

The Academy of Management Annual Conference, August 6-11, 1999 Table of Contents

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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
 All-Academy Program – Peter S. Ring, Loyola – Marymount U.
 Interactive Papers – Janet M. Dukerich, U. of Texas, Austin
 Caucuses – Timothy M. Stearns, California State U., Fresno
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 Local Arrangements – Kenneth R. Thompson, De Paul U.
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 Registration and Housing – Terese Loncar, AoM Headquarters
 Internet Communications – Alan B. Eisner, Pace U.
 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 of 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 off 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 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.

5. **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

"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

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.

Jean M. Bartunek, Program Chair-Elect
Boston College

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

Division	Division Program Chairs	Professional Develop. Workshop Chairs
Business Policy & Strategy	Ming-Jer Chen, U. Of Pennsylvania	Albert A. Cannella Jr, Texas A&M U.
Careers	Jay Mahoney, Montclair State U.	Susan Adams, Bentley College
Conflict Management	Laurie R. Weingart, Carnegie Mellon U.	Judi McLean Parks, Washington U.
Entrepreneurship	Robert Hisrich, Case Western Reserve U.	Thomas Dean, U. of Colorado, Boulder
Gender and Diversity in Organizations	Audrey J. Murrell, U. of Pittsburgh	Laura Graves, Clark U.
Health Care Management	Jacqueline Zinn, Temple U.	Sharon Topping, U. of North Carolina
Human Resources	Lynn M. Shore, Georgia State U.	Lois Tetrick, U. of Houston
International Management	Farok Contractor, Rutgers U - Newark	Srilata Zaheer, U of Minnesota
Management Education & Development	James Stoner, Fordham U	Robert DeFillippi, Suffolk U.
Management History	Eileen P. Kelly, Ithaca College	Jane Whitney Gibson, Nova Southeastern U.
Managerial & Organizational Cognition	Kathleen M. Sutcliffe, U. Of Michigan	Theresa Lant, New York U.
Management Consulting	Anthony F. Buono, Bentley College	Bill Vroman, Strategic Planning, Inc.
Operations Management	Robert Klassen, U. of Western Ontario	Tom Choi, Arizona State University
Organization & Management Theory	Joseph Porac, U. of Illinois-Urbana Champaign	Eric Abrahamson, Columbia U.
Organization Development & Change	A.B. (Rami) Shani, Cal Poly State U.	Ronald E. Purser, San Francisco State U.
Organizational Behavior	Robert C. Liden, U. of Illinois, Chicago	Terry Mitchell, U. of Washington
Organizational Communication & Information Systems	JoAnne Yates, Massachusetts Institute of Technology	Mark Keil, Georgia State U.
Organizations & the Natural Environment	John M. Jermier, U. of South Florida	Gordon Rands, Western Illinois U.
Public & Nonprofit Division	Mary Tschirhart, Indiana U.	Ralph S. Brower, Florida State U.
Research Methods	Karen Golden-Biddle, U. of Alberta	Thomas Lee, U. of Washington
Social Issues in Management	Dawn Elm, U. of St. Thomas	Jeanne M. Logsdon, U. of New Mexico
Technology & Innovation Management	Deborah Dougherty, Rutgers U.	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

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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	200
Belinda & Co.	607	Sponsor of the Sunday afternoon coffee break	
Bentley College	603	JAI	120
Berrett-Koehler Publishers, Inc.	122	John Wiley & Sons, Inc.	100
Blackwell Publishers	424	Jossey-Bass Publishers, Inc.	402
Business Week	504	Kluwer Academic	325
California Management Review	503	Kogan Page	311
Cambridge University Press	220	Lawrence Erlbaum Assocs	208
Cason-Hall	300	Nicolas Brealey	327
Sponsor of the Monday afternoon coffee break		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	
ECCH	304	Richard Ivey School of Business	303
Elsevier Science, Inc	118	Routledge	302
Fast Company	309	Sage Publications, Inc.	210
Greenwood/Quorum	500	Socrates	313
Harvard Business School Publishing	412	The Free Press	322
Houghton-Mifflin	203	Sponsor of Tuesday afternoon Ice Cream Social	
i-CASE series	605	University of Chicago Press	126
International Programs Committee	411	Walden University	502
Irwin/McGraw-Hill	505	Walter deGruyter	320

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 activities) 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 Project							
Off Site: McDonald's U.								75. Tour to McDonald's

Friday Afternoon, August 6, 1999

12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
Swiss: Gball 1	593.	MED: Exploring Change			594.	MED: Self-Managed Teams in Classroom		
Swiss: Gball 3	79.	Practioner Series: Introduction to the Inquiry Process and Research Projects						
Hyatt West: Acapulco	1a.	M: Board of Govenors Meeting						
Hyatt West: Goldcoast	78.	International Research Collaborations						
Hyatt West: Field	559.	IM: Polar Winds to Tropical Paradises: Management Research in the Americas						
Hyatt West: McCormick	439.	ENT Workshop on Case Method				443.	ENT in Franchising, Co-ops, MLMs	
Hyatt West: Burnham	692.	OM Doctoral Consortium						
Hyatt West: Dusable	558.	International Human Resource Management: Where Are We Now and Where Are We Going?						
Swiss: Gball 2	592.	MED Workshop: Bringing life to management education						
Hyatt West: San Francisco	424.	Conflict Management Division's Junior Faculty Research Incubator on Conflict & Diversity						
Hyatt West: Addams	438.	ENT Doctoral Consortium			440.	ENT		
Hyatt West: Ogden	76.	ENT, MED & MOC Workshop on Creative Classroom Action				441.	ENT: How Learn to be Entrepreneurial?	
Hyatt West: Wright						442.	ENT: Non-U.S. Scholar and the AOM	
Hyatt West: Soldier Field	77.	ODC, SIM, ONE: Business and Sustainable Development to Environmental Executives from McDonalds, Monsanto, BP-Amoco, Deere, and IGA						
Off Site: McDonald's U.	←	Tour to McDonald's University						
Off Site: Loyola U.	653.	MC: The Successful Management Consultant Workshop: Processes, Skills and Tools						

