

Interactive Papers and Caucuses

Program Chair: Janet M. Dukerich, University of Texas, Austin

Caucuses Chair: Timothy M. Stearns, California State University, Fresno

	Start	Shared Program
Monday	9:00 am	298.IP: Global Alliances ♦ HE: Wacker West (1) 299.IP: Motivation/Self-Efficacy ♦ HE: Wacker West (2) 300.IP: Leader Development & Learning ♦ HE: Wacker West (3) 301.IP: Legal Issues ♦ HE: Wacker West (4) 302.IP: Research Methodologies ♦ HE: Wacker West (5)
	10:40 am	303.IP: Executive Issues ♦ HE: Wacker West (1) 304.IP: Psychological Contracts ♦ HE: Wacker West (2) 305.IP: Enactment & Expectancies ♦ HE: Wacker West (3) 306.IP: Organizational Forms ♦ HE: Wacker West (4) 307.IP: Managing Conflict ♦ HE: Wacker West (5)
	1:00 pm	308.IP: Entrepreneur Strategic Issues ♦ HE: Wacker West (1) 309.IP: International Career Issues ♦ HE: Wacker West (2) 310.IP: Corp. Social Responsibility ♦ HE: Wacker West (3) 311.IP: Technology Issues ♦ HE: Wacker West (4) 312.IP: Education & Knowledge ♦ HE: Wacker West (5)
	2:30 pm	313.IP: Emerging Markets ♦ HE: Wacker West (1) 314.IP: Jobs & Roles in Organizations ♦ HE: Wacker West (2) 315.IP: Management Changes in Japan ♦ HE: Wacker West (3) 316.IP: Strategic Human Resources ♦ HE: Wacker West (4) 317.IP: Evolution of Theory ♦ HE: Wacker West (5)
	4:10 pm	318.IP: Overcoming Barriers ♦ HE: Wacker West (1) 319.IP: Making and Breaking Trust ♦ HE: Wacker West (2) 320.IP: Self-directed Change ♦ HE: Wacker West (3) 321.IP: Career Issues ♦ HE: Wacker West (4) 322.IP: Environmental Regulations ♦ HE: Wacker West (5)
	6:30 pm	323.Caucus: Table 1 ♦ HE: Wacker West (1) 324.Caucus: Table 2 ♦ HE: Wacker West (1) 325.Caucus: Table 3 ♦ HE: Wacker West (1) 326.Caucus: Table 4 ♦ HE: Wacker West (2) 327.Caucus: Table 5 ♦ HE: Wacker West (2) 328.Caucus: Table 6 ♦ HE: Wacker West (2) 329.Caucus: Table 7 ♦ HE: Wacker West (3) 330.Caucus: Table 8 ♦ HE: Wacker West (3) 331.Caucus: Table 9 ♦ HE: Wacker West (5) 332.Caucus: Table 10 ♦ HE: Wacker West (3) 333.Caucus: Table 11 ♦ HE: Wacker West (4) 334.Caucus: Table 12 ♦ HE: Wacker West (4) 335.Caucus: Table 13 ♦ HE: Wacker West (4) 336.Caucus: Table 14 ♦ HE: Wacker West (5) 337.Caucus: Table 15 ♦ HE: Wacker West (5) 338.Caucus: Table 16 ♦ HE: Wacker West (5)
Tuesday	8:30 am	339.IP: Selection & Appraisal ♦ HE: Wacker West (1) 340.IP: Recent Developments in Theory ♦ HE: Wacker West (2) 341.IP: Gender Comparisons ♦ HE: Wacker West (3) 342.IP: Government Relations ♦ HE: Wacker West (4) 343.IP: Culture and Control in HCOs ♦ HE: Wacker West (5)
	10:30 am	344.IP: Alliances & Stakeholders ♦ HE: Wacker West (1) 345.IP: Issues of Firm Growth ♦ HE: Wacker West (2) 346.IP: Entry Mode Choices ♦ HE: Wacker West (3) 347.IP: Strategic Decision Making ♦ HE: Wacker West (4) 348.IP: International Education Issues ♦ HE: Wacker West (5)
	2:00 pm	349.IP: Org. Learning & Change ♦ HE: Wacker West (1) 350.IP: Groups: Composition & Process ♦ HE: Wacker West (2) 351.IP: Change, Commitment & Culture ♦ HE: Wacker West (3) 352.IP: Career Choice & Management ♦ HE: Wacker West (4) 353.IP: Current Trends in OCIS ♦ HE: Wacker West (5)
	3:40 pm	354.IP: Issues in Operations Mgmt ♦ HE: Wacker West (1) 355.IP: Organizational Learning ♦ HE: Wacker West (2) 356.IP: Affective Reactions ♦ HE: Wacker West (3) 357.IP: Public & Nonprofit Management ♦ HE: Wacker West (4) 358.IP: Initiatives & Innovations ♦ HE: Wacker West (5)
Wednesday	8:30 am	359.IP: Institution & Industry Context ♦ HE: Wacker West (1) 360.IP: Personality/Dispositions ♦ HE: Wacker West (2) 361.IP: Investment, Trade & Knowledge ♦ HE: Wacker West (3) 362.IP: Commitment & Turnover ♦ HE: Wacker West (4) 363.IP: Improving Learning/Teaching ♦ HE: Wacker West (5)

