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<th>Interactive Papers and Caucuses</th>
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<td><strong>Program Chair: Janet M. Dukerich, University of Texas, Austin</strong></td>
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<td><strong>Caucuses Chair: Timothy M. Stearns, California State University, Fresno</strong></td>
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Monday 9:00 am

299. Global Alliances and Interorganizational Cooperation in International Management
- 9:00-10:20 Hyatt East: Wacker West (1)
IM: Strategic Alliance and Firm Value: A Case Study of the British Airways/USAir Alliance, Jong-Hun Park, City U. of Hong Kong; Anning Zhang, City U. of Hong Kong; Namgoyo K. Park, New York U.
IM: Distinct Institutions, Different Links: Supply Relations in the UK and Dutch Agro-Food Industry, Martyn Franciscus Rademakers, Erasmus U., Rotterdam

299. Motivation and Self-Efficacy
- 9:00-10:20 Hyatt East: Wacker West (2)
10546 & 11210 adjacent booths
OB: The Development of Training Based Self-Efficacy in a Multidimensional Feedback Environment, Charles K. Parsons, Georgia Institute of Technology; Donald B. Fedor, Georgia Institute of Technology; David Herold, Georgia Institute of Technology
Published in Conference Proceedings


OB: Role of Conceptions of Ability in Self-Regulation and Performance on a Complex Task, Carmen M. Taberner, U. of Salamanca; Robert E. Wood, U. of New South Wales
OB: The Sacred Spark of Academic Research, Robert Rodgers, U. of Kentucky; Nanette Rodgers, U. of Kentucky
OB: The Role of Self-Efficacy as a Moderating Variable in the Job Strain Model, Nerina Lea Jimmieson, Queensland U. of Technology; Nyree Kathleen Hopley, Queensland U. of Technology

300. Leadership Development and Service Learning
- 9:00-10:20 Hyatt East: Wacker West (3)
MED: A Stages Of Change Perspective On Motivation To Learn In A Leadership Development Context: An Empirical Investigation, Stanley G. Harris, Auburn U.; Michael S. Cole, Auburn U.

Monday 10:40 am

302. Research Methodologies
- 9:00-10:20 Hyatt East: Wacker West (5)
RM: To Log or Not to Log: Bootstrap as an Alternative to Parametric Estimation of Moderation Effects in the Presence of Skewed Dependent Variables, Craig J. Russell, U. of Oklahoma; Michelle A. Dean, U. of North Texas
Interactive Papers and Caucuses

**304. Psychological Contracts**

- 10:40-12:00 Hyatt East: Wacker West (2)

**OB:** Monitoring Versus Meddling: Revisiting Agency Theory from an OB Perspective, Jeffrey A. Thompson, U. of Minnesota

**OB:** Breach of Psychological Contracts in Work Groups, Catherine Honor Tinsley, Georgetown U.; Cynthia Lee, Northeastern U.

**OB:** Psychological Contract Breach: A Study of Multiple Bases of Comparison, Violet Tzu-Wei Ho, Carnegie Mellon U.

**OB:** An Examination of the Development and Consequences of Psychological Contracts, Anne M. O'Leary-Kelly, U. of Arkansas, Fayetteville; Joseph A. Schenk, U. of Dayton

**305. Enactment and Expectancies**

- 10:40-12:00 Hyatt East: Wacker West (3)

**MOC:** The Cognitive Processes of Enactment: Evidence from Alexander the Great, Lance B. Kurke, Duquesne U.; Margaret Brindle, Duquesne U.

**MOC:** From "Prophets" to "Mercenaries": A Comparison of 1978 Portrayals of Leaders in the American Business Press with 1998 Portrayals, David R. Hannah, U. of Texas, Austin; Janice M. Beyer, U. of Texas, Austin

**MOC:** How to Get Heard: Effects of Target Openness and Malleability on Expectancy Confirmation Processes, Jean L. Kahwaty, Stanford U.

**MOC:** A Diamond in the Rough: Managerial Listening as a Symbolic Act, Rita Durant, U. of Alabama, Tuscaloosa

**Facilitator:** Katherine A. Lawrence, U. of Michigan

**306. Organizational Forms**

- 10:40-12:00 Hyatt East: Wacker West (4)

**OMT:** How Do Manager's Perceive Interdependency? Portfolios of Interdependency and Their Consequences in Contemporary Contexts, Nancy Staudenmayer, Duke U.; Sze-Sze Wong, Duke U.; Gerardine DeSanctis, Duke U.

**OMT:** Hidden Interdependencies, Nancy Staudenmayer, Duke U.; Sze-Sze Wong, Duke U.; Gerardine DeSanctis, Duke U.

**OMT:** What's An Organizational Form, Anyway?, Michael G. Jacobides, U. of Pennsylvania

307. **Negotiation and Conflict Management**

- 10:40-12:00 Hyatt East: Wacker West (5)

**CM:** Honor among the Ranks: The Relation of Honor and Conflict Management, E Faye Wright, Case Western Reserve U.


**CM:** Malaysian Community Mediation, James A. Wall, U. of Missouri, Columbia; Ronda R. Callister, Utah State U.

**CM:** Piloting a Barge: Union-Management Cooperation in the United States Postal Service, Anthony F. Chelte, Western New England College

**Monday 1:00 pm**

**308. Strategic Issues in Entrepreneurship**

- 1:00-2:10 Hyatt East: Wacker West (1)

**ENT:** Building the Virtual Organization - A Resource-Based Perspective, Odd-Jarl Borch, Nordland Research Institute

**PNS:** Determinants of Entrepreneurial Behavior Within Foundations: An Examination of Factors Affecting Start-up, Effective Management and Continuity, Nancy B. Upton, Baylor U.; Carlos Moore, Baylor U.

