

Careers

Program Chair: Jay Mahoney, Montclair State University

Workshop Chair: Susan Adams, Bentley College

	Start	Regular Program	Shared Program
Friday	11:15 am		75. Tour to McDonald's University • OS: McDonald's U.
	1:00 pm		79. Practitioner Series: Introduction to the Inquiry Process and Research Projects • S: Gball 3
	5:00 pm		81. Critical Mgmt. Doctoral Workshop • HW: Dusable
	6:00 pm		85. Reception for the New Doctoral • S: Gball I
Saturday	7:30 am		87. Critical Management Studies: B • HW: Comiskey
	8:00 am		89. Practitioner Series: Developing and Critiquing Action Research Projects • HE: Columbus C/D
			91. Critical Management Studies: P • HW: Columbian
			92. Critical Management Studies: • HW: Buckingham
			93. Critical Management Studies: P • HW: Comiskey
			95. New Doctoral Student Consortiu • S: Gball I
			97. GDO/MED/ODC/CAR: Career Identities in Academia • HE: Skyway 269
	8:30 am		100. IAOM: Managerial Effectiveness in Latin America • S: Alpine II
	9:00 am	416. CAR: Career Practice • S: WmTell	
	10:00 am		108. OD/IM/MED/GDO/CAR: Time Management • HE: Skyway 269
	10:30 am		110. IAOM: Competing in Latin America • S: Alpine II
	1:00 pm		115. MED/ODC/GDO: Spirituality at Work • HE: Skyway 269
	1:30 pm		118. IAOM: Challenges & Approaches to Quality • S: Alpine II
	2:00 pm		120. CAR/CM/ONE/HCM/PNS Small Division Images and Member Identities • HW: Acapulco
Sunday	3:00 pm		123. Management of the Tenure Proce • S: Alpine II
			124. ODC/MED/GDO: The Power of Music • HE: Skyway 269
	4:00 pm		125. Critical Management Studies: P • HW: Comiskey
	6:00 pm		127. IAOM: Business Meeting & Dinner • S: Alpine II
	6:30 pm		128. Reception for Practitioner Ser • HE: Columbus C/D
			130. Critical Management Studies: • HW: Comiskey
	7:30 am		131. Critical Management Studies: B • HW: Comiskey
	8:00 am		132. Launching an Academic-Practiti • HE: Columbus C/D
			135. Business & Volunteering Connec • S: WmTell
	9:00 am		142. Critical Management Studies: • HW: Columbian
Monday			143. Critical Management Studies: P • HW: Buckingham
			145. Critical Management Studies: P • HW: Comiskey
	10:00 am		148. CAR: Career Practice: A Musical Production • S: WmTell
	10:30 am		150. Mentoring Workshop • HW: Goldcoast
	8:30 am	417. T: Pluralism in Academic Roles • HW: Goldcoast	
	9:00 am		271. JP: Big Five Pers. Dimensions • HE: GndBall C(N)
Tuesday			212. JS: Organizational Dynamics • HE: GndBall B
			216. JS: Mentoring in a Pluralistic Env • S: Gball 3
	12:20 pm	418. P: Perspectives on Mentoring • HW: Goldcoast	
	1:00 pm		309. IP: International Career Issues • HE: Wacker West (2)
	4:10 pm		231. JS: The Good, The Bad, and The Ugl • HW: Comiskey
			321. IP: Career Issues • HE: Wacker West (4)
Wednesday	8:30 am		234. JS: Careers in Transition • HE: GndBall B
	8:50 am		288. JP: Expatriates • HE: Columbus E/F
	2:00 pm	419. P: Impact of Job & Career Change • HW: Goldcoast	290. JP: Balancing Work and Family • HE: Columbus E/F
			352. IP: Career Choice & Management • HE: Wacker West (4)
	3:40 pm	420. S: Business/education partnership • HW: Goldcoast	356. IP: Affective Reactions • HE: Wacker West (3)
	5:30 pm	421. M: Division Business Meeting • HW: Goldcoast	
Thursday	7:00 pm	422. Social Hour • HW: Goldcoast	
	8:30 am	423. Careers Division in the future • HW: Goldcoast	
	10:40 am		261. JS: Issues and Solutions in Global • HE: GndBall E
			263. JS: Equity in Pay and Promotions • HW: Comiskey
Friday	12:20 pm		201. Work transition journeys (SC) • HE: GndBall A

Saturday 9:00 am

416. Career Practice

• 9:00-5:00 Swiss: WmTell

By invitation only

Organizer: Kerr Inkson, U. of Auckland

Monday 8:30 am

417. Theme: Pluralism in Academic Roles: Using One Vehicle to Make Simultaneous Journeys

• 8:30-10:20 Hyatt West: Goldcoast

Chair: Mary R. Watson, Vanderbilt U.

