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ACADEMY OF MANAGEMENT

TORONTO 2000

Welcome to the Academy of Management Meeting
Toronto, August 4 – 9, 2000
"A New Time"

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Welcome Note and Meeting Agenda

On behalf of everyone planning the 2000 meeting of the Academy of Management – Welcome!

If this is your first Academy meeting, we are very glad to have you with us. We hope this will be just the first of many Academy meetings in which you participate. If this is your second meeting, or your tenth, or your thirtieth… welcome back. Let's join together in making this meeting engaging and exciting, and a wonderful intellectual home for all our participants.

As the conference theme states, and as our conference logo, designed by Jason Kwong, a student at the International School of Design who won our logo design contest shows, this surely is "A New Time."

We will experience this new time in many ways. The Academy's 23 division program chairs and 30 professional development workshop chairs have created a very impressive program that includes 1,237 papers, 179 symposia, 230 professional development workshops, 60 works of art and poetry, and 17 caucuses. The program involves more than 3800 participants from over 1,300 universities and other organizations in 43 countries. This is the most international Academy meeting ever.

Please visit the meeting website, http://www.aom.pace.edu/meetings/2000. It gives important information about the events that will take place. We will continue updating the website until the time of the meeting. Among other things, the website gives information about how to access materials that session organizers hope you will read prior to the meeting. The web version of this program, accessible at the meeting website or at the Academy website, http://www.aom.pace.edu, provides easy ways to search the program – by division, by keyword, by participant, by day, and so forth. It includes abstracts of all papers and symposia, as well as pop-up email windows for communicating with conference participants. We encourage you to use both resources.

What's New?

A lot!

- *Art and Poetry that Depicts "Images of a New Time"*

We have a new category of presentations this year, visual imagery related to management and time. The types of imagery vary widely, including two- and three-dimensional artwork and poetry. Come and enjoy (and learn from) the creativity of your fellow Academy members as they explore dimensions of time with exciting, non-traditional (in academic terms) media. This program book includes black and white reproductions of a few of the pieces, so you can get a hint of what's to come. The depictions here don't do justice to the paintings; they simply invite you to see the originals. A listing of all the pieces reproduced in this program book can be found on p. E1.

The art and poetry exhibit offers an "opening" each day. This is where these new presentations will debut. The first opening, on Sunday, will be at 7:00 PM, immediately following the Distinguished Executive speaker and just prior to the All-Academy reception. The second opening, on Monday, will be at 4:10 PM. The third, on Tuesday, will be at 3:40 PM. The art and poetry from each of the openings will remain on display until noon the next day. During the openings and throughout most of the day and evening, Academy members will also be providing their expertise musically in the Village Square, the venue for all of this new "division's" activities.

- *The Village Square*

The art and poetry exhibit will be located in the "Village Square," in the Ballroom of the Royal York Hotel. The Village square is a special place set aside for you to appreciate and learn from our colleagues' art and poetry, “meet and greet” or just relax, enjoy coffee and snacks and, in the evening, beer and wine, and listen to music played on a grand piano. It will be open from 7 - 10 PM on Sunday, from 9 AM - 10 PM on Monday and Tuesday, and from 9 AM - Noon on Wednesday. As well as the art and poetry exhibit, the Ballroom features original 1929 frescoes and crystal chandeliers. Come and enjoy!

- *A New Format for the Interactive Paper Sessions*

The Interactive Paper sessions have a new format this year. These sessions will take place in the Canadian Room of the Royal York Hotel, near the Village Square, around round tables. Sets of interactive papers that address similar themes will be grouped together. Presenters will begin by briefly introducing the core ideas in their work, and facilitators will moderate a discussion among all the attendees that builds on these central ideas. The sessions are designed to enable and encourage substantive intellectual discussion among all participants, both paper presenters and others. After the formal session ends, the presenters will be available for informal conversation about their papers. We expect these sessions to be very stimulating, and strongly encourage your participation in them.

- *A New Interest Group*

We welcome a new interest group to the Academy: Management, Spirituality, and Religion (MSR). This interest group will sponsor its first sessions this year. Its first business meeting will be Tuesday afternoon in the Essex Room of the Sheraton Centre hotel. It will begin to accept submissions for the 2001 Academy meeting.

- *A New Service-Learning Initiative*

The Academy has recently established a formal Initiative for the Advancement of Civic Engagement and Community-Based Service Learning. It builds on several years of preliminary work, particularly by members of the Public and Non-Profit (PNP), Management Education and Development (MED), Organizations and the Natural Environment (ONE, Social Issues in Management (SIM), and Organizational Behavior (OB) divisions who have sponsored Academy sessions related to service learning. The Initiative is focusing its efforts on developing curricula that foster management students' service learning and civic engagement.