**ENT:** Who Will Build and Who Will Come? Examining Three Macroentrepreneurship Models of Technopolis Development, Shobha S. Das, Nanyang Technological U., Singapore; Yang Boon Chua, Nanyang Technological U., Singapore; Leng Lay Kang, Nanyang Technological U., Singapore; Fei Ling Tan, Nanyang Technological U., Singapore

**ENT:** The Role of Cultural Dimensions on National Entrepreneurship, Jeff Brice, Jr., Mississippi State U.

**ENT:** Toward the Development of Distinctive Competence Measures Among Small Independent Retailers, Jeffrey E. McGee, U. of Texas, Arlington; Mark Peterson, U. of Texas, Arlington

**ENT:** Franchising As An Entrepreneurial Transformation Approach For Developing Economies, Gary J. Castrogiovanni, U. of Tulsa; George S. Vozikis, U. of Tulsa

**309. International Career Issues**

- 1:00-2:10 Hyatt East: Wacker West (2)

**CAR:** The Female Expatriate Experience: Challenging The Myths, Linda K. Stroh, Loyola U.; Arup Varma, Loyola U.; Stacey J. Voly, Loyola U.
### Interactive Papers and Caucuses

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<td>Barry M. Mitnick, U. of Pittsburgh</td>
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<td>Hyatt East</td>
<td>Anastasios Karamanos, Cambridge U.; Chong Ju Choi, Cambridge U.</td>
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<td>Managing in Emerging Markets</td>
<td>Hyatt East</td>
<td>Qingjiu Tao, U. of Pittsburgh</td>
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<td>2:30-3:50</td>
<td>Management Changes in Japan</td>
<td>Hyatt East</td>
<td>Christina Linn Ahmadjian, Columbia U.; Patricia Robinson, New York U.</td>
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### Timetable

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### Additional Information

- **GDO**: A Gender Comparison of Motivation to Manage of Hong Kong and PRC Managers; Bahman P. Ebrahimi, Hong Kong Baptist U.; Sandra A. Young, Hong Kong Baptist U.; Vivienne W. M. Luk, Hong Kong Baptist U.
- **CAR**: International Assignments for Career Building: Agency Relationships and Psychological Contracts; Aimin Yan, Boston U.; Guorong Zhu, Boston U.; Douglas T. Hall, Boston U.
- **OB**: What Makes the Difference at the Top? A Management Selection Model Tested on Top Swedish Managers; Sven-Olof Yrjö Collin, Lund U.; Anna Maj Stafsudd, Lund U.
- **IM**: Credibility and the Theory of Testaments; Barry M. Mitnick, U. of Pittsburgh
- **SIM**: The Just Organization: Organization Design and Corporate Social Performance; Virginia W. Gerde, U. of New Mexico; Carrol U. Stephens, Virginia Tech; Richard E. Wokutch, Virginia Polytechnic Institute and State U.
- **IM**: Stakeholder Identification and Value; Anastasios Karamanos, Cambridge U.; Chong Ju Choi, Cambridge U.
- **OB**: A Linkage Model Of Corporate New Ventures; Anurag Sharma, U. of Massachusetts, Amherst
- **IM**: Information Processing During Innovation Implementation; Randolph B. Cooper, U. of Houston; Richard A. Wolfe, U. of British Columbia
- **OB**: The Impact of Partner-Fit on Progress and Success of European Multi-Partner Research Projects; Hans Georg Gemuenden, U. of Karlsruhe; Martin Hoegl, U. of Karlsruhe
- **OB**: The Relationship Between Information Technology and Organizational Performance: A Development of Alternative Perspectives Based on an Information Processing Theoretical Framework; James F. Fairbank, West Virginia U.
- **OB**: The Stability of the Change Journey: An Evidence Based Examination of the Constancy of Organizational Hierarchy in Changing Information Technology Environments; Gavin M. Schwarz, U. of Queensland
- **IM**: Teaching Knowledge Management and Intellectual Capital Lessons: An Empirical Examination of the Tango Simulation; Nick Bonnis, McMaster U.; John Girardi, Queensland U. of Technology
- **IM**: Benchmarking for Business Schools/Colleges: Implementing an Alternative, Partnership Approach; Stephen L. Payne, Georgia College and State U.; J. Michael Whitfield, Georgia College and State U.
- **IM**: Harnessing Instructors’ Tacit Knowledge in the Education Setting: A Response to the Emerging Emphasis on “Knowledge Management”; Lisa A. Burke, Louisiana State U. in Shreveport
- **OB**: All in a Day’s Work: Micro Role Transitions and the Down? -- Recent Evidence from Japan; Mark J. Scher,
United Nations Department of Economic and Social Affairs


The Service Paradox: Structure and Evolution of Japanese Subsidaries, Cyril Daniel Bouquet, U. of Western Ontario

Strategic Human Resources


The Power to Deny: The Relationship Between Firm Strength and the Rate of Internal Promotion, Damon Jeremy Phillips, U. of Chicago

Reconceptualizing the Manufacturing-Versus-Service Dichotomy as a Determinant of the Characteristics of Managerial Work, Avinash V. Mainkar, U. of Connecticut


Evolution of Theory & Practice

- The Mother of All Pluralisms, Milorad M. Novicevic, U. of Oklahoma
- The "Survival of the Fittest" and Other Just So Stories: Lessons From the U.S. Office Furniture Industry, Thomas J. Hench, U. of Wisconsin, La Crosse; William R. Sandberg, U. of South Carolina
- History of the U.S. Home Video Game Market, Scott Gallagher, Rutgers U.; Seung-Ho Park, Rutgers U.
- The Flying Horse: Eadweard Muybridge's Contribution to Motion Study, Sonya P. Premeaux, Louisiana State U. / McNeese State U.

