The following changes have been made in the printed conference program. Specific changes are highlighted – the rest of the information in the affected sessions is correct as printed.

### Friday 1:00 pm

**1a.** Meeting: **Board of Governors Meeting**  
- 1:00-5:00 Hyatt West: **Stetson E** (Please note location change)  
*Presiding:* Anne S. Huff, U. of Colorado / Cranfield School of Management

**424.** Conflict Management Division’s Junior Faculty Research Incubator on Conflict & Diversity  
- 1:00-9:00 Hyatt West: San Francisco  
*Research Incubator to develop research projects on diversity & conflict.*

### Saturday 8:00 am

**506.** Making Experiential Learning More Effective  
- 8:00-9:30 Hyatt East: Skyway 284  
*Organizer:* Susan Halfhill, California State U., Fresno

### Saturday 9:00 am

**424.** Conflict Management Division’s Junior Faculty Research Incubator on Conflict & Diversity  
- 9:00-5:00 Hyatt West: San Francisco  
*Research Incubator to develop research projects on diversity & conflict.*

### Saturday 10:00 am

**791.** Conducting Research in Europe: Multiple Countries, Multiple Cultures, Multiple Challenges  
- 10:00-12:00 Hyatt West: **Soldier Field** (Please note location change)

### Saturday 12:00 pm

**3a.** **Registration**  
- 12:00-5:00 Hyatt East: GndBall Reg Area  
*Executive Director:* Nancy Urbanowicz, Academy of Management

### Saturday 1:00 pm

**793.** Uses and Abuses of Meta-Analysis  
- 1:00-3:00 Hyatt West: **Soldier Field** (Please note location change)

**694.** Visions for the OM Field for the Next Millennium  
- 1:00-2:30 Hyatt West: Atlanta  
*This session will address senior academic's visions for the OM field for the next millennium*  
Roberto Filippini, U. of Padova, Italy

### Saturday 3:00 pm

**794.** How Can We Tell if Ethnography Is Well Done? Writers and Reviewers Perspectives on Quality  
- 3:00-5:00 Hyatt West: **Soldier Field** (Please note location change)

**695.** Innovative Teaching Approaches  
- 3:00-4:30 Hyatt West: Atlanta  
*Presenters will share their teaching tools and strategies in fundamental OM courses such as Introduction to OM, Quality, supply chain management, operations research, etc.*

### Saturday 5:00 pm

**60.** Meeting: **Toronto 2000 Organizing Committee Meeting**  
- 5:00-6:00 Hyatt West: Burnham (please note day change, This meeting will be held on Saturday.)

**896.** OM Cocktail Social  
- 5:00-6:30 Hyatt West: Hong Kong  
*All members of the OM division and their friends are invited to an informal social gathering.*

### Saturday 6:00 pm

**2.** The "How Tos" of the Academy of Management Placement Services  
- 6:00-7:00pm Hyatt East Columbus H (please note time change)

### Sunday 8:00 am

**697.** How OM Fits in the Business School  
- 8:00-10:00 Hyatt West: Atlanta  
*Presenters will come from business schools with different configurations regarding OM (i.e., OM with management, OM with OR, etc.)*

### Sunday 9:30 am

**426.** Managing Conflict in the Pluralistic Classroom  
- 9:30-12:00 Hyatt West: San Francisco  
*We will explore the conflict strategies for faculty in diverse environments.*

### Sunday 10:00 am

**698.** Executives' Views of Key OM-Related Issues and Topics  
- 10:00-12:00 Hyatt West: Atlanta  
*A group of practicing managers from leading corporations will present their views of key OM-related issues and topics they would like to see OM scholars study more of.*

### Sunday 10:30 am

**11.** Meeting: **People of Color Committee Meeting**  
- 10:30-12:00 Hyatt West: **Dusable** (Please note location change)

**16.** Meeting: **Officers of the Midwest Academy of Management**  
- 10:30-12:00 Hyatt East: Skyway 280  
*Presiding:* Douglas R. May, U. of Nebraska, Lincoln

### Sunday 12:00 pm

**26.** AMR Writer's Workshop  
- 12:00-2:00 Hyatt East: Columbus H (Please note time change)  
*Pregression required please contact Linn Van Dyne. Presiding:* Linn Van Dyne, Michigan State U.
Sunday 12:30 pm

