

Errata Sheet

Academy of Management 1999 Annual Conference

The following changes have been made in the printed conference program. The changes are listed by day, time and session title as shown in the 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

596. 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.**)

696. 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 8:30 am

779. PNS: Teaching Using the Case Study Method

- 8:30-12:00 Hyatt West: **Stetson G** (please note location and day correction. This meeting is on **Sunday**)

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)

Pregistration 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)

42. Meeting: **Journal of Management**

- 3:30-5:00 Hyatt West: **San Francisco** (note Location Change)

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**

Continental Breakfast,

Strategic Change and Knowledge Management

- 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)
- GDO: Changes in Sexual Harassment Law: A Strategic Opportunity for Defining the Next Step in the Journey, David Sherwyn, Cornell U.; J. Bruce Tracey, Cornell U.**

Monday 10:40 am


743. Paper: **Designing and Assessing Organizational Change**

- 10:40-12:00 Hyatt East: Columbus 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)
- International Competition and Corporate Strategy: The Effect of Core Industry Import Penetration on Firm Diversification, Margarethe Wiersema, U. of California, Irvine; Harry P. Bowen, U. of California, Irvine**

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.**

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; **Dianna Stone, U. of Central Florida; David E. Hyatt, DeCotiis Erhard Strategic Consultants**

Discussant: Amitai Etzioni, George Washington U

281. Paper: **Scripts and Scenarios: Cognition in Prediction, Planning, and Project Management**

- 2:30-3:50 Hyatt East: GndBall D(N)

MOC: Crisis Management Plans as Schemas: Analysis and Implications, Joann L. Krauss, **Jacksonville State U**

163. 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**

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

678. **Social Hour**

- 6:45-8:00 Hyatt West: Regency Ball **C(N)** (please note location change)

Tuesday 8:30 am

239.JS: Sexual Harassment Perspectives • **Swiss Gball 3** (note room clarification)

237. (OB, OCIS) **Journeys into Virtual Worlds: Trust in Distributed Teams**

- 8:30-10:10 Hyatt West: Comiskey

Schmooze or Lose: The Effects of Rapport and Gender in Email Negotiations, **Janice Nadler, American Bar Foundation; Leigh Thompson, Northwestern U.; Michael W. Morris, Stanford U.**

All in Due Time: The Development of Trust in Electronic and Face-to-Face Groups, **Jeanne M. Wilson, Carnegie Mellon U.; Susan G. Straus, Carnegie Mellon U.; William J. McEvily, Carnegie Mellon U.**

341. **Gender Comparisons**

- 8:30-10:10 Hyatt East: Wacker West (3)

Facilitators: **Raymond Jones, U. of Pittsburgh;** Suzanne C. de Janasz, James Madison U.; Madeline M. Crocitto, State U. of New York, Old Westbury

Tuesday 8:50 am

524. Paper: **Health Care Market Transformation: Theory and Evidence**

- 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

551. Paper: **Strategic Determinants of Human Resource Practices**

- 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

Antecedents and Outcomes of Subordinate Perceptions of Power in Supervisor-Subordinate Relationships: An Integrated Model, Steven M. Farmer, **Wichita State U.**; Herman Aguinis, U. of Colorado, Denver

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 of U.S. Banking Industry: A Longitudinal Analysis of Merger as a Strategy of Wealth Creation (1982-1998), Carmen Weigelt, Duke U.; Arie Y. Lewin, Duke U. *Co-Evolution of Alliances in Swiss and American Financial Services: An Intellectual Capital Approach.,* David Oliver, IMD International, Switzerland; Johan Roos, IMD International, Switzerland; Bart Victor, IMD International, Switzerland *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.**

363. 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

848. 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. Crocitto, 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 Heh 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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