Overcoming Barriers to Inclusion


The Impact of Organizational Culture on Women's Advancement in Organizations, Linda M. Bajdo, Wayne State U.; Marcus W. Dickson, Wayne State U.

Breaking the Glass Ceiling to Get to the Top: A Review of Recent Evidence, Phyllis Tharenou, Monash U., Caulfield


Taking the Next Step in Adjusting to One's Disability at Work: Organizational, Social, and Individual Influences on Decisions to Make Accommodation Requests, Anna T. Florey, U. of Texas, Arlington

Robyn A. Berkley, U. of Wisconsin, Madison; Darlene Gambill, U. of Pittsburgh; Janice Witt Smith, North Carolina A&T State U.; Mary J.J. Fambrough, Case Western Reserve U.; Lisa Mainiero, Fairfield U.

Making and Breaking Trust

- Determinants of Interpersonal Trust in New Work Relationships, Anthony Paul Ammeter, U. of Texas, Austin

- Trust for Management and Performance: Who Minds the Shop While the Employees Watch the Boss?, Roger C. Mayer, Baylor U.; Mark B. Gavin, Oklahoma State U.

- Turn the Other Cheek or an Eye for an Eye: Targets' Responses to Incivility, Christine L. Porath, U. of North Carolina, Chapel Hill; Christine M. Pearson, U. of North Carolina, Chapel Hill; Debra L. Shapiro, U. of North Carolina, Chapel Hill

- Why Do People Lie and How Does it Affect Them?: The Effect of Having an Ethical Climate and a Severe Consequence to the Victim of a Lie, Karl F. Aquino, Georgia State U.; Steven L. Grover, Georgia State U.

- Predicting Observers' Dispositional Attributions for Workplace Violence, James M. Wilkerson, Georgia Institute of Technology

Self-directed Change and Self-Awareness

- Learning Journals as a Force for Personal Change: A Qualitative Example From Research Management, Karran Thorpe, U. of Lethbridge; Robert Loo, U. of Lethbridge

- Educational Implications of Longitudinal Intervention on the Awareness of Self-directed Change on Managerial Abilities, Kenneth S. Rhee, Case Western Reserve U. Published in Conference Proceedings

- A Multi-Dimensional, Cross-Cultural Examination of Managerial Self-Awareness and Effectiveness Using 360 Feedback, Frank Shipper, Salisbury State U.

- Is It the People We Know, the Things We Do, or the Places We Go? The Impact of Social Environments on Self-Directed Change and Learning, Jane V. Wheeler, Bowling Green State U.

- Taking the Next Step in Adjusting to One's Disability at Work: Organizational, Social, and Individual Influences on Decisions to Make Accommodation Requests, Anna T. Florey, U. of Texas, Arlington


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**Interactive Papers and Caucuses**

### Monday 6:30 pm

#### Caucus Table 1 States and Management
- **Time:** 6:30-8:30 Hyatt East: Wacker West (1)
- **Contact:** Jone L. Pearce, U of California, Irvine, j.pearce@uci.edu
- **Actor:** Jone L. Pearce, U of California, Irvine

#### Caucus Table 2 Meditation and Management
- **Time:** 6:30-8:30 Hyatt East: Wacker West (1)
- **Contact:** Jane Schmidt-Wilk, Maharishi U of Management, jashmidt@mmu.edu
- **Actor:** Jane Schmidt-Wilk, Maharishi University of Management; Dennis P. Heaton, Maharishi University of Management

#### Caucus Table 3 Emonet: The Network for the Study of Emotion in Organizations
- **Time:** 6:30-8:30 Hyatt East: Wacker West (1)
- **Contact:** Neal M. Ashkanasy, U of Queensland, N.Ashkanasy@gsm.uq.edu.au
- **Actor:** Neal M. Ashkanasy, U of Queensland; Charmine E. J. Hartel, U. of Queensland

#### Caucus Table 4 Developing and Teaching On-Line Courses
- **Time:** 6:30-8:30 Hyatt East: Wacker West (2)
- **Contact:** weberj@cobalt.vic.uth.edu
- **Actor:** James E. Weber, U. of Houston, Victoria; Forrest Aven, U. of Houston, Downtown

#### Caucus Table 5 Change and Development Journeys with Strategic Management Simulations
- **Time:** 6:30-8:30 Hyatt East: Wacker West (2)
- **Contact:** Steven J. Maranville, U of St. Thomas, maranville@basil.stthom.edu
- **Actor:** Steven J. Maranville, U. of St. Thomas

### Caucus Table 6 International HR Certification and Competencies
- **Time:** 6:30-8:30 Hyatt East: Wacker West (2)
- **Contact:** Carolyn Wiley, cwiley2493@aol.com
- **Actor:** Carolyn Wiley, CARWIL Management Consulting; Herman Aguinis, U. of Colorado, Denver

### Caucus Table 7 Management and Political-Economy
- **Time:** 6:30-8:30 Hyatt East: Wacker West (3)
- **Contact:** William Kaghan, wkaghan@email.msn.com
- **Actor:** Richard S. Mares, U. of Washington; William N. Kaghan, Sakson & Taylor, Inc.; Michael Lounsbury, Cornell U.

