product Development | Rupak Rauniar, Jackson
Session Details – Tuesday

1277: (Paper Session) - (TIM) Knowledge Management & Spillovers
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Tim Swift, Temple U.
Discussant: Daniel Tzabbar, U. of Central Florida


Science, Social Networks and Spillovers | Olav Sorenson, London Business School; Jasjit Singh, INSEAD

Managing Knowledge Spillovers: The Impact of Absorptive Capacity on Innovation Performance | Josep A. Tribó, U. of Carlos III Madrid; Andrea Fosfuri, U. of Carlos III de Madrid; Alvaro Esciribano, Carlos III U.

1278: (Paper Session) - (TIM) Industry Evolution
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Ajit Appari, Syracuse U.
Discussant: Johann Peter Murmann, U. of New South Wales / U. of Sydney

Market Fragmentation, Breadth of Component Capability, and Survival of Incumbents | Raja Roy, Tulane U.; Violina Rindova, U. of Maryland, College Park
Action, Structure and Technological Change | Shih-Chang Hung, National Tsing Hua U.; Min-Fen Tu, National Tsing Hua U.

The Dynamic Role of Knowledge Relatedness at Industry Birth: The Evolution of the Airbag Industry | Wonhee Lee, U. of Michigan; Ann Arbor; Sebastian Fixson, U. of Michigan

1279: (Paper Session) - (TIM) Mergers & Acquisitions
2:30pm - 3:50pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Victor Seidel, U. of Oxford
Discussant: Saikat Chaudhuri, U. of Pennsylvania

A Comparison of Acquirer and Target Firm Perspectives on Acquisition Success | Margaret Dalziel, U. of Ottawa
The Effect of M&A on Inventions Quality: An Exploratory Study | Giovanni Valentini, Bocconi U.; Maria Chiara Di Guardo, Cagliari U.
Predicting Changes in Acquirer R&D Patterns: How Does Technology Sourcing Play a Role? | Karen Elizabeth Ruckman, Simon Fraser U.
Acquisition Integration and Productivity Losses in the Technical Core | Srikanth Paruchuri, U. of Florida; Atul Nerkar, U. of North Carolina, Chapel Hill; Donald C. Hambrick, Pennsylvania State U.

Tuesday 2:45PM


Section D 332
Does Debt Discipline Growth? It Depends on the Type of Debt
| Jonathan O'Brien, U. College Dublin; Parthiban David, U. of Notre Dame

1284: (Paper Session) - (BPS) Competitive Advantage: BPS
Seal of Approval (Reputation as a Strategic Asset)
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 3 - State
Chair: Costança Denisa Mindruta, University of Illinois
Discussant: Deepak Deephouse, U. of Alberta
Effects of Awards: The Role of the Selection System and Timing | Gerda Gemser, Groningen U.; Mark a.a.m. Leenders, Amsterdam U.; Nachoem M. Wijnberg, Amsterdam U.
Some Lenders Are More Equal than Others | David Gaddis Ross, New York University

1285: (Paper Session) - (BPS) Strategy Process: Temporal Paths to a Timely Strategy
A Dynamic Model of Strategy Formation: Positions, Paths and Processes in Motorola's China Expansion | Anne W. Fuller, Georgia Institute of Technology
Performance Implications of Temporal Orientation and IT in Organization-Environment Alignment | Clay Dibrell, Oregon State U.; Peter Davis, U. of Memphis
The Temporality of Strategy | Sarah Kaplan, U. of Pennsylvania; Wanda J. Orlikowski, Massachusetts Institute of Technology
Changing Fortunes: Making Sense of Corporate Reputation over Time | Y. Sekou Bermiss, Northwestern U.; Edward Zajac, Northwestern U.

1286: (Paper Session) - (BPS) Industry Dynamics: Let the Games Begin (Strategy Under Deregulation)
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 3 - Zurich
Chair: Elizabeth A. Alexander, George Washington U.
Discussant: Benet Zelner, Duke U.
Deregulation, Governance and Bank Performance: Evidence from Argentina | Maria Eugenia Delfino, IAE - Universidad Austral

1287: (Paper Session) - (BPS) Innovation: Mopping up Spillover (Protecting Intellectual Property)
4:10pm - 5:20pm Atlanta Marriott Marquis: International 10
Chair: Joseph Gregory Gerard, SUNY Institute of Technology
Facilitator: Michael J Leiblein, Ohio State U.

1288: (Paper Session) - (BPS) Networks: Designing IT Outsourcing Contracts
4:10pm - 5:20pm Atlanta Marriott Marquis: International 8
Chair: Franck Bruhlart, U. Aix-Marseille 2
Discussant: Joanne Elizabeth Oxley, U. of Toronto
Learning, Competence, and Contractual Detail | Bart Vanneste, London Business School; Phanish Puranam, London Business School
Ambidexterity in Contract Design: Term Specificity and Flexibility in Outsourcing Contracts | Yuanyuan Chen, Emory U.; Anandi Bharadwaj, Emory U.

1289: (Paper Session) - (BPS) Governance: Paying CEOs with Monopoly Money?
4:10pm - 5:20pm Atlanta Marriott Marquis: International 9
Chair: Yan Anthea Zhang, Rics U.
Discussant: Andrew D. Henderson, U. of Texas, Austin
How Long-Tenured CEOs Avoid Leverage: A Test of the Effectiveness of Incentives and Monitoring | Patrick L. McClelland, University of Kansas; Vincent L Barker, U. of Kansas
Compensation Consultants and Executive pay: UK Evidence | Martin J. Conyon, Wharton School; Simon Peck, Case Western Reserve U.
Moderating Role of CEO Stock Options in the Relationship between R&D intensity and Firm Performance | Mohamed Feras Salama, U. of Texas at El Paso; Trien V. Le, U. Texas at El Paso; Lance Brouthers, U. of Texas at El Paso

1290: (Paper Session) - (CAR) Individual and Organizational Effects on Career Decisions and Transitions
4:10pm - 5:20pm Hyatt Regency Atlanta: Cairo
Chair: Rocio Bonet, U. of Pennsylvania
Discussants: Sally J. Power, U. of St. Thomas; Holly S Slay, Rochester Institute of Technology
The Effects of Gay-Friendly Company Policies on Gay and Lesbian Recruits’ Job Choice Decisions | Carolyn Wiethoff, Indiana U., Bloomington
Session Details – Tuesday

Dislocated Workers and the Community College: A Partnership for Transitions | Cindy C Murphy, St. Ambrose U.
If I Could Do It Again: Examining the Relationship Between Career Transitions and Career Retrilles | Sherry E. Sullivan, Bowling Green State U.; Monica L Forret, St. Ambrose U.; Lisa A Mainiero, Fairfield U.

- Relationships of Personal Factors, Job Factors and Non-Work Factors with Retirement Intentions | Michael O’Driscoll, U. of Waikato; Sarah Naude, NZ Navy

1291 (CAR) Voices of Reality: Practitioner Perspectives on Current Issues in Health Care Executive Careers
4:10pm - 5:20pm Hyatt Regency Atlanta: Vancouver
Chairs: Peter A Weil, American College of Healthcare Executives; Schalon Harrison Newton
A panel discussion featuring executives and headhunters in the health care field will be presented. | Adrienne Graves, Santen, Inc.; Marie Cameron, RMP Group, LLC; A. Donald Faulk, Central Georgia Health System; J. Craig Honaman, H & H Consulting Partners, LLC; Grant T. Savage, U. of Alabama; J. Larry Tyler, Tyler and Company

1292 CAU: (CAU) Working Internationally: The Life of the Ethnic Minority Expatriate
4:10pm - 5:20pm Hyatt Regency Atlanta: Brussels
Organizers: Daria Crawley, Robert Morris U.; Darlene Gambill Motley, Robert Morris U.; Charlotte Broaden, Xavier U.

1293 CAU: (CAU) Knowledge Creation: The Role of Indigenous and Traditional Knowledge in Science
4:10pm - 5:20pm Hyatt Regency Atlanta: Geneva
Organizer: Shantha Liyanage, The University of Auckland

1294 (CM) Hurricane Katrina: Consequences of Inaction and Mismanagement in Race-Related Public Concerns
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover A
Organizers: Melissa C Thomas-Hunt, Cornell U.; Ashleigh Shelby Rosette, Duke U.
Participants: Rodney Lacey, U. of California, Irvine; Kimberly A Wade-Benzoni, Duke U.; Stacy Blake-Beard, Simmons College; Martin N. Davidson, U. of Virginia; Amy J.C. Cuddy, Northwestern U.

1295 JS: (CM, OB) Jockeying for Position: The Dynamics of Status and Power in Social Groups
4:10pm - 5:35pm Hyatt Regency Atlanta: Hanover C
Chair: Cameron Anderson, U. of California, Berkeley
Discussant: Keith Murrah, Northwestern U.
Battling for Status: The Origins and Outcomes of Status Conflicts in Groups | Gavin James Kiduff, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley
Picking up the Gauntlet: How Individuals Respond to Status Challenges | Christine L. Porath, U. of Southern California; Jennifer R. Overbeck, U. of Southern California; Christine Pearson, Thunderbird, American Graduate School of International Mgmt.
Self-monitoring, Status, and the Perception and Emergence of Exchange Relations | Frank Flynn, Columbia U.; Ray Reagans, Columbia U.; Emily T. Amanatullah, Columbia U.; Daniel Ames, Columbia U.

1296 (Paper Session) - (CMS) Learning and Reflexivity: Local to Global Critique
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 4 - Yukon
Chair: Maxim Voronov, Brock U.
Discussant: Gordon E Dehler, College of Charleston
- Dialectics of Corporate Entrepreneurship | Mariusz Bratnicki, Karol Adamiecki U. of Economics in Katowice; Bartlomiej J. Gabrys, Karol Adamiecki U. of Economics in Katowice; Agata Austen, Karol Adamiecki U. of Economics in Katowice

- The Anthropological Method: Organization and Institution | Maria Bonnafous-Boucher, Advancia, Chamber of Commerce and Industry, Paris

1297 (CMS Plenary: CMS Perspectives on Race and Gender
4:10pm - 5:20pm Atlanta Marriott Marquis: Tigris & Danube
Introduction: Bill Cooke, U. of Manchester
Speakers: Marta B. Calas, U. of Massachusetts, Amherst; Joanne Martin, Stanford U.; Stella M. Nkomo, U. of South Africa; Linda Smircich, U. of Massachusetts, Amherst

1298: (Paper Session) - (ENT) Social Entrepreneurship
4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom C & D
Chair: Toni Buchsbaum Greif, Capella U.
Social Entrepreneurship and Venture Philanthropy: The New Frontiers of Business in Society Research | Francesco Perrini, Bocconi U.; Clodia Vurro, Bocconi U.
Public Sector Entrepreneurship - Distinguished | Claudine Kearney, University College Dublin; Frank Roche, U. of College Dublin
Social Entrepreneurship: Pattern-Changing Entrepreneurs and the Scaling of Social Impact | David Allen Sherman, Case Western Reserve U.

1299: (Paper Session) - (ENT) Entrepreneurship and Economic Development
4:10pm - 5:20pm Hilton Atlanta: Jefferson
Chair: Sandra Larew, University of Phoenix
In the Eyes of the Nascent Entrepreneur: Effectiveness of and Satisfaction with Assistance Programs | Juita-Elena Yusuf, U. of Kentucky
Outside Assistance in New Ventures: The Influence of Founder Experience and Environmental Context | Michael L. DeVaughn, U. of Minnesota; Myleen Leary, Cal Poly San Luis Obispo
Growing Indigenous Firms for Economic Development | C.H. Tzeng, McGill

The Effects of Individual and Environmental Factors on Motivation for Self-Employment | Lei Wang, U. of Texas, Pan American

1300 : (Paper Session) - (GDO) Is Diversity "Managed" by Organizations or by Diverse Employees?
4:10pm - 5:20pm Hyatt Regency Atlanta: Hong Kong
Chair: Jorge A. Gonzalez, U. of Wisconsin, Milwaukee
Discussant: Robert Gregory DelCampo, U. of New Mexico
Diverse Succession Planning: Lessons From the Industry
Leaders | Charles R. Greer, Texas Christian U.; Meghna Virick, San Jose State U.

Notes for the Journey: Towards a Competency Model for Management Faculty of Color | Rayshad Anthony Holmes, George Washington U.
Theoretical Guidance for Research in Workplace Diversity: Possibilities in New Institutional Theory | Trish Boyles, Virginia Polytechnic Institute

1301 : (Paper Session) - (GDO) Women on Boards: Providing Role Models and Increasing Performance, but Still Few at the Top
4:10pm - 5:20pm Hyatt Regency Atlanta: Kennesaw
Chair: Eileen Kaplan, Montclair State U.
Discussant: Robyn A. Berkley, Rensselaer Polytechnic Institute
An Analysis of the Gender Diversity in Editorial Boards of Management Journals | Isabel Metz, U. of Melbourne; Anne-Wil Harzing, U. of Melbourne
Harlow Distinguished Paper Award Nominee
Women in the Director’s Seat: Mediators of the Board Diversity-Firm Performance Relationship | Toyah L. Miller, Texas A&M U.; College Station
Women and Boards of Directors After Sarbanes-Oxley: Good News...and Better News | Dan R. Dalton, Indiana U.; Bloomington; Catherine M. Dalton, Indiana U.; Bloomington

1302 : (JS, HR, OB) Understanding Workplace Discrimination: Implications for Employer and Public Policy Responses
4:10pm - 5:20pm Hyatt Regency Atlanta: Inman
Organizer: Mary E. Graham, Clarkson U.
Discussants: Alison Konrad, U. of Western Ontario; Quinetta M. Roberson, Cornell U.
Reasonable Accommodations for Employees with Disabilities: The Racial Divide | Deborah Balser, U. of Missouri, St. Louis; Michael Harris, U. of Missouri, St. Louis
The High Cost of Seeking a Pay Raise: Differences in Responses to Women’s v. Men’s Use of Influence | Maura A. Belliveau, Texas A&M U., College Station; Wendy R. Boswell, Texas A&M U., College Station
A Time-Ordered Path Model of Discrimination Lawsuits: How Firms Manage and Resolve Crises | Lynn Perry Wooten, U. of Michigan, Ann Arbor
Which Industries are the Best Employers for Women? An Application of a New EEO Index | Mary E. Graham, Clarkson U.; Julie L. Hotchkiss, Federal Reserve Bank of Atlanta

1303 : (HCM, MOC) Organizational Resilience: A Social Mechanisms Perspective
4:10pm - 5:20pm Hilton Atlanta: Gwinnett
Chairs: Michelle Barton, U. of Michigan, Ann Arbor; Marlys K. Christianson, U. of Michigan, Ann Arbor
Discussant: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor
Cross-Boundary Coordination in an Air Control Tower: Relationships as a Source of Resilience | Jody Hoffer Gittell, Bradeis U.; Carlos Martin-Rios, U. Carlos III de Madrid
Resilient Response to Adversity: The Role of Collective Knowledge | Michelle Barton, U. of Michigan, Ann Arbor
Making Sense of the Patient’s Symptoms: Resilient Organizing in the Emergency Department | Marlys K. Christianson, U. of Michigan, Ann Arbor
Underlying Social Mechanisms of Organizational Resilience: The Role of Connective Capacity | Edward H. Powley, Case Western Reserve U.

1304 : (HR) Recruitment in the Information Age: An Examination of Emerging Issues in the Recruitment Domain
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover B
Chair: Crystal M. Harold, IUPUI
Discussant: James A. Breauh, U. of Missouri, St. Louis
Types of Fit Information Emphasized in Job Advertisements: Effects of Online Versus Newspaper and Job Level | Jocelyn M. Junaid, U. of Calgary; Kelly A. Piasentin, U. of Calgary; Derek S. Chapman, U. of Calgary
A Longitudinal Investigation of Job Search and Trait Inferences about Organizations | Crystal M. Harold, IUPUI; Jerel Slaughter, U. of Arizona
Can an Organization Overcome a Negative Image? A Longitudinal Experimental Examination of the Effect | Adam M. Kanar, Cornell University; Christopher Collins, Cornell U.; Bradford Bell, Cornell U.