Supported by grants from the Aspen Institute, Pew Charitable Trusts, and Campus Compact in 1999 a task force brought together some 30 interested scholars to develop a strategy for moving the service learning agenda forward in the Academy. In 1999-2000, the Initiative's "Academy Service-Learning Fellows Program" was formally launched with a $10,000 grant from Campus Compact/Pew Charitable Trusts. At the 2000 Academy meeting the Initiative will designate the first group of fellows, support a MED/PNP/SIM symposium on the theory of service learning, and offer a service activity. Additionally, members of the Task Force have established a listserve for Academy members interested in participating in the broader service-learning initiative. You can learn more about this initiative at the meeting website.

- *New Session Markers*

For the past several years, teaching sessions and individual papers have been denoted in the program by a 🕮. We will continue that practice this year, and also continue the practice begun last year of denoting

theme sessions. The symbol for theme sessions will be an hourglass, ⌛, a longstanding marker of time. In addition, we will note international sessions with an ✈ and sessions particularly pertinent to management practice with ☯. You will be able to download a list of each of these types of sessions from the meeting web page. We will also make this information available at the meeting itself.

What's New About Time?

Our aim during the 2000 Academy meeting has been to spark new ways of thinking about, studying, and experiencing time. You will see that the aim has been wonderfully accomplished.

The art and poetry on the theme are one obvious way that new ways of considering time are demonstrated.

Papers presented in the various divisions explore a wide range of time dimensions. These include, among others, negotiation deadlines, timing the interventions of opinion leaders, individual predispositions towards time urgency, the timelessness of television, the temporal unfolding of gains and losses, new ventures' timing of entry decisions, temporal effects of goal orientations, the evolutionary epic, time-based breakdowns in leadership, and relationships between work time and work family conflict.

Showcase, joint, and divisional symposia explore kairos moments in education, evolutionary theory in management, the social construction of time in different settings, the strategic use of the past for the present and future, irreversible arrows of time, pace within and across organizational interfaces, the Y2K bug that didn't bite and many other "timely" topics.

A primary way the theme of each year's meeting is addressed is in All-Academy sessions. The purpose of these sessions is to explore the meeting theme in a way that goes beyond the emphases of any particular division. Theme sessions this year will explore past times, present times and future times in relation to management and management scholarship. Here are the issues they address.

> The dawn of a new millennium gives a wonderful opportunity to reflect on management as it has developed over the course of the past 1000 years and to consider its (immediate) future.

(Session 151) *Management in the Past Millennium: How We Arrived Here and Where We Are Going*
Organized by Regina A. Greenwood, Kettering U.

(Session 166) *Business Models in the New Economy*
Organized by Vinod Jain, Bowling Green State U.

> How do we experience time-- at Academy meetings, at home and at work, in our larger societies? How do our experiences of time affect our organizing?

(Session 157) *The Days of Academy Lives: Investigations of Time Use at Academy Meetings*
Organized by Allen C. Bluedorn, University of Missouri-Columbia

(Session 153) *Organizing Time: Organizational Practices and Work/Family Relations*
Organized by Monique Valcour, Cornell U.

(Session 155) *Timescapes in Management: Exposing Contradictions, Exploring New Possibilities*
Organized by Ronald E. Purser, San Francisco State U.

(Session 156) *Eastern and Western Perspectives on Patterning of Time*
Organized by Rabi S. Bhagat, U. of Memphis

(Session 165) *Work Motivation in the Here and Now: Flow, Sense of Progress, and Centeredness*
Organized by Kenneth W. Thomas, Naval Postgraduate School

What would it mean to have time be integral to our research and our theorizing?

(Session 159) *Organization Studies: It's Time for Reflection*
Organized by Elena Antonacopoulou, U. of Manchester

(Session 162) *Narrative Research in Time*
Organized by John T. Luhman, New Mexico State U.

(Session 167) *Minutes, Moments, and Madness: Exploring Temporal Patterns of Change*
Organized by Deborah Ancona, Massachusetts Institute of Technology

(Session 171) *The Role of Time in Organizational Life*
Organized by Claudia Bird Schoonhoven, U. of California, Irvine, and Organization Science Editor-in-Chief

(Session 164) *Time in a Multilevel Organizational Context*
Organized by Paul Goodman, Carnegie Mellon U.

(Session 170) *Time and Nike*
Organized by Nancy Landrum, Morehead State U.

Do Academics' and Practitioners' Times ever overlap? Does it matter? Can they inform each other?

(Session 158) *Can Partners Dance to the Beats of Different Drummers? Time and Timing in Academic-Practitioner Collaborations.*
Organized by Drew L. Harris, Farleigh Dickinson U.