10:40 am	<p>364. IP: Entrepreneur Cognitions ♦ HE: Wacker West (1)</p> <p>365. IP: Power & Politics ♦ HE: Wacker West (2)</p> <p>366. IP: Health Services Research ♦ HE: Wacker West (3)</p> <p>367. IP: Managerial Knowledge ♦ HE: Wacker West (4)</p> <p>368. IP: Using Groups Effectively ♦ HE: Wacker West (5)</p>
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Monday 9:00 am

298. Global Alliances and Interorganizational Cooperation in International Management


- ♦ 9:00-10:20 Hyatt East: Wacker West (1)

- IM: Expanding the International Scope of the Firm: A Typology of Cooperative Strategies, Esteban Garcia-Canal, U. of Oviedo; Cristina Lopez-Duarte, U. of Oviedo; Josep Rialp-Criado, U. Autònoma de Barcelona; Ana Valdes Llana, U. of Oviedo
- IM: Strategic Alliance and Firm Value: A Case Study of the British Airways/US Air Alliance, Jong-Hun Park, City U. of Hong Kong; Anming Zhang, City U. of Hong Kong; Namgyoo K. Park, New York U.
- IM: Sharing International Joint Venturing Experience: An Empirical Study of Some Key Determinants, Eric W. K. Tsang, Nanyang Technological 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: The Moderating Effects of Modesty and Self-Efficacy on the Relationship Between Individualism-Collectivism and Self-Rating: Extension of the Cultural Relativity Hypothesis, Jia Lin Xie, U. of Toronto; Jean-Paul Roy, U. of Toronto
- OB: Determinants of Academic Research Productivity, Ian O. Williamson, U. of North Carolina, Chapel Hill; Daniel M. Cable, U. of North Carolina, Chapel Hill
- 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.

- MED:  Lessons from an Educational Intervention Designed to Facilitate Strategic Repositioning and Leadership Development: The Case of a Professional Services Firm, Jay A. Conger, U. of Southern California; Beth Benjamin, U. of Southern California

- MED:  Real Learning For Real Life: An Integrated, Service-Learning Case Study In Turnaround Management, Steven D. Papamarcos, St. John's U.

- MED: Strategies of Executive Learning: A Model, Daryl W. Wiesman, Florida State U.; William P. Anthony, Florida State U.

- MED: Presentation Self-Efficacy: Increasing Managerial Skills Through Service-Learning, Mary L. Tucker, Ohio U.; Anne M. McCarthy, Colorado State U.

- Facilitators:* Lee Robbins, Golden Gate U.; Judi Strauss, Benedictine U.; Steven J. Maranville, U. of St. Thomas; Robert DeFillippi, Suffolk U.; Elena Antonacopoulou, U. of Manchester

301. Gender and Diversity Legal Issues in Organizations

- ♦ 9:00-10:20 Hyatt East: Wacker West (4)

- GDO: Providing Opportunities While Pursuing Market Share: EEOC Compliance in the Radio Broadcast Industry, Ray Jones, U. of Pittsburgh
- GDO: Changes in Sexual Harassment Law: A Strategic Opportunity for Defining the Next Step in the Journey, David Sherwyn, Cornell U.
- GDO: Double Jeopardy: The Impact of Work Place Discrimination and Cognitive Style on Depression, Robert W. Shneer, U. of California, Los Angeles; David M. Porter, U. of California, Los Angeles
- GDO: Relational Practice: The Answer to Managing in a Pluralistic World or Just Another Idea "Dead on Arrival"?, Joyce K. Fletcher, Simmons GSM; Roy Jacques, U. of Otago
- Facilitators:* Judith Karen Pringle, U. of Auckland; Deborah L. Kidder, U. of Connecticut; Christine Mahoney, U. of Minnesota; Linda K. Gibson, Pacific Lutheran U.

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
- RM: Finding Patterns in Sequences: Applying Sequence Comparison Techniques to Study Behavior Processes, Mark Fichman, Carnegie Mellon U.
- RM: The Group Dynamics Q-Sort in Organizational Research: A New Method for Studying Familiar Problems, Randall S. Peterson, Cornell U.; Pamela D. Owens, U. of California, Berkeley; Paul V. Martorana, Northwestern U.