Friday Evening, August 6, 1999

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
Swiss: Gball 1			85.	Reception for the New Doctoral Student Consortium					
Hyatt West: Water Tower			84.	OB/OMT Junior Faculty Consortium					
Swiss: Gball 3			503.	HCM Welcome Reception & Introductions		505.	HCM Break-Out sessions		
Hyatt West: Toronto		595.	MED: Escape from Cluelessness						
Hyatt West: Wrigley	82.	ODC & BPS: Org. Learning as Developmental Journey							
Hyatt West: Stetson F	83.	TIM/OCIS Doctoral Consortium							
Hyatt West: Field					560.	IM Workshop for Non-US Participants at the Academy of			
Hyatt West: Dusable	81.	Critical Mgmt. Doctoral Workshop							
Swiss: Gball 2						504.	Junior Faculty Breakout Session: Forming		
Hyatt West: Truffles			483.	GDO: Finding a Job					
Hyatt West: Horner	80.	BPS/OMT/RM/MOC: Conversations to Build Theory in Trans-disciplinary Research							
Hyatt West: Ogden	444.	ENT New Faculty Consortium							
Hyatt West: Hong Kong	369.	BPS Doctoral Consortium							
Off Site: Loyola U.			86.	OB/ODC/OMT Doctoral Consortium					

Saturday Morning, August 7, 1999

1.	Hyatt East: Gndball A	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
2.	Hyatt West: Regency Ball C(N)					529.	HR Junior Faculty Consortium				→
3.	Swiss: Gball I			95.	New Doctoral Student Consortiu						→
4.	Regency Ball D (N)										
5.	Hyatt West: Water Tower					106.	OB/OMT Junior Faculty Consortium				→
6.	Hyatt East: GndBall B					1b.	M: Board of Govenors Meeting				→
7.	GndBall F										
8.	Hyatt East: GndBall E					103.	International Research Collaborations				→
9.	Hyatt West: Comiskey	87.	Critical	93.	Critical Management Studies: Parallel Tracks						→
10.	Swiss: Gball 3				507.	Research, Teaching, & Service: A		508.	Strategies for Success		
11.	Hyatt East: GndBall D(N)			88.	ENT & ODC Workshop on Entrepreneurship						
12.	Hyatt East: GndBall C(N)			446.	Entrepreneurship	449.	Central Problems for				
13.	Hyatt East: Columbus E/F					102.	OB/ODC/OMT Doctoral Consortium				→
14.	Hyatt West: Regency Ball A(S)					98.	IM & RM: Workshop on Hierarchical Linear Modeling				→
15.	Hyatt West: Acapulco					778.	PNS Doctoral Consortium				
16.	Hyatt West: Toronto							530.	HR Editors' Round Table		
17.	Hyatt West: Goldcoast					105.	Teaching International Management: Change and Development				
18.	Hyatt West: Haymarket					561.	IMD Junior Faculty Consortium				→
19.	Hyatt West: Wrigley					104.	Organizational Learning as a Developmental Journey				→
20.	Hyatt West: Stetson F					99.	TIM/OCIS Doctoral Consortium				→
21.	Hyatt West: Columbian			91.	Critical Management Studies: Parallel Tracks						→
22.	Hyatt West Field										
23.	Hyatt West: McCormick							109.	SME Development Programs in		
24.	Hyatt East: Columbus C/D			89.	Practioner Series: Developing and Critiquing Action Research Projects						→
25.	Hyatt East: Columbus H			371.	BPS New Faculty Consortium						→
26.	Swiss: Alpine II					100.	IAOM: Managerial Effectiveness in Latin America	110.	IAOM: Competing in Latin America		
27.	Hyatt West: Burnham	693.	OM Doctoral Consortium								→
28.	Hyatt West: Picasso					562.	IMD Doctoral Consortium				→
29.	Hyatt West: Regency Ball B(S)					528.	HR Doctoral Consortium				→
30.	Hyatt West: New Orleans	484.	GDO Doctoral	485.	GDO Research Directions	486.	GDO Journal Review Process	487.	GDO: Dev. Research		→
31.	Hayatt West: Atlanta										
32.	Hyatt East: Columbus G			370.	BPS Doctoral Consortium						→
33.	Hyatt East: Columbus K/L										
34.	Hyatt East: Columbus A							107.	Complexity & Management, Panels 1-2		→
35.	Hyatt West: Dusable										
36.	Swiss: Gball 2			506.	HCM						
37.	Hyatt West: Stetson E			94.	TIM/OCIS Junior Faculty Consortium						→
38.	Hyatt West: San Francisco					425.	Conflict Management Division's Junior Faculty Research Incubator on Conflict &				→
39.	Hyatt West: Addams					447.	Entrepreneurship Doctoral Consortium				→
40.	Hyatt West: Horner			90.	Three Conversations to Build Theory in Trans-disciplinary Research						→
41.	Hyatt West: Ogden			448.	ENT New Faculty Consortium	451.	ENT: Revise and Resubmit				
42.	Hyatt West: Wright					654.	Viewpoints on International Business Consulting				→
43.	Hyatt West: Buckingham			92.	Critical Management Studies: Parallel Tracks						→
44.	Hyatt West: Hong Kong										
45.	Hyatt West: Stetson C										
46.	Hyatt West: Stetson D							740.	ODC: Complexity Theory		→
47.	Hyatt West: Stetson G										
48.	Swiss: WmTell					416.	CAR: Careering Practice				→
49.	Hyatt East: Skyway 284			596.	MED: Experiential Learning			598.	MED: Work with Diverse Students		
50.	Hyatt East: Skyway 285			597.	MED: Contemplation Methods			599.	MED: Undergrad Bus Experience		
51.	Hyatt East: Skyway 261			96.	RM & IM Intro. to Network Analysis						→
52.	Hyatt East: Skyway 265										
53.	Hyatt East: Skyway 268					808.	SIM Faculty Workshop on Corporate Political Strategies: Antecedents,				
54.	Hyatt East: Skyway 269			97.	GDO/MED/ODC/CAR: Career Identities in Academia	108.	OD/IM/MED/GDO/CAR: Time Management				
55.	Hyatt East: Skyway 264							791.	RM Workshop on Research in Europe		
56.	Hyatt East: Skyway 272			807.	SIM Doctoral Consortium						→
57.	Off Site: De Paul U.					664.	OB: Take the Plunge! Developing Skills Using Electronic Technology in the Teaching of				→
58.	Off Site: Loyola U.					655.	MC: The Successful Management Consultant Workshop: Processes, Skills and				→
59.	Off Site: See Contact					101.	Service Learning Project: Restoring the Chicago Wilderness				→
60.	Hyatt East: Grandballroom Lobby			445.	ENT Coffee and			450.	Refreshmnt		