(Session 163) *Past --> Future, Research --> Practice, Science --> Metaphor: Does Research Add Value to Management Practice? The Complexity Perspective*
Organized by Michael Lissack, Emergence

(Session 161) *A Time for Experimentation and Inquiry into Ourselves? A Collaborative Academic-Practitioner Action Science Experiment in the U.S. Department of Veteran Affairs to Reduce Workplace Stress and Aggression*
Organized by Joel Harmon, Fairleigh Dickinson U.

(Session 168) *Kairos And Chronos - Two Dimensional Time and Its Practical Consequences for Effective Managerial Leadership***.**
Organized by Elliott Jaques, George Washington U.

(Session 172) *Anemophiles or Chronists? Unique Interpretations of Time by Modern Systems Thinkers*
Organized by Linda Booth Sweeney, Harvard U.

What should management education be like during the new century? Join in some lively debates on this topic!

(Session 169) *Shaping Management and Executive Education for the New Millennium: Time Based Issues and Challenges*
Organized by Michael K. Badawy, Virginia Polytechnic Institute and State U.

(Session 160) *Time for Change? Strategic Options for Management Education in the 21st Century*
Organized by Paul Friga, U. of North Carolina

Special Cases on the Theme

Andy Van de Ven began the practice at last year's Academy meeting of including cases depicting the theme. We will have two cases this year that not only depict issues regarding time, but also help us think in new ways about time. Both cases will be included on the Proceedings CD-ROM that will be distributed to all who register at the meeting.

(Session 152) *The New Time Sensitive Business Case: Pedagogical and Research Implications*
Organized by Stuart Albert, University of Minnesota

(Session 154) *Internet Businesses and Time: International Perspectives on Changing Change Processes*
Organized by Mark P. Kriger, Norwegian School of Management

Two Very Special Sunday Afternoon Sessions

We will have two special Sunday sessions this year.

- (Session 148) *The "Academy Award" winners present a special session on Excellence in the Academy*.

We all watch during the presidential luncheon all the winners of the Academy awards come up to receive the plaques. This year the winners of last year's Irwin Scholarship Award (Barry Staw), Terry Book Award (Shona Brown and Kathleen Eisenhardt), Service Award (Richard Mowday) and Educator Award (Richard Hodgetts) will do more than that. They will all participate in a special Sunday symposium, chaired by Academy president Dave Whetten, from 2:10 – 3:30 pm in the Toronto Room of the Royal York, addressing and challenging us on Excellence in the Academy from the perspectives of scholarship, education, and service. This session provides an important opportunity to interact with last year's award winners.

- (Session 149) *Memory of the Future*

On Sunday afternoon from 3:50 - 5:10 Dr. Hooley McLaughlin, the senior advisor for Science and Technology at the Ontario Science Centre, as well as Project Leader for its Timescape exhibition, will introduce contemporary scientific explorations of time in a way that should be fascinating, and that should add substantially to our appreciation of the complexities of time. Among other things, he will describe and present a computer program the Ontario Science Centre has helped develop that "ages" a child's face into adulthood and through the decades of life in a way that demonstrates the mystery of aging combined with a sense of memory. But in this case we will be seeing memory unfold on a life not yet lived. This presentation, which will teach science-based insights about time in a way those of us who are not scientists can understand, should be a real learning experience of time for us all.

Publishing your time-related work

There are multiple opportunities available to publish your time-related scholarship. More information about each of these is available on the meeting website.

- The three Academy of Management journals are each developing special issues/special research forums on the theme. Submission deadlines for the **Academy of Management Journal** and for the **Academy of Management Review** are October 1, 2000. The submission deadline for the **Academy of Management Executive** is July 1, 2000.

- The Editor-in-Chief of **Organization Science**, Kaye Schoonhoven, is inviting submissions that focus on "Time and Inter-Temporal Dynamics in Organizations." The submission deadline will be March 1, 2001.

- **The Information Society** (TIS) invites authors to submit papers for a special issue on the topic of "Time and Information Technology." The submission deadline is June 26, 2000.

- Paul Hirsch and Kim Boal, the editors of the **Journal of Management Inquiry**, are inviting artwork on the theme of "A New Time" to be submitted to the non-traditional research section of JMI.

- Russ Bernard, the editor of **Field Methods**, invites members of the Academy to submit papers on methods for measuring how people actually use their time. Papers on measuring the accuracy of respondent reports are welcome, as are papers on new uses of diaries and beepers, and methods for direct field observation of time use.

This will be quite an eventful meeting! We're looking forward to participating in it with you. Please let us know what we can do to make your experience a positive one. Information on contacting us can be found on the meeting website.