1305 : (Paper Session) - (HR) HRM Practices and Organizational Outcomes: Alternative Mechanisms
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover F
Chair: Kay Bunch, Georgia State U.
Discussant: David K Palmer, University of Nebraska at Kearney
The Nature of High Involvement Work Systems: A Test of Competing Models | Morris B. Mendelson, UNBSJ
HRM and Organizational Performance: A Test of Competing Models in the Greek Manufacturing Sector |
TUESDAY

Session Details – Tuesday

1306: (Paper Session) - (HR) Job Analysis and Job Design: Implications for Performance
4:10pm - 5:20pm Hyatt Regency Atlanta: Singapore
Chair: Christiane Spitzmuller, U. of Houston
Psychological Contract Theory and Volunteer Management |
Tracy Lynn Taylor, U. of Technology, Sydney; Simon Darcy, U of Technology, Sydney; Russell Hoye, La Trobe U.; Graham Cuskeley, Griffith U.
Examining Role Ambiguity and Cognitive Complexity in Judgments of Work Role Requirements | Erich C. Dierdorff, DePaul U.; Robert S. Rubin, DePaul U.
→ The Domain of Job Performance and their Antecedents and Consequences: An Integrated Model | Kenneth S Law, Hong Kong U. of Science and Technology; Hui Wang, GSM, Peking U.; Yanlan Ma, Department of Nursing, Beijing General Hospital of PLA; Jianrong Wang, Department of Nursing, Beijing General Hospital of PLA; Qian Li, GSM, Peking U.
A Relational Approach to Job Design and the Coordination of Work | Jody Hoffer Gittell, Brandeis U.; Dana Beth Weinberg, Queens College; Adrienne Bennett, Newton-Wellesley Hospital; Joseph A. Miller, Independent Consultant
Can Training Improve the Quality of Inferences Drawn in Competency Modeling? A Field Experiment | Filip Lievens, Ghent U.; Juan I. Sanchez, Florida International U.
→ The Influence of Foreign Investment Strategies on Corporate Divestment | Heather Berry, U. of Pennsylvania
Managing the Border: Organizational Identity and Communication in Mergers and Acquisitions | Olivier Irmann, HEC Montreal
→ International Mergers and Acquisitions Performance: Acquirer Nationality and Integration Approaches | Yaakov Weber, College of Management, Israel; Arie Reichel, Ben-Gurion U., Israel; Shlomo Yedidia Tarba, Ben-Gurion U.;Rishon LeZion College of Management
IM Best Paper from an Under-represented Country Finalist

1309: (Paper Session) - (IM) Managing Executive and Employees: Pay and Performance
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Chair: Liang Zhu, Purdue University, Indiana
Discussant: Nathalie Drouin, ESG-UQAM
→ What We Know and Don’t Know About Performance Management from an International/Global Perspective. | Lisbeth Claus, Willamette U.; Dennis R Briscoe, U. of San Diego
→ The Love of Money to Pay Level Satisfaction | Thomas Li-Ping Tang, Middle Tennessee State University; Toto Sutarso, Middle Tennessee State University; Adebowale Akande, International Institute of Research; Michael W. Allen, U. of Sydney; Abdulgawi Salim Alzubaidi, Sultan Qaboos U.; Mahfooz Alam Ansari, U. Science Malaysia; Fernando Arias-Galicia, Universidad Autonoma del Estado de Morelos; Mark G. Borg, U. of Malta; Luigina Canova, U. of Padua; Brigitte Charles Pauvers, U. of Nantes; Bor-Shiuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Linzhi Du, Nankai U.; Ilya Garber, Saratov State Social-Economic U; Consuelo Garcia De La Torre, Technological Institute of Monterrey; Rosario Correa Higgs, Polytechnic Institute of Lisbon-Portugal; Abdul Hamid Safwat Ibrahim, Iman U; Chin-Kang Jen, National Sun Yat-Sen U.; Ali Mahdi Kazem, Sultan Qaboos U.; Kilsun Kim, Sogang U.; Vivien KG Lim, National U. of Singapore; Roberto Luna-Arocas, U. of Valencia; Eva Malovics, U. of Szeged; Anna Maria Manganelli, U. of Padua; Alice S. Moreira, Federal U. of Para; Anthony Ugochukwu Obijulu Nnedum, Naamdi Azikiwe U.; Johnste E. Osagie, Florida & A M U.; A Abad M Osman-Gani, Nanyang Business School; Francisco Costa Pereira, Polytechnic Institute of Lisbon-Portugal; Ruja Pholsward, U. of the Thai Chamber of Commerce; Horia Pitaru, Babes-Bolyai U; Marko Polič, U. of Ljubljana; Elisaveta Sardzoska, U. St. Cyril and Methodius; Allen F. Stembridge, Southwestern Adventist U.; Theresa Li-Na Tang, Affinion Group; Thompson SH Teo, National U. of Singapore; Marco Tombolani, U. of Padua; Martina Trontelj, U. of Ljubljana; Caroline Urbain, U. of Nantes; Peter Vlerick, Ghent U.
→ Cross-National Differences in Performance Attribution | Flora F T Chiang, Chinese University of Hong Kong; Thomas A Birtch, Cambridge U.
Capital Markets and CEO Pay | Steffen H. Brenner, Humboldt-University Berlin
IM Best Paper Proceedings


Section D 336

1313: (Paper Session) - (IP) New Perspectives and Research on the Strategy Process
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A3
Facilitator: Jaume Villanueva, U. of Minnesota

PNP: The Tsunami Effect: Multinational Companies and Natural Disasters | Alan Muller, University of Amsterdam; Gail Whiteman, Erasmus U.; Judith M. Van der Voort, Erasmus U.

CMS: Acting Against One’s Best Interest: The Conservative Movement in the American Heartland | Jaume Villanueva, U. of Minnesota

ODC: Change Leader Career Development: The Interplay of Social Capital, Sponsorship and Self Identity | Zara F. Larsen, Case Western Reserve U.

MED: A Pre/Post Empirical Assessment of the Effectiveness of an MBA Management Skills Course | Lynn Harland, U. of Nebraska, Omaha; Tara Myers, CorVirtus; Andrew Noon, Mutual of Omaha

BPS: Unearthing the Strategist | James A. Cunningham, National University of Ireland, Galway; Brian Harney, U. of Cambridge


1314: (Paper Session) - (IP) Ethics and Pedagogical Design Issues in Management Education
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency V - Table A4
Facilitator: Michael George Bowen, U. of South Florida

MED: Teaching Your Children Well: A Research Agenda for Management Education | Lindsey Godwin, Case Western Reserve U.

MED: Accountability as a Perceptual Lens for Framing Management Education | Angela Hall, Florida State U.; Michael George Bowen, U. of South Florida; Matthew Todd Royle, Florida State U.; Dale E Fitzgibbons, Illinois State U.


1315: (Paper Session) - (IP) Trust, Justice and Affect in Organizational Conflict
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B1
Facilitator: Cecily D Cooper, U. of Miami

CM: Was I Unfair? Antecedents & Consequences of Manager Perspective Taking in a Predicament of Injustice | Cecily D Cooper, U. of Miami; Terri A. Scandura, U. of Miami

CM: Mediation as Emotion Management | Andrea Griffin, Marquette U.
Session Details – Tuesday

CM: The Effect of Transgressions and Post-Transgression Actions on Ability- and Integrity-Based Trust | Madan M Pillutla, London Business School; Julie Davidson, London Business School

CM: Conflict Management Styles: How Do Japanese, Koreans, and Filipinos Differ from One Another? | Tae-Yeol Kim, City U. of Hong Kong; Chongwei Wang, Ohio State U.; Mari Kondo, Ritsumeikan Asia Pacific U.; Tae-Hyun Kim, Northwestern U.

1316: (Paper Session) - (IP) Entrepreneurship in Emerging Economies
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B2
Facilitator: John E Butler, U. of Hawaii at Manoa

ENT: Very Small Businesses: From Support of Entrepreneurship to Long Lasting Structures | Christophe Estay, Bordeaux Business School

ENT: Selecting Entrepreneurial Alliance Partners in Transition Economies: An Institutional Perspective | Garry D Bruton, Texas Christian U.; David Ahlstrom, Chinese University of Hong Kong; Michael N. Young, Hong Kong Baptist U.; Yuri Rubanik, Moscow Institute of Electronic Technology


ENT: Culture and International Entrepreneurship: Earth, Wind, and Fire | Morris L Samit, Florida Atlantic U.


1317: (Paper Session) - (IP) Entrepreneurial Networks
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B3
Facilitator: Jon T Eckhardt, U. of Wisconsin, Madison

ENT: Reconsidering the Benefits of Entrepreneur's Initial Network Embeddedness for New Venture Growth | Hana Milanov, Indiana U.

ENT: International New Ventures and Domestic New Ventures: An Investigation of Networking Activities | Paul Kirwan, University of Twente; Peter Sjide, van der, University of Twente

ENT: Social Influences on Venture Capitalist Entry to New Technology-Based Industries | Henri Schildt, Helsinki U. of Technology; Mikko Jääskeläinen, Helsinki U. of Technology

ENT: The Role of Strong and Weak Ties in Mitigating Asymmetric Information in Cross-Border VC Exits | Mikko Jääskeläinen, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology

1318: (Paper Session) - (IP) Natural and Artificial Processes in the Diffusion of Innovation
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VI - Table B4
Facilitator: Boris Durisin, Bocconi U.

TIM: Technology Adoption: An Integrative Model of Strategic Factors Driving the Diffusion of Innovation | Boris Durisin, Bocconi U.; Giulia Calabretta, ESADE

MOC: Adoption Beyond Acceptance: Cognitive Choice and Planning as Precursors for Habitualized Use | Danail Ivanov Ivanov, Case Western Reserve U.

TIM: Computerized Physician Order Entry Adoption in Hospitals: Waiting for the 3rd Wave of Innovation | M. Thad Phillips, U. of South Alabama; Eric W. Ford, Texas Tech U.; Ann Scheck McAleermy, Ohio State U.

TIM: Determinants of the Adoption of Technological Innovations by China's Logistics Industry | Chieh-Yu Lin, Chang Jung Christian U.; Yi-Hui Ho, Chang Jung Christian U.


1319: (Paper Session) - (IP) Real Options Perspectives on Diversification: Performance Implications
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C1
Facilitator: Theo Peridis, York U.

BPS: Surviving Industry Decline | William Burpitt, Elon U.; Sally W Fowler, American U.

HCM: Real Options in Healthcare: Re-Introduction and Applications | David R Williams, Appalachian State U.; Paul H Hammes, Novant Health

BPS: Capital Structure, Diversification Strategy and the Asian Financial Crisis: The Singapore Evidence | Elizabeth Ngah-Kiing Lim, Purdue U.; West Lafayette; Shobha S Das, Nanyang Technological U.

BPS: Specialist vs. Generalist: Performance Implication of Organizational Form in High Technology Sectors | Sonic Wu, National Taiwan U.

BPS: Managing Uncertainty in Real Options: Is Your Asset Vulnerable? | Radu Tunaru, Cass Business School, City University; Howard Viney, Open U.

1320: (Paper Session) - (IP) Venture Capital & Corporate Governance in Small Businesses
4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C2
Facilitator: David Deeds, University of Texas at Dallas

ENT: Determinants of Board Strategic Involvement in Small Norwegian Companies | Amedeo Pugliese, University of Naples "Federico II"

ENT: Network Relationship, Governance, Structure and Strategies of Chinese Hi-Tech Small Firms | Wai-sum Siu, Hong Kong Baptist University; Qiong Bao, Hong Kong Baptist University

ENT: The Impact of the Pace of Change in Post-IPO Corporate Governance on Firm Performance | Son Anh Le, Marshall University; Mark Kroll, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.

ENT: Board Working Style and Task Performance in Small Companies | Morten Huse, Norwegian School of Management; Alessandro Zattoni, SDA Bocconi - Parthenope U.; Luca Gnan, Torvergata

ENT: Forgiving Business Models for New Ventures | James Fiet, U. of Louisville; Pankaj C Patel, U. of Louisville

1321: (Paper Session) - (IP) New Directions in Research on Individual Differences in Entrepreneurship?

Session Details – Tuesday

4:10pm - 5:20pm Hyatt Regency Atlanta: Regency VII - Table C3
Facilitator: Andrew C. Corbett, Rensselaer Polytechnic Institute
ENT: Should Entrepreneurs Show Emotions? | Francine Schlosser, U. of Windsor; Zelimir William Todorovic, Indiana U./Purdue U.

ENT: Cutting Your Teeth: Learning from Rare Experiences | Charles Eesley, Massachusetts Institute of Technology; Edward B. Roberts, Massachusetts Institute of Technology

ENT: CEOs’ Social Embeddedness and R&D Strategy of Entrepreneurial Firms in China | Hongping Zhang, Shandong University; Qing Cao, U. of Maryland

ENT: Entrepreneurial Passion: An Identity Theory Perspective | Charles Murnieks, University of Colorado, Boulder; Elaine Mosakowski, U. of Colorado, Boulder

1322: (Paper Session) - (MC) Knowledge Transfer in Consulting
4:10pm - 5:20pm Hyatt Regency Atlanta: Montreal
Chair: Vlad Vaiman, FH Joanneum
Discussants: Mary Lou Kotecki, Deere & Company; Gary Dale Robinson, Capella U.

Mechanisms of Knowledge Transfer across Boundaries and Cultures: A Case Study | Nicolas Rolland, CERAM; Alexandre Perrin, U. of Nice Sophia Antipolis; Tracy Stanley, Not Specified

The Circulation of Management Knowledge: A Communities of Practice Approach | Joanne Roberts, Durham U.; Timothy Clark, Durham U.

Beyond Markets and Communities: A Comparative Approach to Knowledge Exchange in Organizations | Sheen S. Levine, Singapore Management U.; Michael J Prietula, Emory U.

Winner of the Bentley College/HEC Outstanding Student Paper Award


1323: (Paper Session) - (MED) New Approaches to Enhance Management Education for Undergraduates
4:10pm - 5:20pm Hyatt Regency Atlanta: Spring
Facilitator: Kristena Payne Gaylor, Belhaven College
Teaching the Language of Inspirational Leadership. | Anthony Don Erickson, Bond U.

Information Literacy and the Introductory Management Classroom | Jennifer Leigh, Gettysburg College; Cinda Gibbon, Gettysburg College


An Introduction to the Scientific Method for Students of Organization | Jon L Pierce, U. of Minnesota, Duluth; Geoffrey G Bell, U. of Minnesota, Duluth

1324: (Paper Session) - (MED) Learning Across Organizations
4:10pm - 5:20pm Hyatt Regency Atlanta: Techwood
Chair: J. Arbaugh, U. of Wisconsin, Oshkosh
Discussant: J. Goosby Smith, Butler U.
Organizational Learning within the Context of an Outsourcing Relationship | Ali Yakhlef, Stockholm University School of Business

Structural Antecedents to Learning: The Impact of Group Participation on Examination Performance | Troy A. Voelker, North Texas U.; Wm. Matthew Bowler, Oklahoma State U.

Power and the Politics of Organizational Learning | Richard T. Harrison, Queen’s University Belfast; Claire M Leitch, Queen’s University Belfast

1325: (MHI) Management History Business Meeting
4:10pm - 5:20pm Hilton Atlanta: Roosevelt
Presenter: Karl Moore, McGill U.

Do of Maps and Managers: Toward a Cognitive Theory of Strategic Intervention | Prithviraj Chattopadhyay, Australian Graduate School of Management; Gerard P. Hodgkinson, U. of Leeds; Mark P. Healey, U. of Leeds


Do Prospects, Analyzers and Defenders Have Different Knowledge Structures? | Boris Kabanoff, Queensland U. of Technology; Shane Brown, Queensland U. of Technology

From Common to Uncommon Knowledge: The Foundations of Knowledge as a Strategic Resource | Rajiv Nag, U. of Arkansas; Dennis A Gioia, Pennsylvania State U.

1327: (Paper Session) - (MOC) Relating Leaders to Followers: Power, Trust & Effectiveness
4:10pm - 5:20pm Atlanta Marriott Marquis: Imperial - Consulate
How cognitive construals and social capital of leaders impact trustworthiness, effectiveness & power
Chair: Patrice M. Scanlon, The George Washington U.
Discussant: Lorna Doucet, U. of Illinois at Urbana-Champaign
An Examination of Executive Leadership Effectiveness Using Constructive Developmental Theory | Lauren Singer Harris, U. of Georgia; Karl Kuhnert, University of Georgia
Context Information on a Vertical Dimension and Power Perceptions of Leaders | Steffen Robert Giessner, Erasmus U.; Thomas W. Schubert, Würzburg U.
Leadership, Trustworthiness, And Ethical Stewardship | Cam Caldwell, Long Island U., C.W. Post; Linda A. Hayes, University of Houston-Victoria; R. H. Red Owl, Long Island University

1328: (MSR) MSR Business Meetings
4:10pm - 5:20pm Hilton Atlanta: Paulding
1329: (OB) Prosocial Motivation: Insights from Zookeeping, Volunteering, Teaching, and Public Service
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover E
Chair: Rosalie Joan Hall, U. of Akron
Discussant: David A. Kravit, George Mason U.
Discussant: A Cross-Level Study of Identification in Geographically Dispersed Teams: The Role of Leadership | Aparna Joshi, U. of Illinois, Urbana-Champaign; Milla L. Lazarova, Simon Fraser U.; Huil Liao, Rutgers U.
Discussant: Affective Commitment in Eastern Europe: Considering the Leadership Climate | Karin Sanders, U. of Twente; Riemsi & Maarten, UTwente; Geurts Peter, UTwente; Nicole Torka, UTwente
What Do Local Union Leaders Do? Understanding Leadership in a Local Labor Union Context | Julie Sadler, U. of Delaware

1330: (Paper Session) - (OB) The Role of Values in Employee Participation and Commitment
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover G
Chair: Adam Michael Grant, U. of Michigan, Ann Arbor
Discussant: Cheri Ostroff, U. of Maryland
Work as a Calling and Prosocial Motivation at Work: Learning from Zookeepers | Jeffery A. Thompson, Brigham Young U.; J Stuart Bunderson, Washington U.
Acting on Obligation: Reciprocal Helping in the Absence of Future Returns | Scott W. Lester, U. of Wisconsin, Eau Claire; Bruce M. Meglino, U. of South Carolina; Audrey Korsgaard, U. of South Carolina
Crafting a Job to Make a Difference: Antecedents and Outcomes of Teachers’ Job Crafting | Brenda E Ghitulescu, U. of Pittsburgh; Carrie R. Leana, U. of Pittsburgh
Prosocial Motivation in Public Service | Adam Michael Grant, U. of Michigan, Ann Arbor

1331: (Paper Session) - (OB) Decision-Making in Organizations
4:10pm - 5:20pm Hyatt Regency Atlanta: Lenox
Chair: Michael R. Baumann, U. Texas San Antonio
Discussant: Richard Larrick, Duke U.
Group Recognition of Expertise: Social Combination, Information Sharing, and Information Weighting | Michael R. Baumann, U. Texas San Antonio; Bryan Bonner, University of Utah

The Ethical Orientation of Managers | Joshua D Margolis, Harvard U.; Andrew Molinsky, Brandeis U.; Katherine A DeCelles, U. of Maryland
When is Time Like Money? The Effect of Hourly Payment on the Evaluation of Time | Sanford Ely DeVoe, Stanford U.; Jeffrey Pfeffer, Stanford U.

1332: (Paper Session) - (OB) The Role of Values in Leadership
4:10pm - 5:20pm Hyatt Regency Atlanta: Roswell
Chair: Michael Abelson, Texas A&M U.
Discussant: John Norman Davis, Texas Tech U.
Values in Authentic Action: Examining the Roots and Rewards of Altruistic Leadership | John J. Sosik, Pennsylvania State U.; Great Valley; Dong-il Jung, San Diego State University; Sandi L Dinger, Eastern U.
Leadership Values for Psychological Safety and Learning in Project Teams in China | Alfred Wong, Lingnan U.; Dean Tjosvold, Lingnan U.; Jiafang Lu, Lingnan U.
The Development of Social Capital in Groups: Effects of Values-Based and Narcissistic Leadership | Paul Varella, U. of Calgary; Mansour Javidan, Thunderbird, The Garvin School of International Management; David Waldman, Arizona State University

1333: (Paper Session) - (OB) Trusting Supervisors and Leaders
4:10pm - 5:20pm Hyatt Regency Atlanta: University
Chair: Roxanne Beard, University of Northwestern Ohio
Discussant: Stephen M Garcia, U. of Michigan
Servant Leadership as Antecedent of Trust in Organizations | Sen Sendjaya, Monash U.; Andre Anugerah Pekerti, U. of Queensland
Supervisory Procedural Justice Effects: The Mediating Roles of Cognition- and Affect-based Trust | Jane Yang, City University of Hong Kong; Kevin Mossholder, Louisiana State U.; T.K. Peng, I-Shou U., Taiwan
Leader Exemplification and Ethical Conduct: Effects on Perceived Authenticity, Trust, and Advocacy | William L Gardner, Texas Tech U.; Adrian YL Chan, U. of Nebraska-Lincoln; Larry W. Hughes, Fort Lewis College; Rachel Clapp Smith, University of Nebraska-Lincoln; Ketan H. Mhatre, University of Nebraska-Lincoln; Adam Bailey, Texas Tech U.