151. Theme: Towards an Ecology of Leadership: Developmental Journeys of Three Leaders
   - 12:30-2:30 Hyatt West: Regency Ballroom
     Executive Leaders: Designers and Stewards, Not Hero, David Marsing, Technology and Manufacturing Group / Intel
     Local Line Leaders: Where Ideas Meet Reality, Mark Williams, Equilon Enterprises
     Internal Networkers: The Unrecognized Leaders, Ilean Galloway, Intel; Victor Leo, Ford Motor Company

Sunday 3:30 pm

59. Meeting: Executive Committees of the Divisions and Interest Groups
   - 3:30-5:00 Hyatt (please note day change)
     Business Policy & Strategy: Hyatt West Wright
     International Management: Hyatt West Buckingham
     Management History: Hyatt West New Orleans
     (Please note location changes)

Sunday 5:00 pm

153. Symposium: All-Academy Speakers and Meeting
   - 5:00-7:00 Hyatt West: Regency Ballroom
     Distinguished Executive: John Reed, Citygroup

Sunday 9:00 pm

49. Barnard Society [Please note this meeting has been cancelled]
   - 9:00-11:00 Hyatt East: Columbus G
     Ambassador: Paul C. Godfrey, Brigham Young U.

Monday 8:00 am

742. Paper Division Welcome
   - 8:00-10:20 Hyatt East: Columbus A

Monday 8:30 am

537. Symposium: The Pluralistic World of Contingent Work
   - 8:30-10:20 Hyatt West: Field
     Independent Contractors: The Impact Of Perceived Fair Treatment On Measures Of Commitment, Organizational Citizenship Behavior, And Intent To Stay, Sara Zeff Geber Sky Ridge Consulting Group

379. Paper: Knowledge, Innovation, and Learning
   - 8:30-10:20 Hyatt West: Toronto
     The Role of Emergent Initiatives in Strategic Renewal, Steven W. Floyd, U. of Connecticut; Bill Wooldridge U. of Massachusetts

Monday 9:00 am

301. Gender and Diversity Legal Issues in Organizations
   - 9:00-10:20 Hyatt East: Wacker West (4)

Monday 10:40 am

743. Paper: Designing and Assessing Organizational Change
   - 10:40-12:00 Hyatt East: Regency Ball A
     Chair: Kay McGlashan-Glasgow, California Polytechnic State U. San Luis Obispo

770. Paper: Knowledge, Beliefs, Identities, and Local Environmental Action
   - 10:40-12:00 Swiss: Neuchatel
     An Empirical Study of the Effect of Moral Intensity on Environmental Ethical Decision Making, Brenda L. Flannery, Minnesota State U., Mankato; Douglas R. May, U. of Nebraska

216. (CAR, MED) Mentoring in a Pluralistic Environment: Issues, Challenges and New Directions
   - 10:40-12:00 Swiss: Gball 3
     Women and Mentoring: A Research Agenda to Promote a Pluralistic Work Environment, Gayle Baugh, U. of West Florida

384. Paper: Global Competitive Dynamics
   - 10:40-12:00 Hyatt West: Regency Ball A(S)

382. Paper: Executive Compensation
   - 10:40-12:00 Hyatt West: Acapulco
     Discussant: Rebecca A. Luce, Michigan State U.

Monday 12:20 pm

387. Theme: Challenges for Global Enterprise in the 21st Century
   - 12:20-2:10 Hyatt West: Regency Ball A(S)
     Organizer: Ming-Jer Chen, U. of Pennsylvania
     Opportunities and Threats for Managers, Strategists, and Organizational Designers in the Twenty-First Century, Bill Starbuck, New York U.
     Corporate Strategy at the Edge of Chaos: A Possible Paradigm for the Twenty-First Century, Kathleen Eisenhardt, Stanford U.
     Building Strategic Flexibility for Competitive Advantage in the Twenty-First Century Landscape, Michael Hitt, Texas A&M U.
     World-Class Enterprises for the Twenty-First Century: Resource Converting and Balanced Integrating, Bill Newman, Columbia U.; Ming-Jer Chen, U. of Pennsylvania