Saturday Afternoon, August 7, 1999

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
1.	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									
10.	← HCM Lunch									
11.	510. Grantwriting: What You Need to									
12.	512. The Two Journeys of Academe: The									
13.	513. Career Opportunities: Pluralism									
14.	← OB/ODC/OMT Doctoral Consortium									
15.	← IM & RM: Workshop on Hierarchical Linear Modeling									
16.	120. CAR/CM/ONE/HCM/PNS Small Division Images and Member Identities									
17.	531. HR: Strategic Research Agenda									
18.	117. IM & BPS: European and North American Research Diversity?									
19.	563. IM: Korean Case of Restructuring									
20.	← IMD Junior Faculty Consortium									
21.	← Organizational Learning as a Developmental Journey									
22.	← TIM/OCIS Doctoral Consortium									
23.	← Critical Management Studies: Parallel Tracks									
24.	112. BPS & MC A Case Critique Colloquium									
25.	113. IPC: SME Development Programs									
26.	← Practioner Series: Developing and Critiquing Action Research Projects									
27.	← BPS New Faculty Consortium									
28.	118. IAOM: Challenges & Approaches to Quality									
29.	123. Management of the Tenure Process for Hispanic Academics									
30.	← IMD Doctoral Consortium									
31.	← HR Doctoral Consortium									
32.	← GDO: Dev.									
33.	488. GDO Research Workshop: Exploring the Intersection of Race and Gender									
34.	694. Visions for the OM Field for the Next									
35.	695. OM Teaching Approaches									
36.	← BPS Doctoral Consortium									
37.	665. OB Not-So-Junior Faculty Mid-Career Forum									
38.	← Complexity & Management, Panels 1-2									
39.	122. Complexity & Management, Panels 3-4									
40.	625. MH New Member Workshop									
41.	626. MH Ph.D./Faculty Workshop									
42.	627. MH Doctoral Student Workshop									
43.	511. HCM: The Two Journeys of Academe									
44.	← TIM/OCIS Junior Faculty Consortium									
45.	← Conflict Management Division's Junior Faculty Research Incubator on Conflict & Diversity									
46.	← Entrepreneurship Doctoral Consortium									
47.	← Three Conversations to Build Theory in Trans-disciplinary Research									
48.	← ENT New Faculty Consortium									
49.	454. ENT Innovation in Education									
50.	← Viewpoints on International Business Consulting									
51.	← Critical Management Studies: Parallel Tracks									
52.	372. BPS Cutting Edge Empirical Methods									
53.	114. ODC & ONE: Educating Leaders for Environmental Change									
54.	← ODC: Complexity Theory									
55.	829. TIM at the End of the Millenium: A Century of									
56.	830. TIM at the End of the Millenium: Preparations									
57.	← CAR: Careering Practice									
58.	600. MED: Pedagogy for Plurality									
59.	602. MED: Employee Change									
60.	601. MED: Contract Grading									
61.	603. MED: Human Spirit									
62.	← RM & IM Intro. to Network Analysis									
63.	792. RM Workshop on Interpretive Research Traditions									
64.	809. SIM: Faculty Wkshop on Complexity Theory									
65.	115. MED/ODC/GDO: Spirituality at Work									
66.	124. ODC/MED/GDO: The Power of Music									
67.	793. RM: Meta-Analysis Workshop									
68.	794. RM: Quality Ethnography									
69.	← OB: Take the Plunge! Developing Skills Using Electronic Technology in the Teaching of Management									
70.	← MC: The Successful Management Consultant Workshop: Processes, Skills and Tools									
71.	← ENT Endowed									
72.	111. Organizational Collaboration for Chicago Wild									
73.	121. OCIS & OMT: Working Collaboratively Across Intranets and Internet									

Saturday Evening, August 7, 1999

5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
Hyatt West: Regency Ball C(N)	532	HR Division Reception					
Hyatt West: Regency Ball D(N)		755	OCIS Professional Development Workshop Reception				
Hyatt West: Water Tower		126	OB/OMT/BPS Junior Faculty Consortium				
Hyatt West: Comiskey			130	Critical Management Studies: Reception, Poster Papers,			
Hyatt West: Regency Ball A(S)			564	IM PDW Reception			
Hyatt West: Toronto			604	MED & Jnl. of Management Ed. Reception			
Hyatt East: Columbus C/D			128	Reception for Practitioner Series and Academic-Practitioner Interest Group			
Hyatt East: Columbus H		2	Placement - How Tos				
Swiss: Alpine II		127	IAOM: Business Meeting & Dinner				
Hyatt West: New Orleans	489	GDO Reception					
Hyatt West: Wright			129	ONE, SIM Greening the U.			→
Hyatt West: Hong Kong	←	OM Cocktail Social					
Swiss: WmTell				811	SIM Keynote Address		
Off Site: See Contact	←	SIM Welcoming Reception		457	Entrepreneurship Division Pre-Conference Social Event		→

