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Organized by the AOM Chicago '99 Conference Committee:

Program Chair - Andrew H. Van de Ven, U. of Minnesota

Program Coordinator - Kelley D. Hinze, U. of Minnesota

Program Chair-Elect - Jean M. Bartunek, Boston College

Workshops Coordinator - Raul Necochea. Boston College

System Developer - Gove N. Allen, U. of Minnesota

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Caucuses – Timothy M. Stearns, California State U., Fresno

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ThemeSummit '99 – Thomas Brown, Management General

Past Program Chair - David A. Whetten, Brigham Young U.

44 Division Program Chairs and Professional Development Workshop Chairs

THE ACADEMY OF MANAGEMENT CHICAGO '99 MEETING AGENDA

Welcome to the 59th annual meeting of the Academy of Management at the Hyatt Regency Hotel in Chicago, August 6-11, 1999. It provides a marvelous opportunity to express your views and hear the unique voices of others about "Change and Development Journeys Into a Pluralistic World," – our conference theme.

Chicago is a perfect setting to explore our theme. It is a microcosm of our ever-changing world. As captured by our Chicago '99 logo (wonderfully created by graphic artist, Tracey Thompson), Chicago is a prism reflecting pluralistic experiences and life journeys. Our Local Arrangements Committee, chaired by Kenneth Thompson, has arranged opportunities to see many different life styles, living arrangements, and cultural expressions in the Chicago area. Each is real, each is legitimate, and each accommodates to another, producing a rich tapestry of social journeys and achievements.

Creating this tapestry is also the agenda for our Chicago '99 program. It is being orchestrated by 27 division and area chairs, 22 professional development workshop chairs, and several Academy committees. They have created a very impressive program that includes 1147 papers and 192 symposia in 849 sessions involving 3503 speakers from 962 universities and other organizations in 41 countries. The web version of the program at http://www.aom.pace.edu/meetings/1999/provides new and easy ways to review and search program details, including abstracts of all sessions and pop-up e-mail windows for communicating with all conference participants.

Our conference theme is *Change and development journeys into a pluralistic world*. It emerged through a "grass roots" process involving discussions with many members of the Academy and our larger management profession, as well as the GTE-sponsored ThemeSummit retreat with division program chairs and managers in Dallas last October. This theme was selected to achieve three conference goals:

- Change management scholarship, teaching, and practice in a needed direction.
- Draw all segments of our profession together by focusing on an issue that is too large for any one to accomplish alone, but too important for anyone to ignore.
- Appeal to management scholars, consultants, and practitioners in the U.S. and abroad because each group and culture have important ideas to contribute and learn on the theme.

Theme: Change and Development Journeys into a Pluralistic World

The Greek philosopher, Democrites, argued that the essence of being is stable and fixed. While he may have scored some points in the outgoing millennium, his opponent, Heraclitus, may win the debate in the next millennium for his position that the universe is pluralistic and in continuous flux.

Organizations are growing larger in vertical and virtual connections, merging and acquiring others with colliding cultures, hiring more technical/professional workers (now the largest and fastest growing segment of the work force), interfacing in more competitive international and global economies, and adopting widely distributed information technologies. The net result is *pluralistic organizations*, or the co-existence of groups with different, legitimate, and potentially competing strategies and mental models within the same organization, which itself is in the process of movement. In these pluralistic settings, we are challenged to examine how different mutually dependent groups accommodate and learn from each other as they co-evolve in their change and development journeys.

Change processes are relatively simple when they occur in unified and consensual organizational settings. More challenging and realistic in our contemporary world is the need for understanding change journeys in pluralistic settings.

• If pluralism contradicts our owner-centered theory of the firm, then perhaps a new theory is needed that heedfully accommodates the interests of multiple stakeholders.

- If pluralism represents an anathema to traditional management principles of consensus and alignment with a singular vision and approach to change, then we need new theories and ideas that allow for the management of divergent viewpoints and processes.
- If we assume that the expression of opposition is not welcomed, then we need new models and methods that encourage the existence and expression of divergent viewpoints.
- If pluralism implies varied ways of viewing an issue, then we need to develop creative ways to communicate and share this.

Fortunately, many management scholars, consultants, and practitioners are developing useful models and research for understanding processes of change in pluralistic settings. These models:

- go beyond theories of planned change, and include life cycle, dialectical, and evolutionary process models,
- transcend traditional linear views of change, by exploring complex, nonlinear, and dynamic processes of change,
- approach change and development as an ongoing stream of events instead of a discrete shift from one stable order to another, and
- view stability and change as produced by the same underlying mechanisms; e.g., they may reflect temporary periods of balance or imbalance between opposing cycles of divergent and convergent processes that ebb and flow over time.

Understanding change and development journeys in pluralistic settings is a central challenge for transitioning into the new millennium.

Program Agenda

Chicago '99 provides a meeting place to present and share many initiatives under way to address this theme. In particular, we invite you to participate in the following activities:

1. Professional development workshops. A variety workshops and consortia are offered for doctoral students, faculty, and other conference participants from Friday to Sunday. These workshops and consortia often require pre-registration. See the conference program for contact information. Organized by division PDW

chairs, these intensive workshops provide skill-building opportunities in teaching, research, and consulting on the theme and other professional development topics. A few examples are:

- A tour of McDonald's University. Bus leaves 11:15
 Friday; for reservations call Liz Hill 630-829-6208
- On Friday afternoon and evening the ONE, ODC, and SIM Divisions are cosponsoring a Professional Development Workshop on Business and sustainable development: A dialogue with environmental executives from McDonalds, Monsanto, BP-Amoco, John Deere, and IGA.
- On Sunday morning, 8:30 noon, the International Programs Committee is co-sponsoring a Professional Development Workshop on Management research and participation during times of radical political change:

 Participant/observer experiences in new or contested regimes and countries.
- **2. Sunday All Academy Sessions**. A marvelous Sunday afternoon program has emerged to kick of the Academy's Chicago '99 conference:
 - At 12:30 p.m., Peter Senge (MIT) and executives from Flour, Ford, Harley Davidson, and Shell Oil Companies will discuss the development of distributed leadership and learning.
 - At 2:45 p.m., Peter Ring (Loyola Marymount U.)
 will moderate a panel discussion by top executives
 from 3M, Xerox, Intel, and Motorola with scholars
 who have been studying these organizations on
 managing change, pluralism, and learning.
 - At 5:00 p.m., Anne Huff (AOM President) will conduct the Academy Business Meeting featuring a discussion by John Reed (CEO, Citicorp) and James March (Stanford) on academic research on management and the practice of management.
 - At 7:00 p.m., everyone is invited to the All Academy Reception, sponsored by the Kelley School of Business of Indiana U.
 - At 9:00 p.m., the Ibero-Academy of Management and the Academy of Management are joining forces to bring us a great salsa party by Orquesta Isla, one of the best in the country. The 13-piece band expresses a new genre combining the native salsa

rhythms of the Spanish Caribbean Basin with American musical ensembles.