Monday 10:40 am

303. Executive Issues in Business Policy & Strategy

- 10:40-12:00 Hyatt East: Wacker West (1)
- BPS: Inside the "Black Box" of Board Processes: An Integrative Framework, Sally Baack, U. of Southern California; Nandini Rajagopalan, U. of Southern California
- BPS: The Impact of Board Composition on the Target Debt Ratio of Firms, Mark S. Mizruchi, U. of Michigan; Daniel Byrd, U. of Michigan
- BPS: Do Outside Directors Matter? An Examination of Their Attributes at Declining Organizations, Annette L. Halpin, Beaver College; P. N. Subba Narasimha, St. Cloud State U.
- OMT: Looking Beyond the Board to Explain Demographic Effects: How Individual Experience and Social Capital Affect the Influence of Minority Directors on Corporate Boards, James D. Westphal, U. of Texas, Austin; Laurie P. Milton, U. of Calgary
- BPS: Who Directs Change? Director Experience, the Selection of New CEOs, and Change in Corporate Strategy, James D. Westphal, U. of Texas, Austin; James W. Fredrickson, U. of Texas, Austin

304. Psychological Contracts

- 10:40-12:00 Hyatt East: Wacker West (2)
- OB: Monitoring Versus Meddling: Revisiting Agency Theory from an OB Perspective, Jeffery 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. Kahwajy, 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 Managers 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

- OMT: Emergent Mechanisms of Control in New Organizational Forms, Stefan Wally, Chapman U.; Kevin Clark, U. of Maryland
- OMT: "Soft Bureaucracies": Domination and Political Centralization in French Organizations, David Paul Courpasson, EM LYON
- OMT: Markets, Culture, and Institutions: The Formation of Taiwan's Business Groups, 1950s-1970s, Chi-nien Chung, Stanford U.

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: How High Can You Go? Preliminary Investigations of the Perils and Benefits of Negotiator Optimism, Hannah Christina Riley, Harvard Business School; Robert J. Robinson, Harvard Business School
- CM: An Application of the Competence Model to Organizational Conflict, Michael Anthony Gross, Arizona State U.; Laura K. Guerrero, Arizona State U.; Jess K. Alberts, Arizona State 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. Valy, Loyola U.

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.

CAR: What Makes the Difference at the Top? A Mangement Selection Model Tested on Top Swedish Managers, Sven-Olof Yrjö Collin, Lund U.; Anna Maj Stafsudd, Lund U.

Facilitator: Miguel R. Olivas-Lujan, ITESM - Monterrey Campus/ Katz GSB, U of Pittsburgh

310. Corporate Social Responsibility

- ♦ 1:00-2:10 Hyatt East: Wacker West (3)

SIM: 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; Carroll U. Stephens, Virginia Tech; Richard E. Wokutch, Virginia Polytechnic Institute and State U.

SIM: Culture-based Expectations of Corporate Citizenship: Management Journeys into International Pluralism and Change, Jeffrey P. Katz, Kansas State U.; Diane L. Swanson, Kansas State U.; Lori K. Nelson, Kansas State U.

SIM: Stakeholder Identification and Value, Anastasios Karamanos, Cambridge U.; Chong Ju Choi, Cambridge U.

311. The Cutting Edge of Technology

- ♦ 1:00-2:10 Hyatt East: Wacker West (4)

TIM: Desktop Video Conferencing in Virtual Workgroups: Anticipation, System Evaluation, and Performance, Anthony M. Townsend, U. of Nevada, Las Vegas; Samuel M. DeMarie, U. of Nevada, Las Vegas; Anthony R. Hendrickson, Iowa State U.

TIM: A Linkage Model Of Corporate New Ventures, Anurag Sharma, U. of Massachusetts, Amherst

TIM: Information Processing During Innovation Implementation, Randolph B. Cooper, U. of Houston; Richard A. Wolfe, U. of British Columbia

TIM: 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

TIM: 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.

TIM: 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


312. Improving Education and Knowledge

- ♦ 1:00-2:10 Hyatt East: Wacker West (5)

10280 & 11280 in adjacent booths

MED: A Boundary-Spanning Pedagogical Approach to Enviornmental Regulation and Management, Kimble A. Byrd, Rowan U.

MED: Where Faculty Stand on the Major Controversies in Collegiate Business Education, John A. Pearce, Villanova U.

MED:  Teaching Knowledge Management and Intellectual Capital Lessons: An Empirical Examination of the Tango Simulation, Nick Bontis, McMaster U.; John Girardi, Queensland U. of Technology

MED: 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.