On the following pages you will see a list of many of those who have worked to put this program together. The Academy meeting takes place only because of the very dedicated efforts of many, many people, most of whom already hold full time day jobs and who are doing the work necessary to develop the program as a service to the Academy members and meeting participants. Please thank them when you see them. We, in turn, offer special thanks to Raul Necochea of Boston College, Program Coordinator, and Wendy Gillett, of the University of California, Irvine, Professional Development Workshop Coordinator for their exceptional work in coordinating the entire Academy program.

Jean M. Bartunek
Boston College

Jone L. Pearce
U. of California, Irvine

Remember to check the Meeting Website, at http://www.aom.pace.edu/meetings/2000

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Program Coordinator - Raul A. Necochea, Boston College
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Conference Coordinator - William Snavely, Miami U.
All-Academy Chair - Jia Lin Xie, U. of Toronto/City U. of Hong Kong
Interactive Papers Coordinator - Joan L. Weiner, Drexel U.
Art/Poetry Chair - J. Keith Murnighan, Northwestern U.
Caucuses - James Flynn, Wake Forest U.
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Internet Communications - Alan B. Eisner, Pace U.
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Past Program Coordinator - Kelley D. Hinze, U. of Minnesota

The Division Program Chairs and Professional Development Workshop Chairs

Division	Program Chairs	PDW Chairs
Business Policy & Strategy	Albert Cannella Jr., Texas A&M U.	Ranjay Gulati, Northwestern U.
Careers	Maury A. Peiperl, London Business School	Gayle Baugh, U. of West Florida; & Shawn M. Carraher, Indiana U.
Conflict Management	Judi McLean Parks, Washington U.	Karen A. Jehn, U. of Pennsylvania
Entrepreneurship	Thomas J. Dean, U. of Colorado	Alex Stewart, Texas Tech U.
Gender and Diversity in Organizations	Ellen Ernst Kossek, Michigan State U.	Audrey Murrell, U. of Pittsburgh
Health Care Management	Sharon Topping, U. of Southern Mississippi	Kathleen Montgomery, U. of California, Riverside
Human Resources	Lois Tetrick, U. of Houston	Timothy A. Judge, U. of Iowa
International Management	Srilata A. Zaheer, U. of Minnesota	Joseph L. G. Cheng, U. of Illinois
Management Consulting	William Vroman, Strategic Planning Inc./U. of Baltimore	Kurt Motamedi, Pepperdine U.
Management Education & Development	Robert DeFillippi, Suffolk U.	Elena P. Antonacopoulou, Manchester Business School
Management History	Jorge Herrera, Nova Southeastern U.	Jane Whitney Gibson, Nova Southeastern U.
Management, Spirituality, & Religion	Gerald Biberman, U. of Scranton	
Managerial & Organizational Cognition	Neal Ashkanasy, U. of Queensland	Kathleen M. Sutcliffe, U. of Michigan
Operations Management	Thomas Y. Choi, Arizona State U.	Janet L. Hartley, Bowling Green State U.

Organization & Management Theory	Eric Abrahamson, Columbia U.	Joel A. C. Baum, U. of Toronto
Organization Development & Change	Ronald E. Purser, San Francisco State U.	Peter Sorensen, Benedictine U.
Organizational Behavior	Terence R. Mitchell, U. of Washington	Allen C. Bluedorn, U. of Missouri, Columbia
Organizational Communication & Information Systems	Mark Keil, Georgia State U.	V. Sambamurthy, U. of Maryland
Organizations & the Natural Environment	Gordon P. Rands, Western Illinois U.	Sanjay Sharma, St. Mary's U.
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Social Issues in Management	Jeanne M. Logsdon, U. of New Mexico	Larry Lad, Butler U.
Technology & Innovation Management	Philip C. Anderson, Dartmouth College	Raghu Garud, New York U.

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Critical Management Studies	Paul Adler, U. of Southern California
Iberoamerican Academy of Management	Sigmar Malvezzi, EAESP-FGV/IP-USP, & Herman Aguinis, U. of Colorado, Denver
International Theme Committee	Ann Gregory, Memorial U. of Newfoundland
New Doctoral Student Consortium	Paul N. Friga, U. of North Carolina
Practitioner Series	Daniel Twomey, Fairleigh Dickinson U.
Mentoring Committee	Lisa K. Gundry, DePaul, U., & Joycelyn Finley-Hervey, Jackson State U.

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Computers/LAN	Barry Hollis, Ryerson Polytechnic U.
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Internal Special Events	Hugh Gunz, U. of Toronto Danny Tzabbar, U. of Toronto
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Signage & Staffing	Kelly Thomson, York U.
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Linda Panzer, Registration assistance and adjustments
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Finally, we thank all the myriad of conscientious reviewers

Academy of Management Annual Meeting Toronto 2000

Registration and Housing Guide

August 4-9 Royal York Hotel and Sheraton Centre Hotel

IMPORTANT DATES TO REMEMBER

JUNE 28, 2000 Deadline to reserve your hotel accommodations. After 6/28/00, you will no longer be given the special convention rates or may find accommodations are sold out due to Caribana.