- 3. Cases on the theme. A novel conference feature is the presentation and distribution of cases developed by scholars and managers of notable companies that can be 5. used for teaching, consulting and practicing the theme. They include:
 - Processes of Technological Evolution at Intel, by Dennis Carter (Intel Executive Vice President) with Robert Burgelman (Stanford U.) on Monday at 9:00 a.m.
 - Leading Innovation at 3M, by William Coyne (3M Sr. Vice President for Research & Development) with Raghu Garud (New York U.) on Monday at 10:40 a.m.
 - The Multinational Ethics Journey of Motorola, by Patrick Canavan (Motorola Vice President for Human Resources) with Kenneth Murrell (U. of West Florida) and Peter Sorenson (Benedictine College) on Monday at 1:00 p.m.
 - Learning in Pluralistic Communities of Practice at Xerox Parc, by John Seely Brown (Chief Scientist, Corporate VP, and Director of Xerox PARC) with Sim Sitkin (Duke U.) on Monday at 2:30 p.m.
 - The Change and Development Journey of John Deere and Company, by several John Deere managers with Therese Yaeger (Benedictine U.) on Monday at 4:10 p.m.
- 4. Special journal issues on the theme. Journals have issued calls for papers for special issues or forums on core aspects of the theme. The conference includes All Academy sessions that present and discuss selected papers for the special journal issues or forums.
 - The Academy of Management Journal, Review, and Executive issued a first-ever-joint Call for Papers related to the conference theme. Papers that passed the standard double blind review process of the journals will be presented and discussed in two sessions at 8:30 a.m. on Monday and Tuesday.
 - The Administrative Science Quarterly is presenting a special Forum of invited essays on the conference theme on Wednesday at 10:40 a.m.

- Organization Science will feature the best papers emerging from the series of OS Winter conferences on organizational complexity and nonlinear dynamic processes of change at 9 a.m. on Tuesday.
- A Handbook on the theme. Oxford University Press has commissioned Marshall Scott Poole (Texas A&M U.) to edit a handbook that reviews and assesses our scientific knowledge on processes of change and development in individuals, groups, organizations, industries, and institutions. Two All-Academy sessions will feature presentations and discussions of work-in-process by Handbook chapter authors 10:40 a.m. on Monday and 2 p.m. on Tuesday.
- 6. Future NSF-sponsored research on the theme. The long run impact of the conference may be the research that it stimulates and supports in future years on the theme. To encourage this to happen, we are delighted to announce that the Innovation and Organizational Change Program of the National Science Foundation has agreed to provide an annual amount of \$2.3 million for competitively-awarded research projects on the conference theme. An All Academy session on Monday at 10:30 a.m. announces the NSF IOC Requests for Research Proposals and ways to participate in the research. Learn from researchers of our theme cases(listed above) how to develop long-term learning relationships with managers to study organizational change.
- 7. Symposia and speakers on the theme. The conference includes several high-profile sessions that assess the preparedness of management education and practice to manage change and development journeys into a pluralistic world.
 - A panel at 3:40 p.m. on Tuesday organized by Sandra Waddock (Boston College) includes Milton Blood (AACSB), Karl Weick (U. of Michigan), Henry Mintzberg (McGill U.), Peter Senge (MIT), and James Post (Boston U.) in a discussion on transforming management education for the 21st century.
 - Rosabeth Kanter (Harvard U.) and Robert Shapiro (Monsanto) speak at 2:00 p.m. on Tuesday about how the change imperative is reshaping business strategy, organization process, career opportunities and life itself.
 - Marina Whitman (former member of President's Council of Economic Advisors) speaks on the

changing role of the American corporation at 10:40 a.m. on Wednesday.

Sessions such as these represent influential ways for the Academy to co-venture with others in providing intellectual leadership for the management profession.

- 8. **Division theme sessions**. Befitting the conference theme, at the GTE-sponsored October 1998

 ThemeSummit of division chairs and managers, we decided that each division program chair will organize a session that addresses the conference theme from the division's perspective. This decision has stimulated a wave of novel and pluralistic approaches to the theme. These division theme sessions are singled out in the conference program with a box.
- 9. Interactive paper sessions and caucuses. The pluralistic nature of the Academy itself emphasizes the importance of individuals to communicate and integrate their ideas. Interactive Paper Sessions and Caucuses provide opportunities for one-on-one and small group discussions. We encourage authors to review the conference index and invite five other individuals to come and discuss their papers.
- 10. **Artistic expressions of the theme**. To capture the soul of the theme, we round out the program with

several very creative artistic expressions:

- On Monday at 5:30 p.m. Mary Crossan (U. of Western Ontario) has arranged a performance by the world-renown *Second City Improvisation Company* whose home is Chicago. A panel discussion will reflect on improvisation from theatre to management.
- On Monday at 8 p.m. everyone is invited to a reception to welcome new and non-US members of the Academy being hosted by Anne Huff (AOM President) and sponsored by Cranfield U.
- Tuesday at 3:40 p.m. features a highly novel session organized by Tom Brown (Management General) to express change journeys from inside and out through photography and piano. Martin Dugard (photographer, journalist and adventurer) will share his personal work and teamwork experiences from traversing the jungles of Borneo, the ancient Zulu battlegrounds of Lesotho, and several other outback landscapes. Michael Jones (pianist, composer, and producer of ten popular CD's that sold two million units) will explore the unfinished journey of imagination and the aesthetics of leadership.

"What is our music?" Michael Jones will ask. "And what is the nature of the unfinished journey that we each must take to bring it into the world?" It begins with our exploration of the vast inner geography of the imagination, a subtle but powerful intelligence that brings us into the very heart of our own creativity. Cultivating this aesthetic sensitivity represents the next step in organizational learning and our continuing development as leaders and human beings. Appreciating and sharing this will make Chicago '99 a wonderful stop along each of our life journeys.

Creating this program involved a great deal of self-less effort and dedication by many volunteers and much support from their universities and organizations recognized on the next page. On behalf of the Chicago 1999 Conference Committee, we are most grateful to each individual. In particular, we wish to acknowledge the extraordinary contributions of Kelley Hinze. Gove Allen, and Zehra Ahmed for overall program development and coordination at the University of Minnesota, of Raul Necochea for coordinating the professional development workshops at Boston College and of Alan Eisner and Damon Hurd for internet communications.

Andrew H. Van de Ven , Program Chair University of Minnesota

Jean M. Bartunek, Program Chair-Elect Boston College

Thank You to the Academy's Division Program Chairs and Workshop Chairs

Division **Business Policy & Strategy** Careers Conflict Management Entrepreneurship Gender and Diversity in Organizations Health Care Management **Human Resources** International Management Management Education & Development Management History Managerial & Organizational Cognition Management Consulting **Operations Management** Organization & Management Theory Organization Development & Change Organizational Behavior

Organization Development & Change
Organizational Behavior
Organizational Communication
& Information Systems
Organizations & the Natural Environmen
Public & Nonprofit Division
Research Methods
Social Issues in Management
Organization Development & Change
A.B. (Rami) Shani, Cal Poly State U.
Robert C. Liden, U. of Illinois, Chica
JoAnne Yates, Massachusetts Institu
of Technology
John M. Jermier, U. of South Florida
Mary Tschirhart, Indiana U.
Karen Golden-Biddle, U. of Alberta
Dawn Elm, U. of St. Thomas
Deborah Dougherty, Rutgers U.