Sunday Morning, August 8, 1999

7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
Hyatt East: GndBall A					708	OMT: Perspectives on the Knowledge Industry		
Hyatt West: Regency Ball C(N)		534	Junior Faculty Consortium					
Hyatt West: Regency Ball D(N)		134	MED/OCIS: Mastering the Case Method of Teaching					
Hyatt West: Water Tower			144	OB/OMT Junior Faculty Consortium				
Hyatt East: GndBall B			707	OMT Teaching Workshop				
Hyatt East: GndBall E			140	International Research Collaborations				
Hyatt West: Comiskey	131	Critical Management Studies: Breakfast,	145	Critical Management Studies: Parallel Tracks				
Swiss: Gball 3		515	HCM: Faculty Forum on Emerging Topics		516	HCM: Editors on Research		
Hyatt East: GndBall D(N)			462	ENT: eSocrates Online		465	ENT: Univ. Incubators Linkages	
Hyatt East: GndBall C(N)			461	ENT Doctoral Ed. Study		464	ENT: National Startups Study	
Hyatt East: Columbus E/F			741	ODC Consortium for Alternative Doctoral Programs in Executive Management and				
Hyatt West: Regency Ball A(S)			146	OB/ODC/OMT Doctoral Consortium				
Hyatt West: Acapulco			10	M: 98-99 Div. Chairs		14	M: Incoming Division Prgm Chairs	
Hyatt West: Toronto		133	BPS & OMT: The Craft of Reviewing		147	How To Make Academy of Management Sessions		
Hyatt West: Goldcoast			8	M: Div. Newsletter Editors		150	Mentoring Workshop	
Hyatt West: Haymarket			565	IMD Junior Faculty Consortium				
Hyatt West: Wrigley						567	IM Barry Richman Awards	
Hyatt West: Stetson F		831	Research Issues in Technology and Innovation		833	Scholarly Outlets for Research in Technology and		
Hyatt West: Columbian			142	Critical Management Studies: Parallel Tracks				
Hyatt West: Field			376	BPS Workshop Consortium: Managing Your Dissertation				
Hyatt West: McCormick			377	BPS Discussion Learning: Using the Case Method in Your Classroom				
Hyatt East: Columbus C/D		132	Launching an Academic-Practitioner Interest Group					
Hyatt East: Columbus H		375	BPS New Faculty Consortium					
Swiss: Alpine II		136	ODC & MED: Spirituality in Management		609	MED: E-Media Journeys		
Hyatt West: Burnham			643	Cognition in the Rough - Doctoral Student Workshop				
Hyatt West: Picasso			566	IM Division Doctoral Consortium				
Swiss: Davos			535	HR Meeting of IR & HR Directors				
Hyatt West: Regency Ball B(S)			533	HR Doctoral Consortium				
Hyatt West: New Orleans			490	GDO Continental Breakfast and		13	M: Incoming PDW Chairs	
Hyatt West: Atlanta		697	How OM Fits in the Business School		698	Executives' Views of Key OM-Related Issues and Topics		
Swiss: Engleberg			137	MOC/OMT/ODC: Three Conversations about Concepts of Time in Organizations				
Hyatt East: Columbus G		374	BPS Doctoral Consortium					
Hyatt East: Columbus I/J					666	OB Incorporating New Research into OB Teaching		
Hyatt East: Columbus K/L			139	OB & HR: Senior Faculty Consortium: The Boundaryless Career				
Hyatt East: Columbus A			7	M: Regional AOM Officers				
Hyatt West: Dusable			628	MH Change Theme Workshop	629	MH: Getting	11	M: People of Color Committee Mtg
Swiss: Neuchatel			138	Management Research & Participation During Times of Radical Political Change: Participant/Observer				
Swiss: Vevey				812	SIM	813	SIM Research Workshop: Action Research	
Swiss: Alpine I		606	MED: Communication-Focused Curriculum		608	Breaking Up is Hard to Do		

Sunday Morning (continued)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
Swiss: Gball 2	514. Cntl Bkfst			4. Asia Academy of Management					
Hyatt West: Stetson E						832. TIM: Understanding Patent Data Analysis			
Hyatt East: GndBall Reg Area				6. Membership					
Hyatt West: San Francisco					426. Managing Conflict in the Pluralistic Classroom				
Hyatt West: Addams		459. ENT Doctoral Consortium							
Hyatt West: Horner			642. MOC: Cognition in the Rough - Faculty Workshop						
Hyatt West: Ogden			460. ENT New Faculty Consortium						
Hyatt West: Wright				141. SIM & ONE: Teaching Environmental Management					
Hyatt West: Buckingham				143. Critical Management Studies: Parallel Tracks					
Hyatt West: Hong Kong				9. M: 98-99 Div. Program		12. M: 99-00 Division Chairs			
Hyatt West: Stetson A		656. MC: Consulting as a Setting for Academic			657. MC: Tensions in Consultant-Client Relations				
Swiss: WmTell		135. Business & Volunteering Connections			148. CAR: Career: A Musical Production				
Hyatt East: Skyway 279						15. M: Officers of the Eastern AOM			
Hyatt East: Skyway 280						16. M: Officers of the Midwest AOM			
Hyatt East: Skyway 281						17. M: Officers of the Southern AOM			
Hyatt East: Skyway 282						18. M: Officers of the SouthWest AOM			
Hyatt East: Skyway 283						19. M: Officers of the Western AOM			
Hyatt East: Skyway 261		795. RM: Ask the Quantitative Experts			797. RM: Ask the Qualitative Experts				
Hyatt East: Skyway 265		796. RM Workshop on Multi-Level Analysis							
Hyatt East: Skyway 268					149. ONE, MED, SIM & PNS: Reflection				
Hyatt East: Skyway 269		607. MED Doctoral Consortium. Change and Development: The Journey from Student to Teacher							
Hyatt East: Skyway 264			779. PNS: Teaching Using the Case Study Method						
Hyatt East: Skyway 272					536. Linking the HR Classroom to HR Practice: A Best				
Hyatt East: Group Office				5. Placement					
Hyatt East: Grandballroom Lobby		458. ENT Coffee			463. ENT				