Division Welcomer: Joan D. Mahoney, Montclair State U.

Ambassador: Samuel Rabinowitz, Rutgers U., Camden



Research Outcomes, Mary R. Watson, Vanderbilt U.; Selda Fikret-Pasa, Bogazici U.



Teaching Outcomes, Mabel Miguel, U. of North Carolina, Chapel Hill; Mehdi Farashahi, Concordia U.



Service Outcomes, Alfred Jaeger, McGill U.

Discussants: Wayne F. Cascio, U. of Colorado, Denver; Mary Ann Von Glinow, Florida International U.

Monday 12:20 pm

418. Paper: **Perspectives on Mentoring**

- ♦ 12:20-2:10 Hyatt West: Goldcoast

Chair: Debra A. Major, Old Dominion U.

Not All Relationships are Created Equal: Critical Factors of Productive Mentoring Relationships, Troy R. Nielson, California State U., San Marcos; Larry E. Pate, U. of Wisconsin, Madison; Regina J. Eisenbach, California State U., San Marcos

Formal Mentoring Systems: An Examination of the Effects of Mentor/Protege Cognitive Styles on the Mentoring Process, Steven John Armstrong, U. of Lincolnshire & Humberside, Lincoln, UK.; Christopher W Allinson, U. of Leeds, Leeds, UK; John Hayes, U. of Leeds, Leeds, UK
Career-Related and Social Support: An Examination of Expectations Among Mentors and Proteges, Angela M. Young, California State U., Los Angeles; Pamela L. Perrewe, Florida State U.

Comparison of Traditional, Step-ahead, and Peer Mentoring on Proteges' Support, Satisfaction and Perceptions of Career Success: A Social Exchange Perspective, Ellen Ann Ensher, Loyola Marymount U.; Craig Thomas, Claremont Graduate U.; Susan E. Murphy, Claremont McKenna College

Discussants: J. Bruce Prince, Kansas State U.; Lynn Kathleen Harland, U. of Nebraska, Omaha

Tuesday 2:00 pm

419. Paper: **Individual and Organizational Outcomes of Job and Career Changes**

- ♦ 2:00-3:20 Hyatt West: Goldcoast

Chair: Eileen Kaplan, Montclair State U.

The Experience of Boundarylessness: Job Change, Extrinsic and Intrinsic Career Success Among Early-Career MBAs, Maury A. Peiperl, London Business School; Lidewey Van der Sluis, London Business School

The Clean Slate Effect on Tournament Mobility in Organizations, Amy E. Hurley, Chapman U.; Stefan Wally, Chapman U.; Jeffrey A. Sonnenfeld, Chief Executive Institute

Job Seeking: The Importance of Cross-Industry Ties to an Industry Change, Deborah Wright Brown, Long Island U.

The Nature of the New Employment Relationship(s): A Content Analysis of the Practitioner and Academic Literatures, Mark V. Roehling, Western Michigan U.; Marcie A. Cavanaugh, Cornell U.; Lisa M. Moynihan, Cornell U.; Wendy R. Boswell, Cornell U.

Discussants: Phillip Gardner, Michigan State U.; Monica Forret, Saint Ambrose U.

Tuesday 3:40 pm

420. Symposium: **"The business of business is also education": Boeing's journey into linking business and academe to better prepare college business graduates for the**

- ♦ 3:40-5:00 Hyatt West: Goldcoast

Chair: Linda K. Gibson, Pacific Lutheran U.

Ambassador: Romila Singh, Drexel U.

Presenters: Bruce Finnie, Pacific Lutheran U.; Sven Kalve, Boeing Company; Linda K. Gibson, Pacific Lutheran U.

Tuesday 5:30 pm

421. Meeting: **Division Business Meeting**

- ♦ 5:30-6:45 Hyatt West: Goldcoast

Division Chairs: Martin M. Greller, U. of Wyoming; Hugh Gunz, U. of Toronto

Tuesday 7:00 pm

422. **Social Hour**

- ♦ 7:00-9:00 Hyatt West: Goldcoast

Co-Chair: Susan M. Adams, Bentley College

Wednesday 8:30 am

423. **Practicing What We Preach: Building for Continuous Improvement to Best Meet Careers Division Member's Need in the New Millenium**

- ♦ 8:30-10:20 Hyatt West: Goldcoast

Chair: Gayle Porter, Rutgers U., Camden

Ambassador: Veronica Wan-Huggins, Georgia State U.

Presenters: Deborah Ettington, Eastern Michigan U.; Veronica Godshalk, Pennsylvania State U., Great Valley; Monica C. Higgins, Harvard U.; Yehuda Baruch, U. of East Anglia, UK

Facilitators: Maury A. Peiperl, London Business School; Martin M. Greller, U. of Wyoming; Hugh Gunz, U. of Toronto; Joan D. Mahoney, Montclair State U.