Division Program ChairsMing-Jer Chen II Of Penr

Ming-Jer Chen, U. Of Pennsylvania Jay Mahoney, Montclair State U. Laurie R. Weingart, Carnegie Mellon U. Robert Hisrich, Case Western Reserve U. Audrey J. Murrell, U. of Pittsburgh Jacqueline Zinn, Temple U. Lynn M. Shore, Georgia State U. Farok Contractor, Rutgers U - Newark James Stoner, Fordham U Eileen P. Kelly, Ithaca College Kathleen M. Sutcliffe, U. Of Michigan Anthony F. Buono, Bentley College Robert Klassen, U. of Western Ontario Joseph Porac, U. of Illinois-Urbana Champaign A.B. (Rami) Shani, Cal Poly State U. Robert C. Liden, U. of Illinois, Chicago JoAnne Yates, Massachusetts Institute of Technology Mary Tschirhart, Indiana U. Karen Golden-Biddle, U. of Alberta Dawn Elm, U. of St. Thomas Deborah Dougherty, Rutgers U.

Professional Develop. Workshop Chairs

Albert A. Cannella Jr, Texas A&M U.
Susan Adams, Bentley College
Judi McLean Parks, Washington U.
Thomas Dean, U. of Colorado, Boulder
Laura Graves, Clark U.
Sharon Topping, U. of North Carolina
Lois Tetrick, U. of Houston
Srilata Zaheer, U of Minnesota
Robert DeFillippi, Suffolk U.
Jane Whitney Gibson, Nova Southeastern U.
Theresa Lant, New York U.
Bill Vroman, Strategic Planning, Inc.
Tom Choi, Arizona State University
Eric Abrahamson, Columbia U.

Ronald E. Purser, San Francisco State U. Terry Mitchell, U. of Washington Mark Keil, Georgia State U.

Gordon Rands, Western Illinois U. Ralph S. Brower, Florida State U. Thomas Lee, U. of Washington Jeanne M. Logsdon, U. of New Mexico Philip Anderson, Dartmouth College

Thank You to the Chicago '99 Local Arrangements Committee Members

Committee Role	Committee Member	Affiliation
Chair	Kenneth Thompson	DePaul University
Deputy Chair	Nick Mathys	DePaul University
5K run & external special events	Jasmine Tata	Loyola University
Logo 1999	Tracey Thompson	Carnegie Mellon U
Registration Packet Coord	Maryann Albrecht	University of Illinois. Chicago
Security	Margaret Posig	DePaul University
Shirts & special functions	Cynthia Sutton	Indiana University - South Bend
Signage	Jill Kickul and Lisa Gundry	DePaul University
Sites & rest guide	Judi Strauss	Benedictine University
	Owais Succari	DePaul University
Site coordination	S. Tim Keaveny	Marquette University
	Joseph P. Yaney	Northern Illinois University
	Harold Welsch	DePaul University
Temporary labor	Alice Stuhlmacher	DePaul University
Support staff	Peter Sorensen, Jr.	Benedictine University
LANetwork coord	Andrew Flostran,	Simon Fraser University
Sponsorships	McRae Banks	Worcester Polytechnic Institute
Exhibits	Philip Stone	GT Enterprises
Placement	Geralyn M.Frankin	University of Texas, San Antonio

Registration and Housing Guide

Placement Services

The Placement Service is available only to persons who register for and attend the meeting. An orientation on using the Academy's placement services will be held Saturday 8/7/99 from 6-7pm and Sunday 8/8/99 from 1-2pm.

Placement Service information was mailed to all current members of the Academy in May. Pre-registration may be done online at http://www.aom.pace.edu/placement until Saturday, July 31. Persons unable to pre-register should bring completed applicant or employer forms and enter the required information on computers at Placement Services during the meeting.

Cost to register as an applicant is \$50. The registration fee for positions is \$100. As in previous years, interview tables are provided for conducting interviews. They are assigned on a first-come, first-served basis. Cost to reserve a table for the meeting is \$50 for tables in Wacker Hall (exhibitor area) or \$125 for tables in smaller meeting rooms (considered "premium" rooms).

POSITION STATEMENT ON PLACEMENT ACTIVITIES

The Academy expects that job candidates will not be treated differently on the basis of race, ethnicity, national origin, sex, religion, age, or disability. Questions related to those issues are inappropriate (i.e., questions on marital status, family commitments, etc.). Interviewers should also be respectful of various theoretical perspectives, teaching philosophies, and substantive domains of interest.

We believe the interview areas offered by the Placement Service are a very appropriate location for interviews. Additionally, interviews may be conducted in conversation areas available throughout the conference facilities. The conference hotels also offer a number of full and parlor suites that have sitting areas which might be used for interviews.

The Academy of Management is concerned about providing appropriate settings for conducting interviews—settings that will accommodate candidates with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are usually inappropriate settings for conducting recruiting interviews. If interviews must be conducted in hotel guest rooms, we offer the following suggestions: have multiple recruiters meet with each candidate; leave the guest room door ajar; ensure that the room is properly prepared to conduct interviews (i.e., beds are made, personal belongings are put away, etc.); maintain and encourage a professional demeanor by having all parties sit on chairs or sofas, wear shoes, and ask only appropriate questions; and above all, be sensitive to concerns of the other party by avoiding actions or comments that may make others uncomfortable.

EXCERPT FROM THE ACADEMY'S CODE OF ETHICAL CONDUCT

The Academy of Management and its members are committed to providing academic environments that are free of sexual harassment and all forms of sexual intimidation and exploitation. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other visual, verbal, or physical conduct of a sexual nature when:

- 1. It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic employment, admission, evaluation, or participation in an academic activity; or
- 2. The conduct has the purpose of interfering with an individual's academic or work performance, by creating an intimidating, hostile, or otherwise unacceptable educational or work environment.

The determination of what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment takes many forms: subtle and indirect, or blatant and overt. It can be conduct affecting an individual of the opposite sex or same sex, between peers or between individuals in a hierarchical relationship, or between teacher and student. Regardless of the intentions of the actor, the key question is always whether the conduct would be unwelcome to the individual to whom it is directed.

Chicago '99 Exhibitors

in Wacker Hall of Hyatt Regency Hotel

Exhibitor	Booth	Exhibitor	Booth
American Management Assns.	103	ITP/Southwestern College Publishing	
Belinda & Co.	607	Sponsor of the Sunday afternoon co	120
Bentley College	603	John Wiley & Sons, Inc.	100
Berrett-Koehler Publishers, Inc.	122	Jossey-Bass Publishers, Inc.	402
Blackwell Publishers	424	Kluwer Academic	325
Business Week	504	Kogan Page	311
California Management Review	503	Lawrence Erlbaum Assocs	208
Cambridge University Press	220	Nicolas Brealey	327
Cason-Hall Sponsor of the Monday afternoon co	300	Nova Southeastern University	201
Changing Nature of Work	101	Oxford University Press	315
CRM Films, Inc.	604	Penguin, USA	108
Dearborn	106	Perseus Books	205
Dow Jones/Wall St. Journal	501	Prentice-Hall	321
Dryden Press	408	Sponsor of the Cyber Café Richard Ivey School of Business	303
ECCH	304	Routledge	302
Elsevier Science, Inc	118	Sage Publications, Inc.	210
Fast Company	309	Socrates	313
Greenwood/Quorum	500	The Free Press	322
Harvard Business School Publishing	412	Sponsor of Tuesday afternoon Ice C University of Chicago Press	ream Social
Houghton-Mifflin	203	Walden University	502
i-CASE series	605	Walter deGruyter	320
International Programs Committee	411		
Irwin/McGraw-Hill	505		

Exhibitor -- We welcome you, thank you for your continued support, hope you find this year's conference enjoyable and invite you to join us again next year in Toronto. Your comments, suggestions, and kudos are always welcome. To reserve your space for Toronto, please contact:

Phil Stone GT Enterprises P.O. Box 11503

Pleasanton, California 94588-1503

Phone: 925-426-1920 Fax: 510-490-4235

Email philzbub@pacbell.net

wacker hall exhibits

Conference Notes

Types of Sessions

The conference program is presented in sections by types of sessions. They include the following:

All-Academy Theme Sessions (AA) are symposia and activities that address the conference theme, *Change and Development Journeys Into a Pluralistic World.*

Showcase Symposia (SC) are panel sessions that are jointly sponsored by two or three divisions and were nominated by division chairs to have wide appeal on any topic.