### Caucus Table 8 Religion in Organizations: In Search of Authenticity?
- **Time:** 6:30-8:30 Hyatt East: Wacker West (3)
- **Contact:** Scott R. Safranski, ssafranski@etu.edu
- **Actor:** Kathy Lund Dean, Saint Louis U.; Scott R. Safranski, St. Louis U.

### Caucus Table 9 What Distinguishes Women Non-Executive Directors From Executive Directors?
- **Time:** 6:30-8:30 Hyatt East: Wacker West (5)
- **Contact:** Zena Burgess, zburruss@lucy.cc.swin.edu.au
- **Actor:** Zena Burgess, Swinburne U.; Phyllis Tharenou, Monash U.; Caulfield

### Caucus Table 10 Employment Practice Liability Insurance: A Window to Strategic Human Resource Management or an Employer Trap?
- **Time:** 6:30-8:30 Hyatt East: Wacker West (3)
- **Contact:** Stuart A. Youngblood, s.youngblood@tcu.edu
- **Actor:** Stuart A. Youngblood, Texas Christian U.

### Caucus Table 11 Riding the Wave: Academic and Human Resource Information Systems (HRIS)
- **Time:** 6:30-8:30 Hyatt East: Wacker West (4)
- **Contact:** Kevin D. Carlson, kevincc@vt.edu
- **Actor:** Kevin D. Carlson, Virginia Polytechnic Institute and State U.

### Caucus Table 12 Social Issues Database Roundtable
- **Time:** 6:30-8:30 Hyatt East: Wacker West (4)
- **Contact:** Eugene Szwajkowski, genesz@hotmail.com
- **Actor:** Eugene Walter Szwajkowski, State U. of New York, Albany

### Caucus Table 13 Tempered Radicals, Positive Subversives, Empowered Resistors, and Other Roles of Individuals in Organizational Change
- **Time:** 6:30-8:30 Hyatt East: Wacker West (4)
- **Contact:** Sandy K. Piderit, kep2@po.cwru.edu
- **Actor:** Sandy Kristin Piderit, Case Western Reserve U.; Celia V. Harquail, U. of Virginia

### Caucus Table 14 Perspectives On How To Improve the Quality of Organizational Behavior Education
- **Time:** 6:30-8:30 Hyatt East: Wacker West (5)
- **Contact:** Linda P. Livingstone, Linda_Livingstone@Baylor.edu
- **Actor:** Linda Livingstone, Baylor U.; Kenneth R. Thompson, DePaul U.; Gary Carini, Baylor U.; Nicholas Mathys, DePaul U.; Les Palich, Baylor U.

### Caucus Table 15 Change and Development Journeys of Faculty at Smaller Schools
- **Time:** 6:30-8:30 Hyatt East: Wacker West (5)
Interactive Papers and Caucuses

338. Caucus Table 16 The Question We Dare Not Pose: The Date, Timing and Submission Deadline for Future Academy of Managements

- 6:30-8:30 Hyatt East: Wacker West (5)

Contact: William Acar, wacar@bsa3.kent.edu
Actors: Page G. West, III, Wake Forest U.; William Acar, Kent State U.

Tuesday 8:30 am

339. Selection and Performance Appraisal

- 8:30-10:10 Hyatt East: Wacker West (1)


HR: Frame of Reference Training With Multisource Raters: A Field Study, Catherine L. Tyler, Florida Atlantic University; H. John Bernardin, Florida Atlantic University

GDO: Bias, Error, and Favoritism in Performance Ratings: Motivational, Socio-Cultural, and Cognitive Processes, D. Randall Smith, Rutgers U., New Brunswick; Nancy DiTomaso, Rutgers U., New Brunswick; George F. Farris, Rutgers U., New Brunswick; Rene Cordero, New Jersey Institute of Technology


HR: Personnel Selection with Incomplete Information: An Extension of the Inference Effect, Kristen Marie Blessing, U. of Western Australia

Facilitator: Kecia M. Thomas, U. of Georgia

340. The Cutting Edge of Theory

- 8:30-10:10 Hyatt East: Wacker West (2)


OMT: Whither Goest Thou? Seeking Trends in Organization Theory into the New Millennium, Dwight K. Lemke, James Madison U.; Madeline M. Cordero, New Jersey Institute of Technology

Published in Conference Proceedings

MH: Clearing a Path Through the Management Fashion Jungle: Some Preliminary Trailblazing, Paula Phillips Carson, U. of Southwestern Louisiana; Patricia A. Lanier, U. of Southwestern Louisiana; Kaye D. Carson, U. of Southwestern Louisiana; Marya Leatherwood, U. of Illinois, Springfield

mh: The Origins of Social Loafing, Robin Cheramie, Louisiana State U.

341. Gender Comparisons

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

GDO: Women's Ways: The Impact of Organizational Status in the Organization on Women's Management Styles, Lynn Foster-Johnson, Amos Tuck School of Business/Dartmouth College; Martin N. Davidson, U. of Virginia

GDO: An Exploratory Study of Leadership Style Among Women and Men in the Political Arena, Mary L. Tucker, Ohio U.; Anne M. McCarthy, Colorado State U.; Colleen Jones, U. of Nebraska; Ann Harris Shiarella, Colorado State U.