MED: 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

Facilitators: David J. Lemak, Washington State U., Tri-Cities; Nell T. Hartley, Robert Morris College; David Ozag, Gettysburg College; Jack Byrne, National U.

Monday 2:30 pm

313. Managing in Emerging Markets

- ♦ 2:30-3:50 Hyatt East: Wacker West (1)

IM: Establishing Reputation on the Warsaw Stock Exchange: International Brokers as Legitimizing Agents, Stephen Scott Standifird, U. of Oregon; Marc Glenn Weinstein, U. of Oregon; Alan Meyer, U. of Oregon

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IM: Alliance Formation in Emerging Markets--An Institutional View, Qingjiu Tao, U. of Pittsburgh

IM: Crafting a Singaporean Culture: Implications for Fheory and Practice, Usha C. V. Haley, New Jersey Institute of Technology; Linda Low, National U. of Singapore

IM: The Impact of Market Liberalization on Firm Scope, Omar Nohad Toulou, McGill U.

IM: The Impact of Political Ideology on Strategic Decision Process : An Action Research in an Alliance in Vietnam, Bertrand Venard, ESSCA

314. Jobs and Roles in Organizations

- ♦ 2:30-3:50 Hyatt East: Wacker West (2)

OB: An Integrative Model of Work Flow Interdependence and Performance, Kenneth Howard Doerr, U. of Miami; Terence R. Mitchell, U. of Washington; Tali Freed, U. of Miami; Tracy X. Zhou, U. of Miami

OB: All in a Day's Work: Micro Role Transitions and the Workplace, Blake E. Ashforth, Arizona State U., Main; Glen E. Kreiner, Arizona State U., Main; Mel Fugate, Arizona State U., Main

OB: Job Complexity and Employee Substance Use: The Moderating Effects of Cognitive Ability, Benjamin I. Gordon, U. of Illinois, Urbana-Champaign; Greg R. Oldham, U. of Illinois, Urbana-Champaign

Published in Conference Proceedings

315. Management Changes in Japan

- ♦ 2:30-3:50 Hyatt East: Wacker West (3)

IM: Downsizing and the Deinstitutionalization of the Social Contract in Japan, Christina Linn Ahmadjian, Columbia U.; Patricia Robinson, New York U.

IM: Bank-Firm Cross-Shareholding: Is It Really Winding Down? -- Recent Evidence from Japan, Mark J. Scher,

United Nations Department of Economic and Social Affairs

IM: Comparative Efficiency of US and Japanese Automakers: A Stochastic Frontier Production Function Approach, Rajeev Dhawan, U. of California, Los Angeles; Marvin B. Lieberman, U. of California, Los Angeles

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

316. Strategic Human Resources

- 2:30-3:50 Hyatt East: Wacker West (4)

HR: Balancing Compensation Risk and Context: Risk-Sharing, Discretion, and Executive Pay, Janice S. Miller, U. of Wisconsin, Milwaukee; Luis R. Gomez-Mejia, Arizona State U., Main

HR: Market Focus and the Hidden Costs of Downsizing, David Michael Eplion, U. of Pittsburgh

HR: Building Relational Wealth Through Employment Practices: The Role of Organizational Social Capital, Harry John Van Buren III, U. of Pittsburgh; Carrie R. Leana, U. of Pittsburgh

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

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

HR: Taking Human Resource Management Research to the Next Millennium: Need For An Integrated Framework, Pawan S. Budhwar, Cardiff Business School

317. Evolution of Theory & Practice

- 2:30-3:50 Hyatt East: Wacker West (5)

MH: The Mother of All Pluralisms, Milorad M. Novicevic, U. of Oklahoma

MH: 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

MH: History of the U.S. Home Video Game Market, Scott Gallagher, Rutgers U.; Seung-Ho Park, Rutgers U.

MH: The Flying Horse: Eadward Muybridge's Contribution to Motion Study, Sonya A. Premeaux, Louisiana State U. / McNeese State U.

Monday 4:10 pm

318. Overcoming Barriers to Inclusion

- 4:10-5:30 Hyatt East: Wacker West (1)

GDO: Contesting Valuation of "The Feminine" on the Op-Ed Pages of the Wall Street Journal: One Response to Fondas' Challenge, Linda A. Krefting, Texas Tech U.

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

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

GDO: Red Light, Green Light: How Female Managers Read the Context for Selling Gender-Equity Issues in Their Work Organizations, Jane E. Dutton, U. of Michigan; Susan J. Ashford, U. of Michigan

GDO: 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

Facilitators: 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.

319. Making and Breaking Trust

- 4:10-5:30 Hyatt East: Wacker West (2)

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

OB: 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.