Shared Interest Track (SIT) are paper sessions that deal with a common topic or issue based on papers nominated by division program chairs.

Interactive Paper Sessions (IP) are informal small group discussions that are lead by authors of accepted papers. IP authors are encouraged to invite five individuals to come to their sessions to discuss their papers. Anyone else is welcome to participate in the paper discussions.

Caucuses (CA) are informal discussions among small groups or communities of individuals who share a common topic, concern or affinity. To be listed in the program, caucus organizers submitted a topic with the signatures of five individuals who wanted to discuss the topic in a caucus.

Professional Development Workshops (PDW)

(formerly known as preconference activites) are held Friday to Sunday noon, and include a variety of intensive consortia and workshops for doctoral students, faculty, and other conference participants. These sessions often require preregistration. See the program session for contact information.

AUDIO AND VIDEO TAPING

Video and audio tapes of selected sessions will be made available, as a result of a new policy by the Academy Board of Governors. These recordings are in conformance with the standing policy that no recordings of Academy sessions or activities are permitted unless written consent is obtained from the Academy Vice President and Program Chair, Andrew Van de Ven, and all participants in the sessions being recorded. Such permission must be secured prior to the meetings.

PROCEEDINGS

The proceedings CD includes the 122 best papers and 250-word abstracts for all of the papers and symposia. It also contains handouts from the All-Academy sessions and the membership directory of the Academy of Management.

ABBREVIATIONS USED IN PROGRAM GUIDE

AA	All Academy Theme session
AOM	Academy of Management
BPS	Business Policy & Strategy Division
CA	Caucus session
CAR	Careers Division
CM	Conflict Management Division
ENT	Entrepreneurship Division
GDO	Gender and Diversity in Organizations Division
HCM	Health Care Management Division
HR	Human Resources Division
IAOM	Ibero Academy of Management
IM	International Management Division
IP	Interactive Paper session
IPC	International Program Committee
JS	Jointly-sponsored symposium by several divisions
M	Meeting
MC	Management Consulting Division
MED	Management Education & Development Division
MH	Management History Division
MOC	Managerial & Organizational Cognition Division
OB	Organizational Behavior Division
OCIS	Organizational Communication
	& Information Systems Division
ODC	Organization Development & Change Division
OM	Operations Management Division
OMT	Organization & Management Theory Division
ONE	Organizations & the Natural Environment
OS	Off Site
P	Paper session
PDW	Professional Development Workshop
PNS	Public & Nonprofit Division
RM	Research Methods Division
S	Symposium (or panel) session
SC	Showcase symposium
SIM	Social Issues in Management Division
SIT	Shared Interest Track paper session
SPDW	Shared Professional Development Workshop
T	Theme session
TIM	Technology & Innovation Management Division
	Teaching Oriented Session

Session begins prior to the time indicated Session extends beyond the time indicated

Conference Program Guide Friday Morning, August 6, 1999

		8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
Hyatt West: Sandburg		437. (ENT)	Case Writing Pro	oject					
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Hyatt West: Goldcoast			Collaborations						
Hyatt West: Field				s: Management F	Research in the Ar	mericas			
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Hyatt West: Burnham		ctoral Consort						,	
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Hyatt West: Addams		octoral Consor			440. EN		,		
Hyatt West: Ogden	76. ENT, ME	D & MOC Wo	rkshop on Crea	tive Classroom A	ction	441 . EN	T: How Learn to	be Entrepreneur	ial?
Hyatt West: Wright			<u> </u>			442. EN	T: Non-U.S. Sch	nolar and the AO	Л
Hyatt West: Soldier Field	77. ODC, SII	M, ONE: Busin	ness and Sustai	nable Developme	ent to Environmen	tal Executives from	om McDonalds,	Monsanto, BP-An	noco, Deere, and IGA
Off Site: McDonald's U.	← Tour to Mo	:Donald's Univ	ersity						
Off Site: Loyola U.	653. MC: Th	e Successful I	,	onsultant Worksh	op: Processes, Sk	kills and Tools			
Off Site: Loyola U.	653. MC: Th		Management Co		•		1000		
Off Site: Loyola U.	653. MC: Th		Management Co		op: Processes, Sk		1999		
Off Site: Loyola U.		Fri	Management Co	venin	g, Aug	gust 6,		0.20	0.00
	653. MC: Th		Management Co	venin	g, Aug	sust 6,	1999 8:00	8:30	9:00
Swiss: Gball I	5:00	Fri	Management Cc day E 6:00 85. Recepti	6:30 ion for the New E	7:00 roctoral Student C	sust 6,		8:30	9:00
Swiss: Gball I Hyatt West: Water Tower	5:00	Fri	Management Coday E 6:00 85. Recepti 84. OB/OM	6:30 ion for the New E	7:00 octoral Student C	7:30 Consortium	8:00	1.11	9:00
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Saturday Morning, August 7, 1999

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8. Hyatt East: GndBall E			103. International Research	earch Collaboration	IS		→
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10. Swiss: Gball 3			rch, Teaching, & Service:	A 508.	Strategies for Su	ccess	
11. Hyatt East: GndBall D(N)		88. ENT & ODC Workshop					
12. Hyatt East: GndBall C(N)		446. Entrepreneurship	449. Central Problems				
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14. Hyatt West: Regency Ball A(S))		1: Workshop on Hierarchi	cal Linear Modeling]		→
15. Hyatt West: Acapulco		778. PNS D	octoral Consortium				
16. Hyatt West: Toronto					tors' Round Table		
17. Hyatt West: Goldcoast			105. Teaching Internat	-	: Change and De	velopment	
18. Hyatt West: Haymarket			561. IMD Junior Facult	,			→
19. Hyatt West: Wrigley			104. Organizational Le	arning as a Develo	pmental Journey		→
20. Hyatt West: Stetson F			IS Doctoral Consortium				→
21. Hyatt West: Columbian		91. Critical Management S	tudies: Parallel Tracks				→
22. Hyatt West Field							
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Saturday Afternoon, August 7, 1999