386. Paper: Revisiting TMT Research
   - 12:20-2:10 Hyatt West: Toronto
     Revisiting the Effects of Strategic Leadership on Corporate Strategy: The Unit of Analysis Dilemma, Michael Jensen, Northwestern U.; Edward J. Zajac, Northwestern U.
Saturday 2:30 am
115. {GDO, HR, SIM} Genetic Screening and Privacy, Eugene F. Stone-Romero, U. of Central Florida
Chair: Cliff Cheng, U. of Southern California
Genetic Screening and Privacy, Eugene F. Stone-Romero, U. of Central Florida; David E. Hyatt, DeCotiis Erhard Strategic Consultants
Discussant: Amitai Etzioni, George Washington U

• 2:30-3:50 Hyatt East: GndBall D(N)
MOC: Crisis Management Plans as Schemas: Analysis and Implications, Joann L. Krauss, Jacksonville State U

Monday 2:30 pm
185. {GDO, HR, SIM} Genetic Testing, Privacy, and Employment Discrimination
• 2:30-3:50 Hyatt West: Goldcoast
Chair: Cliff Cheng, U. of Southern California
Genetic Screening and Privacy, Eugene F. Stone-Romero, U. of Central Florida; David E. Hyatt, DeCotiis Erhard Strategic Consultants
Discussant: Amitai Etzioni, George Washington U

280. Paper: Virtual Teams
• 2:30-3:50 Hyatt East: GndBall C(N)
Facilitator: Barbara L. Kelsey, Ryerson Polytechnic U

388. Paper: Cognition in Strategy
• 2:30-3:50 Hyatt West: Acapulco
Discussant: Anita McGahan, Harvard U

Monday 6:45 pm
676. Social Hour
• 6:45-8:00 Hyatt West: Regency Ball C(N) (please note location change)

Tuesday 8:30 am
238. Theme: The Evolution of New Organization Forms for a Pluralistic World: Findings from Two Large Scale International Research Programs
• 2:30-3:50 Hyatt West: Regency Ball C(N)
Discussants: Henk Volberda, Erasmus U., Rotterdam; Andrew H. Van de Ven, U. of Minnesota

241. Gender Comparisons
• 8:30-10:10 Hyatt West: Wacker West (3)
Facilitators: Raymond Jones, U. of Pittsburgh; Suzanne C. de Janasz, James Madison U.; Madeline M. Crocito, State U. of New York, Old Westbury

Tuesday 8:50 am
• 8:50-10:10 Hyatt West: Columbian
Radical Change in Alberta Health Care: The Recomposition of an Organizational Field, Trish Reay, U. of Alberta; C.R. Hinings, U. of Alberta

Tuesday 10:30 am
170. Theme: NSF IOC Call for Research on Change and Development Journeys into a Pluralistic World With Illustrations from Researchers of Theme Cases
• 10:30-11:50 Hyatt West: Regency Ball C(N)
Additional Panelist: Therese Yaeger, Benedictine U

748. Paper: Managing Change Complexity: Beyond Lewin's Legacy
• 10:30-11:50 Hyatt East: Columbus A
Chair: Tom G. Cummings, U. of Southern California
The De-Development of Contemporary Organizations, Paul Nutt, Ohio State U., Columbus; Robert W. Backoff, Ohio State U., Columbus
Winner of ODC Division Best Paper Published in Conference Proceedings

Tuesday 2:00 pm
• 2:00-3:20 Hyatt West: Field
Chair: David B. Balkin, U. of Colorado, Boulder
The Shamrock Organization: Determinants and Consequences of Externalization, Venkat Bendapudi, Ohio State U., Columbus; Ronald A. Ash, U. of Kansas
Published in Conference Proceedings
Winner of the HR Division Best Paper Award

683. Paper: Power and Politics in Organizational Settings
• 2:00-3:20 Hyatt West: New Orleans
Published in Conference Proceedings

401. Paper: Institution and Culture in the Global Context
• 2:00-3:20 Hyatt West: Toronto
Post-Privatization Restructuring and Firm Performance in Russia: Theory and Evidence, Mike W. Peng, Ohio State U.; Trevor Buck, Leicester Business School; Igor Filatotchev, U. of Nottingham