Sunday Afternoon, August 8, 1999

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
Hyatt West: Regency Ballroom		151. T: Senge - Distributed Leadership					152. T: Executive panel on theme			
Hyatt West: Goldcoast	21. M: International Programs Committ									
Hyatt West: Haymarket				34. M: Journal of Leadership Studies						
Hyatt West: Wrigley				37. M: AOM Review Outgoing Board		46. M: AOM Review Incoming Board				
Hyatt West: Columbian						45. M: Orientation for New Members				
Hyatt West: Field						44. M: Management Learning				
Hyatt West: McCormick				33. M: Journal of Organizational Chan						
Hyatt East: Columbus H		23b. Placement - How Tos		26. AMR Writer's Workshop		41. M: Management Science Board				
Hyatt West: Burnham				31. M: Org Science, Senior Editors		42. M: Journal of Management				
Hyatt West: Picasso				35. M: Journal of Occupational Health						
Hyatt West: Atlanta						47. M: Organization Science Editorial				
Hyatt East: Columbus G				25. M: Journal of Management Inquiry						
Hyatt East: Columbus K/L				27. M: Administrative Science Quarter						
Hyatt East: Columbus A				24. M: AOM Journal Outgoing Board		40. M: AOM Journal Incoming Board				
Hyatt West: Dusable				32. M: Journal of Management Educatio		43. M: Journal of Mgmt Education				
Hyatt East: Wacker East	23a. Placement									
Hyatt West: San Francisco				38. M: Group & Organization Mgmt Jml						
Hyatt West: Addams				28. M: Organization						
Hyatt West: Horner				29. M: Leadership Quarterly						
Hyatt West: OgdenHyatt West: Soldier Field				36. M: Academy of Management Executiv						
Hyatt East: Skyway 272	22. AOM Governance Meeting			39. Global Networking Hospitality						

Sunday Evening, August 8, 1999

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
Hyatt West: Regency Ballroom	153. All AOM Speakers and Meeting							
Hyatt East: Grand Ballroom					48. All-Academy Reception - Salsa Dance Following (9:00 - 12:00)			

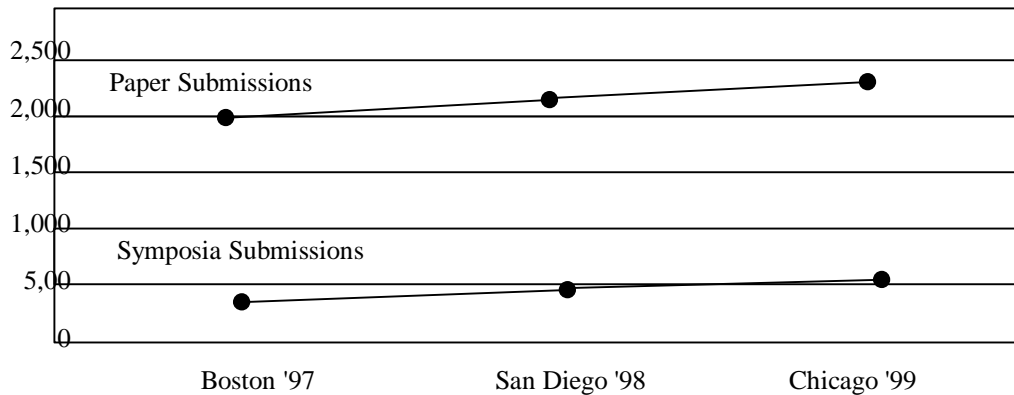
Monday Afternoon, August 9, 1999

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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: Second City Improv. Co						
SC Hyatt West: Water Tower			473	ENT Social				
IP Hyatt East: Wacker West (1)			325	IP: Caucuses Tables 1-3				
IP Hyatt East: Wacker West (2)			328	IP: Caucuses: Tables 4-6				
IP Hyatt East: Wacker West (3)			332	IP: Caucuses: Tables 7-9				
IP Hyatt East: Wacker West (4)			335	IP: Caucuses: Tables 10-12				
IP Hyatt East: Wacker West (5)			338	IP: Caucuses: Tables 13-16				
CAR Hyatt West: Goldcoast	546	Ice Cream Social						
CM Hyatt West: Haymarket		431	M: CM Business Meeting					
ENT Hyatt West: Wrigley	472	M: ENT Business Meeting		432	Conflict Management Social			
HCM Hyatt West: Columbian	522	M: Business		523	Social Hour			
MH Hyatt West: Burnham	636	M:	637	Social Hour				
MC Swiss: Davos	661	M: Business Meeting						
OB Hyatt West: Regency Ball B(S)	677	M: Business Meeting		678	Social Hour			
OM Swiss: Engleberg	703	M: Business meeting & Social hour						
OMT Hyatt East: Columbus K/L		722	M: OMT Business Meeting & Social					
ONE Swiss: Neuchatel	772	M: Division Business		773	Division Social			
PNS Swiss: Vevey	785	Social Hour						
RM Swiss: Alpine I	801	M: Business Meeting		802	Social Hour			
SIM Swiss: Gball 2	820	MBA Student Paper Award						
TIM Hyatt West: Stetson E	840	M: TIM Business		841	Social 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