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1.	12:00 12:30 1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30 119. MOC/OMT: Legitimacy & Identity	
2.	← HR Junior Faculty Consortium	
3.	← New Doctoral Student Consortiu	→
4.	754, OCIS Mid-Career Faculty Workshop	
5.	← OB/OMT Junior Faculty Consortium	
6.	← M: Board of Govenors Meeting	
7.	373. Economic Sociology	→
8.	← International Research Collaborations	→
9.	← Critical Management Studies: Parallel Tracks 125. Critical Management Studies:	→
10.	← HCM Lunch 510. Grantwriting: What You Need to 512. The Two Journeys of Academe: The 513. Career Opportunities: Pluralis	
11.	453. ENT: McGraw-Hill Irwin Innovation Award 456. ENT: Teaching Entrepreneurship	
12.	116. Resources and the Growth of Entrepreneurial 455. Cognitive and Social Factors in Entrepreneurial Success	
13.	← OB/ODC/OMT Doctoral Consortium	
14.	← IM & RM: Workshop on Hierarchical Linear Modeling	+
15.	120. CAR/CM/ONE/HCM/PNS Small Division Images and Member Identities	
16.	531. HR: Strategic Research Agenda	>
17.	117. IM & BPS: European and North American Research Diversity? 563. IM: Korean Case of Restructuring	+
18.	← IMD Junior Faculty Consortium	>
19.	← Organizational Learning as a Developmental Journey	
20.	← TIM/OCIS Doctoral Consortium	
21.	← Critical Management Studies: Parallel Tracks	
22.	112. BPS & MC A Case Critique Colloquium	
23.	113. IPC: SME Development Programs	
24.	← Practioner Series: Developing and Critiquing Action Research Projects	
25.	← BPS New Faculty Consortium	
26.	118. IAOM: Challenges & Approaches to Quality 123. Management of the Tenure Process for Hispanic Academics	
27.		
28.	← IMD Doctoral Consortium	•
29.	← HR Doctoral Consortium	•
30.	← GDO: Dev. 488. GDO Research Workshop: Exploring the Intersection of Race and Gender	•
31.	694. Visions for the OM Field for the Next 695. OM Teaching Approaches	
32.	← BPS Doctoral Consortium	_
33.	665. OB Not-So-Junior Faculty Mid-Career Forum	7
34.	← Complexity & Management, Panels 1-2 122. Complexity & Management, Panels 3-4	7
35.	625. MH New Member Workshop 626. MH Ph.D./Faculty Workshop 627. MH Doctoral Student Workshop	
36.	511. HCM: The Two Journeys of Academe	
37.	← TIM/OCIS Junior Faculty Consortium	
38.	← Conflict Management Division's Junior Faculty Research Incubator on Conflict & Diversity	
39.	← Entrepreneurship Doctoral Consortium There Consortium Did There is Transitional Property of the Property o	
40.	← Three Conversations to Build Theory in Trans-disciplinary Research	
41.	← ENT New Faculty Consortium 454, ENT Innovation in Education	
42.	← Viewpoints on International Business Consulting	
43.	← Critical Management Studies: Parallel Tracks	
44.	372. BPS Cutting Edge Empirical Methods 114. ODC & ONE: Educating Leaders for Environmental Change	-
45. 44	← ODC: Complexity Theory	-
46. 47.		
47. 40	329, TIM at the End of the Millenium: A Century of 330, TIM at the End of the Millenium: Preparations ← CAR: Careering Practice	
48.	<u> </u>	
49.	600. MED: Pedagogy for Plurality 602. MED: Employee Change 601. MED: Contract Grading 603. MED: Human Spirit	
50. E1		_
51.	← RM & IM Intro. to Network Analysis 792. RM Workshop on Interpretive Research Traditions	
52.	809. SIM: Faculty Wkshop on Complexity Theory	
53.	115. MED/ODC/GDO: Spirituality at Work 124. ODC/MED/GDO: The Power of Music	
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54.	702 DM: Mota Analysis Workshap 704 DM: Quality Ethnography	
55.	793 RM: Meta-Analysis Workshop 794 RM: Quality Ethnography	
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55.	793. RM: Meta-Analysis Workshop 794. RM: Quality Ethnography ← OB: Take the Plunge! Developing Skills Using Electronic Technology in the Teaching of Management ← MC: The Successful Management Consultant Workshop: Processes, Skills and Tools	→

Saturday Evening, August 7, 1999

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Hyatt West: Water Tower				-	MT Junior Facul		n		
Hyatt East: GndBall B					Teaching Works				
Hyatt East: GndBall E				140. Intern	ational Research	h Collaboratio	ns		
Hyatt West: Comiskey	131. Critic	cal Managemen	t Studies: Breakf	fast, 145. Critica	al Management S	Studies: Para	llel Tracks		
Swiss: Gball 3			1: Faculty Forum					CM: Editors on Re	esearch
Hyatt East: GndBall D(N)			, ,		eSocrates Onlin	е		IT: Univ. Incubat	
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Hyatt West: Regency Ball A(S)					DC/OMT Doctor				<u> </u>
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Monday Morning, August 9, 1999