1334 JS: (OB, MOC) Emotion in Groups
4:10pm - 5:20pm Hyatt Regency Atlanta: Hanover D
Chair: Anthony Pescosolido, U. of New Hampshire
Discussant: Sigal Barsade, U. of Pennsylvania
When Groups Capitalize On Novel Ideas: The Effect of Timing and Emotion on Responsiveness To Minority | Caroline A Bartel, University of Texas at Austin; Richard Saavedra, U. of New Hampshire; Tina R Opie, New York U.
Team Level Emotional Competence in Cross-Functional Product Development Teams | Vanessa Urch Druskat, U. of New Hampshire; Steven B Wolf, Hay Group
Is Shared Happiness Double Happiness? An Exploration of Pleasant Emotional Climate at Work Units | Hakan Ozcelik, California State U., Sacramento
The Development of Group Emotional Competence | Anthony Pescosolido, U. of New Hampshire
Emotional Competencies: Where are we and what does the Future Hold?

1335 JS: (OB, MOC) Shared Mental Models, Team Processes and Outcomes
4:10pm - 5:20pm Hyatt Regency Atlanta: Vinings
Chair: Ramon Rico, U. Autónoma de Madrid
Discussant: Susan Mohammed, Pennsylvania State U.
Shared Mental Models & Team Performance: The Roles of Implicit Coordination and Task Interdependence | Miriam Sanchez-Manzanares, U. Complutense, Madrid
Can Familiarity Breed Backup? Interactive Effects of Team Efficacy and Shared Teammate Knowledge | Kimberly Jentsch, U. of Central Florida
Interactive Effects of Team/Task Shared Mental Models as Related to Air Traffic Controllers’ Teamwork | John Mathieu, U. of Connecticut
The Impact of Group Information Distribution on External Information Seeking | Vikas Anand, U. of Arkansas
Participants: Kurt Kraiger, Colorado State U.; Janice Cannon-Bowers, U. of Central Florida; Eduardo Salas, U. of Central Florida; Cristina Gibson, U. of California, Irvine; Ramon Rico, U. Autónoma de Madrid; Francisco Gil, Universidad Complutense de Madrid; Mark A. Clark, American U.; Paul Skilton, Arizona State U.; Polytechnic; Travis Maynard, University of Connecticut; Tammy Woods, University of Connecticut; Phillip M Mangos, NAVAIR Orlando, Training Systems Division

1336 JS: (OB, OMT) Information Sharing Within Teams: Dynamics and Performance Effects
4:10pm - 5:20pm Hyatt Regency Atlanta: Manila
Chair: Tjai M. Nielsen, George Washington U.
Discussant: Paul E. Tesluk, U. of Maryland
The Role of Reflexivity in Team Information Processing | Michaëla C. Schippers, RSM Erasmus U.; Amy C. Edmondson, Harvard U.
The Roles of Redundancy and Expertise in Group Decision Making and Recall | Amanda Dykema-Engblade, St. Xavier U.; R. Scott Tindale, Loyola U.
The Effect of Group Leaders’ Task Representations on Information Processing in Groups with Distribut | Wendy P. Van Ginkel, Erasmus U. Rotterdam
Tacit Knowledge Coordination as a Predictor of Performance in Short-Term Project Teams | D Christopher Kayes, George Washington U.; Garry G. Burnett, George Washington U.

1337 JS: (OB, RM) Emotional Intelligence and Emotional Competencies: Where are we and what does the Future Hold?
4:10pm - 5:20pm Hyatt Regency Atlanta: Piedmont
Discussants: David Caruso, Not Specified; Catherine Daus, Southern Illinois U.; Edwardsville
Symposium Overview.

Criterion-validity of Ability-based Emotional Intelligence: Direct and Interaction Effects with Emotion | Donald H. Kluever, Oklahoma State U.; Timothy Degroot, Oklahoma State U.
Self-Reports and Emotional Intelligence/Competencies: Why Purpose Matters | Ronald H Humphrey, Virginia Commonwealth U.; Janet Kellett, College of William and Mary; Randall G Sleeth, Virginia Commonwealth U.
The Emotional Competence Inventory (ECI): A Preliminary Psychometric Analysis | Janaki Gooty, Oklahoma State U.; Debra L Nelson, Oklahoma State U.
Using a Self-Report Measure to Determine whether Emotional Intelligence can be Trained | Jane P Murray, Griffith U.; Sandra A. Lawrence, Griffith U.

1338 : (Paper Session) - (OCIS) IT Innovation Research
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 2 - Magnolia
Chair: Klarissa Chang, Carnegie Mellon University
Discussant: Mary D Zalesny, PNNL
Beyond Path Creation: Lessons from the Evolution of Internet Technologies | Adrian Yeow, University of Maryland, College Park; Samer Faraj, U. of Maryland
Information Technology Investment, R&D Spending, and Performance of Diversified Firms | Yu Liu, Rensselaer Polytechnic Institute; T Ravichandran, Rensselaer Polytechnic Institute

1339 : (Paper Session) - (OCIS) Knowledge Issues in IS Development
4:10pm - 5:20pm Atlanta Marriott Marquis: International 1
Chair: Pankaj Nagpal, Case Western Reserve U.
Discussant: Deborah J Armstrong, U. of Arkansas
Transparency and Organizational Knowledge: Knowledge Sharing through Work Practice | Jan N. Chong, Stanford U.
OCIS Division Best Student Paper Award - Finalist
Project Learning and Cross-Project Learning Transfer: A Synthesis of Two Perspectives | Sue Newell, Bentley College; Linda F. Edelman, Bentley College
Process Transformation and Human Capital in IS Development: Complements or Substitutes? | Sandra Slaughter, Carnegie Mellon University; Soon Ang, Nanyang Business School; Donald Harper, Syracuse U.
Overcoming the MUM Effect in IT Project Reporting: The Effect of Time Pressure and Blame Shifting | Chong Woo Park, Georgia State U.; Ghi Paul Im, Georgia State U.; Mark Keil, Georgia State U.

1340 : (Paper Session) - (OCIS) IT Adoption & Avoidance
4:10pm - 5:20pm Atlanta Marriott Marquis: International 5
Chair: G. Harindranath, Royal Holloway, U. of London
Discussant: Bonnie Britton Anderson, Brigham Young U.
Extraversion, the Next Predictor of System Adoption? The Effect of Personality Traits on Acceptance | Renee Michelle
Session Details – Tuesday

Elaine Pratt, Florida State U.; Katherine Chudoba, Florida State U.
- Success of Information Systems: The Impacts of IS Quality Perceptions on IS Continuance Intention | Hillol Bala, U. of Arkansas, Fayetteville

Task and Technology Fit in Group Support System: A Three-Dimensional Reexamination of TTF | Heedong Yang, Ewha Women's U.; Min-Soo Kim, Ewha Women's U.; Sora Kang, Hoseo University
- Avoidance of IT Threats | Huigang Liang, Florida Atlantic U.; Yajiong Xue, Florida Atlantic U.

1341: (ODC) ODC Distinguished Speaker, L. David Brown
"Changing Organizations in a Globalizing World"
4:10pm - 5:20pm Hilton Atlanta: Jackson
Program Chair: Michael R Manning, New Mexico State U
Distinguished Speaker: L. David Brown, Harvard U., Kennedy School of Govt

1342: (Paper Session) - (OM) Managing Supply Chains
4:10pm - 5:30pm Atlanta Marriott Marquis: Marquis Salon IV - OM
Presented on Panels 1-5
- A Strategic Decision-Making Model for Supply Chain Integration | Uche Okongwu, Toulouse U.
- Operations Management and Supply Chain Research: The Case for Agency Theory | Sue Hornbrook, U. of Kent, Canterbury
- The Eccentricity of the Economic Order Quantity (EOQ) Total Cost Function | William L. Roach, Washburn U.
- Outsourced Business Activities: Examining the Issues and Gaps in Performance Management | Kathryn Anne Hughes, Not Specified; Jim F Rooney, Not Specified
- An Evaluation of Logistic Service Quality: An Empirical Case Study from the Pharmaceutical Sector | Cid Goncalves Filho, FUMEC U.; Jose I. Villela, Estacio de Sa e IETEC; Washington C. Almeida, Estacio de Sa U.; Renata Souza Guerra, FUMEC U.

1343: (Paper Session) - (OM) In Pursuit of Strategic Operations
4:10pm - 5:30pm Atlanta Marriott Marquis: Rio Grande & MacKenzie
Coffee Break at 3:50-4:10pm. Sponsored by the Department of Management, Marketing and International Business, The U. of Texas - Pan American.
Chair: Mile Terziovski, U. of Melbourne
- Towards a Plant Level Theory of Capabilities: The Definitions and Measurement | Xiaosong (David) Peng, U. of Minnesota, Twin Cities; Roger Schroeder, U. of Minnesota; Rachna Shah, U. of Minnesota
OM Division Chan Hahn Best Paper Award Finalist
Winner of OM Division Best Student Paper Award
- Effective Implementation of Outsourcing/Contract Manufacturing | Keith L. Kuther, South Texas College
- Implementing Planned Change in the Supply Chain: A Comparative Analysis | Bertie M. Greer, Northern Kentucky U.; Matthew W. Ford, Northern Kentucky U.

1344: (Paper Session) - (OMT) The Dynamics of Interorganizational Ties
4:10pm - 5:20pm Atlanta Marriott Marquis: International 4
Chair: Ingrid Erickson, Stanford U
- Network Roles and the Dynamics of Interorganizational Trust | Ingrid Erickson, Stanford U
The Quest for Harmony in Strategic Alliances: Beyond the Conflict-Based View | T.K. Das, City U. of New York, Baruch College; Rajesh Kumar, Aarhus Business School
Start-Ups in Nascent Markets: Building a Strong Alliance Portfolio from a Low-Power Position | Pinar Ozcan, IESE, U. of Navarra
Social Embeddedness and Partner Selection in Interfirm Collaborations: A Contingency Approach. | Miguel LCJ Meuleman, Ghent U.; Sophie Manigart, Ghent U.; Mike Wright, Nottingham U.; Andy Lockett, U. of Nottingham

1345: (Paper Session) - (OMT) The Effects of Institutions and Routines on Organizational Innovation
4:10pm - 5:20pm Atlanta Marriott Marquis: International A
Chair: Jad Bitar, HEC Montreal
- The Evolution of Resource Planning Systems - Overcoming Crises in Institutionalization | Harry Scarbrough, U. of Warwick; Jacky Swan, U. of Warwick
- Practive Innovation: Micro-Dynamics of Institutionalization | Jad Bitar, HEC Montreal
The Effect of the Firm on Innovation Orientation | Ravikant Avva, Columbia U.

1346: (Paper Session) - (OM) Issues in Work and Employment Relations
4:10pm - 5:20pm Atlanta Marriott Marquis: International B
Chair: Stephane A. Tywoniak, Queensland U. of Technology
- Fractals, Attractors and the Quantum Self: A New Lexicon for HRM | Stephane A. Tywoniak, Queensland U. of Technology, Alma Whiteley, Curtin U. of Technology
Drinking the Punch? The Meaning of Work in a Mission-Driven Business | Marya Hill-Popper Besharov, Harvard U.
- Tipping Points: When Referral Homophily Matters in Job Segregation. | Brian Rubineau, Massachusetts Institute of Technology; Roberto Fernandez, Massachusetts Institute of Technology
- A Grounded Theory of Employee Motivation during M&A | Satu Päivi Teerikangas, Helsinki U. of Technology

1347: (Paper Session) - (OMT) The Role of Cognition in Organizational Change, Strategy and Influence
4:10pm - 5:20pm Atlanta Marriott Marquis: International C
Chair: Paul C Van Fenema, Erasmus U.
- Varieties of Organizational Improvising: Consequences for Agency and Coordination | Paul C Van Fenema, Erasmus U.; Otto Koppius, RSM Erasmus U.
Increasing Choice by Conforming: Debt Discipline, Attentional Homogeneity and Managerial Discretion | Jack Keegan,
Three New Perspectives on Technology Entrepreneurship and Industry Emergence in the Dot-Com Era
4:10pm - 5:20pm Hilton Atlanta: DeKalb
Chair: David A. Kirsch, U. of Maryland
Discussant: Kathy Brister, Atlanta Journal Constitution
Was there Too Little Entry during the Dot-Com Era? | Brent Goldfarb, U. of Maryland
The Social Construction of Ignorance in the Dot-Com Era | Michael D. Pfarrer, U. of Maryland, College Park

Shaping Firm and Industry Boundaries: Process and Technology
4:10pm - 5:20pm Atlanta Marriott Marquis: International 3
Discussants: Nicholas Argyres, Boston U.; Richard N. Langlois, U. of Connecticut
Problems Deciding: How the Make or Buy Decision Process Leads to Transaction Misalignment | Matthew J. Bidwell, INSEAD
Transaction Costs, Trust, and the Structuring of Markets | Paul Laurence Robertson, The Brisbane Institute

Environmental Vision and Practice
4:10pm - 5:20pm Hilton Atlanta: DeKalb
Facilitator: Mark P Sharfman, U. of Oklahoma, Norman
Discussants: Nardia Haigh, U. of Queensland; Ivan Montiel, University of California, Santa Barbara; Dayna Simpson, U. of Melbourne
Getting Influence: How an Organizational Group Gains Action on Environmental Issues Over Time | Jennifer Howard-Grenville, Boston U.
Firm level Correlates of Emergent Green Supply Chain Management Practices in the Chinese Context | Qinghua Zhu, Dalian U. of Technology; Joseph Sarkis, Clark University; James J Cordeiro, State U. of New York, Brockport
Redefining Corporate Responsibilities Through Ecological Citizenship | Andrew Crane, Nottingham U.; Jeremy Moon, Nottingham University Business School; Dirk Matten, Royal Holloway, U. of London
The Narration of Organisational Identities through Evolutionary Tales | Lise Backer, Copenhagen Business School

Within- and Across-Organization Relationship Building: A New Role for Board Members
4:10pm - 5:20pm Hilton Atlanta: Monroe
Facilitator: Ronald F. Piccolo, U. of Central Florida
Board Effectiveness and Financial Vulnerability | Matthew M. Hodge, U. of Central Florida; Ronald F. Piccolo, U. of Central Florida
Key Roles for Board Members in Community Foundations | William A. Brown, Arizona State U.
Partnerships between Nonprofit Cultural Organizations: A Network Examination | Jessica Word, Florida State U.
Effective Nonprofit Governance and Social Capital: A Network Perspective | Naim Kapucu, U. of Central Florida

Determinants of Moral Values in Business
4:10pm - 5:20pm Hilton Atlanta: Crystal Ballroom A & F
Chair: Thomas A Klein, U. of Toledo
A Model of Personal Transgressions in a Professional Space: Their Effects on Trust in the Workplace | Kate Rowbotham, U. of Toronto
Ethical Issues in Information Technology: Can Education Make a Difference? | Barrie E. Litzky, Pennsylvania State U., Great Valley; Effy Oz, Penn State Great Valley U.

Social Entrepreneurship
4:10pm - 5:20pm Hilton Atlanta: DeKalb
Chair: Danielle E. Warren, Rutgers U.
Transformative Innovations for Mutual Benefit in Business, Society, and Environment | David S. Bright, Wright State U.; Ronald Fry, Case Western Reserve U.; David L Cooperrider, Case Western Reserve U.
Bootstraping Social Change, Towards an Evolutionary Theory of Social Entrepreneurship | Kai N. Hockerts, Copenhagen Business School
How to Talk and Think about Values in Business
4:10pm - 5:20pm Hilton Atlanta: International 4
Chair: Lisa A. Pany, Duquesne U.
Session Details – Tuesday

TUESDAY

4:10pm - 5:20pm Hilton Atlanta: Douglas
Chair: Jeanne G Buckeye, University of St. Thomas
- A Study of How Ethical Issues Affect the Pharmaceutical Industry Are Reported in Newspapers | George P. Sillup, Saint Joseph’s U.; Stephen J Porth, St. Joseph’s U.
- The Role of Counterfactual Reasoning in Moral Learning | Mark A. Seabright, Western Oregon U.; Scott J. Reynolds, U. of Washington
- Practical Wisdom and the Normativity of Strategy Practices | Matt Statler, New York University; Johan Roos, Imagination Lab Foundation

1355: (Paper Session) - (TIM) Innovative Teams
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Wei Yao, Zhejiang U.
Discussant: Anca Metiu, INSEAD
- Fostering Team Innovativeness Through Opening and Closing Measures | Diether Gebert, Berlin Technical U.; Sabine Boerner, U. of Konstanz; Eric Kearney, TU Berlin; Ralf Lanwehr, TU Berlin
- Technology-Assisted Supplemental Work: Empirical Examination of Antecedents, Outcomes and Moderators | Grant H. Fenner, Arkansas State U.; Robert W. Renn, U. of Memphis
- The Moderating Effects of Virtuality on the Drivers and Functionality of NPD Team Trust | Paul Bierly, James Madison U.; Eric M. Stark, James Madison U.; Eric H Kessler, Pace U.

1356: (Paper Session) - (TIM) Managing Innovation
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Gita Surie, Adelphi U.
Discussant: Gita Surie, Adelphi U.
- Investment Appraisal and Real Options Reasoning in Australian Biotechnology Firms | Andrew Caldwell, U. of Queensland; Peter W. Liesch, U. of Queensland; John T Steen, U. of Queensland
- An Information Technology Based Framework of Dynamic Organizational Design Capability | Dennis J Gillen, Syracuse U.; S.P. Raj, Cornell U.