GDO: Examining Gender Differences in Intuitive Decision Making in the Workplace: An Exploratory Investigation, Lisa A. Burke, Louisiana State U. in Shreveport; Monica Miller, U. of Dayton

Facilitators: Teresa Joyce Covin, Kennesaw State U.; Suzanne C. de Janas, James Madison U.; Madeline M. Crocito, State U. of New York, Old Westbury

342. Theology, Political Strategy, and Government Relations

- 8:30-10:10 Hyatt East: Wacker West (4)

SIM: Corruption and Economics: A Model of Predictors and Outcomes, Kathleen A. Getz, American U.; Roger J. Volkema, American U.

SIM: Seek Ye First the Redemptive Managerial Character of God: Towards a Theology of Management, Bruno Dyck, U. of Manitoba; David Schroeder, Canadian Mennonite Bible College


343. Culture and Control in Health Care Organizations

- 8:30-10:10 Hyatt East: Wacker West (5)

HCA: Managed Care and Treatment Practices: A Model of Organizational Response to External Influence, Christy H. Lemak, U. of Florida

MC: Organization Designs for Innovation in Academic Health Centers, Jean Livingston, Benedictine U.

OMT: Field-Level Change: Integrating Perspectives on the Evolutionary Dynamics of Health Care Governance Associations, Tiffany L. Galvin, U. of Texas, Dallas

HCA: The Influence of Organization and Industry on the Culture of Canadian Hospitals, Christina Sue-Chan, U. of Western Australia

Tuesday 10:30 am

344. Alliances and Stakeholders

- 10:30-11:50 Hyatt East: Wacker West (1)

OMT: Inertia or Rational Calculation: Alliance Maintenance and Reciprocity in the U. S. Investment Banking Industry, Stan X. Li, U. of Toronto; Timothy J. Rowley, U. of Toronto
OMT: Trust, Control, and Learning in Joint Ventures: A Theoretical Framework, Andrew C. Inkpen, Thunderbird; Steven C. Currall, Rice University


OMT: Symphonic Dances: A Grounded Theory of Leader-Stakeholder Relationships in Orchestral Decision Making, Sally Maitlis, U. of Sheffield

Published in Conference Proceedings

OMT: Alliances as Social Facts: A Structurationist Essay, Hamid Bouchikhi, ESSEC; Mark de Rond, Oxford U.; Valerie Leroux, ESSEC

345. Issues of Firm Growth
- 10:30-11:50 Hyatt East: Wacker West (2)

ENT: The Effects of Organizational Sampling Frame Selection, Gregory B. Murphy, U. of Nebraska, Omaha

Published in Conference Proceedings

ENT: New Venture Legitimacy: The Influence of Legitimacy Upon the Growth of New Ventures, Monica A. Zimmerman, Temple U.


ENT: Conceptual and Empirical Challenges in the Study of Firm Growth, Per Davidson, Jonkoping International Business School; Johan Wiklund, Jonkoping International Business School

Fast Company Award for Best High Growth/High Potential Paper

346. Entry Mode Choices and Value Chains
- 10:30-11:50 Hyatt East: Wacker West (3)

IM: Playing Football in a Soccer Field: Value Chain Structure, Capability Transfer, Co-Specialization and Global Expansion in Mortgage Banking, Michael G. Jacobides, U. of Pennsylvania


IM: Foreign Producers: A Neglected Form of Multinational Corporation, Jane F. Craig, U. of New South Wales; Philip W. Yetton, U. of New South Wales; Jeremy G. Davis, U. of New South Wales


347. Strategic Decision Making
- 10:30-11:50 Hyatt East: Wacker West (4)


BPS: Pluralism in Team Decision Making: How Third-Party Involvement Affects Strategic Decision Outcomes, Cristina B. Gibson, Center for Effective Organizations, USC; Todd Saxton, Indiana U., Indianapolis

BPS: Autonomy Versus Strategic Control in Diversified Companies: the Management of Conflicting Strategic Imperatives, Constantinos Markides, London Business School; Wenyi Chu, National Taiwan U.

BPS: Business Strategy and Chief Executive Scanning, Bruce A. Walters, Oklahoma City U.; Richard L. Priem, U. of Texas, Arlington


BPS: Elusive Empiricism, David Alan Bausch, Utah State U.

348. International Issues in Business Education
- 10:30-11:50 Hyatt East: Wacker West (5)

MED: The Learning of Senior Managers in Changing Environments: Preliminary Results, Judy H. Matthews, Queensland U. of Technology; Trevor A. Williams, Queensland U. of Technology

MED: Student Perceptions of Psychological Contracts in the Business School Classroom: Exploring Differences between the U.S. and Taiwan, Brian P. Niehoff, Kansas State U.; William H. Turnley, Kansas State U.; Chwen Sheu, Kansas State U.; Hsu Ju Rebecca Yen, Yuan-Ze U.

MED: The Influence of Anglo-American Management Education on Chinese Business Practice, Aelita Brivins Martinsons, Yen & Martinsons (Hong Kong) Ltd.; Maris G. Martinsons, City U. of Hong Kong; Paul S. Hempel, City U. of Hong Kong


Facilitators: Carolyn Wiley, CARWIL Management Consulting; Richard O. Abderhalden, U. of Washington, Tacoma; Randi L. Sims, Nova Southeastern U.; Thomas Hawk, Frostburg State U.