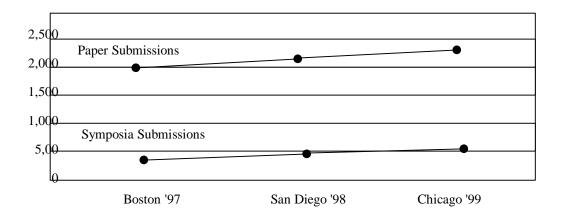
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3. OCIS Hyatt West: Dusable 756 Welcome 757 P: Remote Collaboration 758 P: Hierarchies 769 P: Critical Issues & Environment 770 P: Subjectivity & Local Action 750 PS Swiss: Neuchatel 751 P: Remote Collaboration 752 P: Critical Issues & Environment 753 P: Hierarchies 755 PS Subjectivity & Local Action 756 PNS Swiss: Vevey 757 P: Remote Collaboration 758 P: Hierarchies 759 P: Subjectivity & Local Action 750 PS Subjectivity & Local Action 750 PS Swiss: Sector 751 PS Welcome 752 PS Welcome 753 PS Structural Modeling 755 PS Enthics in Organizations 756 PS Empirical CSP/Stakeholders 757 P: Remote Collaboration 758 P: Hierarchies 750 PS Subjectivity & Local Action 750 PS Subjectivity & Local Action 751 PS Welcome 752 PS Empirical CSP/Stakeholders 753 PS Empirical CSP/Stakeholders 755 PS Empirical CSP/Stakeholders 756 PS Empirical CSP/Stakeholders 757 PS Welcome 758 P: Hierarchies 758 PS Hierarchies 759 PS Subjectivity & Local Action 750 PS Subjectivity & Local Action 751 PS Subjecti							712.	P: Institutionalization (I)
4. ONE Swiss: Neuchatel 768 769 P: Critical Issues & Environment 770 P: Subjectivity & Local Action 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector 780 W 781 P: Images of the Public Sector	2. ODC Hyatt East: Columbus A	742. P: Welcom	e & Strategic C	hange			743.	P: Designing and Assessing Change
4. ONE Swiss: Neuchatel 768. 769. P: Critical Issues & Environment 770. P: Subjectivity & Local Action 5. PNS Swiss: Vevey 780. W 781. P: Images of the Public Sector 6. RM Swiss: Alpine I 798. Welcome 799. P: Structural Modeling 77. SIM Swiss: Gball 2 814. Welcome 815. P: Ethics in Organizations 816. P: Empirical CSP/Stakeholders 8. TIM Hyatt West: Stetson E 834. Division 835. P: Technological Discontinuities 836. P: Technology, Product Strategy 9. Hyatt East: Wacker East 55. IPC Information Booth 0. Hyatt East: GndBall Reg Area 53. Registration 6. Global Networking Hospitality	3. OCIS Hyatt West: Dusable	756. Welcome	757. P: Remote	Collabo	oration		75 <u>8</u> .	P: Hierarchies
5. PNS Swiss: Vevey RM Swiss: Alpine I Swiss: Alpine I Swiss: Gball 2 RM Swiss: Gball 2 RM Hyatt West: Stetson E RM Hyatt East: Wacker East Hyatt East: GndBall Reg Area RM Hyatt East: Skyway 272 RM P: Images of the Public Sector 799 P: Structural Modeling 816 P: Empirical CSP/Stakeholders 836 P: Technology, Product Strategy 90 Hyatt East: Wacker East 55 IPC Information Booth 56 Global Networking Hospitality	-					nvironment		
6. RM Swiss: Alpine I 798 Welcome 799 P: Structural Modeling 7. SIM Swiss: Gball 2 314 Welcome 315 P: Ethics in Organizations 316 P: Empirical CSP/Stakeholders 8. TIM Hyatt West: Stetson E 834 Division 335 P: Technological Discontinuities 336 P: Technology, Product Strategy 9. Hyatt East: Wacker East 55 IPC Information Booth 0. Hyatt East: GndBall Reg Area 53 Registration 3. Hyatt East: Skyway 272 56 Global Networking Hospitality								-
7. SIM Swiss: Gball 2 814. Welcome 815. P: Ethics in Organizations 816. P: Empirical CSP/Stakeholders 8. TIM Hyatt West: Stetson E 834. Division 935. P: Technological Discontinuities 836. P: Technology, Product Strategy 9. Hyatt East: Wacker East 55. IPC Information Booth 0. Hyatt East: GndBall Reg Area 53. Registration 3. Hyatt East: Skyway 272 56. Global Networking Hospitality							799.	P: Structural Modeling
8. TIM Hyatt West: Stetson E 834 Division 835 P: Technological Discontinuities 836 P: Technology, Product Strategy 9. Hyatt East: Wacker East 55 IPC Information Booth 0. Hyatt East: GndBall Reg Area 53 Registration 56 Global Networking Hospitality	<u>'</u>			815. P:	Ethics in Organizat	ions		
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3. Hyatt East: Skyway 272 56. Global Networking Hospitality	•			=				
				Je. Reg	joration	56 Global N	etworking Ho	spitality
стэонаг дүрөннинствэ 0.00 0.50 7.00 7.50 10.00 10.50 11.00 11.50		8.00	8-30	0.00	0.30			
	тегьонаг Арроінітеніѕ	0.00	0.30	9.00	9:30	10:00	10:30	11.00

Monday Afternoon, August 9, 1999

	12:30 1:00 1:30 2:00	2:30 3:00 3:30	4:00 4:30 5:00
	160. T: Motorola Case: Int'l Ethics	162. T: The Xerox Case: Day 2	164. T: John Deere case: Transforming
	161. T: SMEs in Depressed Regions	163. T: Arie and Andrew on Forms	165. T: Flat Panels? Not this one!!!
	159. T: Pluralistic publishing norms	783. Address: Oliver E. Williamson	233. JS: OB-HR Theme: Ind./Collectivism
	184. Weick & Waterman on Change	187. Organizational Discourse	189. Corp. Govern. in Plural World
	183. Constructing Markets	186. S: Cross-border Knowledge Tran	188. Knowledge Transfer
	217. JS: Organizational Entry Journey	222. JS: Individual Differences In	227. JS: Work Safety Improvement
	219. JS: Feedback Based Interventions	224. JS: Cognitive Strategic Groups (K)	229. JS: Spirituality at Work
	218. JS: Change and Feminism Journeys	223. JS: Knowledge and Boundaries	228. JS: Managing Knowledge (K)
	220. JS: Virtuality and work	225. JS: Beyond Armchair Feminism III	231. JS: The Good, The Bad, and The
	221. JS: The Gendered Classroom	226. JS: Doctoral Education Trends	232. JS: Organizational Creativity
	278. JP: Shared Cognition	281. JP: Scripts and Scenarios	284. JP: Escalation of Commitment
	277. JP: Radical Change	280. JP: Virtual Teams	283. JP: Team Effectiveness
3.	279. JP: Organizational Commitment	282. JP: Outside Directors	285. JP: Organizational Performance
1.	308. IP: Entrepreneur Strategic Issues	313. IP: Emerging Markets	318. IP: Overcoming Barriers
5.	309. IP: International Career Issues	314. IP: Jobs & Roles in Organizations	319. IP: Making and Breaking Trust
6.	310. IP: Corp. Social Responsibility	315. IP: Management Changes in Japan	320. IP: Self-directed Change
7.	311. IP: Technology Issues	316. IP: Strategic Human Resources	321. IP: Career Issues
3.	312. IP: Education & Knowledge	317. IP: Evolution of Theory	322. IP: Environmental Regulations
	387. T: 21st Century Global Enterprise	390. P: Networks and Info Exchange	393. P: Emerging Markets
	385. P: Social Capital	388. P: Cognition in Strategy	391. P: Technical Innovation
	386. P: Revisiting TMT Research	389. P: Competences and Resources	392. P: Competition vs Cooperation
2.	418. P: Perspectives on Mentoring	185. Genetic Testing and Privacy	
3.		429. P: Decision Making & Conflict	430. T: Negotiation and Pluralism
4.	469. P: Financing and the ENT Firm	470. P: HR and Human Capital	471. P: Family Business Succession
5.	492. P: Workplace Diversity		494. P: Taking Affirmative Action
6.	519. P: Balancing Physician Roles	520. P: Trust and Teamwork	521. Distinguished Speaker
7.	541. P: HR's Impact on Org Performance	543. P: Recruitment and Entry	
3.	542. S: Individual Differences	544. P: Dysfunctional Work Behaviors	545. Connecting Your Teaching
9.	574. P: Global Mindsets/Global	576. P: Reacting to Global Environment	578. P: Cross-border Alliances
0.	573. P: MNE Theory & Explaining FDI	575. P: Expatiations on Expatriation	577. P: Cultural Misfits
1.	612. P: Making the Internet Work	613. S: Distance Learning Technologies	614. S: Technology mediated distance I
2.	633. P: Operations and Logistics	634. S: Hawthorne Studies	635. A Worthy Cause: A 60. M: PDW
3.	647. P: Expectancies and Illusions		230. JS: Causal Mapping Tutorial
4.	659. T: Tomorrow's Prof Services Firms		660. Courage and Values
5.	673. S: Positive and negative discretionary behavior:	675. S: Management, Organization and	676. Mad Hour
6.	672. P: Justice		
7.	671. P: Goal setting	674. P: Group composition	
3.	701. P: New product development	702. P: Leveraging information in OM	
9.	713. P: Interorganization networks(N)	716. P: Organizational Change	719. P: Intraorganization Networks (N)
	714. P: Knowledge Dynamics (K)	717. T: Whither OT?	720. S: New Organizational Forms (I)
	715. P: Corporate Control	718. P: Institution Entrepreneurs (I)	721. P: Macrocultural processes (K)
2.	744. S: Revisiting ODC Education	745. P: Transformation: Int'l Perspect	746. P: Action Learning and Dialogue
3.	759. P: IS Management	760. T: OCIS Theme Panel	
4.		771. P: Green Strategies	
5.	782. P: Interorg Arrangements		784. M: Business Meeting
5.	_ 	800. P: Construct Measurem't/Validat'n	
	817. P: Corp. Political Strategy	818. S: Teaching Ethics & Values	819. S: Stakeholder Pluralism
	837. P: Global Views of Innovation	838. P: Institutional Impacts on TIM	839. Distinguished Speaker
	← Journal of Org. Behavior		
2.		59. M· Fxe	ecutive Committee Meetings
	← Global Networking Hospitality	W. LAC	
3			
3.	12:30 1:00 1:30 2:00	2:30 3:00 3:30	4:00 4:30 5:00