Tuesday Morning, August 10, 1999

		8:00	8:30	9:00	9:30	10:00	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: Unilever Targets the Bottom				170. T: NSF Call for Research on Theme		
3.	AA	Swiss: Gball I	169. T: Is Making Change Complex?				244. JS: The Academy and the Media		
4.	SC	Hyatt West: Regency Ball D(N)	191. Agreeing to Disagree						
5.	SC	Hyatt West: Water Tower	190. Cognition's Evolution (K)				192. OD: Past, Present, Future		
6.	SC	Hyatt East: GndBall B	234. JS: Careers in Transition						
7.	JS	Hyatt East: GndBall F	236. JS: Project-Based Learning						
8.	JS	Hyatt East: GndBall E	235. JS: Change and Performance						
9.	JS	Hyatt West: Comiskey	237. JS: Trust in Virtual Worlds				241. JS: Relational Experiences at Work		
10.	JS	Swiss: Gball 3	239. JS: Sexual Harassment Perspectives				243. JS: Global Corporate Citizenship		
11.	SIT	Hyatt East: GndBall D(N)	287. JP: Cognitive Maps						
12.	SIT	Hyatt East: GndBall C(N)	286. JP: Dynamic Environments						
13.	SIT	Hyatt East: Columbus E/F	288. JP: Expatriates				289. JP: E-mail and E-commerce		
14.	IP	Hyatt East: Wacker West (1)	339. IP: Selection & Appraisal				344. IP: Alliances & Stakeholders		
15.	IP	Hyatt East: Wacker West (2)	340. IP: Recent Developments in Theory				345. IP: Issues of Firm Growth		
16.	IP	Hyatt East: Wacker West (3)	341. IP: Gender Comparisons				346. IP: Entry Mode Choices		
17.	IP	Hyatt East: Wacker West (4)	342. IP: Government Relations				347. IP: Strategic Decision Making		
18.	IP	Hyatt East: Wacker West (5)	343. IP: Culture and Control in HCOs				348. IP: International Education Issues		
19.	BPS	Hyatt West: Regency Ball A(S)	396. P: Knowledge Sharing				399. S: Performance and MNCs		
20.	BPS	Hyatt West: Acapulco	394. P: CEO's, Status Quo, Performance				397. S: Organizing/Strategizing		
21.	BPS	Hyatt West: Toronto	395. P: Perspectives on Scale				398. P: Alliances & JVs		
22.	CAR	Hyatt West: Goldcoast					705. T: McDonald's 'Made for You'		
23.	CM	Hyatt West: Haymarket	433. P: Group Conflict				434. S: Negotiation Process		
24.	ENT	Hyatt West: Wrigley	474. P: Family Business Strategy				475. P: ENT in Existing Organizations		
25.	GDO	Hyatt West: Stetson F	496. P: Career Issues						
26.	HCM	Hyatt West: Columbian	524. P: Healthcare Market Change				240. JS: Individualism-Collectivism		
27.	HR	Hyatt West: Field	547. S: HR & Strategy in Service Firms				549. S: Multi-Rater Feedback Systems		
28.	HR	Hyatt West: McCormick	548. P: Compensation Effectiveness				550. P: Team & Leadership Processes		
29.	IM	Hyatt East: Columbus C/D	580. P: Multicultural Teams				582. P: Values in Global Companies		
30.	IM	Hyatt East: Columbus H	579. P: Mode of Entry Foreign Markets				581. P: Entrepren In Emerging Nations		
31.	MED	Swiss: Alpine II	615. S: Classrooms Without Walls				616. P: Thinking about the Basi		
32.	MH	Hyatt West: Burnham	638. P: Leadership in Organizations				639. P: Research and Technology		
33.	MOC	Hyatt West: Picasso					648. P: Thinking and Learning		
34.	MC	Swiss: Davos					662. P: New Paradigms for Consultation		
35.	OB	Hyatt West: Regency Ball B(S)	679. S: "Everything I need to know about teams and				242. JS: Leadership and Evaluations		
36.	OB	Hyatt West: New Orleans					681. P: OCB		
37.	OB	Hyatt West: Atlanta					680. P: Group process		
38.	OM	Swiss: Engleberg	704. P: Supply chain management						
39.	OMT	Hyatt East: Columbus G	723. S: Competition in industries				726. P: Structure of knowledge (K)		
40.	OMT	Hyatt East: Columbus I/J	724. P: Buyer-Seller Networks(N)				727. P: Corporate Governance		
41.	OMT	Hyatt East: Columbus K/L	725. P: Managerial Fads(K)				728. P: Institution Transformation (I)		
42.	ODC	Hyatt East: Columbus A	747. P: High Perf. Self Managed Teams				748. P: Managing Change Complexity		
43.	OCIS	Hyatt West: Dusable	761. P: Knowledge Transfer				762. P: Technology & Structure		
44.	ONE	Swiss: Neuchatel	238. JS: Reclaiming Past Knowledge				774. P: Power & Environmental Mgt.		
45.	PNS	Swiss: Vevey	786. P: Organizational Change				787. P: Competing with For-profits		
46.	RM	Swiss: Alpine I	803. P: Secondary Data Analysis				804. P: Qualitative Fieldwork		
47.	SIM	Swiss: Gball 2	821. P: Org. Justice/Deviance				822. S: Business Citizenship		
48.	TIM	Hyatt West: Stetson E	842. T: Institutional Environment				843. P: Strategic Technology Alliances		
49.		Hyatt East: Wacker East	66. IPC Information Booth						→
50.		Hyatt East: GndBall Reg Area	64. Registration						→
51.		Hyatt West: San Francisco							
52.		Hyatt East: Skyway 272	67. Global Networking Hospitality						
53.		Hyatt East: Grand Ballroom							
54.		Off Site: See Contact							
Personal Appointments		8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30