1357: (Paper Session) - (TIM) Market Entry
4:10pm - 5:50pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Virginia Acha, SPRU - University of Sussex
Discussant: Gwendolyn Kuo-fang Lee, U. of Florida
The Persistence of Early-mover Advantages: A Study of Semiconductor Firms | Christina Elisabeth Wyss, U. of St. Gallen
- Determinants of Entry Timing: A Study of Semiconductor Firms | Christina Elisabeth Wyss, U. of St. Gallen
- How Technological Capabilities Moderate the Market Pioneering - Firm Survival Relationship | April Franco, U. of Iowa; Mitranarun Sarkar, U. of Central Florida; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Rajesh Echambadi, U. of Central Florida
- Mode of Entry into a New Market: Does Timing of Entry and Effect of Innovation on Competence Matter? | Valerie Claude-Gaudillat, AUDENCIA NANTES.Ecole de Management; Bertrand V. Quelin, HEC Paris
- Innovation Ecosystems and the Success of Early Movers in Technology Transitions | Ron Adner, INSEAD; Rahul Kapoor, INSEAD

1358: (Paper Session) - (TIM) Interorganizational Knowledge Creation & Sharing
4:10pm - 5:30pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Jennifer Hui-Ru Chen, National Taiwan U.
Discussant: Gregory Kruse, U. of Pennsylvania
- Learning to Reduce Inter-Organizational Learning: Product Innovation in Strategic Alliances | Alfred Kieser, Mannheim U.; Roman Grunwald, Siemens AG
- Innovative Performance of Alliance Block Members under Different Levels of Tech Turbulence | Geert Duysters, Eindhoven U. of Technology; J Hagedoorn, Maastricht U.; Charmianne Lemmens, Eindhoven U. of Technology; Wim Vanhaverbeke, Eindhoven University of Technology
- Blending Management Styles for Learning Alliances | Ricardo B. Bouncken, Ernst-Moritz-Arndt U. Greifswald; Michael Koch, Ernst-Moritz-Arndt U. Greifswald; Thorsten Andreas Teichert, U. of Hamburg

1359: (Paper Session) - (JS: (TIM, IM, BPS) Competing through Innovation in the Global Marketplace
4:10pm - 5:20pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Organizer: Bert Spector, Northeastern U.
- Co-option for the Diffusion of Innovations | Rosanna Garcia, Northeastern U.
- Brand in the Hand: Reaching Out to the Elusive Customer | Fareena Sultan, Northeastern U.; Andrew Rohm, Northeastern U.
- Strategies for Outsourcing Innovation | Ramaiya Balachandra, Northeastern U.; Michael H. Zack, Northeastern U.; Dov Biran, Northeastern U.

Tuesday 5:30PM

1360: (BPS) BPS Business Meeting
Session Details – Tuesday

5:30 pm - 6:30 pm Atlanta Marriott Marquis: Marquis - Salon I
Division Chair: James Westphal, U. of Texas, Austin
Division Chair-Elect: Anita McGahan, Boston U.
Program Chair: Russell Coff, Emory U.
Professional Development Workshop Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Past Chair: Margaret Peteraf, Dartmouth College

1361 : (CAR) CAR Business Meeting
5:30 pm - 6:30 pm Hyatt Regency Atlanta: Cairo
Division Chair-Elect: Mark Cordano, Auckland U.; Irene Henriques, York U.; Kate Kearins, Auckland U. of Technology; Alfred Allen Marcus, U. of Minnesota
Program Chair: Michael R Manning, New Mexico State U
Professional Development Workshop Chair: Frank J Barrett, Naval Postgraduate School
Past Chair: Margaret Peteraf, Dartmouth College

1362 : (ENT) Reviewer Reception
5:30 pm - 7:00 pm Hilton Atlanta: Council/Cabinet Room

1363 : (IM) Booz Allen Hamilton Eminent Scholar in International Management Award
5:30 pm - 7:00 pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Awarded annually to a leading scholar. Sponsored by Booz Allen Hamilton/strategy+business.
Introduction: Timothy Michael Devinney, Australian Graduate School of Management
Distinguished Speaker: C K Prahalad, University of Michigan
Discussants: Yves Doz, INSEAD; Art Kleiner, Booz Allen Hamilton

1364 : (MED) MED Division Awards and Business Meeting
5:30 pm - 7:00 pm Hyatt Regency Atlanta: Spring
Division Chair: Steven Armstrong, U. of Hull
Division Chair-Elect: J B Arbaugh, U. of Wisconsin, Oshkosh
Program Chair: Laurie Milton, U. of Calgary/U. of Western Ontario
Professional Development Workshop Coordinator: Alvin Hwang, Pace U.

1365 : (MH) Management History Social Event
5:30 pm - 10:30 pm Hilton Atlanta: Roosevelt
Division Chair-Elect: Karl Moore, McGill U.

1366 : (MOC) MOC Business Meeting
5:30 pm - 6:30 pm Atlanta Marriott Marquis: Imperial - Consulate
Division Chair: Mary J Waller, U. of Maastricht
Program Chair: Mary Ann Glynn, Emory U.
Professional Development Workshop Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign
Past Chair: Margaret Peteraf, Dartmouth College

1367 : (MSR) MSR Social
5:30 pm - 7:00 pm Hilton Atlanta: Paulding

1368 : (ODC) ODC Awards & Business Meeting
5:30 pm - 6:30 pm Hilton Atlanta: Jackson
Join us to review the past year, and to honor winners of the best paper and distinguished reviewer awards. Social follows.
Division Chair: George Roth, Massachusetts Institute of Technology
Division Chair-Elect: Ram Tenkasi, Benedictine U.
Program Chair: Michael R Manning, New Mexico State U
Professional Development Workshop Chair: Frank J Barrett, Naval Postgraduate School

1369 : (ONE) ONE Business Meeting
5:30 pm - 6:30 pm Hilton Atlanta: Madison
Organizers: Mark Cordano, Ithaca College; Irene Henriques, York U.; Kate Kearins, Auckland U. of Technology; Alfred Allen Marcus, U. of Minnesota

1370 : (CM) Conflict Management (CM) Division Business Meeting
5:45 pm - 6:45 pm Hyatt Regency Atlanta: Hanover A
Come find out about the CM Division, learn who won the 2006 CM Division awards, and get involved!
Division Chair: Catherine Tinsley, Georgetown U.
Division Chair-Elect: Michele J. Gelfand, U. of Maryland
Program Chair: Susan E. Brodt, Queen's U.
Professional Development Workshop Coordinator: Thomas M Tripp, Washington State U.

1371 : (HR) HR Division Business Meeting
5:45 pm - 6:45 pm Hyatt Regency Atlanta: Hanover B
K Micheie Kacmar; U of Alabama; Joseph Martocchio; U of IL, Urbana-Champaign; John Hollenbeck, Mich State USandy Wayne, U of Illinois, Chicago

Tuesday 6:00 PM

1372 : (AAA) LAC Thank You Party
6:00 pm - 8:00 pm Atlanta Marriott Marquis: Garden Terrace
Local Arrangements Chairs: William P Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans

1373 : (ICW) Nova Southeastern U. Closing Meeting
6:00 pm - 7:30 pm Hilton Atlanta: DeKab
Organizer: Jane Whitney Gibson, Nova Southeastern U.

1374 : (OCIS) OCIS Informal Social Event: Sun Dial Bar & View
6:00 pm - 8:00 pm Atlanta Marriott Marquis: International 5

Tuesday 6:30 PM

1375 : (BPS) BPS Social Hour!
6:30 pm - 7:30 pm Atlanta Marriott Marquis: Imperial - Salon A
Division Chair: James Westphal, U. of Texas, Austin
Division Chair-Elect: Anita McGahan, Boston U.
Program Chair: Russell Coff, Emory U.
Professional Development Workshop Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Past Chair: Margaret Peteraf, Dartmouth College

1376 : (CAR) CAR Social Gathering
6:30 pm - 8:30 pm Hyatt Regency Atlanta: Vancouver

1377 : (MOC) MOC Social Hour
6:30 pm - 7:30 pm Atlanta Marriott Marquis: Imperial - Consulate
Division Chair: Mary J Waller, U. of Maastricht
Program Chair: Mary Ann Glynn, Emory U.
Professional Development Workshop Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign

1378 : (ODC) ODC Social
6:30 pm - 9:00 pm Hilton Atlanta: Pool Deck
Division Chair: George Roth, Massachusetts Institute of Technology
Division Chair-Elect: Ram Tenkasi, Benedictine U.
Program Chair: Michael R Manning, New Mexico State U
Professional Development Workshop Chair: Frank J Barrett, Naval Postgraduate School

Tuesday 5:45PM


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Session Details – Tuesday

**1379**: (CM) Conflict Management (CM) Division Social Hour
6:45pm - 8:00pm Hyatt Regency Atlanta: Hanover C
Come join the festivities and help us celebrate the 2006 CM division program and our wonderful reviewers!
Program Chair: Susan E. Brodt, Queen’s U.

**1380**: (HR) HR Division Reception
6:45pm - 7:45pm Hyatt Regency Atlanta: Hanover B
K Michele Kacmar, U of AL; Joseph Martocchio; U of IL, Urbana-Champaign; John Hollenbeck, Mich State U. Sandy Wayne, U of Illinois, Chicago

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**Tuesday 7:00PM**

**1381**: (MED) MED and ONE Divisions’ Joint Social
7:00pm - 11:00pm Hyatt Regency Atlanta: Spring
Organizer: Laurie Milton, U. of Calgary/U. of Western Ontario
Division Chair: Steven Armstrong, U. of Hull
Division Chair-Elect: J B Arbaugh, U. of Wisconsin, Oshkosh
Program Chair: Laurie Milton, U. of Calgary/U. of Western Ontario
Professional Development Workshop Coordinator: Alvin Hwang, Pace U.

**1382**: (ONE) ONE Social
7:00pm - 9:00pm Hilton Atlanta: Madison
Host: Alfred Allen Marcus, U. of Minnesota
Wednesday 7:00AM

1383 : (MED) MED Executive Breakfast Meeting
7:00am - 8:20am Hyatt Regency Atlanta: Spring
Division Chair: J. B Arbaugh, U. of Wisconsin, Oshkosh
Division Chair-Elect.: Laurie Milton, U. of Calgary/U. of Western Ontario
Past Chair: Steven Armstrong, U. of Hull

Wednesday 7:30AM

1384 : (IM) International Management Division Membership Program Feedback Meeting
7:30am - 8:20am Atlanta Marriott Marquis: Cluster 1 - Madrid
Come and give feedback on the program to the members of the EC.
Division Chair: D. Eleanor Westney, Massachusetts Institute of Technology
Division Chair-Elect.: Ravi Ramamurti, Northeastern U.
Program Chair: Timothy Michael Devinney, Australian Graduate School of Management
Professional Development Workshop Chair: Tatiana Kostova, U. of South Carolina

Wednesday 8:00AM

1385 : (AAA) Atlanta 2006, LAC
8:00am - 8:50am Hyatt Regency Atlanta: Chicago C
Local Arrangements Chairs: William P Galle, U. of New Orleans; Erich Brockmann, U. of New Orleans

Wednesday 8:20AM

1386 : JS: (CAR, OB) Problems in Mentoring: Mentors’ Experiences, Protégé Personality and Organizational Implications
8:20am - 10:20am Hyatt Regency Atlanta: Cairo
Chairs: Ethlyn Anne Williams, Florida Atlantic U.; Lillian Eby, U. of Georgia
Discussant: Melanie J. Lankau, U. of Georgia
Mentors’ Negative Mentoring Experiences with Protégés: The Development of a Measure | Lillian Eby, U. of Georgia; Jaime Durley, U. of Georgia; Sarah Evans, U. of Georgia
How Dysfunction Emerges in Mentoring and the Moderating Role of Protégé Personality | Ethlyn Anne Williams, Florida Atlantic U.; Stephanie L. Castro, Florida Atlantic U.
Mentoring and Protégé Narcissistic Entitlement | Tammy D Allen, U. of South Florida; Hazel-Anne M. Johnson, University of South Florida; Xian Xu, U. of South Florida; Ozgun Burcu Rodopman, University of South Florida; Raymond Charles Ottinot, University of South Florida; Andrew Biga, U. of South Florida
Mentoring as a Psychological Contract: Organizational as well as Individual Implications | Dana L. Haggard, U. of Missouri, Columbia

1387 : JS: (GDO, CAR) Diversity Resistance Revisited
8:20am - 10:20am Hyatt Regency Atlanta: Inman
Chairs: Matthew S. Harrison, U. of Georgia; Kecia M. Thomas, U. of Akron
Exclusion, Avoidance, and Social Distancing | Michelle R. Hebl, Rice U.; Juan M. Madera, Rice U.; Eden King, Rice U.
Dancing with Resistance: Leadership Challenges in Fostering Diversity and Inclusion | Ilene Wasserman, ICW Consulting Group/Fielding Graduate U.; Placida Velasquez Gallegos, Fielding Graduate U.; Bernardo M. Ferdman, Alliant International U.
Retaliation and Secondary Victimization as Diversity Resistance | Wendy Reynolds Dobbs, U. of Georgia; Matthew S. Harrison, U. of Georgia; Brian Roote, U. of Georgia
Mixed Messages Regarding Workforce Diversity | C. Douglas Johnson, Georgia Southern U.; Derek R. Avery, Rutgers U., Camden

Wednesday 8:30AM

1388 : JS: (BPS, IM) Corporate Governance in Japan and Emerging Markets: Theoretical Dialectics
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Madrid
Chairs: Jean McGuire, Concordia U.; Elie Matta, HEC Paris
A Contingency-Based Theory of Ownership and Firm Performance | Krishna Udayasankar, National University of Singapore; Chandrasekhar Krishnamurti, Nanyang Technological U.; Shobha S Das, Nanyang Technological U.
Top Executive Pay and Firm Performance in China | Trevor Buck, Loughborough U.; Xiaohui Liu, Loughborough U.; Rodion Skovoroda, Loughborough U.
Corporate Governance Reform as Institutional Change: The Role of Institutional Entrepreneurship | Toru Yoshikawa, Singapore Management U.
Convergence in Transparency and Disclosure: Implications on Firm Market Value | Elie Matta, HEC Paris; Jean McGuire, Concordia U.

1389 : (Paper Session) - (CM) Negotiator Characteristics
8:30am - 10:20am Hyatt Regency Atlanta: Hanover A
Chair: Zhenzhong Ma, U. of Windsor
Discussant: Alice F Stuhlmacher, DePaul U.
Asymmetrical Contextual Ambiguity, Negotiation Self-Efficacy, and Negotiation Performance | Edward W. Miles, Georgia State U.; Margaret Marie LaSalle, Georgia State U.
Under Representation: Concession-Making in Negotiation When Not Negotiating for Oneself | Nathan Goates, Vanderbilt U.; Ray Friedman, Vanderbilt U.
Conflict Styles as Indicators of Behavioral Pattern in Business Negotiations | Zhenzhong Ma, U. of Windsor

1390 : (CM) Behavioral Integrity: Perceived Word-Action Alignment as Focal Construct for Research
8:30am - 10:20am Hyatt Regency Atlanta: Hanover C
Chair: Tony Simons, Cornell U.
Discussants: Roy J. Lewicki, Ohio State U.; Roger C Mayer, U. of Akron

Section D
Behavioral Integrity as an Antecedent to Leader Emergence | Michael E. Palanski, Binghamton U.; Elizabeth Carroll, Binghamton U.
Aligning Organizational Climate with Culture: The Role of Behavioral Integrity | Rangapriya Kannan-Narasimhan, UCLA
When We Don’t See Eye-to-Eye: The Moderating Effect of Behavioral Integrity on Organizational Identity | Ed C. Tomlinson, John Carroll U.; Steven R Ash, U. of Akron; Rosalie Joan Hall, U. of Akron
The Impact of Behavioral Integrity in Supply Chain Management | Tony Simons, Cornell U.; James M Hagen, Cornell U.
Justice, Behavioral Integrity and Exemplarity: Conceptual Differences and Contributions in Merger Co | Tessa Melkonian, EM Lyon

1391: (Paper Session) - (CMS) Critical Engagements with Organization Theory
8:30am - 10:20am Atlanta Marriott Marquis: Tigris & Danube
New CMS Perspectives on Organizational and Institutional Theory
Chair: Mandy Sukman Lee, Trinity College Dublin
Discussant: John S Hassard, U. of Manchester
Intra-Paradigmatic Diversity as Artifact of Paradigmatic Consensus: A Focus on Research Assumptions | Thomas E Will, Agnes Scott College
Toward a Better Grasp of Supply and Demand: Clarifying the Schumpeterian-Penrosean View to Economy | Janne Petteri Kurtakko, U. of Lapland
Of Compromises and Connections: Interpretive Research and Relative Integrity | Paul Hibbert, Strathclyde U.

1392: (Paper Session) - (ENT) Entrepreneurship Abroad
8:30am - 10:20am Hilton Atlanta: Council/Cabinet Room
Chair: Cristiano Zazzara, EPFL
Social Capital Types and Internationalization: A Study of Indian Software SMEs | Shameen Prashantham, Strathclyde U.; Shaker A. Zahra, U. of Minnesota
Patterns of Strategic Change and Performance: A Longitudinal Study of Small Private Firms in Japan | Sam Kurokawa, Drexel U.; Kozo Yamada, Sophia U.; Yoshihiro Eshima, Osaka U. of Economics
Students’ Entrepreneurial Intention in France | Azzedine Tounés, Chambery Business School
Leadership, Collaboration and Innovation in Small Chinese Businesses | Ying Zhu, East China U. of Science & Technology; Jun Yan, California State U., Long Beach; Yu Gang Li, East China U. of Science & Technology

1393: (Paper Session) - (ENT) Small Business Management
8:30am - 10:20am Hilton Atlanta: Crystal Ballroom C & D
Chair: Maura Sheehan, U. of Dallas
Governing Exchanges Between Small Firms and Their Primary Suppliers | Doug Bosse, Ohio State U.
Quality Management and Safety Performance in Small and Medium-Sized Enterprises | Zhen Zhang, U. of Minnesota; Richard Arvey, U. of Minnesota

1394: (Paper Session) - (ENT) Incubation and Other New Venture Help
8:30am - 10:20am Hilton Atlanta: Madison
Chair: Alan L Carsrud, Florida International U.
Inside the Black Box of Business Incubation: Scale Assessment and Model Refinement | Sean M. Hackett, Drexel U.; David M Dilts, Vanderbilt U.
Real Options and the Option to Incubate: An Exploratory Study of the Process of Business Incubation | Sean M. Hackett, Drexel U.; David M Dilts, Vanderbilt U.
The Entrepreneurial S-Curve Logic: A Conceptual Model for Managing Entrepreneurial Process | Mary Han, Ryerson U.
Entrepreneurial Management and the Resource Slack-Performance Relationship | Steven Walter Bradley, Indiana U., Bloomington; Dean Shepherd, Indiana U.; Johan Wiklund, Jonkoping International Business School

1395: (Paper Session) - (ENT) Investors and the Balance of Power
8:30am - 10:20am Hilton Atlanta: Washington
Chair: G Tyge Payne, Texas Tech U.
Who Uses Equity Capital Among SMEs? Evidence from Survey Data | Cristiano Zazzara, EPFL; Francesco Baldi, U. of Rome La Sapienza
The Entrepreneurial Motivation and Stakeholder Theory | Roberto Vassolo, IAE Business School - U. Austral; Javier Garcia Sanchez, IAE Business School - U. Austral; Natalia Weisz, U. Austral

1396: (Paper Session) - (GDO) The Balancing Act: Antecedents and Outcomes of Work-Family Conflict
8:30am - 10:20am Hyatt Regency Atlanta: Kennesaw
Chair: Ujvala Arun Rajadhyaksha, Saint Mary's College
Discussant: S. Antonio Ruiz-Quintanilla, Cornell U.
The Impact of Industry and Occupation Composition on Family-Related Conflict and Support Perceptions | Alison Cook, Utah State U.; Krista Lynn Minnott, Utah State U.
Family and Work Conflict: The Impact of Role Stress on Job Satisfaction | Christopher J. Mathis, Jackson State U.; Ulysses J. Brown, Savannah State U.
Gender Differences in Antecedents and Outcomes of Work-Family Conflict | Allyson K. McElwain, U. of Guelph; Karen Korabik, U. of Guelph; Donna Lero, U. of Guelph
A Systematic Examination of the Relationship Between Work Hours and Work-Family Balance | Monique Valcour, Boston College; Janet H. Marler, U. of Albany, SUNY; Pamela S. Tolbert, Cornell U.