JULY 19, 2000 Deadline to register in advance of the meeting at the early registration rates. After 7/19/00, you must register on-site and pay the higher on-site fees.

JULY 26, 2000 Deadline to submit a cancellation request to the Academy for a refund of your registration fees.

LOCATION OF MEETING SESSIONS AND SHUTTLE SERVICES

The meeting sessions predominantly take place at the Co-Headquarters Hotels, the Royal York Hotel and the Sheraton Centre Hotel. Additional meeting sessions take place at the Hilton Hotel. The Royal York and Sheraton are accessible via an underground pedestrian mall. Shuttle bus service will run every 10-15 minutes between the Sheraton Centre and the Royal York Hotel. Sunday service will be from noon until 6:00 p.m. Service Monday and Tuesday runs from 7:30 a.m. until 6:00 p.m. On Wednesday, it starts at 7:30 and ends at 1:00 p.m. Since the Hilton Hotel is just a one-minute walk from the Sheraton, guests at the Hilton will need to go to the Sheraton for the shuttle.

CARIBANA!

The Academy of Management Annual Meeting in 2000 will coincide with Caribana, North America's largest cultural festival. Caribana occurs between July 21 and August 7 of 2000. Please book your airline and hotel accommodations early since complications may arise due to the lack of sleeping rooms in anticipation of approximately 1 million people attending the festival. Housing reservations can be secured using the Official Housing Reservation Form and discounted airline reservations can be secured via Association Travel Concepts.

T-SHIRT SALES TO BENEFIT COVENANT HOUSE, TORONTO

Make sure you don't leave Toronto without your very own Official Conference T-Shirt (and pick up extras for friends and family!) All profits made on the sales of the T-Shirts benefit Covenant House Toronto, Canada's largest youth shelter. Please read more about the T-Shirts and Covenant House within this guide.

Please be sure to read all the following information regarding the 60th Annual Meeting of the Academy of Management in Toronto, Ontario, Canada.

This guide contains the following information:

- *Registration Information, including fees for members and non-members, payment methods, cancellation policy and spouse attendance*
- *EARLY REGISTRATION FORM*
- *Housing information including a hotel map, rates and accommodations.*
- *OFFICIAL HOUSING REGISTRATION FORM*
- *STUDENT HOUSING FORM*
- *Airline and rental car discounts and information.*
- *Passport and visa requirements for entry into Canada.*
- *T-Shirt sales to help Covenant House in Toronto.*
- *On-Site Child Care Services*
- *Special Events and Tour Information and Form*

REGISTRATION INFORMATION Deadline: July 19, 2000

If you register before **JULY 19, 2000** you pay a reduced registration fee. Payment must accompany your form. To register early, return the Early Registration Form by the deadline date to the address shown on the form. The early registration fees apply only when your registration is received in the Academy office by JULY 19, 2000. Registrations received after that date will not be accepted and you must register on-site and pay the higher fee.

Member Registration Fees

	Early Fee	*On-Site Fee*
Member: Academic & Executive	US$ 150.00	US$ 210.00
Member: Student & Emeritus	US$ 55.00	US$ 77.00

The Student registration fee does not include a ticket to the Tuesday Presidential Luncheon. Tickets to the Tuesday Presidential Luncheon can be purchased on the enclosed form or on-site.

Non-Member Registration Fees

	Early Fee	*On-Site Fee*
Non-Member: Academic & Executive	US$ 265.00	US$ 325.00
Non-Member: Student	US$ 113.00	US$ 135.00

The Non-Member Registration fee includes a one-year membership and two complimentary divisions/interest groups. PLEASE select your two groups from the list below and include them in the appropriate section of the Early Registration Form. The Student registration fee does not include a ticket to the Tuesday Presidential Luncheon. Tickets to the Tuesday Presidential Luncheon can be purchased on the enclosed form or on-site.

DIVISIONS

Business Policy & Strategy (BPS)
Careers (CAR)
Conflict Management (CM)
Entrepreneurship (ENT)
Gender & Diversity in Organizations (GDO)
Health Care Management (HCM)
Human Resources (HR)
International Management (IM)
Management Education & Development (MED)
Management History (MH)
Management Consulting (MC)
Managerial & Organizational Cognition (MOC)
Operations Management (OM)
Organization & Management Theory (OMT)
Organization, Development & Change (ODC)
Organizational Behavior (OB)
Organizational Communication & Information Systems (OCIS)
Public & Nonprofit (PN)
Research Methods (RM)
Social Issues in Management (SIM)
Technology & Innovation Management (TIM)

INTEREST GROUPS

Management, Spirituality and Religion (MSR)
Organizations & The Natural Environment (ONE)

Payment Methods and Information

The Academy of Management accepts payments in the forms of checks in U.S. funds drawn on U.S. banks and the following credit cards: VISA, MasterCard and American Express. We DO NOT accept purchase orders of any kind nor do we accept forms that do not include payment.