Tuesday Afternoon, August 10, 1999

12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
1.							173	Change Via Piano & Photos	
2.				171	T: Kanter & Shapiro on Change		174	T: Transforming mgt. education	
3.				172	T: Tension & Change: What to do?		175	T: What's behind the Great Wall?	
4.				194	S: Institutional Change (I)		196	Authors on fostering change	
5.				193	Replicating Knowledge (K)		195	S: Emergent IT & Org. Change	
6.							247	JS: Mgmt and OD Across Borders	
7.							249	JS: Contingent Work Consequences	
8.							248	JS: Social Enterprise: Organizational	
9.				245	JS: Sweet Home Chicago		250	JS: NOFIA	
10.				246	JS: Re-thinking What We Think		251	JS: Management through Racial Lens	
11.							292	JP: Sensemaking and Change	
12.							291	JP: Knowledge Creation & Evolution	
13.				290	JP: Balancing Work and Family		293	JP: Supply Chain Management	
14.				349	IP: Org. Learning & Change		354	IP: Issues in Operations Mgmt	
15.				350	IP: Groups: Composition & Process		355	IP: Organizational Learning	
16.				351	IP: Change, Commitment & Culture		356	IP: Affective Reactions	
17.				352	IP: Career Choice & Management		357	IP: Public & Nonprofit Management	
18.				353	IP: Current Trends in OCIS		358	IP: Initiatives & Innovations	
19.				402	P: Competitive Advantage		405	Richard D. Irwin Award	
20.				400	P: Diversification		403	P: Strategic Groups and Barriers	
21.				401	P: Global Context		404	P: R&D Alliance	
22.				419	P: Impact of Job & Career Change		420	S: Business/education partnership	
23.				435	P: Culture and Conflict		436	S: Negotiation Teaching	
24.				476	P: International Entrepreneurship		477	P: International ENT Theory	
25.				497	P: Sexual Identity		498	Special Session: Feminist Talk	
26.				525	P: Workforce Reduction and Stress		526	P: Perspectives on Managed Care	
27.				551	P: Strategic Determinants of HR		553	HR Business Meeting	
28.				552	P: Flexible Work Arrangements				
29.				584	P: Knowledge Across Borders				
30.				583	P: Building a Global Strategy		585	Distinguished Scholar Forum	
31.				617	S: Carnegie Academy		618	MAD session - Learning Maps	
32.				640	P: Higher Education				
33.				649	P: Cognitive Systems and Change		650	The Complexity Advantage	
34.									
35.				684	S: Advances in team research:		687	S: Organizational Learning From	
36.				683	P: Power and politics		686	P: Social exchange and networks	
37.				682	P: Justice and performance		685	P: Transformational leadership	
38.				706	P: Operations strategy				
39.				729	P: Peripheral Workers		732	P: Market Dynamics	
40.				730	P: Interorganization Alliances(N)		733	S: Social Class and Strategy	
41.				731	P: Market Mediators		734	P: Structure and Environment	
42.				749	S: Social Learning for Change		750	Distinguished Speaker	
43.							763	Distinguished Speaker	
44.				775	S: The New Age of Biotech Systems		776	S: Emerging Enviro. Regulations	
45.				788	P: HRM Issues for Nonprofits				
46.				805	S: Narrating Org'l Knowledge		806	P: Simulations to Answer Method Q	
47.				823	P: Conceptual Stakeholder Models		824	M: Chair Address/Business Meeting	
48.				845	P: Interorganizational Technology		846	P: Leading for High Performance	
49.									
50.									
51.				844	S: Boundary Crossing, Knowledge				
52.									
53.	68	Presidential Luncheon							
54.									
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 Social Hour					
SIT Hyatt East: GndBall D(N)				70	M: Human Relations Reviewers			
BPS Hyatt West: Regency Ball A(S)		406	M: Business Meeting	407	Social			
CAR Hyatt West: Goldcoast		421	M: Division Business Meeting		422	Social Hour		
END Hyatt West: Wrigley		478	USASBE Board Meeting					
GDO Hyatt West: Stetson F		499	M: Business Meeting	500	Social Hour			
IM Hyatt East: Columbus C/D		586	IM Business Meeting & Social					
MED Swiss: Alpine II		619	M: Business Meeting	620	Social			
MOC Hyatt West: Picasso			651	M: Business Mtng, Awards, Social				
ODC Hyatt East: Columbus A		751	M: Business Meeting & Social Hour					
OCIS Hyatt West: Dusable		764	M: Business Meeting	765	Social Hour			
SIM Swiss: Gball 2			825	Social Hour				
Off Site: See Contact			69	Academy Fellows Reception				→
Personal Appointments	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30

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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.

The Academy's purpose is to foster the general advancement of research, learning, teaching, and practice in the management field. The Academy publishes scholarly papers, conducts forums for the exchange of management knowledge, and provides services that enhance the science and practice of management.

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 Diana Wong China (USA)