Tuesday 2:00 pm

349. Organizational Learning & Change
- 2:00-3:20 Hyatt East: Wacker West (1)

OOC: Organizational Change - Philosophical Issues from an Autopoietic Lens, Srikanth Goparaju, Texas A&M U., College Station

OOC: Transfer of Achieved Identity: Its Importance to Employee Reactions to Organizational Change, Mary S. Logan, U. of Arkansas, Fayetteville; Anne M. O'Leary-Kelly, U. of Arkansas, Fayetteville

OOC: TQM and Profit Sharing: A Test of Two Methods of Achieving Change in Employees' Orientation to Continuous Improvement, Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science
Interactive Papers and Caucuses

350. Groups: Composition and Process Issues
- 2:00-3:20 Hyatt East: Wacker West (2)

MOC: The Relationship Between Collective Efficacy and Collective Performance, John William Whiteoak, Griffith U., Gold Coast; Laurence Chalip, Griffith U., Gold Coast
OB: Disrupting and Repairing Trust in Problem-Solving Groups, Donald L. Ferrin, U. of Minnesota; Kurt T. Dirks, Simon Fraser U.
OB: Confidence at the Group Level of Analysis: A Longitudinal Investigation of the Development and Impact of Potency in Teams, Craig L. Pearce, U. of North Carolina, Charlotte; Cynthia A. Gallagher, None


Facilitator: Kelly Anne Mollica, Wake Forest U.

351. Organizational Change, Commitment, and Culture in International Firms
- 2:00-3:20 Hyatt East: Wacker West (3)

IM: Organizational Change Processes in Global MNCs, A Comparative Case Study, Martyn Wright, Warwick Business School, University of Warwick; Paul Edwards, Warwick Business School, University of Warwick
IM: The Impact of Cultural Values on Employee Job Satisfaction and Organizational Commitment in Self-Managing Work Teams, Bradley L. Kirkman, U. of North Carolina, Greensboro
IM: The Impact of Personality and Expatriate Adjustment Competencies on Turnover Intent, Chantell E. Nicholls, U. of Western Ontario; Mitchell G. Rothstein, U. of Western Ontario; Andrea Bourne, U. of Western Ontario
IM: Organisational Commitment in Malaysia and Australia, Fauziah Noordin, Queensland U. of Technology, Gardens Point; Catherine Zimmer, North Carolina State U.; Trevor A. Williams, Queensland U. of Technology
IM: Interlocking Directorates as Corporate Governance in Third World Multinationals: Theory and Evidence from Thailand, Kevin Au, Chinese U. of Hong Kong; Mike W. Peng, Ohio State U., Columbus; Denis Wang, Chinese U. of Hong Kong

352. Career Choice & Management
- 2:00-3:20 Hyatt East: Wacker West (4)

OB: One Firm Spot: Social Influences on Employees' Attitudes Toward an Organizational Change, Sandy Kristin Piderit, Case Western Reserve U.

OCD: Organizational Change, Group Learning and Communication: Learning in Building the Oresund Bridge, Andrew J. Schenkel, Stockholm School of Economics; Jon K. Rognes, Stockholm School of Economics

ENT: A Longitudinal Study of Self-Employment Success During the Early Career Stage, Thomas J. Naughton, Wayne State U.

CAR: Career Management in Changing Times: Role of Self-Knowledge, Interpersonal Knowledge and Environmental Knowledge, Uzoamaka P. Anakwe, Pace U.; James C. Hall, Pace U.; Susan M. Schor, Pace U.
Published in Conference Proceedings

Winner of Careers Division Applied Paper Award
Published in Conference Proceedings

CAR: Professional Employee Retention in Hi-tech Industries: Unfolding Decision Paths in a Free Agency Labor Market, Stanley B. Malos, San Jose State U.

CAR: When Medical Managers' Needs Encounter the Needs of Reduced-Hour Physicians: Two Organizational Subcultures Confront Change, Jennifer K. Hartwell, Boston College; Rosalind C. Barnett, Brandeis U.; Stephen P. Borgatti, Boston College; Lena Lundgren, Boston U.

353. Current Trends in Communication Research and Information Systems
- 2:00-3:20 Hyatt East: Wacker West (5)

OCIS: Communication Research Integration and Categorization Frameworks, John H. Lundin, U. of North Carolina, Greensboro; Lawrence L. Schkade, U. of Texas, Arlington
OCIS: Content Factors Influencing Accuracy of Authorship Attributions for Anonymous, Mediated Brainstorming Comments, Stephen C. Hayne, Arizona State U., West; Ronald E. Rice, Rutgers U., New Brunswick; Carol E. Pollard, U. of Colorado, Boulder
Published in Conference Proceedings

OCIS: The Reluctance to Report Bad News on Troubled Software Projects: Toward a Theoretical Model, H. Jeff Smith, Wake Forest U.; Mark Keil, Georgia State U.
Published in Conference Proceedings

OCIS: A Synchronous Innovation Perspective of Software Reusability, Thiagarajan Ravichandran, Rensselaer Polytechnic Institute
OCIS: The Impact of Business Process Reengineering on Organizational Controls in an IT-enabled Environment, Siew Kien Sia, Nanyang Technological U.; Boon Siong Neo, Nanyang Technological U.; Soon Ang, Nanyang Technological U.
Facilitators: Julie Rennecker, Massachusetts Institute of Technology; Michael B. O'Leary, Massachusetts Institute of Technology; Wendy Lynne Guild, Massachusetts Institute of Technology

Tuesday 3:40 pm

354. Issues in Operations Management
- 3:40-5:00 Hyatt East: Wacker West (1)


355. Organizational Learning from Successes and Failures
- 3:40-5:00 Hyatt East: Wacker West (2)

OB: Failing Forward: The Role of Constructive Responses to Failure in Organizational Effectiveness, Amy C. Edmondson, Harvard U.; Dorothy Leonard, Harvard U.; Mark D. Cannon, Vanderbilt U.