CM: 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

OB: 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.

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

320. Self-directed Change and Self-Awareness

- 4:10-5:30 Hyatt East: Wacker West (3)

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

MED: 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

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

MED: 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.

Facilitators: Patricia M. Fandt, U. of Washington, Tacoma; Larry E. Pate, U. of Wisconsin, Madison; Katherine Karl, Indiana U., South Bend; Diane H. Parente, Pennsylvania State U., Erie

321. Age, Stage, and Career Relationships

- 4:10-5:30 Hyatt East: Wacker West (4)

CAR: The Aging Workforce and Career Dynamics: Implications for the Next Millennium, Glenn M. McEvoy, Utah State U.; Mary Jo Blahna, Utah State U.

CAR: Well-Being and Vocational Satisfaction: The Influence of Self-Efficacy Beliefs, Catherine E. Schwoerer, U. of Kansas; Elaine C. Hollensbe, U. of Kansas

CAR: The Pluralistic World of Organizational Role Models: Looking for Inspiration beyond Age- and Hierarchy-based

Relationships, Donald E. Gibson, Yale U.; Lisa A. Barron, U. of California, Los Angeles

CAR: Personal and Work Regret: A Look at What Managers in the 1990's Regret Most, Vanessa L. Seiden, Northwestern U.; Victoria H. Medvec, Northwestern U.

CAR: A Note on the Nonlinearity of the Age-job Satisfaction Relationship, Wayne A. Hochwarter, U. of Alabama; Gerald R. Ferris, U. of Illinois, Urbana-Champaign; Pamela L. Perrewe, Florida State U.

CAR: Working in "Retirement": The Antecedents and Consequences of Bridge Employment, Seongsu Kim, Seoul National U.; Daniel C. Feldman, U. of South Carolina


322. The Effects of Environmental Regulations

- ♦ 4:10-5:30 Hyatt East: Wacker West (5)

ONE: The Trade-Environment Linkage: Strategic Responses in Canada's Pulp and Paper Industry, Nancy Jean Higginson, U. of Calgary; Harrie Vredenburg, U. of Calgary

ONE: The Environmental Change Process and Firm Size: An Empirical Study, Linda C. Angell, Pennsylvania State U.; Gordon P. Rands, Western Illinois U.

ONE: Corporate Strategic Responses to Environmental Regulations, Alan M. Rugman, Templeton College, U. of Oxford; Alain Verbeke, U. of Brussels

ONE:  Globalization and Sustainable Development - Change, Development and Governance of Business in a Plural World, Nigel John Roome, Tilburg U.

Monday 6:30 pm

323. Caucus Table 1 States and Management

- ♦ 6:30-8:30 Hyatt East: Wacker West (1)

Contact: Jone L. Pearce, U of California, Irvine, jlpearce@uci.edu

Actor: Jone L. Pearce, U. of California, Irvine

324. Caucus Table 2 Meditation and Management

- ♦ 6:30-8:30 Hyatt East: Wacker West (1)

Contact: Jane Schmidt-Wilk, Maharishi U of Management, jschmidt@mum.edu

Actors: Jane Schmidt-Wilk, Maharishi University of Management; Dennis P. Heaton, Maharishi University of Management

325. Caucus Table 3 Emonet: The Network for the Study of Emotion in Organizations

- ♦ 6:30-8:30 Hyatt East: Wacker West (1)

Contact: Neal M. Ashkanasy, U of Queensland, N.Ashkanasy@gsm.uq.edu.au

Actors: Neal M. Ashkanasy, U. of Queensland; Charmine E. J. Hartel, U. of Queensland

326. Caucus Table 4 Developing and Teaching On-Line Courses

- ♦ 6:30-8:30 Hyatt East: Wacker West (2)

Contact: weberj@cobalt.vic.uh.edu

Actors: James E. Weber, U. of Houston, Victoria; Forrest Aven, U. of Houston, Downtown

327. Caucus Table 5 Change and Development Journeys with Strategic Management Simulations

- ♦ 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

328. Caucus Table 6 International HR Certification and Competencies

- ♦ 6:30-8:30 Hyatt East: Wacker West (2)

Contact: Carolyn Wiley, cwiley2489@aol.com

Actors: Carolyn Wiley, CARWIL Management Consulting; Herman Aguinis, U. of Colorado, Denver

329. Caucus Table 7 Management and Political-Economy

- ♦ 6:30-8:30 Hyatt East: Wacker West (3)

Contact: William Kaghan, wkaghan@email.msn.com

Actors: Richard S. Marens, U. of Washington; William N. Kaghan, Sakson & Taylor, Inc.; Michael Lounsbury, Cornell U.