1397 ➔ (Paper Session) - (HCM) The Social Construction of Medical Work
8:30am - 10:20am Hilton Atlanta: Gwinnett
Chair: Federico Lega, Bocconi School of Management
Discussant: Eric Williams, U. of Alabama
Organizational Learning from Medical Mistakes: The Roles of Doctors' Emotions and Cognitions | Michal Tamuz, U. of Tennessee Health Science Center; Eleanor T. Lewis, U. of Tennessee Health Science Center; Fernando Oliveira, U. of Western Ontario
Playing the Tick Box Game: Medical Professional Appraisal, Audit and Mock Bureaucracy | Gerald McGivern, Royal Holloway, U. of London; Ewan Fertie, Royal Holloway College, U. of London
The Interpretation of Change: How Subcultures Shaped Change in a Public Health Organisation | Margaret Brunton, Massey University, Auckland; Jonathan Matheny, Massey University, Auckland

1398 : (Paper Session) - (HR) Web-based Recruiting
8:30am - 10:20am Hyatt Regency Atlanta: Hanover B
Chair: Amy B Henley, U. of Texas, Arlington
Discussant: Brian R. Dineen, U. of Kentucky
Using Technology to Transform the Future of HR: An Illustrated Model of the Implementation of e-HR | Graeme Martin, U. of Glasgow; Judy Pate, U. of Glasgow
Perceptions of fit and attraction in web recruiting: Can website usability accentuate attraction? | Brian D. Lyons, University at Albany, SUNY
The Effect of Person-Organization Fit Feedback on Recruitment Web Sites on Applicant Attraction | Changya Hu, National Taiwan U of Science and Technology; Hsiao-Chiao Su, National Chengchi U.; Chang-I Bonnie Chen, National Chengchi U.

1399 : (HR) The Application of Verbal Self Guidance to Increase Self-efficacy for Training in Organizational Con
8:30am - 10:20am Hyatt Regency Atlanta: Hong Kong
This session is chaired by Peter A. Heslin. Gary P. Latham is a discussant.
The Effect of Training in Verbal Self-Guidance on the Self-Efficacy and Performance of Native North | Marie-Helene Budworth, School of Administrative Studies, York University; Gary P Latham, U. of Toronto
Does Social Cognitive Theory Based Training in Verbal Self-Guidance Make a Difference? | Zeeva Millman, J.L. Rotman School of Management, University of Toronto
The Effect of Self-Management and Verbal Self-Guidance Training on Youth Employability | Travor C. Brown, Memorial U. of Newfoundland

1400 : (Paper Session) - (HR) Competencies and Competency Modeling
8:30am - 10:20am Hyatt Regency Atlanta: Singapore
Chair: Teri Domagalski, Florida Institute of Technology
Discussant: Steve Scullen, Drake U.
Executive Competencies: Unraveling the Myth of the Generic Leader | Guorong Zhu, Hay Group; Steven B Wolff, Hay Group

1401 ➔ (Paper Session) - (HR, IM) Capturing & Repackaging Managerial Knowledge to Inform Corporate & Public Policy: UK & US Examples
8:30am - 10:20am Hyatt Regency Atlanta: Hanover F
Capturing & Repackaging Managerial Knowledge to Inform Corporate & Public Policy: UK & US Examples | Randall S Schuler, Rutgers U.
The U.K. Recruitment Confidence Index | Emma Parry, Cranfield School of Management
Recruitment Difficulties for Professional, Technical and Managerial Positions in the U.K | Shaun Tyson, Cranfield School of Management
Corporate HR Policy and National Employment Volatility in the US | Steven M Director, Rutgers U.
Comparing the US and UK Experiences | Michael Dickmann, Cranfield U.

1402 ➔ (Paper Session) - (IM) MNC Diversity and Diversification
Session Details – Wednesday

8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Chair: Gerhard Fink, WU-Wien
Discussant: Elisabetta Marafiotti, Bocconi U.

→ Global Alliance Portfolio Diversity and Firm Performance | Ruhiua Joy Jiang, Lehigh U.; Qingjiu Tao, Lehigh U.; Michael D Santoro, Lehigh U.

→ Diversity, Technology and Performance of Developing Country MNCs | Lin Yuan, National U. of Singapore; Niniti Pangarkar, National U. of Singapore

Effects of Knowledge Strategy and International Diversity on MNE Performance After the 9/11 Attacks | Sali Li, U. of Utah; Stephen B Tallman, U. of Richmond

International Diversification and Firm Performance: Role of Information Technology Investments | Murali D.R. Chari, Indiana University South Bend; Sarv Devaraj, University of Notre Dame; Parthiban David, U. of Notre Dame

1403 🏷 (Paper Session) - (IM) Case Studies of the Development and Internationalization Process of Local Firms Going Aboard
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Madrid
Chair: Nikhil Celly, U. of Western Ontario
Discussant: Simon Collinson, Warwick U.

→ The Transformation of Local Russian Firms From Entrepreneurial to Professional Organizations | Carl Fey, Stockholm School of Economics; Thea Mills, Stockholm School of Economics Russia

→ Globalisation and the Privatisation of Latin America’s Electricity Supply Industry | Jens Weinmann, European U. Institute; Derek W. Bunn, London Business School

→ Institutional Renovation and Economic Upgrading: Lessons from the Argentine Wine Industry | Gerald A. McDermott, Wharton, U. of Penn

1404 🏷 (MC) Executive Coaching: Conversations for Consultants
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Presenter: Mary Wayne Bush, Pepperdine U.
Participant: John L. Bennett, Queens University of Charlotte

1405 🏷 (Paper Session) - (MED) Assessment: Tools, Approaches, Challenges
8:30am - 10:20am Atlanta Marriott Marquis: Imperial - Consulate
Chair: Martina Merkle, Fernfachhochschule Schweiz
Discussant: George J Byrtrek, George Fox U.

→ Developing an Undergraduate Assessment Test: A Mechanism for Faculty Feedback about Retention | Thomas J Callahan, U. of Michigan - Dearborn; Karen Strandholm, U of Michigan - Dearborn; Julie Dziekan, University of Michigan-Dearborn

→ Consistency Theory and OB Education: Effects of Pre-course Attitudes on Student Evaluations | Clare Anne Francis, U. of North Dakota

→ Capstone Business Course Assessment: Student Readiness Perspectives | Stephen L Payne, Georgia College and State U.; Jan Flynn, Georgia College and State U.; Michael Whitfield, Georgia College and State U.

→ Appreciative Inquiry in Management Education: Measuring the Success of Co-created Learning | Thomas Arthur

1406 🏷 (MED, OB) Mentoring and Coaching in the Business Curriculum: Examples, Outcomes and Recommendations
8:30am - 10:20am Hyatt Regency Atlanta: Techwood
Chairs: Kristi Lewis Tyran, Western Washington U.; Tracey Honeycutt Sigler, Northern Kentucky U.
Discussant: Joseph E Garcia, Western Washington U.

Linking the Field to the Classroom: On-Line Business Mentors | Kent D. Fairfield, Fairleigh Dickinson U.

Developing a Formal Undergraduate Mentoring Program: Results of a Pilot Organizational Behavior Cla | Tracey Honeycutt Sigler, Northern Kentucky U.

Learning leadership from the top: Implementing a “Virtual” Mentor Program in an Undergraduate Lead | Kristi Lewis Tyran, Western Washington U.

Personal Coaching as a Tool for Personal and Professional Leadership Development Within an EMBA Prog | Stephen Brock, Kennesaw State U.; Deborah Roebuck, Kennesaw State U.

1407 🏷 (MH) A Guide to Historical Method for the Management Historian
8:30am - 10:20am Hilton Atlanta: Roosevelt
Introduction and Overview of Historical Method | Michele A Govekar, Ohio Northern U.; Paul L Govekar, Ohio Northern U.

Doing History | David D Van Fleet, Arizona State U. at the West campus

Research Design Considerations and Illustrative Examples | Franz T Lohrke, U. of Alabama

Retrospection | W. Jack Duncan, U. of Alabama, Birmingham Travels/Travails with Mr. Taylor: The Dilemma of Biography for Management Historians | Lois Landis Kurowski, Michigan State University

My Two Mentors | Regina Greenwood, Kettering U.

Hurdles To Overcome In Historical Research | Peter B Petersen, John Hopkins U.

1408 🏷 (Paper Session) - (MOC) Managing Organizational Knowledge: Tacit Knowledge and Expertise
8:30am - 10:20am Atlanta Marriott Marquis: Imperial - Consulate
Chair: Erik Ian Dane, U. of Illinois, Urbana-Champaign
Discussant: Deborah J Dougherty, Rutgers U.

→ Creating Peer-Based Knowledge Refineries | Kwangsu Cho, U. of Pittsburgh; T. RACHEL CHUNG, University of Pittsburgh; William R King, U. of Pittsburgh; Christian Schunn, U. of Pittsburgh

The Influence Of Expertise Levels & Objective Task Complexity On Perceived Task Complexity & Perf. | Thorvald Haaren, Norwegian School of Management; Devaki Rau, Northern Illinois U.

→ Beyond the Dichotomy: Case-Based Taxonomy of Tacit Knowledge | Adva Dinur, Technion

1409 🏷 (MOC) High Quality Connections Research Incubator: New Views of Relational Phenomena in Organizations

1410: (Paper Session) - (OB) Understanding Transformational Leadership
8:30am - 10:20am Hyatt Regency Atlanta: Hanover G

Chair: Kathleen Campbell, United States Military Academy
Discussant: Marcus W. Dickson, Wayne State U.

Leadership Among Top and Middle Managers: Hierarchical Impacts on Transformational Leadership | Heike Bruch, U. of St. Gallen; Frank Walter, U. of St. Gallen

Leader Self-Sacrifice and Altruism: Impact on Transformational Leadership and Follower Outcomes | Niti Singh, narsee monjee institute of management studies (deemed university) Mumbai; Venkat R. Krishnan, XLRI (Xavier Labour Relations Institute), India

Pseudo-Transformational Leadership: Towards the Development and Test of a Model | Amy Christie, Queen's University; Julian Barling, Queen's U.; Nick Turner, Queen's U.

1411: (Paper Session) - (OB) Predicting Withdrawal: Turnover Intentions and Absenteeism
8:30am - 10:20am Hyatt Regency Atlanta: Lenox

Chair: Terri R Lituchy, Concordia University
Discussant: Stephen J. Zaccaro, George Mason U.

Happy to Leave: Positive Affect, Work Importance, Need for Power and Turnover Intentions | Jason Stoner, Florida State U.

Social Influence and Absenteeism: Norms, Networks, and the Role of Guilt | Janie Yu, Texas A&M U., College Station; Daniel A. Newman, Texas A&M U., College Station


Economic Exchange and Turnover Intentions: The Mediating Effect of Trust | Sarah Sorensen, U. of Northern Iowa; Devasheesh P Bhave, University of Minnesota; Freyr Halldorsson, University of Minnesota

1412: (Paper Session) - (OB) Group Composition: Demographic and Skill Distributions
8:30am - 10:20am Hyatt Regency Atlanta: Roswell

Chair: Yekaterina Bezrukova, Rutgers U.
Discussant: Mark A. Clark, American U.

Skill Dissimilarity and Skill Complementarity: Effects on Interpersonal Helping in Work Teams | Aad Oosterhof, U. of Groningen; Gerben S. Van Der Vegt, Groningen U.; Evert Van de Vliert, U. of Groningen; Karin Sanders, U. of Twente


Faultlines in Diverse Workgroups: Reconsidering the Justice-Psychological Distress Relationship | Yekaterina Bezrukova, Rutgers U.; Chester S Spell, Rutgers U., Camden

The Impact of Deep- and Surface-level Faultlines on Team Processes | Yunhyung Chung, Rutgers U., New Brunswick; James Shaw, Bond U.; Yuan Jiang, Rutgers U., New Brunswick; Susan E. Jackson, Rutgers U., New Brunswick

1413: (Paper Session) - (OB) Managing Organizational Change
8:30am - 10:20am Hyatt Regency Atlanta: University

Chair: Lorna Doucet, U. of Illinois at Urbana-Champaign
Discussant: Constance Noonan Hadley, Harvard U.

Leading Organizational Change in the Context of Public Sector: A Longitudinal Study | Yih-teen Lee, University of Lausanne and Groupe ESSCA; Peter Graeff, Technische Universität Dresden

Investigating Transformational Leadership and Individuals’ Commitment to Change | Steven D. Caldwell, University of South Carolina Upstate; David M Herold, Georgia Institute of Technology; Donald B Fedor, Georgia Institute of Technology

The Effects of Change Context and Self Efficacy on Commitment to Change: A Multi-level Study | David M Herold, Georgia Institute of Technology; Donald B Fedor, Georgia Institute of Technology; Steven D. Caldwell, University of South Carolina Upstate

Explaining Resistance to Change with the Job-demands Resources Model | Hetty Van Emmerik, Utrecht U.; Martin C. Euwema, Utrecht U.; Arnold B. Bakker, Utrecht U.; Eva Demerouti, Utrecht U.

1414: (Paper Session) - (OB) Understanding Employee Turnover
8:30am - 10:20am Hyatt Regency Atlanta: Vancouver

Chair: Kathryn Sherony, Purdue U.
Discussant: Judith B. White, Dartmouth College

Do Structural Holes in Guanxi Networks Increase Turnover in the People’s Republic of China? | Peter Hom, Arizona State U.; Zhixing Xiao, China Europe International Business School

Job Embeddedness, Gender, and Voluntary Turnover: Further Extensions of a New Construct | Christopher D. Zatzick, Simon Fraser U.; Roderick D Iverson, Simon Fraser U.

Antecedents and Consequences of Employee Threat Appraisal During an Organizational Restructuring | Mel Fugate, Southern Methodist U.

**1415 JS: (OB, CM, SI) Ethics and Workplace Deviance: An Integrative Approach to Examining Unethical Decisions and Behavior**

8:30am - 10:20am Hyatt Regency Atlanta: Hanover D

**Chairs:** Marie S. Mitchell, U. of Nebraska, Lincoln; Michael James O'Fallon, Washington State U.

**Discussant:** Linda K Trevino, Pennsylvania State U.

Justice and the Self: Moral Identity, Fairness Perceptions, and Deviant Behaviors | Karl Aquino, U. of British Columbia; Vivien KG Lim, National U. of Singapore

Ethical Climate and Organizational Deviance | Anke Arnaud, U. of Central Florida; Marshall Schminke, U. of Central Florida

Consequences, Consensus, and Moral Intensity: Behaviors Rated in Source-Target Categories | Robert Folger, U. of Central Florida; Gergana T. Markova, U. of Central Florida; Maribeth Kuenzi, U. of Central Florida; Rebecca Gray, U. of Central Florida


Identification Gone Bad: Positive Reciprocity and the Propagation of Unethical Prosocial Behaviors | Elizabeth Eve Umphress, Texas A&M U.; John B. Bingham, Brigham Young U.; Marie S. Mitchell, U. of Nebraska, Lincoln

**1416 JS: (OB, OMT) Organizational Artifacts: Their Impact on the Interaction between Individuals and Organizations**

8:30am - 10:20am Hyatt Regency Atlanta: Hanover E

**Chairs:** Lilach Sagiv, Hebrew U. of Jerusalem; Fiona Lee, U. of Michigan

**Discussants:** Kimberly D Elsbach, U. of California, Davis; Majken Schultz, Copenhagen Business School

**Speakers:** Iris Vilnai-Yavetz, Ruppin Academic Center; Jeffrey Sanchez-Burks, U. of Michigan

**Participants:** Anat Rafaeli, Technion-Israel Institute of Technology; Monica C. Worline, Emory U.

**1417 JS: (OB, OMT, HR) Current Perspectives on Leadership During Times of Crisis**

8:30am - 10:20am Hyatt Regency Atlanta: Vininga

**Chairs:** Christian J. Resick, Florida International U.; Nathan J. Hiller, Florida International U.

**Discussant:** Ian Mitroff, U. of Southern California


Design Teams Before, During, and After Crisis: Consequences of Shared Leadership | George B Graen, University of Louisiana Lafayette

Uncertainty as a Moderator of the Charisma - Performance Relationship | Deanne N. DenHartog, University of Amsterdam; Annebel H.B. De Hoogh, Free U., Amsterdam

Examining Leader Succession During Times of Crisis and the Effects of Transformational Leadership | Steven M. Weingarden, Not Specified; Christian J. Resick, Florida International U.; Daniel S. Whitman, Florida International U.; Christopher Mautino, Florida International U.

The Effects of Leader Self-Sacrificial Behaviors During Times of Crisis | Daniel S. Whitman, Florida International U.; Nathan J. Hiller, Florida International U.; Nathalie Castano, Florida International U.