OB: Improvisational Jazz and America's Fifth Mission to the Moon, Claus Rerup, Stanford U.


356. Affective Reactions in Organizations
- 3:40-5:00 Hyatt East: Wacker West (3)


HR: Employee Satisfaction With the Performance Appraisal and the Appraiser, The Role of Perceived Appraisal Use, Wendy R. Boswell, Cornell U.; John W. Boudreau, Cornell U.

HR: A Model of Perceptions of Contingent Workers, Anne C. Bourhis, U. Laval


357. Issues for Public and Nonprofit Management
- 3:40-5:00 Hyatt East: Wacker West (4)


PNS: The Role of the Nonprofit Sector in Hong Kong's Development, Wai-Fung Lam, U. of Hong Kong; James L. Perry, Indiana U., Bloomington

PNS: Privatizing the Management: A Choice for the Pension System in China, Jason Z. Yin, Seton Hall U.

PNS: The Effect of Change on Teachers' Skill Flexibility Within the Framework of a Multi-Country Study, Zehava Rosenblatt, U. of Haifa; Lya Kremer-Hayon, U. of Haifa


Facilitator: Kira Kristal Reed, U. of Connecticut

358. Environmental Initiatives and Innovations
- 3:40-5:00 Hyatt East: Wacker West (5)

ONE: The Determinants of Environmental Proactivity and the Factors that Distinguish Environmental Leaders from Laggards in the Retail Food Industry, Brian Spielmann, U. of Minnesota; Alfred A. Marcus, U. of Minnesota

ONE: Anchoring Innovation in the Corporate Environmental Culture: Breaking from the Rigid History of Corporate Environmentalism, Kevin A. Fletcher, Rensselaer Polytechnic Institute

ONE: The Adoption of 'Green' Organizational Practices: Signals, Symbols and Environmental Reputation, Kimberly Michelle Ellis, Florida State U.

ONE: Regulation, Business, and Sustainable Development: The Antecedents of Environmentally Conscious Technological Innovation, Mark Meo, U. of Oklahoma; Rex T. Ellington, U. of Oklahoma


ONE: Does the Environmental Movement Matter? An Examination of the Relationship Between the Contemporary Environmental Movement and Organization Change, Juliane Bergh, Pennsylvania State U.

Wednesday 8:30 am

359. Institution and Industry Contexts
- 8:30-10:20 Hyatt East: Wacker West (1)

BPS: Corporate Strategy and Litigation, John M. de Figueiredo, MIT Sloan School of Management


BPS: Idea Generation in Strategic Renewal, Bill Wooldridge, U. of Massachusetts, Amherst; Steven W. Floyd, U. of Connecticut

Published in Conference Proceedings

BPS: Science and Technology Platforms: Breaking Path Dependencies to Respond to Hypercompetition in Manufacturing Industries, Peter J. Lane, Arizona State U.; Marriana Makri, Arizona State U.


360. Personality and Dispositional Effects in Organizations
- 8:30-10:20 Hyatt East: Wacker West (2)

OB: On the Consequences of Neglecting to Include Both Dimensions of Affectivity in Research, Vilmos F. Misangyi, U. of Florida; Amir Erez, U. of Florida

OB: The Mediating Role of Task Cognition and Strategies in the Relationship Between the Big Five Personality Dimensions and Achievement, Mark A. Mone, U. of...
Interactive Papers and Caucuses

Wisconsin, Milwaukee; Michael C. Moss, George Mason U.; Leonard A. White, OPM Personnel Resources and Development

HR: Relationships Between Personality Traits and Psychological Empowerment Among Job Changers, Yoav M. Vardi, Tel Aviv U.

OB: Expected Evaluation and Creative Performance: Effects of Evaluation Type, Approach, and Individuals' Creative Personality Characteristics, Jing Zhou, Texas A&M U., College Station; Greg R. Oldham, U. of Illinois, Urbana-Champaign

Published in Conference Proceedings

MC: Does Emotional Intelligence Give You An Edge? An Exploration of the Impact of EQ and IQ on Individual Performance, Laura Thi Lam, Texas Tech U.; Susan L. Kirby, Texas Tech U.

Facilitator: Aaron J. Nurick, Bentley College

361. Investment, Trade, and the Transfer of Knowledge

- 8:30-10:20 Hyatt East: Wacker West (3)

IM: Changes in the Specialization of Canada's Exports to the US Under Free Trade, Thomas James Wesson, York U.

IM: Cross-Border Knowledge Transfer In Multinational Corporations, Leyland Lucas, Rutgers U., Newark

IM: Managers' Views of Political Risks: An Empirical Exploration of Miller's Conceptualization, Michele A. Govekar, Ohio Northern U.; Paul L. Govekar, Nova Southeastern U.