Cancellations

In order to receive a refund of your registration fees, you must request it in writing and postmark or fax it to the Academy by JULY 26, 2000. No refunds will be issued after JULY 26, 2000. Contact the Housing Bureau and the Tour Operator directly for information on canceling your hotel reservations and tours.

Spouse Attendance

Spouses who are not Academy Members are allowed access to Exhibits floor and provided a complimentary name badge. Please provide the name of your spouse in the space provided on the Early Registration Form.

Restricted Access

Access to the meeting is restricted to meeting registrants. Registrants must wear their name badge at all times.

The Meeting Program

Please bring your Program with you to the meeting — it is the only copy you will receive. Non-Members who register early are mailed a copy of the Program within 2-3 weeks. However we must suspend the mailing of Programs to Non-Members after July 10, 2000 due to possible non-receipt. A limited number of Programs are available on-site at the Registration Desks for late registering Non-Members and people who register on-site.

The Presidential Luncheon: Tuesday, August 8, 2000

Seating for the Presidential Luncheon will be somewhat limited this year. You MUST exchange the luncheon coupon for a ticket as soon as you register. We will seat those with a ticket on a first-come basis. If you arrive late for the luncheon, you may not be able to be seated, even if you have a ticket. Members who fail to exchange for a ticket will probably not be accommodated this year.

Annual Meeting of the Academy of Management
TORONTO AUGUST 4-9, 2000

EARLY REGISTRATION FORM

FOR USE BY JULY 19, 2000

MAIL OR FAX TO:

MAIL:
ACADEMY OF MANAGEMENT REGISTRATION
P.O. BOX 3020
BRIARCLIFF MANOR, NY 10510-8020

FAX:
(914) 923-2615

INSTRUCTIONS
1. Fill out the NAME information.
2. Fill out the NAME BADGE as you wish it to appear on your badge. Enter spouse name if applicable.
3. REGISTER! If you are NOT A MEMBER of the Academy you must register as a Non-Member. Your fee includes a 1-year membership and 2 complimentary divisions. Calculate TOTAL AMOUNT DUE
4. Send the form and your payment via MAIL to Academy of Management, PO Box 3020, Briarcliff Manor, NY 10510 or fax to (914) 923-2615.
5. Payment must accompany form. We do not accept purchase orders or forms without payment.
6. Do not fax/send duplicate forms. Sending duplicate forms can result in duplicate charges.

Name (First/Last):

Address:

City: State/Province: Zip/Postal Code:

Country: Phone: Fax:

Email:

NAME BADGE INFORMATION

NAME BADGE: AFFILIATION:

SPOUSE NAME FOR COURTESY BADGE:

MEMBER REGISTRATION FEES

Academic/Executive Member *(includes one ticket for Tuesday August 8 Presidential Lunch)*	**$150.00 US**	
Student Member *(does not include ticket for Tuesday August 8 Presidential Lunch)*	**$55.00 US**	
Emeritus Member *(includes one ticket for Tuesday August 8 Presidential Lunch)*	**$55.00 US**	

NON-MEMBER REGISTRATION FEES

Non-Member: Academic/Executive *(includes 1 ticket for Tuesday Aug. 8 Presidential Lunch)*	**$265.00 US**	
Non-Member: Student *(does not include ticket for Tuesday August 8 Presidential Lunch)*	**$113.00 US**	

NOTE TO NON-MEMBERS: Please select two complimentary divisions/interest groups as part of your membership. Refer to prior page for division listings:
SELECTION ONE: SELECTION TWO:

ADDITIONAL SPECIAL EVENTS TICKETS AND ITEMS

Luncheon Ticket for Student/Guest for Tuesday Aug. 8 Presidential Lunch	**Quantity( ) x $30.00 US ea.**	
Ash Grey Logo T-Shirt (available in M, L, XL and XXL)	**Quantity( ) x $12.00 US ea.**	

TOTAL AMOUNT DUE (Payment must accompany form)

PAYMENTS BY CHECK
Enclosed is my CHECK made payable (in U.S. funds and drawn on a U.S. bank only) to:

ACADEMY OF MANAGEMENT
Make sure your check is written for the correct amount and signed.

PAYMENTS BY CREDIT CARD
We accept VISA, MASTERCARD and AMERICAN EXPRESS only!
Please write information clearly!