330. Caucus Table 8 Religion in Organizations: In Search of Authenticity?

- ♦ 6:30-8:30 Hyatt East: Wacker West (3)

Contact: Scott R. Safranski, safanskisr@slu.edu

Actors: Kathy Lund Dean, Saint Louis U.; Scott R. Safranski, St. Louis U.

331. Caucus Table 9 What Distinguishes Women Non-Executive Directors From Executive Directors?

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

Contact: Zena Burgess, zbjurgess@lucy.cc.swin.edu.au

Actors: Zena Burgess, Swinburne U.; Phyllis Tharenou, Monash U., Caulfield

332. Caucus Table 10 Employment Practice Liability Insurance: A Window to Strategic Human Resource Management or an Employer Trap?

- ♦ 6:30-8:30 Hyatt East: Wacker West (3)

Contact: Stuart A. Youngblood, s.youngblood@tcu.edu

Actor: Stuart A. Youngblood, Texas Christian U.

333. Caucus Table 11 Riding the Wave: Academic Research and Human Resource Information Systems (HRIS)

- ♦ 6:30-8:30 Hyatt East: Wacker West (4)

Contact: Kevin D. Carlson, kevinc@vt.edu

Actor: Kevin D. Carlson, Virginia Polytechnic Institute and State U.

334. Caucus Table 12 Social Issues Database Roundtable

- ♦ 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

335. Caucus Table 13 Tempered Radicals, Positive Subversives, Empowered Resisters, and Other Roles of Individuals in Organizational Change

- ♦ 6:30-8:30 Hyatt East: Wacker West (4)

Contact: Sandy K. Piderit, kep2@po.cwru.edu

Actors: Sandy Kristin Piderit, Case Western Reserve U.; Celia V. Harquail, U. of Virginia

336. Caucus Table 14 Perspectives On How To Improve the Quality of Organizational Behavior Education

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

Contact: Linda P. Livingstone, Linda_Livingstone@Baylor.Edu

Actors: Linda Livingstone, Baylor U.; Kenneth R. Thompson, DePaul U.; Gary Carini, Baylor U.; Nicholas Mathys, DePaul U.; Les Palich, Baylor U.

337. Caucus Table 15 Change and Development Journeys of Faculty at Smaller Schools

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

Contact: Monica Forret, mforret@saunix.sau.edu

Actors: Monica Forret, Saint Ambrose U.; Barbara A. Ribbens, U. of Evansville; Jeanne McNett, Assumption College; Laurel Newman, U. of Illinois, Springfield; Marya Leatherwood, U. of Illinois, Springfield

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: The Role of Social Cognition on Rater Evaluations of Job Applicants: When do Interviewers Adjust Ratings to Account for Situational Influences?, Derek S. Chapman, U. of Waterloo; Jane Webster, U. of Waterloo

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., Newark/New Brunswick; George F. Farris, Rutgers U., Newark/New Brunswick; Rene Cordero, New Jersey Institute of Technology

MOC: Perceived Similarity and Performance Rating Accuracy: A Test of the Criterial Range Model, Robert L. Cardy, Arizona State U., Main; Janice S. Miller, U. of Wisconsin, Milwaukee; T. T. Selvarajan, Arizona State U., Main

HR: Investing in Affirmative Action: Long-Term Performance Effects of Affirmative Action Awards, Blaine McCormick, Baylor U.; Len Bierman, Texas A&M U.; Beck Taylor, Baylor U.

HR: Personnel Selection with Incomplete Information: An Extension of the Inference Effect, Kristen Marie Blesing, 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)

OB: Making the Conceptual Journey Explicit: Human Dignity in Organizational Behavior, Marilyn E. Gist, U. of Washington; Lori E. Homer, U. of Washington

OMT: Whither Goest Thou? Seeking Trends in Organization Theory into the New Millenium, Dwight K. Lemke, James Cook U.; Marshall Schminke, U. of Central Florida; Nicole E. Clark, Griffith U., Gold Coast; Pamela Muir, Cairns Region Economic Development Corporation
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; Kerry D. Carson, U. of Southwestern Louisiana; Brandi Guidry, U. of Southwestern Louisiana

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

OB: The Role of Time in Theory and Theory Building in Organizational Behavior, Jennifer M. George, Texas A&M U., College Station; Gareth R. Jones, Texas A&M U.

OMT: Pluralism in the Field: Narrative Studies as an Interdisciplinary Inquiry, Ellen S. O'Connor, Stanford 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 Janasz, James Madison U.; Madeline M. Crocitto, 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

SIM: Effectiveness in Business-Government Relations: The Role of Corporate Power, Strategies and Tactics, Martin Blaine Meznar, Arizona State U., West; Kathleen A. Rehbein, Marquette U.; Douglas A. Schuler, Rice U.