362. Organizational Commitment and Turnover

- 8:30-10:20 Hyatt East: Wacker West (4)

GDO: Gender as a Moderator of the Relationship Between Psychological Climate Perceptions and Employee Dedication: A Look at Organizational Commitment and Turnover Intentions, Mark N. Bing, U. of Tennessee, Knoxville; Susan M. Burroughs, U. of Tennessee, Knoxville; Michael C. Helford, Roosevelt University


Published in Conference Proceedings

GDO: Global and Facet Variables as Predictors of Intention to Quit for Managerial and Non-Managerial Men and Women, Donald J. Campbell, National U. of Singapore; Kathleen M. Campbell, National U. of Singapore

Published in Conference Proceedings

GDO: 'Playing the Race Card': Effect of Race on Affective Commitment and Intent to Turnover of University Faculty, Janice Witt Smith, North Carolina A&T State U.

Facilitators: Stacy Blake-Beard, Harvard U.; Kate Walsh, Boston College

363. Improving Learning/Teaching Effectiveness

- 8:30-10:20 Hyatt East: Wacker West (5)


Published in Conference Proceedings

MED: Enhancing Student Motivation Through Enriched Learning Environments: An Empirical Study, Ralph W. Adler, U. of Otago; Markus J. Milne, U. of Otago; Ralph Stablein, U. of Otago

MED: Structuring Assignments to Enhance the Value of Site Visits in Management Education, André M. Everett, U. of Otago

MED: Structuring Assignments to Enhance the Value of Site Visits in Management Education, Yim-Yu Wong, San Francisco State U.

MED: Personality Congruence, Values Congruence, and Classroom Environment Congruence: Predictors of Student Performance and Satisfaction in Management Education?, James W. Westerman, Western State College of Colorado; David J. Plante, U. of Utah; George Tanner, Idaho State U.

Facilitators: Sybille Sachs, Institute for Research in Business and Administration - Zurich; Dennis P. Heaton, Maharishi University of Management; Claude Graeff, Illinois State U.; Joe Wolfe, U. of Tulsa

Wednesday 10:40 am

364. Cognitive Issues in Entrepreneurship

- 10:40-12:00 Hyatt East: Wacker West (1)

ENT: Organizational Roles and Transitions to Entrepreneurship, Stanislav Dobrev, Tulane U.; William P. Barnett, Stanford U.


ENT: Proposing a Paradigm for Entrepreneurship Using Information and Knowledge Theory, Page G. West, III, Wake Forest U.

Winner of Entrepreneurship Theory and Practice Best Conceptual Paper Award

Published in Conference Proceedings

GDO: Examining Female Entrepreneurs' Organizational Role Definition: An Application of a "Relational" Frame, Holly Buttner, U. of North Carolina, Greensboro

ENT: The Curvilinear Effect of Start-up Experience on VCs' Assessment of Success, Andrew L. Zacherakis, Babson College; Dean A. Shepherd, Rensselaer Polytechnic Institute


Facilitator: Kathleen Powers, Willamette U.

365. Power & Politics

- 10:40-12:00 Hyatt East: Wacker West (2)

OB: Definitions of Organizational Politics: Diversity Among Researchers and Differences of Researchers With

Published in Conference Proceedings
Interactive Papers and Caucuses

Managers, Abhishek Srivastava, U. of Maryland; Henry P. Sims, U. of Maryland

OB: I Am Outta Here: Organizational Politics vs. Personality Predicting Turnover, Lawrence Alan Witt, U. of New Orleans

OB: Performance Improvement Efforts in Response to Negative Feedback: The Roles of Source Power and Recipient Self-Esteem, Donald B. Fedor, Georgia Institute of Technology; Walter D. Davis, Georgia Institute of Technology; John M. Maslyn, Vanderbilt U.; Kieran Mathieson, Oakland U.

PNS: Employees' Reactions to Organizational Politics in the Public Sector: Confronting a Quiet Enemy?, Eran A. Vigoda, U. of Haifa

CM: The Effect of Employees' Influence Tactics on Perceptions of Organizational Politics: A Longitudinal Study, Eran A. Vigoda, U. of Haifa; Aaron Cohen, U. of Haifa

Theory Driven Health Services Research

10:40-12:00 Hyatt East: Wacker West (3)


HCA: Does Strategic Orientation Predict Medical Group Performance?, Myron D. Fottler, U. of Alabama, Birmingham; Donna J. Slovensky, U. of Alabama, Birmingham; John D. Blair, Texas Tech U.

HCA: Mind the Gap? Rethinking the Generation and Implementation of Health Care Research, Martin Wood, U. of Warwick

Managerial Knowledge

10:40-12:00 Hyatt East: Wacker West (4)

MOC: Self-Transcending Knowledge: Organizing Around Emerging Realities, Claus Otto Scharmer, Massachusetts Institute of Technology

MOC: The Strength of Redundant Ties: Overcoming Barriers to Information Transfer Across Networks, Marc H. Anderson, U. of Minnesota

MOC: Where Institutions Collide: An International Congregate Identity Map of Middle Managers Attitudes Towards Technology and Innovation, Pedro David Perez, Cornell U.

MOC: "If the Technology's in My Head, What's Going on in There?" Identifying Cognitive Frames Essential to Sensemaking Practices in Data Base-Centered Work, David W. De Long, Boston U.

OMT: Network Interaction at the Top: The Emergence of Top Management Team Beliefs, Kathleen M. Sutcliffe, U. of Michigan; Markus Vodosek, U. of Michigan; John Stuart Bunderson, Washington U.

Facilitator: Amy L. Pablo, U. of Calgary

Using Groups Effectively

10:40-12:00 Hyatt East: Wacker West (5)

MED: Selection Into Student-Based Teams: What Do Team Members Really Want to Know?, Mary L. Connerly, Virginia Polytechnic Institute and State U.; Fred A. Mael, American Institutes for Research