			8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
1.	AA	Hyatt East: GndBall A						177	T: ASQ: What is change about?	
2.	AA	Hyatt West: Regency Ball C(N)			176	T: Radicals in the classroom		178	T: Marina Whitman on Change	
3.	AA	Swiss: Gball I						481	P: ENT Firm Performance	
4.	SC	Hyatt West: Regency Ball D(N)		198	Framing Intractable Disputes			200	Participation in Diverse Grps.	
5.	SC	Hyatt West: Water Tower		197	Moral Center in Pluralism			199	S: Academic-Pract. Sensemaking	
6.	SS	Hyatt East: GndBall B		253	JS: Pluralism and Work			260	JS: Rationalism and Pluralism	
7.	JS	Hyatt East: GndBall F		255	JS: Racio-Ethnic Relations			262	JS: Work and Vacation	
8.	JS	Hyatt East: GndBall E		254	JS: Competitive Dynamics (I)			261	JS: Issues and Solutions in Globalizing	
9.	JS	Hyatt West: Comiskey		256	JS: Global Convergence in HRM			263	JS: Equity in Pay and Promotions	
10.	JS	Swiss: Gball 3		257	JS: Knowledge-Action Nexus			264	JS: Cutting Edge of Leadership: The	
11.	SIT	Hyatt East: GndBall D(N)			295	JP: Organizational Citizenship		297	JP: Proc. and Dist. Justice	
12.	SIT	Hyatt East: GndBall C(N)			294	JP: Job Satisfaction		296	JP: Turnover and Retention	
13.	SIT	Hyatt East: Columbus E/F		252	JS: Self-Efficacy					
14.	IP	Hyatt East: Wacker West (1)		359	IP: Institution & Industry Context			364	IP: Entrepreneur Cognitions	
15.	IP	Hyatt East: Wacker West (2)		360	IP: Personality/Dispositions			365	IP: Power & Politics	
16.	IP	Hyatt East: Wacker West (3)		361	IP: Investment, Trade & Knowledge			366	IP: Health Services Research	
17.	IP	Hyatt East: Wacker West (4)		362	IP: Commitment & Turnover			367	IP: Managerial Knowledge	
18.	IP	Hyatt East: Wacker West (5)		363	IP: Improving Learning/Teaching			368	IP: Using Groups Effectively	
19.	BPS	Hyatt West: Regency Ball A(S)		410	P: Global Networks			413	P: Mergers and Acquisitions	
20.	BPS	Hyatt West: Acapulco		408	P: Organizational Learning..			411	S: Universities Bear Technology	
21.	BPS	Hyatt West: Toronto		409	P: Intangible Resources			412	P: Joint Venture Strategies	
22.	CAR	Hyatt West: Goldcoast		423	Careers Division in the future					
23.	ENT	Hyatt West: Wrigley			479	P: Networks and Entrepreneurship		480	P: Partnering and Entrepreneurship	
24.	GDO	Hyatt West: Stetson F						501	P: Team Diversity	
25.	HCM	Hyatt West: Colombian			527	P: Professional Learning				
26.	HR	Hyatt West: Field		555	P: Strategic HR M Management			556	P: Performance Assessment	
27.	HR	Hyatt West: McCormick						557	S: HR Outsourcing	
28.	IM	Hyatt East: Columbus C/D			588	P: Integration/Control For Affil		590	P: Int'l Expansion & Evolution	
29.	IM	Hyatt East: Columbus H			587	P: HRM in the Global Firm		589	P: Conflict & Negotiation Mgt	
30.	MED	Swiss: Alpine II		621	P: Story-Telling, Improvisation,			622	P: Improving What We Do	
31.	MH	Hyatt West: Burnham			641	P: International Perspectives				
32.	MOC	Hyatt West: Picasso		652	P: Cognitive Processes: New Links					
33.	MC	Swiss: Davos			663	P: Consulting Interventions				
34.	OB	Hyatt West: Regency Ball B(S)		688	P: Global work attitudes			689	S: Cynicism and trust in workplace	
35.	OB	Hyatt West: New Orleans								
36.	OB	Hyatt West: Atlanta								
37.	OM	Swiss: Engleberg			258	JS: Project management				
38.	OMT	Hyatt East: Columbus G			737	P: Identities and Organizing		738	P: Environmental Uncertainty	
39.	OMT	Hyatt East: Columbus I/J		735	P: Social capital(N)			739	P: Organizational Culture	
40.	OMT	Hyatt East: Columbus K/L		736	S: Results from NOFIA			259	JS: Knowledge in Service Firms (K)	
41.	ODC	Hyatt East: Columbus A		752	P: Missing Elements in OD & C			753	S: Lessons from Theater	
42.	OCIS	Hyatt West: Dusable			766	P: Motivations		767	P: Technology Use	
43.	ONE	Swiss: Neuchatel						777	S: MNC's & Global Enviro. Issues	
44.	PNS	Swiss: Vevey			789	P: Universal Best Practices?		790	P: Contracting and Co-production	
45.	SIM	Swiss: Gball 2			826	P: CSP/CSR and Stakeholder Roles		827	P: International Ethics/CSR	
46.	TIM	Hyatt West: Stetson E		847	P: Creating Capabilities			848	P: Organizing for Innovation	
47.		Hyatt East: Wacker East			74	Placement				
48.		Hyatt East: GndBall Reg Area			73	Registration				
Personal Appointments			8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30

Wednesday Afternoon, August 11, 1999

	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
1.	201.	Work transition journeys (SC)								
2.		204.	Developmental Entrepreneurship							
3.	624.	S: Emotional Intelligence								
4.	203.	Path Dependence and Creation								
5.	202.	HRM lessons from 13 countries								
6.										
7.	268.	JS: Organizational Capabilities (K								
8.	267.	JS: Social Identification								
9.	269.	JS: Anger in Organizations								
10.	270.	JS: Outsourcing: Driver of Change								
11.	265.	JS: Negotiation Teaching Initiative								
12.										
13.	266.	JS: MNCs and Knowledge Transfer								
14.										
15.										
16.										
17.										
18.										
19.										
20.	414.	P: Hybrid Governance								
21.	415.	P: Evaluating Performance								
22.										
23.	482.	P: Innovation and Creativity								
24.	502.	S: Sexual Harassment Research								
25.										
26.										
27.										
28.										
29.	591.	M: IM Member Feedback/Reflection								
30.	623.	P: The Natural Role of Diversity								
31.										
32.										
33.										
34.										
35.	691.	P: Stress								
36.	690.	S: Structuring Service Interactions for Effective Service								
37.										
38.										
39.										
40.										
41.										
42.										
43.										
44.										
45.	828.	P: Factors in Ethical Decisions								
46.	849.	S: Capacity for Innovation								
47.										
48.										
	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00