**Discussant:** Ian Mitroff, U. of Southern California

**1418 JS: (OB, RM) Dynamic Work Processes and Well-Being: Testing Affective Events Theory via Experience Sampling Design**

8:30am - 10:20am Hyatt Regency Atlanta: Manila

**Chairs:** Remus Ilies, Michigan State U.; David T. Wagner, Michigan State University

The Dynamics of Organization-Based Self-Esteem | D. Lance Ferris, U. of Waterloo; Jeffrey Spence, U. of Waterloo; Daniel Heller, U. of Waterloo; Douglas J. Brown, U. of Waterloo

Making the Break Count: Recovery Activities, Emotional Experiences, and Affective Delivery | John P. Trougakos, Purdue U.; Daniel J. Beal, Rice U.; Stephen Green, Purdue U.; Howard M Weiss, Purdue U.; West Lafayette

A Dynamic Analysis of Need Fulfillment and Well-Being at Work and Home | David T. Wagner, Michigan State University; Remus Ilies, Michigan State U.; Kelly Marie Schwind, Michigan State University


**1419 JS: (OB, RM) Bringing Method to Madness: Promoting Systematic Reviewing for Knowledge Creation & Dissemination**

8:30am - 10:20am Hyatt Regency Atlanta: Piedmont

Attendees will gain an increased understanding of the vital professional service of reviewing, its role, value, challenges and impact on academe

**Chairs:** Yehuda Baruch, U. of East Anglia; Sherry E. Sullivan, Bowling Green State U.; Haze Nicole Schepmyer, Massey College, U. of Toronto

Peer Reviews in the Production of Knowledge: Why I Stopped Worrying and Learned to Appreciate the Fl | Robert L Dipboye, U. of Central Florida


What They Don't Teach You at The Ohio State University Ph.D. Program*: The Surprising Ways in Which | Yehuda Baruch, U. of East Anglia; Sherry E. Sullivan, Bowling Green State U.; Haze Nicole Schepmyer, Massey College, U. of Toronto

Communicating More Effectively with Editors: Lessons Learned While Editing the Journal of Management | Daniel Feldman, U. of Georgia

1420 : (Paper Session) - (OCIS) Participative Management, Shared Leadership and Controls
8:30am - 10:20am Atlanta Marriott Marquis: International 1
Chair: Vicki R. McKinney, U. of Arkansas
Discussant: Laurie J. Kirsch, U. of Pittsburgh

When Twelve Heads are better than One: Implementing a Shared Leadership Concept in a Police Agency | Brigitte Steinheider, University of Oklahoma, Tulsa Graduate College; Todd Wuestewald, Broken Arrow Police Department

OCIS Division Best Paper Award -- Finalist
Shadow Information Systems and Coordination of Unprescribed Work | Joao Cunha, U.Nova De Lisboa

Organizational Control and IT-based Compliance Systems: A Regulatory Focus Theory Perspective | Yajiong Xue, Florida Atlantic U.; Huigang Liang, Florida Atlantic U.; Liansheng Wu, Peking U.

1421 : (Paper Session) - (OCIS) IT Career Issues
8:30am - 10:20am Atlanta Marriott Marquis: International 5
Chair: Kevin P Gallagher, Florida State U.
Discussant: Nita Brooks, U. of Arkansas

Effects of Distal & Proximal Characteristics on Success for African-American & Caucasian IT Students | Vernard Harrington, Radford U.; Tracy L Lewis, Radford U.; Wanda Smith, Virginia Tech; France Belanger, Virginia Tech; George M. Kasper, Virginia Commonwealth U.

Examining the Role of Human Capital and Gender in Predicting IT Professionals’ Career Transitions | Damien Joseph, Nanyang Technological U.

Skills of Successful IT Project Managers: An Exploratory Study Using the Repertory Grid Technique | Nannette Patterson Napier, Georgia State U.; Mark Keil, Georgia State U.; Felix Tan, Auckland U. of Technology

All Effective CIOs are Strategic, Right? Disagreement in Defining Public Sector CIO Effectiveness | Greg Dawson, U. of Georgia; Richard Thomas Watson, U. of Georgia

1422 & (Paper Session) - (ODC) Trust, Norms, and Organizational Identity
8:30am - 10:20am Hilton Atlanta: Carter
Chair: Theodore Rosen, Geo. Wash. Univ. School of Business


Learning Mechanism for Designing Corporate Identity: Lesons from "Peilin" and Conceptual Framework | Yoram Mitki, Ruppin Academic Center; Ram Herstein, Ruppin Academic Center

This is work, this is play: Artful interventions and organizational identity change | Stefan Meisiek, U. Nova de Lisboa; Mary Jo Hatch, U. of Virginia

Effects of Individual-Perceived and Aggregate Group Norms on Organizational Citizenship Behavior | Ghee Lim, National U. of Singapore

1423 : (Paper Session) - (ODC) Leadership as a Secondary Role: Insights for Organizational Development in Professional Settings
8:30am - 10:20am Hilton Atlanta: Jackson
Three scholar-practitioners discuss case examples, with implications for research and practice.
Presenters: Sandra L. Gill, Benedictine U.; Darlene Lewis, Benedictine U.; Karen Reno, Benedictine U.

1424 : (Paper Session) - (OM) Integration Issues in Operations Management
8:30am - 10:20am Atlanta Marriott Marquis: Rio Grande & MacKenzie
Chair: Peggy D. Lee, Pennsylvania State U., Great Valley
Organizational Differentiation and Integration Arguments in Operations Management | Mikko Ketokivi, Helsinki U. of Technology; Roger Schroeder, U. of Minnesota; Virpi Turkulainen, Helsinki U. of Technology

Model Development for Complex Organizations: Integration of Business Units | Cecilia Temponi, Texas State U.; San Marcos; Michael D. Bryant, U. of Texas, Austin; Benito Fernandez, U. of Texas, Austin

Matching Strategies for Supply Chain Integration and Product/Market Diversification | Ram Narasimhan, Michigan State U.; Morgan Swink, Michigan State U.; Soo Wook Kim, Seoul National U.

Strategic Buyer-supplier Relationships and IT as Drivers of External Logistics Integration | Antony Pauraj, U. of North Florida; Injazz J. Chen, Cleveland State U.

1425 : (Paper Session) - (OMT) Life in Organizational Fields: Strategy, Competition, and Politics
8:30am - 10:20am Atlanta Marriott Marquis: International 2
Chair: Charles Kirschbaum, Faculdade de Engenharia Industrial - ESAN

Fields and Networks: Theoretical Distinctions, Convergence and Perspectives | Charles Kirschbaum, Faculdade de Engenharia Industrial - ESAN

An Empirical Understanding of The Relationship Between Organizations and The State | David Eduardo Cavazos, Texas Tech U.

Task Management Capability and Uncertainty Attenuation in Alliances | Young Rok Choi, Singapore Management U.

Institutional & Strategic Determinants of Competitiveness: Wine Wars 1982-2004 | Jean-Luc Arregle, EDHEC Business School; Michael Shayne Gary, Australian Graduate School of Management; Erik Reimer Larsen, Cass Business School

1426 : (Paper Session) - (OMT) Explicating Organizational Trust and Distrust
8:30am - 10:20am Atlanta Marriott Marquis: International 3
Chair: Charles Kirschbaum, Faculdade de Engenharia Industrial - ESAN

Session Details – Wednesday

Chair: Faye L. Smith, Emporia State U.

DEVELOPMENT AND EVOLUTION OF TRUST AND DISTRUST | Faye L. Smith, Emporia State U.; Joann Recker, U. of Kansas

Interorganizational Distrust: A Little Goes a Long Way | Cynthia E. Devers, U. of Wisconsin-Madison; Brian Connelly, Texas A&M U.; Toyah L. Miller, Texas A&M U., College Station

Direct and Indirect Effects of Inter-Organizational Trust on Vertical Integration | Werner Helmut Hoffmann, Vienna U. of Economics and Business Administration; Kerstin Neumann, Vienna U. of Economics and Business Administration; Gerhard Speckbacher, Vienna U. of Economics and Business Administration

An Exploration of Consumer Resistance to Change | John Lipinski, ITESM/U. of Pittsburgh; Michael Walsh, U. of Pittsburgh

Process-based trust, Characteristic-based Trust, and Formal Contract in Procurement Relationships | Steven S. Lui, City U. of Hong Kong

1427 : (Paper Session) - (OMT) Effects of Organizational Structure and Routines on Decision Making
8:30am - 10:20am Atlanta Marriott Marquis: International 4
Chair: David Lehman, Purdue U.

Firm Resources and Inertia: Collective Functional Fixedness in Top Management Teams | Andrew P. Knight, U. of Pennsylvania

Coordinating Decentralized Decision-Making and Centralized Information | James Oldroyd, Northwestern U.; Ranjay Gulati, Northwestern U.

The Effects of Performance Management on NPL Ratios of the Banking Industry in Taiwan | Weishong Lin, National Taiwan U of Science and Technology; Kuochung Mei, China University of Technology

The Selection and Progression of Organizational Rule Violations | David Lehman, Purdue U.; Rangaraj Ramanujam, Purdue U., West Lafayette

1428 : (Paper Session) - (OMT) Networks and Clusters in Industrial Districts
8:30am - 10:20am Atlanta Marriott Marquis: International A
Chair: Andreas B. Eisingerich, U. of Cambridge

Sustainable Cluster Performance: Managing Intensity and Openness of Interorganizational Linkages | Andreas B. Eisingerich, U. of Cambridge; Simon J. Bell, U. of Cambridge; Paul Tracey, Warwick U.

The Virtual In-Crowd: The Impact of Horizontal and Immediate Co-Affiliation on Financial Performance | Amir Sasson, Norwegian School of Management

Cluster Safari. A New Organisational Context in Search of Meaning | Hector O. Rocha, IAE - Management and Business School of Austral University

Networks and Space: Reconsidering the Effects of Locales on Firm’s Performance | Fabio Fonti, Boston College

1429 : (Paper Session) - (OMT) New Thinking About Organizational Identity and Identification
8:30am - 10:20am Atlanta Marriott Marquis: International B
Chair: Hannakaisa Isomaki, U. of Lapland

Identity Work in ENG: Coherence and Conflict in a Time of Change | Roxana Barbulescu, INSEAD; John Weeks, INSEAD

Organizational Initial Categorization: Imprinting and the Mitigation of Imprinting | Zhi Huang, Boston College; Stephen P Borgatti, Boston College

New conceptualizations and measures of collective identity and identification | David R. Hekman, U. of Washington

A Non-instrumental Notion of the Human Being for Information Systems | Hannakaisa Isomaki, U. of Lapland

1430 : (Paper Session) - (OMT) The Evolution of Leadership in Organizations
8:30am - 10:20am Atlanta Marriott Marquis: International C
Chair: Betty Jane Schearf, Capella U.

Their Separate Ways? Contrast and Convergence in the Post-Merger Fates of Acquiring and Target CEOs | Kathleen Park, Massachusetts Institute of Technology

Leadership as an Organizational Meta-Capability: A System Dynamics Simulation of Leadership | James K. Hazy, Adelphi U.

Management, Market Orientation and Performance in Entrepreneurial Firms | Malte Brettel, Aachen U. (RWTH); Susanne Claas, Aachen University of Technology (RWTH); Florian Heinemann, Aachen U. (RWTH)

1431 : (JS: (PNP, SIM, CMS) Processes of Governance Across Multiple Stakeholders: Performance, Control and Innovation
8:30am - 10:20am Hilton Atlanta: Monroe
Organizers: Suzanne Benn, U. of Technology, Sydney; Stephen T.T. Teo, U. of Technology, Sydney


Dynamic Evolution in Public Private Partnerships: The Role of Key Actors in Managing Multiple Stakeholders | Kate Joyner, Queensland U. of Technology

Multinational Oil Companies’ CSR Initiatives in Nigeria: The Skepticism of Stakeholders in the Host | Gabriel Eweje, Massey U.


The Practice and Process of Governance | Clive Smallman, Lincoln U.

1432 : (Paper Session) - (SIM) Shaping Corporate Governance
8:30am - 10:20am Hilton Atlanta: DeKalb
Chair: Barry M Mitnick, University of Pittsburgh

Corporate Misconduct Effects upon Governance and Social Performance: Before and After SOX | Timothy A Hart, U of Oklahoma
Determinants of Corporate Governance: Effects of Regional, Country and Industry Level Factors | Deeksha A Singh, National U. of Singapore

Regulation, Governance and Performance: Dynamics of Organizational Responses to Sarbanes-Oxley Act | Argun Saatcioglu, Case Western Reserve U.; Larry William Etter, Case Western Reserve U.

The Changing Nature of Corporate Boards: Unexpected Responses to Reform | Jill Ann Brown, U. of Georgia

1433: (Paper Session) - (SIM) Determinants of Corporate Social Responsibility
8:30am - 10:20am Hilton Atlanta: Douglas
Chair: Jeanne M Logsdon, U. of New Mexico
Corporate Social Initiatives as Strategic Responses to Institutional Pressures | David Hess, U. of Michigan, Ann Arbor; Danielle E. Warren, Rutgers U.
Exploring the Determinism of Culture on The Theory and Practice of Corporate Social Responsibility | Richard C. Peters, Florida Atlantic U.
The Problem with Corporate Social Responsibility | Bobby Banerjee, U. of South Australia
PROCESS ANTECEDENTS OF CORPORATE SOCIAL RESPONSIVENESS | Kareem M. Shaban, U. of Georgia; Elizabeth C. Ravlin, U. of South Carolina

1434: (SIM, OB) Bringing the Power of Film to Business Ethics Research and Teaching
8:30am - 10:20am Hilton Atlanta: Crystal Ballroom B & E
Presenters: Virginia Gerde, Duquesne U.; Michael G Goldsby, Ball State U.; Marc O Orlitzky, U. of Auckland; Cynthia Scheopner, U. of Colorado

1435: (Paper Session) - (TIM) Technology and Firm Boundaries
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Ann McFadyen, North Carolina State U.
Discussant: Donald E. Hatfield, Virginia Tech
The Universal and Synergistic Effects of Internal Governance on Product Innovation | Hsueh Liang Wu, National Cheng Kung U.; David Parker, U. of Cranfield
Making vs. Buying Knowledge: The Relationship between R&D Investment and Workforce Knowledge | Benjamin A. Campbell, U. of Pennsylvania
Governing Explorative R&D Alliances: The Content and Role of Formal Contracts | Dries Faems, Catholic U. of Leuven; Bart Van Looy, Catholic U. of Leuven; Maddy Janssens, Catholic U. of Leuven
Transaction Costs, Capabilities, and Innovation: Implications for Vertical Structure | Claudio Wolter, Carnegie Mellon University

1436: (Paper Session) - (TIM) Innovation Diffusion and Adoption
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: William D Schulte, Shenandoah U.
Discussant: Kimberly A. Bates, Trent U.

The Diffusion of Competing Technology Standards in Two-sided Markets | Mingchun Sun, Stanford U.; Edison Tse, Stanford U.
Expectations, Network Effects and Timing of Adoption: Evidence from a Sample of SMEs in Italy | Roberto Fontana, Bocconi U.; Nicoletta Corrocher, Bocconi U.
Charting the Institutional Response of Incumbents to the Challenge Posed by Novel Technologies | Sanjay Jain, U. of Wisconsin, Madison; Yanfeng Zheng, U. of Wisconsin, Madison
Institutional Influences on Adoption Intention within the Healthcare Industry | Richard Klein, Clemson U.; Nicholas Roberts, Clemson U.

Technological Innovations Diffusion in China | Egidio Karuranga, Laval U.; Zhan Su, Laval U.; Robert Beauregard, Laval U.

1437: (Paper Session) - (TIM) Innovative Performance in the European Context
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Celine Abecassis-Moedas, U. Catolica Portuguesa
Discussant: Juan Alcacer, New York U.
E-business Usage, Innovation and Firm Performance - Empirical Evidence from Europe | Philipp Koellinger, DIW Berlin
Exporting and Technology Sourcing: Empirical Evidence from Spanish Manufacturing Firms | Elena Golovko, IESE, U. of Navarra
The Winning Combination. Search Strategies and Innovative Performance in the UK | Paola Criscuolo, Imperial College London; Ammon Salter, Imperial College London; Keld Laursen, Copenhagen Business School; Toke Reichstein, Tanaka Business School
The Role of Regional Determinants in the Innovation Performance of UK Enterprises | Marion Frenz, Birkbeck College, U. of London

1438: (Paper Session) - (TIM) Innovation Strategy
8:30am - 10:20am Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Nilesh Saraf, Simon Fraser U.
Discussant: Brian Wu, U. of Pennsylvania
Building a Workable Set of Indicators for Auditing the Technology Portfolio of High-Tech Companies | Dominique R. Jolly, Ceram Sophia Antipolis
A Formal Model and Methodology for Measuring IT Investment Risks | Ajit Appari, Syracuse U.; Michel Benaroch, Syracuse U.
Can Experts Really Assess Future Technology Success? A Neural Network and Bayesian Analysis | Craig Galbraith, University of North Carolina - Wilmington; Alex Frank DeNoble, SDSU; Sanford B Ehrlich, SDSU; Doug M Kline, niversity of North Carolina at Wilmington

Wednesday 9:00AM

1439: (AAA) Conference Registration
Session Details – Wednesday

9:00am - 12:00pm Hyatt Regency Atlanta: Pre-function Area - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

1440 (Paper Session) - (BPS) Strategy Process: A New Mission for Planning
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Bonn
Chair: Sylvia Flatt, U. of San Francisco
Facilitator: Jill R. Hough, U. of Tulsa
The Role of Strategic Plan Presentations of Listed Companies as an Impact of Organisational Approach to Strategy | Christopher Russell Clark, Macquarie U., Sydney
Thirty Five Years of Strategic Planning and Firm Performance Research: A Meta-Analysis | Rita J. Shea-Van Fossen, Baruch College, CUNY
Organization Mission: The Concept, Antecedents And Consequences | Jatinder Singh Sidhu, Erasmus U.

1441 (Paper Session) - (BPS) New Ventures: Decisions, Decisions
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Cabinet
Chair: Paul Biely, James Madison U.
Discussant: Robert M Wiseman, Michigan State U.
Rich versus King: The Entrepreneur's Dilemma | Noam Wasserman, Harvard U.
Agency and Advisor Quality in IPO Withdrawal | Kevin Boeh, U. of Western Ontario
An Attention-based View on Intra-organizational Entrepreneurship | Dirk De Clercq, Brock U.; Xavier Castaner, HEC Paris; Imanol Belaustegiguizti, Instituto Tecnologico Autonomo de Mexico

1442 (Paper Session) - (BPS) Diversification/M&A: Making Marriage Work (Dimensions of Acquisition Performance)
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - London
Chair: Laurence Capron, INSEAD
Discussant: Asli Musaoglu Arikian, Georgia State U.
A Note On The Effect Of Mergers And Acquisitions On Savings Banks’ Long Run Productivity | Cristina Bernad, U. of Zaragoza; Lluc Fuenterlsaz, U. of Zaragoza; Jaime Gomez, U. of Zaragoza
Assessing the Effects of M&A on Firm Performance, Plant Productivity, and Workers | Donald Siegel, U. of California, Riverside; Kenneth Simons, Rensselaer Polytechnic Institute
Measuring an Elusive Construct Called Acquisition Performance | Margaret Cording, Rice U.; Petra Christmann, Rutgers U.; Carmen Weigel, Rice U.