Circle One: MASTERCARD VISA AMERICAN EXPRESS
Expiration Date:

Card Number:

Cardholder Name:

Cardholder Signature:

FOR OFFICE USE ONLY:

DATE: AMOUNT PAID: CHECK NO./CC:

HOUSING ACCOMMODATIONS **Deadline: June 28, 2000**

Please use the following OFFICIAL HOUSING FORM to secure your housing reservations.* Tourism Toronto, the Toronto Convention and Visitors Bureau, is the official agent for housing reservations. Housing Forms must be sent to the AOM Housing Bureau at the following address: **AOM Housing Bureau, 207 Queens Quay West, P.O. Box 126, Suite 590, Toronto, ON, CANADA M5J 1A7,** or faxed to **(416) 203-6735.**

**Note to Students:* Do not use the Official Housing Form if you are securing reservations at Ryerson Polytechnic University. Please use the special Student Housing Form or contact Ryerson directly for reservations.

The rates quoted below are in Canadian (CDN) dollars and reflect a per room night rate. Approximations into US dollars were calculated on an exchange rate of 1.43% which is subject to change.

1. **HILTON TORONTO** 145 Richmond Street West

	CDN Rate	*US$ Approximation*
Single/Double/Twin (Note: Adult Quad not available)	**$160.00**	**$115.00**

2. **ROYAL YORK HOTEL** 100 Front Street West *(Co-Headquarters Hotel)*

	CDN Rate	*US$ Approximation*
Single/Double/Twin	**$171.00**	**$120.00**
Triple (Note: Adult Quad not available)	**$191.00**	**$134.00**
Small One Bedroom Suite	**$499.00**	**$349.00**
Medium One Bedroom Suite	**$599.00**	**$419.00**
Large One Bedroom Suite	**$759.00**	**$531.00**

3. **SHERATON CENTRE HOTEL** 123 Queen Street West *(Co-Headquarters Hotel)*

	CDN Rate	*US$ Approximation*
Single/Double/Twin	**$162.00**	**$113.00**
Triple	**$177.00**	**$124.00**
Quad	**$192.00**	**$134.00**
Small One Bedroom Suite	**$550.00**	**$386.00**
Large One Bedroom Suite	**$775.00**	**$542.00**
Large Two Bedroom Suite	**$937.00**	**$655.00**

4. **STUDENT HOUSING: RYERSON POLYTECHNIC UNIVERSITY/PITMAN HALL RESIDENCE** 160 Mutual St.
We are pleased to offer Student Members of the Academy of Management accommodations at Ryerson Polytechnic University in the Pitman Hall Residence facility. The facility features single rooms, an in-house dining facility, a courtyard, on-site parking and lounge space. Located only 4 blocks from the Sheraton (about a 10-15 minute walk), the residence facility is an economical option for students.

	CDN Rate	*US$ Approximation*
Full-time Student Rate	**$31.75**	**$22.00**
Adult Rate	**$46.00**	**$32.00**

To secure your student room reservations, fill out the Student Housing form on this guide and fax it to (416) 979-5212 or e-mail your reservations to ReservRy@acs.ryerson.ca

OFFICIAL HOUSING RESERVATION FORM

August 4-9, 2000 Toronto, Ontario, CANADA
DEADLINE - All forms must be received by the AOM Housing Bureau by June 28, 2000.
DEPOSIT - To guarantee a reservation, a deposit of $165 CDN (approx. $116 US) must accompany each request. Acceptable payments include personal check, bank draft and certified check. Credit card information is also acceptable. Please note: a credit card number will act only as a guarantee for late arrival. Checks must be made payable to AOM Housing Bureau.
ACKNOWLEDGEMENT - An acknowledgement will be sent from the AOM Housing Bureau. Please allow 2 weeks for receipt of Housing Bureau acknowledgement. If you would like your acknowledgement faxed to you, please include your fax number on the housing form below. Please keep a copy of your original form for your records.
DUPLICATE FORMS - Send only 1 form if sharing with a colleague. Multiple forms cause duplication and possible double billing.
CANCELLATION/CHANGES - Prior to June 28, 2000, all changes, cancellations, etc. must be made *in writing* to the AOM Housing Bureau. After this date, changes must be made directly with the hotel. You must cancel within 48 hours of expected arrival date.
HOTEL INFORMATION - All hotel rates and listings are provided on the prior page. Please select your hotel from the list. Hotel reservations are made on a first come, first served basis.
NOTE TO STUDENTS RESERVING ROOMS AT RYERSON: Do NOT use this housing form to reserve your student rate room at Ryerson Polytechnic. Please contact Ryerson directly.