Monday Evening, August 9, 1999										
	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00		
AA Hyatt East: GndBall A	166. T: Se	cond City Improv.	Со			-				
SC Hyatt West: Water Tower			473. ENT	Social						
IP Hyatt East: Wacker West (1)			325. IP: Ca	aucuses Tables 1	-3					
IP Hyatt East: Wacker West (2)			328. IP: Ca	aucuses: Tables	1-6					
IP Hyatt East: Wacker West (3)			332. IP: Ca	aucuses: Tables	7-9					
IP Hyatt East: Wacker West (4)			335. IP: Ca	aucuses: Tables 1	10-12					
IP Hyatt East: Wacker West (5)			338. IP: Ca	aucuses: Tables 1	13-16					
CAR Hyatt West: Goldcoast	546. Ice Ci	ream Social								
CM Hyatt West: Haymarket	431.	M: CM Business N	Meeting							
ENT Hyatt West: Wrigley	472. M: EN	IT Business Meeti	ing 43	22. Conflict Mana	gement Social					
HCM Hyatt West: Columbian	522 . M: Bu	ısiness	523. Socia	l Hour						
MH Hyatt West: Burnham	636. M:	637. Social	Hour							
MC Swiss: Davos	661. M: Bu	isiness Meeting								
OB Hyatt West: Regency Ball B(S)	677 . M: Bu	siness Meeting	67	78. Social Hour						
OM Swiss: Engleberg	703 . M: Bu	siness meeting &	Social hour							
OMT Hyatt East: Columbus K/L	722.	M: OMT Business	Meeting & Soci	al						
ONE Swiss: Neuchatel	772. M: Di	vision Business	7	73. Division Socia	I					
PNS Swiss: Vevey	785. Socia	l Hour								
RM swiss: Alpine I	801. M: Bu	siness Meeting		802. Socia	l Hour					
SIM Swiss: Gball 2	820. MBA	Student Paper Aw	<i>i</i> ard							
TIM Hyatt West: Stetson E	840. M: TII	M Business	841. Socia	l Hour						
Personal Appointments	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00		

1997-1999 Trends in Submissions to Academy of Management Conferences



Chicago '99 Program Statistics

Number of papers submitted	2,214
Number of papers accepted	1,147
- accepted for Shared Interest Track	108
- accepted for Interactive Papers	262
- accepted for Division Paper session	777
- accepted for Best Paper Proceedings	122
Number of unique symposia submitted	279
Number of unique symposia accepted	192
- accepted for All Academy	26
- accepted for Showcase Symposia	26
- accepted for Jointly Sponsored Symposia	67
- accepted for Division symposia	73
Number of session in total conference	849
- # PDW sessions Fri-Sun	279
- # Regular sessions Sun-Wed	570
Number of people involved in submissions	4,072
# institutions involved in submissions	1,073
# countries represented in submissions	45
Number of people on the entire program	3,503
- # people on PDW program (Fri-Sun)	870
- # people on regular program (Sun-Wed)	3,080
# institutions represented in entire program	962
# countries represented in entire program	41

Universities with the Most Participants in Chicago '99 Conference Sessions

1.	U. of Michigan	52
2.	U. of Pennsylvania	45
3.	Cornell U.	39
3.	Stanford U.	39
5.	U. of Minnesota	36
5.	Harvard U.	36
5.	New York U.	36
5.	Michigan State U.	36
9.	U. of Illinois, Urbana-Champaign	34
10.	Northwestern U.	33
10.	U. of Southern California	33

		Tuesd	lay N	Aoming,	August	10,	1999	1	3
		8:00	8:30	9:00	9:30 10:0		10:30	11:00	11:30
1.	AA	Hyatt East: GndBall A	167. T:	Tuesday's Surprise Wake	-up				
2.	AA	Hyatt West: Regency Ball C(N)	168. T: I	Unilever Targets the Botto	om		170. T: NS	F Call for Researd	h on Theme
3.	AA	Swiss: Gball I		169. T: Is Makin	g Change Complex?		244. JS: Th	ne Academy and t	he Media
4.	SC	Hyatt West: Regency Ball D(N)		reeing to Disagree					
5.	SC	Hyatt West: Water Tower		gnition's Evolution (K)			192 . OD: P	ast, Present,Futu	е
6.	SC	Hyatt East: GndBall B		Careers in Transition					
7.	JS	Hyatt East: GndBall F		Project-Based Learning					
8.	JS	Hyatt East: GndBall E		Change and Performance	e				
9.	JS	Hyatt West: Comiskey		Trust in Virtual Worlds				elational Experien	
10.	JS	Swiss: Gball 3	239 . JS:	Sexual Harassment Pers			243. JS: G	lobal Corporate Ci	tizenship
11.	SIT	Hyatt East: GndBall D(N)		287. JP: Cognitive Ma					
12.	SIT	Hyatt East: GndBall C(N)		286. JP: Dynamic Env	ironments				
13.	SIT	Hyatt East: Columbus E/F	000 10	288. JP: Expatriates				mail and E-comm	
14.	IP	Hyatt East: Wacker West (1)		Selection & Appraisal				iances & Stakehol	
15.	IP	Hyatt East: Wacker West (2)		Recent Developments in	Theory			sues of Firm Grow	
16.	IP.	Hyatt East: Wacker West (3)		Gender Comparisons				try Mode Choices	
17.	IP	Hyatt East: Wacker West (4)		Government Relations	20-			rategic Decision M	
18.	IP	Hyatt East: Wacker West (5)		Culture and Control in HO	JUS			ernational Educati	
19.	BPS	Hyatt West: Regency Ball A(S)		Knowledge Sharing	rmanco			rformance and MN	
20.	BPS	Hyatt West: Acapulco		CEO's, Status Quo, Perfo Perspectives on Scale	IIIIdlice			ganizing/Strategizi ances & JVs	iiy
21.	BPS	Hyatt West: Toronto	590. P.	Perspectives on Scale				Donald's 'Made fo	r Vou'
22.	CAR	Hyatt West: Goldcoast		433. P: Group Conflict		_		gotiation Process	Tou
23. 24.	CM ENT	Hyatt West: Wrigley		474. P: Family Busine				T in Existing Orga	nizations
24. 25.	GDO	Hyatt West: Wrigley			reer Issues		473. I . LIV	T III Existing Orga	HIZAUOTIS
26.	HCM	Hyatt West: Stetson F Hyatt West: Columbian		524. P: Healthcare Ma			240 IS: In	dividualism-Collec	tivism
27.	HR	Hyatt West: Field	547 S	HR & Strategy in Service				Iti-Rater Feedback	
28.	HR	Hyatt West: McCormick		Compensation Effectivene				am & Leadership F	•
29.	IM	Hyatt East: Columbus C/D	0 10.	580. P: Multicultural T				lues in Global Con	
30.	IM	Hyatt East: Columbus H		579. P: Mode of Entry				trepren In Emergi	
31.	MED	Swiss: Alpine II	615. S:	Classrooms Without Wall:				nking about the B	
32.	MH	Hyatt West: Burnham			nip in Organizations			search and Techn	
33.	MOC	Hyatt West: Picasso			1 3			nking and Learnin	
34.	MC	Swiss: Davos						w Paradigms for C	
35.	OB	Hyatt West: Regency Ball B(S)	679. S: ˈ	Everything I need to know	v about teams and		242. JS: Le	eadership and Eva	luations
36.	OB	Hyatt West: New Orleans		-			681. P: OC		
37.	OB	Hyatt West: Atlanta					680. P: Gro	oup process	
38.	OM	Swiss: Engleberg	704. P:	Supply chain managemer	t				
39.	OMT	Hyatt East: Columbus G	723. S:	Competition in industries			726. P: Str	ucture of knowled	ge (K)
40.	OMT	Hyatt East: Columbus I/J	724 . P:	Buyer-Seller Networks(N)			727. P: Co	rporate Governand	ce
41.	OMT	Hyatt East: Columbus K/L		Managerial Fads(K)				titution Transform	
42.	ODC	Hyatt East: Columbus A		High Perf. Self Managed	Teams			naging Change C	
43.	OCIS	Hyatt West: Dusable		Knowledge Transfer				chnology & Structu	
44.	ONE	Swiss: Neuchatel		Reclaiming Past Knowle	dge			wer & Environmen	_
45.	PNS	Swiss: Vevey		Organizational Change				mpeting with For-p	
46.	RM	Swiss: Alpine I		Secondary Data Analysis				alitative Fieldwork	
47.	SIM	Swiss: Gball 2		Org. Justice/Deviance				siness Citizenship	
48.	TIM	Hyatt West: Stetson E	842. T: I	nstitutional Environment			843. P: Str	ategic Technology	Alliances
49.		Hyatt East: Wacker East		66. IPC Informat	ion Booth				
50.		Hyatt East: GndBall Reg Area		64. Registration					
51.		Hyatt West: San Francisco							
52.		Hyatt East: Skyway 272			67.	Global Net	working Hosp	itality	
53.		Hyatt East: Grand Ballroom							
54.		Off Site: See Contact							
Pers	onal App	pointments 8:00	8:30	9:00	9:30 10:0	00	10:30	11:00	11:30