1443 (Paper Session) - (BPS) Competitive Advantage: Flies in the Theoretical Ointment
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - State
Chair: Walter G Tymon, Villanova U.
Facilitator: James A. Robins, Singapore Management University, School of Business

1444 (Paper Session) - (BPS) Strategy Process: For a Change
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Sydney
Chair: Rolf Buhner, U. of Passau
Facilitator: Alva Taylor, Dartmouth College
Changes in Outsourcing Intensity and Performance: Exploring the Relevance of Path Characteristics | Thomas Hutzschneuter, WHU - Otto Beihseim School of Management; Sascha Israel, WHU - Otto Beihseim School of Management
Knowledge Management as a Driver for Strategic Development: An Empirical Analysis | Sandra Moffett, U. of Ulster; Rodney McAdam, U of Ulster
Alliance Portfolios: How They Evolve Over Time and Coevolve with Firm Performance | Pinar Ozcan, IESDE, U. of Navarra
Slack Search as a Driver for Path-breaking Change | Hitoshi Mitsuhashi, U. of Tsukuba

1445 (Paper Session) - (BPS) Industry Dynamics: Market Entry and the Check Out Line
9:00am - 10:20am Atlanta Marriott Marquis: Cluster 3 - Zurch
Chair: Geoffrey Desa, U. of Washington, Seattle
Discussant: Nile W. Hatch, Brigham Young U.
When Institutions Collide: A Model of Institutional Rivalry | Mike Provance, U. of Maryland; Michael D. Pfarrer, U. of Maryland, College Park

1446 (Paper Session) - (BPS) Innovation: Sponge Bob Makes a Big Splash (Absorptive Capacity)
9:00am - 10:20am Atlanta Marriott Marquis: International 10
Chair: Nandini Lahiri, Indian School of Business
Facilitator: Diana L. Day, Rutgers University - Camden
R&D/Returns Causality: Absorptive Capacity or Organizational IQ | Anne Marie Knott, Washington U.
How Do Organizations Realize Their Absorptive Capacities? A Problem-Solving Perspective | Craig E. Armstrong, U. of Texas, San Antonio
Determinants of Biotechnological Product Success: An Absorptive Link Approach | Desmond W. Ng, Texas A&M U., College Station
Unraveling Absorptive Capacity: Units' Knowledge Flows, Knowledge Stocks and Innovative Performance | Raymond Van Wijk, RSM Erasmus Univ.; Justin J.P. Jansen, Erasmus
Wednesday 10:40AM

1447 : (Paper Session) - (BPS) Networks: Crossing the "t" in Contracts
9:00am - 10:20am Atlanta Marriott Marquis: International 8
Chair: Sergio Giovanetti Lazzarini, Ibmec Sao Paulo
Facilitator: Lyda S. Bigelow, Washington U. in St. Louis
Contractual Governance and Opportunism: Effect of Control and Coordination on Enforcement Costs | Fabrice Lumineau, HEC School of Management, Paris; Bertrand V. Quelin, HEC Paris
Contractual Functions and Contractual Dynamics in Inter-Firm Relationships | Bjorn Eckhard, U. of Paderborn; Thomas Mellewigt, U. of Paderborn
The Effects of Distance on Contract Design | Libby Weber, U. of Southern California
Contractual functions. An explorative empirical assessment of formal contracts | Boris F Blumberg, U. of Maastricht; Gerrit Rooks, TU Eindhoven

1448 : (Paper Session) - (BPS) Strategy Process:
Perceptive TMTs? (TMT Cognition)
9:00am - 10:20am Atlanta Marriott Marquis: International 9
Chair: Robert P. Garrett, Indiana U.
Facilitator: Gerry McNamara, Michigan State U.
Managerial Perceptions and Stock Market Development in an Emerging Economy | Moses Acquah, U. of North Carolina, Greensboro; Charles E. Appeadu, Georgia State U.
Escalating Commitment or Sustaining for Success | Stacy McIlraith Campbell, University of Georgia; Gideon D Markman, U. of Georgia
Shared Strategic Cognition and Firm Performance: Toward Understanding Virtualism's Complexities | Timothy Golden, Rensselaer Polytechnic Institute; Alisa H. Watt, Rensselaer Polytechnic Institute
TMT Knowledge Structure and Turnarounds: Decision making and outcomes | Xin Liang, U. of Kansas

1449 : (Paper Session) - (BPS) Taking Stock: Strategic Implications of Stock Market Behavior
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 3 - London
Chair: Anurag Sharma, U. of Massachusetts
Facilitator: Rogerio Victer, Boston U.
Stock Market Reactions to Executive Oaths: the Signaling Role of CEO Backgrounds | Yan Anthea Zhang, Rice U.
What is the Value of Firms' New Brands? Evaluating New Brand Performance Using Stock Market | Lenny Herrianty Pattikawa, Erasmus University Rotterdam
Dealing with the Problem of Overvalued and Undervalued Stock in Bull and Bear Markets | Susan F Storrud-Barnes, Cleveland State U.; Richard Reed, Washington State U.

1450 : (Paper Session) - (BPS) Strategy Process: Leading the Way to Sound Governance

Session Details – Wednesday
Session Details – Wednesday

Team Effectiveness in China: The Role of Shared Vision and Constructive Controversy | Alfred Wong, Lingnan U.; Dean Tjosvold, Lingnan U.; Chun Hong Liu, Dong Hua U.

Multiculturalism Lives: Predicting Fusion Collaboration in Multicultural Teams | Susan Crotty, Northwestern U.; Jeanne M Brett, Northwestern U.

The game to play: Expanding the co-opetition proposal | Eliezer Arantes da Costa, U. Estadual de Campinas - Unicamp; Celso Pascoli Bottura, Universidade Estadual de Campinas - UNICAMP; Joao Mauricio Gama Boaventura, Sao Paulo City U.; Adalberto A. Fischmann, Sao Paulo U.

**1454 JS:** (CM, OB, HR) Rethinking the Nomological Network of Organizational Justice: Questioning Old Assumptions

10:40am - 12:00pm Hyatt Regency Atlanta: Hanover C
Chair: Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign
Discussant: Robert Moorman, Creighton U.
Rethinking the Nomological Network of Organizational Justice: Questioning Old Assumptions | Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign
Using Meta-Analysis and Path Analysis to Clarify Relations between Job Satisfaction, Justice and OCB | Neil Fassina, U. of Manitoba; David A. Jones, U. of Vermont; Krista Uggerslev, U. of Manitoba
Deterrent or Propellant of Employee Deviance? Making Sense of Organizational Monitoring | Bradley J Alge, Purdue U.; Gary A. Ballinger, U. of Virginia; James L. Oakley, Purdue U.; Subrahmaniam Tangirala, U. of Maryland, College Park; David Lehman, Purdue U.
Injustice and Revenge: The Role of Identity | Ramona Bobocel, U. of Waterloo; Agnes Zdanui, U. of Waterloo

**1455 (CMS) Understanding Different Assumptions about Power and Equity: An Inter-Disciplinary Conversation**

10:40am - 12:00pm Atlanta Marriott Marquis: Tigris & Danube
Discussant: Walter Nord, U. of South Florida
Presenters: Maxim Voronov, Brock U.; Brenda Kathleen Johnson, Columbia U.; Bruce E Kaufman, Georgia State U.; Warner P. Woodworth, Brigham Young U.; Michael J. Zickar, Bowling Green State U.

**1456 : (Paper Session) - (ENT) Founders and New Venture Strategy**

10:40am - 12:00pm Hilton Atlanta: Council/Cabinet Room
The Role of Founders and Parent Firms in New Venture Strategy | Warren Boeker, U. of Washington Seattle
Improvisation and Bricolage in New Venture Planning | Pankaj C Patel, U. of Louisville; James Fiet, U. of Louisville
Directions of New Venture Growth in Their Beginning Years | Gwendolyn Kuo-fang Lee, U. of Florida
Game Theory Analysis of Family Business Succession Events | Timothy P Blumentritt, Kennesaw State U.

**1457 : (Paper Session) - (ENT) New Venture Growth**

10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom C & D
Chair: Hung-Bin Ding, Loyola College
Investigating Patterns of Development in SMEs | Leona Achtenhagen, Jönköping University; Leif Melin, Jönköping University; Lucia Naldi, Jönköping University; Jenny Helin, Jönköping University
Entrepreneurial Orientation Effect on New Venture Performance: The Moderating Role of Venture Age | G. T. Lumpkin, Texas Tech U.; William John Wales, Rensselaer Polytechnic Institute; Michael Ensley, Rensselaer Polytechnic Institute

**1458 : (Paper Session) - (ENT) Cultural and Governmental Influences on New Venture Creation**

10:40am - 12:00pm Hilton Atlanta: Madison
Chair: Martin L. Martens, Concordia University
Social Networks Effects on Start-up Performance: An Empirical Investigation | Manuela Presutti, Bologna U.; Luca Pirolo, Luiss Guido Carli U.
Opportunity Recognition and Entrepreneurial Activities of Networked and Non-Networked SMEs | Yvonne O Brunetto, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast
Explaining Sex Differences in Business Owners’ Career Satisfier Preferences | Kimberly Eddleston, Northeastern U.; Gary N. Powell, U. of Connecticut, Storrs
Entrepreneurship, Regional Development and Job Creation | Rui Baptista, Instituto Superior Tecnico

**1459 : (Paper Session) - (ENT) Venture Capitalists – Part II**

10:40am - 12:00pm Hilton Atlanta: Washington
Chair: Robert Sprague, U. of Wyoming
Complementary Theoretical Perspectives Regarding Venture Capitalist’s Decision Making | Christine Salameh, U. of Louisville
Are Venture Capitalists Catalysts for Innovation or Do They Simply Exploit It? | Stefano Caselli, Bocconi University / SDA Bocconi; Francesco Perrini, Bocconi U.; Stefano Gatti, Not Specified
Safety in Numbers or Hunting in Packs? The Impact of Angel Networks on Venture Financing | Rebecca J. White, Northern Kentucky U.; Rodney Dsouza, University of Louisville; Giles T Hertz, Northern Kentucky U.
Informed Capital in a Hostile Environment – The Case of Relational Investors in Germany | Dorothea Schäfer, German Institute for Economic Research; Dirk Schilder, Technical University Bergakademie Freiberg

**1460 : (Paper Session) - (GDO) Differences Between Women and Men in Leadership, Upward Influence, and Emotional Intelligence**

Effects of Structure, Leadership, and Safety Climate

10:40am - 12:00pm Hilton Atlanta: Gwinnett

Chair: Susan M. Stewart, U. of Puget Sound
Discussant: Mark D. Agars, California State U., San Bernardino
Revisiting Sex Effects in Evaluations of Transformational Leaders: An Advantage for Female Leaders | D. Anthony Butterfield, U. of Massachusetts, Amherst; Kathryn M. Bartol, U. of Maryland

Tuesday, May 10, 2022

Session Details – Wednesday

10:40am - 12:00pm Hyatt Regency Atlanta: Inman
Chair: Susan M. Stewart, U. of Puget Sound

Discussant: Mark D. Agars, California State U., San Bernardino
Revisiting Sex Effects in Evaluations of Transformational Leaders: An Advantage for Female Leaders | D. Anthony Butterfield, U. of Massachusetts, Amherst; Kathryn M. Bartol, U. of Maryland

PB ➔ Gender and Influence Across the Globe: Cross-Cultural Differences in Organizational Upward Influence | Dafna Eylon, U. of Richmond; Carolyn Egri, Simon Fraser U.; David A.Ralston, U. of Oklahoma; Tanja Casado, U. of Sao Paulo; Chay Hoon Lee, Nanyang Business School; Wade Danis, Georgia State U.; Francisco B. Castro, U. de Porto, CEMPRE; Emmanuelle Reynaud, U. Aix-Marseille 3; Marina Dabic, U. of Osijek; Malika Richards, Pennsylvania State U.; Ana Maria Rossi, Clinica De Stress E Biofeedback; Ping Ping Fu, The Chinese U. of Hong Kong; Arunas Starkus, CIBER-Vilnius; Ilya Girson, U. of Westminster; Mahfooz Alam Ansari, U. of Science Malaysia; Philip Hallinger, Mahidol U.; Laurie Milton, U. of Calgary/U. of Western Ontario; Christine MinHsun Kuo, Yuan Ze U.; Ho-Beng Chia, National U. of Singapore; Yongjuan Li, Chinese Academy of Sciences; Maria Teresa de la Garza Carranza, Instituto Tecnologico de Celaya

1461 (Paper Session) - (GDO) Beneath the Surface?: Explaining Gender and Diversity Effects on Financial Success
10:40am - 12:00pm Hyatt Regency Atlanta: Kennesaw
Chair: Gayle Baugh, U. of West Florida

A Behavioral Study of Pricing Decisions: A Focus on Gender | John W. Slocum, Southern Methodist U.
Human Factors and Financial Performance of Law Firms | Asghar Zardkoohi, Texas A&M U., College Station; Michael A. Hitt, Texas A&M U., College Station; Leonard Bierman, Texas A&M U., College Station; Amy M. Chew, Texas A&M U., College Station
Delineating the Performance Effects of Diversity Between Different Organizational Subgroups | Orlando C. Richard, U. of Texas, Dallas

1462 (HCM) Learning and Improvement in Healthcare: Effects of Structure, Leadership, and Safety Climate
10:40am - 12:00pm Hilton Atlanta: Gwinnett
Chairs: Eitan Naveh, Technion-Israel Institute of Technology; Tal Katz-Navon, Interdisciplinary Center

The Effect of Decentralization on Team Learning, Leadership Behaviors & the Quality of Medical Care | Sarit Rashkovitch, Not Specified; Miriam Erez, Technion U.; Michael Weiner, Not Specified

Briefing – Debriefing: A Reflexive Org. Learning Model from the Military to Enhance the Performance | Dana Rachel Vashdi, Technion U.; Peter Bamberger, Technion-Israel Institute of Technology; Miriam Erez, Technion U.; Ahuva Meilik, Not Specified

Learning from Errors: The Case of Medication Administration | Anat Drach-Zahavy, University of Haifa; Anit Somech, U. of Haifa; Dorit Pud, Not Specified
Continuous Patient Safety Improvement: The Effects of Safety Programs, Safety Climate, and Autonomy | Eitan Naveh, Technion-Israel Institute of Technology, Tal Katz-Navon, Interdisciplinary Center; Zvi Stern, Hadassah Hebrew U. Medical Center

1463 (Paper Session) - (HR) Recruitment and Job Choice
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover B
Chair: William Harri Clampitt, Tusculum College

Comparing Operationalizations of Person-Organization Fit in Assessing Job Seeker Decisions | Jennifer Lee Gibson, George Mason U.; Lois Tetrick, George Mason U.; Jackie D Nguyen, George Mason U.; Lisa Howard, George Mason U.
Positive and negative information early in the recruitment process | Adam M. Kanar, Cornell University
Recruitment to a Virtual Organization: Does a Referral Matter? | Valery Yakubovich, U. of Chicago; Daniela Lup, U. of Chicago

1464 (Paper Session) - (HR) Leadership Career Development
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover F
Chair: Linn Van Dyne, Michigan State U.
Discussant: Michael Wesson, Texas A&M U.
The Competent Production Supervisor: A Model for Effective Performance | Arnaldo Camuffo, U. of Padova; Fabrizio Gerli, U. of Venice
Global Leader Effectiveness: Relationships between International Experience and Adaptive Competencies | Soon Ang, Nanyang Business School; Linn Van Dyne, Michigan State U.; Jean Leslie, Center for Creative Leadership
Adaptability at the Workplace: Age Matters | Cornelia Niessen, University of Konstanz
Performance Change of Project Managers in Two Situations of Upward Feedback: A Longitudinal Study | Sooyung Jhun, Agency for Defense Development; Zong-Tae Bae, Korea Advanced Institute of Science & Technology
Session Details – Wednesday

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Copenhagen
Discussant: Marjorie L McInerney, Marshall U.
Personality and Customer Service Performance: Disaggregating the Big-Five Personality Model | Richard C. Peters, Florida Atlantic U.
P = f(Ability x Conscientiousness): Examining the Facets of Conscientiousness | Ken Harris, Indiana U. Southeast; L A Witt, University of Houston
Narcissism in Organizations: An Empirical Look at Managerial Integrity and Effectiveness | Carrie Blair, U. of Tennessee; Brian James Hoffman, U. of Tennessee; Katherine Helland, U. of Tennessee, Knoxville
The Predisposition to Engage in Interpersonal Deviance at Work | L A Witt, University of Houston; Martha C. Andrews, U. of North Carolina- Wilmington

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Amsterdam
Discussant: Robert E. Dratwa, University of Phoenix, Graduate School of Business & Management
Marketing Mix Standardisation in Multinational Corporations: A Review of the Evidence | Andreas Birnik, Cranfield U.; Cliff Bowman, Cranfield U.
Diffusion of ISO 9000 Standards, International Trade, and Foreign Direct Investment | Joseph A. Clougherty, Wissenschaftszentrum Berlin (WZB); Michal Grajek, Wissenschaftszentrum Berlin (WZB)
Brand, Entry Mode and Performance | Huanglin Wang, U of Western Ontario; Jean-Louis Schaan, U of Western Ontario

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Madrid
Discussant: Cheryl Skromme Granrose, Berry College
Rethinking Organizational Environments in International Management Research: The Implications for International Business Studies | Simon Collinson, Warwick U.; Alan M Rugman, Indiana U.
Using Business Models to Assess the Effectiveness of Firm Internationalization | Stephanie Hurt, Meredith College; Marcus James Hurt, EDHEC Business School
An Examination of Business Ethics Research in Three Top International Business Journals | Chris Robertson, Northeastern U.; Nicholas Athanassiu, Northeastern U.; Margarita Rayzberg, Northeastern University

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Stockholm
Discussant: Kevin E Fox, St Louis University
Organizational Determinants of Employee Turnover in Multinationals’ Foreign Subsidiaries | B. Sebastian Reiche, U. of Melbourne

10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 1 - Trinidad
Discussant: Sally A Baack, San Francisco State U.
An Investigation on Trade Union Strategies of Foreign Invested Enterprises in China | Sunghoon Kim, Cornell U.
The Influence of Culture on Union Membership: A Multinational Comparison | Richard A. Posthuma, U. of Texas El Paso; Michelle Kaminski, Michigan State U.; Anne Berthelot, U. of Texas, El Paso
Session Details – Wednesday

1472: (MC) MC Division’s Future
10:40am - 12:00pm Hyatt Regency Atlanta: Montreal
Facilitator: Susan M. Adams, Bentley College
New Paper Title Goes Here. |

1473: (Paper Session) - (MED) Institutional Tensions in the Business of Management Education
10:40am - 12:00pm Hyatt Regency Atlanta: Spring
Facilitator: Peggy D. Lee, Pennsylvania State U., Great Valley
Discussant: Mary Catherine Meisenhelter, York College of Pennsylvania

1474: (US: (MED, MC) The Challenge of C-Level Leadership Development: Lessons from Research & Practice
10:40am - 12:00pm Hyatt Regency Atlanta: Techwood
Participants: Roger Conway, Center for Creative Leadership; Gina Hernez-Broome, Center for Creative Leadership; Corey Criswell, Center for Creative Leadership; Andrew Kakabadse, Cranfield U.