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: Addressing Homogeneity Of Interests Within Stakeholder Groups: Current Practice, Empirical Assessment, And Implications, Richard A. Wolfe, U. of British Columbia; Daniel Putler, U. of British Columbia

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: Integrating Resources, Knowledge, and Life Cycle Stages to Encourage Successful Growth Transitions for Emerging Firms, J. B. Arbaugh, U. of Wisconsin, Oshkosh; S. Michael Camp, Kauffman Center for Entrepreneurial Leadership; Douglas W. Vorhies, Illinois State U.

ENT: Conceptual and Empirical Challenges in the Study of Firm Growth, Per Davidsson, 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: International Strategic Fit: A Causal Model of Environmental and Resource Linkages With Foreign Entry Mode and Performance, Howard S. Rasheed, U. of South Florida

IM: Coping With Environmental Uncertainties in Market Entry: A Conceptual Framework, Thang Van Nguyen, U. of Oregon

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

IM: Perceived Environmental Uncertainty, Entry Mode Choice, and Satisfaction with MNC Performance, Lance Eliot Brouthers, U. of Texas, San Antonio; Keith D. Brouthers, U. of East London; Steve Werner, U. of Houston

IM: Transaction Cost Theory, Entry Mode Choice, and MNC Performance, Keith D. Brouthers, U. of East London; Lance Eliot Brouthers, U. of Texas, San Antonio; George Nakos, Clayton College and State U.

347. Strategic Decision Making

- ♦ 10:30-11:50 Hyatt East: Wacker West (4)

BPS: Decisional Comprehensiveness and Firm Performance: Towards a More Sophisticated Understanding, Chet Miller, Baylor U./Duke U.

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: Phony Wars and High School Dances: The Evolving Process of Integration in Mergers Between Professional Services Firms, Laura Empson, U. of Oxford


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

348. International Issues in Business Education


- ♦ 10:30-11:50 Hyatt East: Wacker West (5)

: Carolyn Wiley, CARWIL Management Consulting

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.; Hsiu 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

MED:  Developing Managerial Competence: The Challenge for International Business Education, John E. Beck, Nanyang Technological U., Singapore
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)

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

ODC: 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

ODC: 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

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

ODC:  Managing Organizational Conflict: A Challenge to Organization Development and Change, M. Afzalur Rahim, Western Kentucky U.; Robert T. Golembiewski, U. of Georgia

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

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

GDC: Demographic Dissimilarity Within Work Groups: Its Effects on Role-Making Process, Role Stress, and Citizenship Behavior of Group Members, Jaepil Choi, Rutgers U.

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: Strategy Process: Cultures Consequences, Markus Hauser, U. of Pennsylvania; Phanish Puranam, U. of Pennsylvania; Robert E. House, U. of Pennsylvania

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)

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

CAR: Understanding the Meaning, Development and Career Outcomes of Breadth of Vocational Interests: A Proposed Framework and Longitudinal Investigation, C. Douglas Johnson, U. of Georgia; Garnett S. Stokes, U. of Georgia
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)

OM: New Product Development, Product Platforms, and Appropriate Metrics, Anil Khurana, Boston U.; Patricia Vidal, Boston U.

OM: Benchmarking Staffing Practices in a Multi-Site Service Environment, Paul Gemmel, U. of Ghent; Steven Desmet, U. of Ghent; Bart Van Looy, K.U. Leuven

OM: Effective Design of Products/Services: An Approach Based on Integration of Marketing and Operations Management Decisions, Rohit Verma, DePaul U.; Gary M. Thompson, Cornell U.; William L. Moore, U. of Utah; Jordan J. Louviere, U. of Sydney

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: A Multilevel Model of Collective Failure, David A. Hofmann, Texas A&M U.; Frederick P. Morgeson, Texas A&M U.
- OB: Improvisational Jazz and America's Fifth Mission to the Moon, Claus Rerup, Stanford U.
- OB: The Aesthetics of Management Storytelling: The Good, The Bad, and The Ugly, Stephen S. Taylor, Boston College; Dalmar Fisher, Boston College

356. Affective Reactions in Organizations

- ♦ 3:40-5:00 Hyatt East: Wacker West (3)
- HR: The Impact of Work-Life Policies and Practices on Employee Loyalty: A Life Course Perspective., Mark V. Roehling, Western Michigan U.; Patricia V. Roehling, Cornell U.; Phyllis Moen, Cornell U.
- 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
- HR: Differing Conceptualizations of Pay Satisfaction Dimensionality: A Test of a Random-Effects Model, Michael C. Sturman, Louisiana State U.; Shawn M. Carraher, Indiana State U.
- CAR: It's Not How Hard You Work, But How You Work Hard: Evaluating Workaholism Components, Ronald J. Burke, York U.