Tuesday 3:40 pm
250. {BPS, IM} Findings from the International Research Program on New Organization Forms for the Information Age (NOFIA): The Co-evolution of the Financial Service
• 3:40-5:00 Hyatt West: Comiskey
Co-Evolution and Organizational Consequences of Mergers in Danish Financial Services Industry 1985-1996, Borge Obel, Odense U.; Bo Eriksen, Odense U.; Mikael Sonderbhard, Odense U.; Bjarne G. Sorensen, Odense U.
Strategic Renewal of Dutch Financial Service Sector, Henk Volberda, Erasmus U.; Charles Baden-Fuller, Erasmus U.; Frans A.J. van den Bosch, Erasmus U.; Bert Filer, Erasmus U.; Eric Gedajlovic, Erasmus U.
358. Environmental Initiatives and Innovations
   - 3:40-5:00 Hyatt East: Wacker West (5)
ONE: Regulation, Business, and Sustainable Development: The
   Antecedents of Environmentally Conscious Technological
   Innovation. Mark Meo, U. of Oklahoma; Rex T. Ellington, U. of
   Oklahoma; Mark P. Sharfman U. of Oklahoma

Wednesday 8:30 am

621. Paper: Story-Telling, Improvisation, and Cinema in the
   Classroom
   - 8:30-10:20 Swiss: Alpine II
Discussants: Abdelmagid M. Mazen, Suffolk U.; Thomas
   Hawk, Frostburg State U.; Janine L. Clarke, George Washington
   U.

633. Improving Learning/Teaching Effectiveness
   - 8:30-10:20 Hyatt East: Wacker West (5)
MED: Structuring Assignments to Enhance the Value of Site
   Visits in Management Education. André M. Everett, U. of
   Otago; Yim-Yu Wong, San Francisco State U.

Wednesday 9:00 am

73. Registration
   - 9:00-12:00 Hyatt East: GndBall Reg Area
Information Booth, T-shirts and Email only (Registration closed)

Wednesday 10:40 am

648. Paper: Organizing for Innovation: Emerging
   Constraints and Opportunities
   - 10:40-12:00 Hyatt West: Stetson E
Adapting to a New Environment: How a Legacy Software
   Organization Copes with Volatility and Change. Correct
   authors are: Nancy Staudenmayer, Duke U.; Todd Graves,
   Lucent Technologies/Bell Laboratories; Audris H. Mockus,
   Lucent Technologies

777. Symposium: Multinational Corporations Face Global
Environmental Issues: Corporate Strategies for Emerging
   Governance Structures
   - 10:40-12:00 Swiss: Neuchatel
Corporate Responses to the Emerging Climate Change Regime: 
   Institutional and Economic Determinants of Strategy in the
   Automobile Industry. David L. Levy, U. of Massachusetts,
   Boston; Sandra Rothenberg, Harvard U.
MNCs and the Environment: Between Regulation and Self-
   Regulation. Ans Kolk, U. of Amsterdam
Multinational Environmental Standards and Increasing
   Globalization: Does the 'Race to the Top' Require a Referee?
   Sarianna M. Lundan, U. of Maastricht
Science in International Environmental Negotiations. Joanne M.
   Kauffman, Massachusetts Institute of Technology

Wednesday 12:20 pm

623. Paper: The Natural Role of Diversity in Management
   Education
   - 12:20-2:10 Swiss: Alpine II
   Rethinking the Journey of Management Education:
   Diversity as a Natural Phenomenon. Madeline M. Crocito,
   State U. of New York, Old Westbury

202. (HR, IM, MED) Lessons Learned from a 13-Country,
   Regional Analysis of International Human Resource
   Management
   - 12:20-2:10 Hyatt West: Water Tower
Additional Presentations:
   Divergence or Convergence: A Cross-National Comparison of
   Personnel Selection Practices. Y. Paul Huo, U. of Puget Sound;
   Jason H. Huang, National Sun Yat-Sen U.; Nancy K. Napier,
   Boise State U.
   Benchmarking Training and Development Practices: A Ten-
   Country Comparative Analysis. Ellen Drost, San Diego State
   U.; Kevin Lowe, U. of North Carolina, Greensboro; Colette
   Frayne, California Polytechnic U.

INDEX Corrections.

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