1475: (Paper Session) - (MOC) Attributional Theory and Organizational Biases
10:40am - 12:00pm Atlanta Marriott Marquis: Imperial - Consulate
Examines the bases of judgements about self, others, and social concerns.
Facilitator: Arran Caza, U. of Michigan, Ann Arbor
The Role of Subjective Experiences in Evaluations of Self and Others | Eugene M Caruso, Harvard U.
Betting on Your Chances: The Effect of Social Policies on Non-Beneficiaries’ Behavior | M. Ena Inesi, Stanford U.; Brian Lowery, Stanford U.
Self-Serving Attributions and Burnout Among Service Providers | Dana Yapgil, u of Haifa; Hassida ben Zur, U haifa

1476: (Paper Session) - (OB) Managing the Work-NonWork Boundary
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover E
Chair: Teri Domagalski, Florida Institute of Technology
Discussant: Mary Dana Laird, Florida State U.
The Power of Recovery: It is not Only Good for the Person, it is Good for Performance | Carmen Binnewies, U. of Konstanz; Sabine Sonnenstag, U. of Konstanz; Eva J. Mojza, U. of Konstanz
Mood Spillover and Crossover for Dual-Earner Couples: A Cell Phone Event Sampling Study | Zhaoli Song, National U. of Singapore; Maw-Der Foo, U. of Colorado, Boulder; Marilyn Ang Uy, National University of Singapore
Boundary Work Tactics: Negotiating The Work-Home Interface | Glen E. Kreiner, U. of Cincinnati; Elaine C. Hollensbe, U. of Cincinnati; Mathew Laurence Sheep, U. of Cincinnati
Winner of OB Division Best Paper Award

1477: (Paper Session) - (OB) Emotions in Organizations
10:40am - 12:00pm Hyatt Regency Atlanta: Hanover G
Chair: Marie T Dasborough, Oklahoma State U.
Discussant: Virginia K. Bratton, U. of Melbourne
Perspectives of an Integral Understanding of Emotions in Organisations | Wendelin Merlin Kuepers, U. of Hagen; Juergen Weibler, U. of Hagen
Emotional Reactions Impacting the Progress and Performance of M&A | Satu Päivi Teerikangas, Helsinki U. of Technology
Attenuating the Relationship between Emotional Effort and Strain: The Role of Emotional Intelligen | Lillis Melita Prati, East Carolina U.; Pamela Perrewe, Florida State U.

1478: (Paper Session) - (OB) Employee Voice and Participation
10:40am - 12:00pm Hyatt Regency Atlanta: Lenox
Chair: Jennifer Bowers, Florida Atlantic U.
Discussant: J. Duane Hoover, Texas Tech U.
Giving Voice to the “Out Group” with a Little Negative LMX | Kenneth J. Dunegan, Cleveland State U.
How Managerial Autonomy and Decentralization Relate to Downward Consultation and Employee Autonomy | Hettie A. Richardson, Louisiana State U.; Stephanie Case Henagan, Northern Illinois U.; Paul M. Roman, U. of Georgia
A Model of High-Performance Suggestion Systems | Davide Girardelli, unaffiliated
Distinguishing Between Silent and Vocal Minorities: Not All Deviants Feel Marginal | Kimberly Rios Morrison, Stanford University; Dale Miller, Stanford U.

1479: (Paper Session) - (OB) Antecedents of Job Satisfaction and Workaholism
10:40am - 12:00pm Hyatt Regency Atlanta: Manila
Chair: Brooks C. Holtom, Georgetown U.
Discussant: Heather Spence Laschinger, U. of Western Ontario
Situational and Dispositional Antecedents of Global Job Satisfaction: A Ten-Wave Longitudinal Study | Zhen Zhang, U. of Minnesota; Amit Kramer, U. of Minnesota

Session Details – Wednesday

1480 : (Paper Session) - (OB) Value Congruence
10:40am - 12:00pm Hyatt Regency Atlanta: Piedmont
Chair: Melody LaPres, Missouri State University
Discussant: D. Brent Smith, Rice U.
Person-group fit: A value congruence perspective | Kang Yang, Trevor Yu, U. of North Carolina, Chapel Hill; Daniel M Cable, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina
The Value of Value Congruence | Daniel M Cable, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina
Person - Organization Value Incongruence and Psychological Contract Violation and Contract Types | Ayse Tever, Koc U.; Mahmut Bayazit, Koc U.

1481 : (Paper Session) - (OB) Emotional Contagion Effects
10:40am - 12:00pm Hyatt Regency Atlanta: Roswell
Chair: Peter J. Jordan, Griffith U.
Discussant: S Douglas Pugh, U. of North Carolina, Charlotte
Shared Emotions and Group Effectiveness: The Role of Broadening-and-Building Interactions | Seung-Yoon Rhee, KAIST Graduate School of Management
Winner of OB Division Best Dissertation-Based Paper Award The Impact of Personality and Transaction Characteristics on the Display of Positive Emotions | Hwee-Hoon Tan, Singapore Management U.; Karen T T Chung, National U. of Singapore
A Theoretical Study of Culture and Workgroup Mood Convergence | Wan Yan, U. of Missouri, Columbia

1482 : (Paper Session) - (OB) Developing Ties between Individuals and Organizations
10:40am - 12:00pm Hyatt Regency Atlanta: University
Chair: Scott Jeffrey, U. of Waterloo
Discussant: Lisa Schurer Lambert, Georgia State U.
The Role of Corporate Reputation in Propelling Employee Pride and Commitment | Sabrina Verena Isabel Helm, Witten/Herdecke U.
Organization-Employee Ties: Examining Antecedents and Outcomes of Perceived Insider Status | Cynthia Lee, Northeastern U.; Samuel Aryee, Aston University; Zhen Xiong Chen, Australia National University

1483 : (Paper Session) - (OB) Organizational Identification
10:40am - 12:00pm Hyatt Regency Atlanta: Vancouver
Chair: Jason Stoner, Florida State U.
Discussant: Suzanne S. Masterson, U. of Cincinnati
Organizational Identification: Dimensional Testing of a Theoretically Driven Six-Item Scale | Martin R. Edwards, Kings College, University of London; Riccardo Peccell, King's College, U. of London
The Influence of Organizational Identification and Identity-Congruent Behaviors on Knowledge Sharing | Fabiola Bertolotti, U. of Modena and Reggio Emilia; Elisa Mattarelli, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, Bologna U.
Generalizing Relational Identification to and from Organizational Identification | David M. Sluss, University of South Carolina
Measuring Individuals’ Need for Identification: Scale Development and Validation | Melissa Mayhew, U. of Queensland

1484 : (Paper Session) - (OB) Developing Roles and Relationships within Organizations
10:40am - 12:00pm Hyatt Regency Atlanta: Vinings
Chair: Marie Wilson, U. of Auckland
Discussant: Isabel C Botero, Illinois State University
The Role of Proactive Personality and Behaviors on Social Exchange Relationships in the workplace | Robert C Liden, U. of Illinois, Chicago; Raymond T Sparrowe, Washington U. in St. Louis; Berrin Erdogan, Portland State U.; Monica C. Gavino, Saint Xavier University; John M Maslyn, Belmont U.
Examination of the Trust Process in Newcomers: A Longitudinal Investigation | Sarah Sorensen, U. of Northern Iowa; Theresa M. Glomb, U. of Minnesota
Effects of Social Identity Conflict on Ambivalence Regarding and Adoption of New Role Behavior | David R. Hekman, U. of Washington; H Kevin Steensma, U. of Washington; Gregory A. Bigley, U. of Washington

1485 : (Paper Session) - (OCIS) IT and the Representation of Events, Work and Self
10:40am - 12:00pm Atlanta Marriott Marquis: International 1
Chair: Scott Russel Boss, ITESM/U. of Pittsburgh
Discussant: N L Reinsch, Georgetown U.
Information Technology and the First-Line Manager’s Dilemma | Joao Cunha, U.Nova De Lisboa
Technology & Information as Virtual Theatre: Impression Management in Virtual Environments | Ravi Shanker Gajendran, Pennsylvania State U; Dennis A Gioia, Pennsylvania State U.
The Presence of Information Overload within Organizations: Coping with Information Overload | Suzanne de Bakker, U. of Nijmegen

1486 : JS: (OCIS, TIM, BPS) Managing User Communities
10:40am - 12:00pm Atlanta Marriott Marquis: International 5
Chair: Sonali K. Shah, U. of Illinois, Urbana-Champaign
Hybrid Models of Innovation – Combining the Virtues of Open Source and of Property Rights? | Philip Mayrhofer, Center for Digital Technology and Management; Dietmar Harhoff, U. of Munich; Marc Jokisch, BMW Group
Collaborative Innovation: Web-Based Tools for Customer Involvement in New Product Development | Gianmario
Verona, Bocconi U.; Mohanbir Sawhney, Northwestern U.; Emanuela Prandelli, Bocconi U.
Collective Customer Commitment: Utilizing User Communities to Evaluate New Products | Frank T. Pillor, Massachusetts Institute of Technology; Susumu Ogawa, Kobe U.
The Secret to Successful User Communities: An Analysis of Computer Associates’ User Groups | Celine Schulz, U. of Munich
Managing the Underground: Manufacturers and Contrary User Communities | Ethan Mollick, Massachusetts Institute of Technology
Participant: Marc Jokisch, BMW Group

1487: (Paper Session) - (ODC) Organizational Culture Change Processes
10:40am - 12:00pm Hilton Atlanta: Carter
Chair: Deborah J. Barrett, Rice U.
Discussant: Yue Cai, New Mexico State U
Culture and Organisational Improvisation: Some Conceptions informed by UK Financial Services | Steve Leybourne, Plymouth U.
Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper
Culture, Power Sharing, and Organizational Performance: Saudi Arabia in Comparative Perspective | Khalid Othman Alyahya, Arizona State U.
Did The Organizational Culture Really Change? Show Me The Data! | Karen S. Whelan-Berry, Utah Valley State College; Patricia L Alexander, Texas Wesleyan U.

1488: (Paper Session) - (ODC) In-Depth Case Studies in Change
10:40am - 12:00pm Hilton Atlanta: Jackson
Chair: Cynthia Jane Bean, U. of South Florida
Discussant: Mark Hillon, U. of Central Oklahoma
Legacy Identities during Organizational Change: The Case of an Enron Subsidiary | Thomaz Wood Jr., Escola de Administração de Empresas de São Paulo; Miguel Caldas, Loyola U. New Orleans
Survivors’ Perceptions of the New World: A Case-Study | Kusum Sahdev, ODRL
The Contextual and Processual Nature of Organisational Change: A Case Study | Shahnaz Naughton, The University of Melbourne; Philip Bohle, U. of NSW
Human Element In DoD’s Transformation | Ruth Scogna Wagner, Fielding Graduate U.

1489: (Paper Session) - (OM) International Operations Management
10:40am - 12:00pm Atlanta Marriott Marquis: Rio Grande & Mackenzie
Chair: Ely Laureano Paiva, UNISINOS
International Growth Strategies: A Comparative Analysis of Manufacturing and Service Firms | Ravi Kathuria, Chapman U.; Maheshkumar P Joshi, George Mason U.; Stephanie Dellande, Chapman U.

Key Factors of Global Supply Strategy: A Model of Interrelated Decision | Julio Maria Loppacher, Austral U.; Raffaella Caglioni, Politecnico di Milano; Gianluca Spina, Politecnico di Milano
Patterns of Manufacturing Cell Adoption in Brazil and the Adopters’ Performance | Antonio Virgilio Bittencourt Bastos, UFBA; Elizabeth Loiola, UFBA; Jorge Santos Nérís, UFBA; João Carlos Teixeira, UFBA

1490: (Paper Session) - (PNP) Contracts, Privatization & Organizational Collaboration
10:40am - 12:00pm Hilton Atlanta: Monroe
Chair: Kimberly Roussin Isett, Columbia U.
Experiential Learning and the Evolution of Outsourcing in a State Transportation Agency | Branco Leonidov Ponomariov, Georgia Institute of Technology; Gordon Kingsley, Georgia Institute of Technology
Beyond the Contract: Informal Partnerships as “Dark Matter” in Privatization Research | Beth Gazley, Indiana U., Bloomington
Strategic Decision Making and Strategy Development in the Public Sector and Non-For-Profits | Fiona Helen Gorton, Manchester U.

1491: (Paper Session) - (SIM) Ethical Dimensions of Global Supply Chains
10:40am - 12:00pm Hilton Atlanta: Crystal Ballroom B & E
Chair: Daniel Greening, U. of Missouri, Columbia
Social and Environmental Issues and the Global Supply Chain: Efficiency Meets Responsibility | Michael V. Russo, U. of Oregon; Anne Parmigiani, U. of Oregon
Results from the 2004 Business for Social Responsibility Supply Chain Social Compliance Survey | Matthew Hirschland, Business for Social Responsibility; Lisa Kantor, Business for Social Responsibility
Advancing Fair Trade through Supply Chain Disintermediation: Ethical and Economic Perspectives | Jonathan P Doh, Villanova U.

1492: (Paper Session) - (SIM) Organizational Corruption
10:40am - 12:00pm Hilton Atlanta: Douglas
Chair: Elizabeth D Scott, Eastern Connecticut State U.
Weber’s Authority and Corruption: Antecedents, Mechanisms, and Consequences | Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign
The Organization of Corruption: Insights from Institutional Economics | Bryan W Husted, Tecnológico de Monterrey/Instituto de Empresa; James A. Robins, Singapore Management University, School of Business
The Organizational Dynamics of Corruption: Toward an Understanding of Downward Spirals | Niki den Niuwenboer, Erasmus U. Rotterdam; Muel Kaptein, RSM Erasmus Univ.
Integrity: Clearing the Conceptual Confusion | Michael E. Palanski, Binghamton U.

Session Details – Wednesday

1493: (Paper Session) - (TIM) Technology, Teams, and Change
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Monte Carlo
Chair: Emmanuel A. Abegunrin, Capella U.
Discussant: Aimee Kane, New York U.
Understanding problems in ES Implementation Projects: Critical Success Factors and Situated Learning | Sue Newell, Bentley College; Gary David, Bentley College
Team Absorptive Capacity and the Quality of Innovations: A Multi-level, Multi-dimensional Analysis | Louise Anne Nemanich, Arizona State U.; Robert T Keller, U. of Houston; Dusya M. Vera, U. of Houston
The Effects of Social Networks on Worker’s Adaptation to a Major Technology Change | Sebastian Bruque, U. of Jaen; Jose Moyano, U. of Jaen; Jacob Eisenberg, U. College Dublin

1494: (Paper Session) - (TIM) Radical Product Development
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Riviera
Chair: Jongwook Kim, Western Washington U.
Discussant: Uzi De Haan, Technion-Israel Institute of Technology
Promotors or Project Managers? Role Models for Radical Innovations | Hans Georg Gemuenden, Berlin U. of Technology; Soeren Salomo, Karl-Franzens U., Austria; Katharina Hoelzl, Berlin U of Technology; Christopher Ulrich Lettl, Berlin U of Technology
Achieving the Threshold Between Set-Based and Point-Based New Product Development Strategies | Alceu Salles Camargo Jr, Faculdade de Economia, Administração e Contabilidade da U. de São Paulo; Abraham Sin Oih Yu, Faculdade de Economia, Administração e Contabilidade da U. de São Paulo

1495: (Paper Session) - (TIM) Customer-Driven Innovation II
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - Shangri-La
Chair: Daniel Robeson, Rensselaer Polytechnic Institute
Discussant: Jorge A. Colazo, U. of Western Ontario
Radical Incrementalism: Factoring Customer Use into Technological Change | Steve J. Kahl, Massachusetts Institute of Technology; JoAnne Yates, Massachusetts Institute of Technology
TIM Division Best Student Paper Award Finalist
Stephan Schrader Best Paper Award Finalist
The Analogous Market Effect: How Users from Analogous Markets Can Contribute to Idea Generation | Marion Kristin Poetz, Vienna U. of Economics and Business Administration; Nikolaus Franke, Vienna U. of Economics and Business Administration

1496: (Paper Session) - (TIM) Strategy, Technology and Innovation III
10:40am - 12:00pm Atlanta Marriott Marquis: Cluster 5 - South Hampton
Chair: Joan Ernst Van Aken, Eindhoven U. of Technology

Discussant: Eytan Lasry, York U.
Contingency View of the Performance Effect of Technological Differentiation in an Economic Downturn | Hsueh Liang Wu, National Cheng Kung U.
The Research on the Influence Factors for Fitness between Technology Strategy and Corporate Strategy | Jin Chen, Zhejiang U.; Yubing He, Zhejiang U.; Wei Yao, Zhejiang U.
Firm Innovativeness: An Empirical Study of Strategic and Operational Factors Driving NPD Decisions | Giulia Calabretta, ESADE; Boris Durisin, Bocconi U.
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August 11-16, 2006 – Atlanta, GA

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Pace University is proud to partner with the Academy of Management and to host its offices on our Briarcliff Manor, New York, campus.

Celebrating its centennial in 2006, Pace is a private university in the New York metropolitan area with a growing national reputation for offering students opportunity, teaching and learning based on research, civic involvement, an international perspective, and measurable outcomes.

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The “Participant Index”, the list of people associated with sessions on the Program, is not available.

You may use the built-in PDF search to try to find a particular name.
Meeting capacities have been certified by Professional Convention Management Association. Detailed floor plans are available from the Atlanta Marriott Marquis upon request.
Abbreviations used in the Program Guide

Divisions & Interest Groups

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

Other Abbreviations

AAA  All Academy Activities
AAC  Affiliate Activities & Committees
AAM  Asia Academy of Management
AAS  All Academy Symposia
ART  Academy Arts
CAU  Caucuses
IAM  Iberoamerican Academy of Management
ICW  In Conjunction With Activities
IP  Interactive Papers
ITC  International Theme Committee
JS  Joint Symposia
MEN  Mentoring Committee
NDSC  New Doctoral Student Consortium
PTC  Practice Theme Committee
SHCS  Showcase Symposia
TTC  Teaching Theme Committee

Affiliation Not Available/Not Specified

Hotels and Other Locations

MT  Atlanta Marriott Marquis
HR  Hyatt Regency Atlanta
HI  Hilton Atlanta
OS  Off Site

Symbols

_theme-oriented paper or session
_visual presentation
_teaching-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 2006 Atlanta, Georgia Annual Meeting from:

- University of Washington Business School
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- PACE University Lubin School of Business