		lu	esday	Aiten	noon,	Augus	St IU	, 1999	
12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
							1	73. Change Via Pia	no & Photos
				171 . T: Ka	inter & Shapiro o	n Change	1	74. T: Transforming	mgt. education
				172. T: Te	nsion & Change:	What to do?	1	75. T: What's behin	d the Great Wall?
				194. S: Ins	stitutional Change	e (I)	1	96. Authors on fost	ering change
				193. Repli	cating Knowledge	e (K)	1	95. S: Emergent IT	& Org. Change
							2	47. JS: Mgmt and (DD Across Borders
							2	49. JS: Contingent	Work Consequences
							2	48. JS: Social Ente	rprise: Organizational
					weet Home Chic		_	50. JS: NOFIA	
				246. JS: R	Re-thinking What	We Think			nt through Racial Lens
								92. JP: Sensemaki	
									Creation & Evolution
					alancing Work a			93. JP: Supply Cha	
					rg. Learning & Cl	-		54. IP: Issues in Op	
					roups: Compositi			55. IP: Organization	
·			· ·		hange, Commitm		_	56. IP: Affective Re	
	-				areer Choice & N				nprofit Management
					urrent Trends in		3	58. IP: Initiatives &	Innovations
					ompetitive Advan	age		05. Richard D. Irwii	
					versification			03. P: Strategic Gro	•
					obal Context		_	04. P: R&D Alliance	
					pact of Job & Ca			20. S: Business/ed	
•					ulture and Conflic		_	36. S: Negotiation	
					ernational Entrep	reneurship		77. P: International	
					exual Identity		_	98. Special Session	
					orkforce Reduction			26. P: Perspectives	
					rategic Determina		5	53. HR Business M	eeting
					exible Work Arrar	-			
					nowledge Across				
					iilding a Global S	0,		85. Distinguished S	
•					arnegie Academy	1	6	18. MAD session -	Learning Maps
					gher Education		_		
				649. P: Co	ognitive Systems	and Change	6	50. The Complexity	Advantage
							_		
					Ivances in team r	esearch:	_	87. S: Organization	-
					ower and politics		_	86. P: Social excha	•
					stice and perforn		6	85. P: Transformati	onal leadership
					perations strategy				
					eripheral Workers			32. P: Market Dyna	
					erorganization A	liances(N)		33. S: Social Class	
					arket Mediators			34. P: Structure an	
				749. S: So	ocial Learning for	Change		50. Distinguished S	•
							_	63. Distinguished S	
					e New Age of Bi		7	76. S: Emerging Er	viro. Regulations
					RM Issues for No	•			
					arrating Org'l Kno				to Answer Method Q
					onceptual Stakeh		_		ss/Business Meeting
				845. P: Int	erorganizational	lechnology	8	46. P: Leading for I	High Performance
				844. S: Bo	oundary Crossing	, Knowledge			
. 68. Preside	ntial Luncheon								
	2. 22.70110071								
12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30

Tuesday Evening, August 10, 1999

		5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30		
SC	Hyatt West: Water Tower		554. HR S	ocial Hour							
SIT	Hyatt East: GndBall D(N)			70. M: Human Relations Reviewers							
BPS	Hyatt West: Regency Ball A(S	5)	406 . M։ Bւ	ısiness Meeting	407. Social						
CAR	Hyatt West: Goldcoast		421 . M: Di	vision Business M	leeting	422. Socia	l Hour				
END	Hyatt West: Wrigley		478. USAS	SBE Board Meetin	ıg						
GDO	Hyatt West: Stetson F		499. M։ Bւ	ısiness Meeting	500. Social	l Hour					
IM	Hyatt East: Columbus C/D		586 . IM Bւ	ısiness Meeting &	Social						
MED	Swiss: Alpine II		619 . M։ Bւ	ısiness Meeting	620. Social						
MOC	Hyatt West: Picasso			651. M: Business	s Mtng, Awards, S	Social					
ODC	Hyatt East: Columbus A		751 . M: Bu	ısiness Meeting &	Social Hour						
OCIS	Hyatt West: Dusable		764. Μ: Βι	ısiness Meeting	765. Social	l Hour					
SIM	Swiss: Gball 2			825. Social	Hour						
	Off Site: See Contact			69. Acader	my Fellows Recep	otion					
Personal Appointments 5:00 5:30		5:30	6:00	6:30	7:00	7:30	8:00	8:30			

About the Academy of Management

The Academy of Management is a professional society composed largely of professors who conduct research and teach about organizations and management. Doctoral students, management consultants and managers from diverse business settings are also members.

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Wednesday Morning, August 11, 1999

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