357. Issues for Public and Nonprofit Management

- ♦ 3:40-5:00 Hyatt East: Wacker West (4)
 - PNS: Are Bigger State and Local Public Pension Plans More Cost Efficient?: An Analysis of Economies of Scale, James H. Dulebohn, Georgia State U.; Hsiu-Lang Chen, U. of Illinois, Chicago
 - 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
 - PNS: Service Agent or Community Governance? The Management of Government - Nonprofit Partnerships for Area Regeneration in the UK., Stephen Peter Osborne, Aston U.; Kathleen Ross, Glasgow Caledonian U.
- 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: Corporate Environmentalism and Firm Performance: The Differential Effects of Process-Driven Versus Product-Driven Greening Initiatives, K. Matthew Gilley, Oklahoma State U.; Dan L. Worrell, Southern Illinois U., Carbondale; Wallace N. Davidson, III, Southern Illinois U., Carbondale; Abuzar El-Jelly, King Saud University
- SIM: Does the Environmental Movement Matter? An Examination of the Relationship Between the Contemporary Environmental Movement and Organization Change, Julianne 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: Task Environment Complexity: An Empirical Reassessment, Alan R. Cannon, Clemson U.; Caron H. St. John, Clemson U.
- 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.; Marianna Makri, Arizona State U.
- BPS: Towards A Nationally-Bounded Theory of Corporate Governance, Michael H. Lubatkin, U. of Connecticut; Peter J. Lane, Arizona State U.; Sven-Olof Yrjö Collin, Lund U.; Phillippe Very, EDHEC
- BPS: Does Industry Matter Differently in Different Places? A Comparison of Industry, Corporate Parent, and Business Segment Effects in Four OECD Countries, Jeffrey L. Furman, Sloan School of Management MIT

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

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-Broder 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.

IM: Assessment and Valuation of Knowledge in International Acquisitions: A Conceptual Analysis, Ananda Mukherji, Texas A&M U. / International U.; Jyotsna Mukherji, Texas A&M U. / International U.; C. Clay Dibrell, U. of Memphis

IM: International Business in the "Double Triad": National Institutions and International Markets, Chong Ju Choi, Cambridge U.; Tarek Eldomiaty, City U. Business School; Soo Hee Lee, U. of London; Oh Donghoon, Cambridge 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

GDO: The Impact of Demographic Diversity and Perceived Similarity on Mentoring Outcomes: The Moderating Effect of Time, Daniel B. Turban, U. of Missouri, Columbia; Thomas W. Dougherty, U. of Missouri, Columbia; Felissa K. Lee, U. of Missouri, Columbia

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)


MED:  Moving Metaphors: Recipes For Teaching

Management Via Experiential Exercises, Steve Gove, Arizona State U.; Mark A. Clark, Arizona State U.; Brian K. Boyd, Arizona State U.

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: A Multi-Level Model of Entrepreneurial Cognition, Daniel P. Forbes, New York 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. Zacharakis, Babson College; Dean A. Shepherd, Rensselaer Polytechnic Institute

ENT: Risk Taking Propensity as a Distinctive Entrepreneurial Characteristic: A Meta-Analytic Review, Wayne H. Stewart, Clemson U.; Philip L. Roth, Clemson U.

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

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

366. Theory Driven Health Services Research

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

HCA: A Structure/Technology Contingency Analysis of Caregiving in Nursing Facilities, Susan Diane Brannon, Pennsylvania State U., U. Park; Jacqueline S. Zinn, Temple U.; Vincent Mor, Brown U.; Teresa Barry, Pennsylvania State U., U. Park; Juliet Davis, Pennsylvania State U., U. Park

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

367. 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

368. 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. Connerley, Virginia Polytechnic Institute and State U.; Fred A. Mael, American Institutes for Research

MED:  The Impact of Small-Group Discussion on Critical Thinking Skills, Donna K. Cooke, Florida Atlantic University; Catherine L. Tyler, Florida Atlantic University

MED: The Collective Efficacy of Business Students: The Role of Individual Factors & Group Processes, Christina Sue-Chan, U. of Western Australia; Leisa D. Sargent, Queensland U. of Technology

MED: Outdoor Training: Teamwork Attitudinal Impact in Asia, H. Alvin Ng, Wellington Polytechnic; Simon Priest, EXperientia International Consultants

Facilitators: Dilip Mirchandani, Rowan U.; Clarence Anderson, Walla Walla College; Dewey E. Johnson, California State U., Fresno; Razelle Frankl, Rowan U.