MAIL OR FAX COMPLETED FORMS TO:

AOM HOUSING BUREAU
207 QUEENS QUAY WEST, P.O. BOX 126, SUITE 590
TORONTO, ONTARIO CANADA M5J 1A7
FAX: (416) 203-6735

Name:
Company Name:
Address:
City: State/Province: Zip/Postal Code: Country:
Phone: ( ) Fax: ( )
Do you wish your acknowledgement faxed to you? (Circle One) YES NO
Arrival Date: Arrival Time: Departure Date: Departure Time:
Total Number of people occupying room: Please list names of all additional roommates below.
Roommate 1: Roommate 3:
Roommate 2: Roommate 4:

Please indicate your hotel choices below. (See hotel information on prior page. *NOTE: Adult Quad not available at Hilton and Royal York*)
(Single=1 person,1 bed; Double=2 people,1 bed; Twin=2 people,2 beds; Triple=3 people, 2 beds; Quad=4 people,2 beds)

1.	❑ Single	❑ Double	❑Twin	❑Triple	❑Quad	❑Suite 1 or 2 BDR	S, M or L	❑Other
2.	❑ Single	❑ Double	❑Twin	❑Triple	❑Quad	❑Suite 1 or 2 BDR	S, M or L	❑Other
3.	❑ Single	❑ Double	❑Twin	❑Triple	❑Quad	❑Suite 1 or 2 BDR	S, M or L	❑Other

❑ Please check here is you require a NON-SMOKING room.
❑ Please check here if you require special accommodations or accessibility. My requirements are:

PAYMENT INFORMATION
❑ I am enclosing a deposit check made payable to AOM HOUSING BUREAU in the amount of $
❑ I am enclosing credit card information.
Type of Credit Card ❑ VISA ❑ MASTERCARD ❑ AMERICAN EXPRESS
Full name as it appears on card:
Credit Card Number:
Expiration Date:
Signature:

MAIL or FAX to: AOM HOUSING BUREAU 207 Queens Quay West, PO Box 126, Suite 590 Toronto ON Canada M5J 1A7 Fax: (416) 203-6735

Reserve Ryerson

STUDENT HOUSING RESERVATION FORM

August 4-9, 2000 Toronto, Ontario, CANADA

PITMAN HALL RESIDENCE: On-campus accommodations will be provided in Ryerson's dormitory-style residence with shared bathroom and kitchen facilities. Pitman Hall, is a modern, air-conditioned building located in the heart of downtown Toronto. All rooms provide a captain-style single bed and are comfortably furnished with in room telephone, and individual climate control.

PITMAN HALL ACCOMMODATION

Phone: (416) 979-5296 Fax: (416) 979-5212 E-Mail: ReservRy@acs.ryerson.ca
Address: Conference Services, 160 Mutual Street, Toronto, ON M5B 2M2

Please print or type.

NAME:_____
(LAST NAME) *(FIRST NAME)*

ADDRESS:_____
(NUMBER) *(STREET NAME)* *(APT. #)*

_____
(CITY) *(PROVINCE/STATE)* *(POSTAL/VIP CODE)*

E-MAIL ADDRESS:_____

PHONE: ( )_____ FAX: ( )_____

DATE OF ARRIVAL_____ **CHECK-IN: AFTER 4:00 P.M.**

DATE OF DEPARTURE_____ **CHECK-OUT: by 11:00 A.M.**

DAILY CONFERENCE RATE: ADULTS: $46.00 x _____ (# of Days) x 12% taxes = _____
FULL TIME STUDENT: $31.75 x ____ (# of Days) x 12% taxes _____
NOTE: All prices are subject to 5% PST and 7% GST

PARKING REQUIRED: Yes_____ No_____
(Space permitting, passes may be purchased upon arrival at the Residence Front Desk. The 2000 prices are $10.50 a day, $28.75 for 3 days or $57.50 per week. A 24-hour in/out access card will be issued upon check in and must be returned at check out. A $20 parking deposit is required. Failure of an individual to return the parking access card will result in a loss of the parking deposit.)

MC_____ VISA_____ CC#_____ EXP._____

SIGNATURE:_____
Confirmation will be sent by mail for fax/mail reservation, time permitting.

Pitman Hall accepts cash, VISA, MASTER CARD and travellers checks. No personal checks accepted. All reservations must be confirmed with a credit card. Your credit card will not be charged until you arrive. You must provide at least 24 hours cancellation notice to avoid being charged for the room.

TRAVEL INFORMATION

ASSOCIATION TRAVEL CONCEPTS (ATC) is the official travel agency for the 2000 Annual Meeting of the Academy of Management. ATC has negotiated special discounts with **American Airlines, Air Canada** and **Avis Rent-a-Car** to provide AOM registrants with airfares lower than those available to the public. Please contact ATC to access these rates. If, however, you do choose to contact the carrier directly, please use the Group number listed below.

To take advantage of these special offers available from ATC call, email or fax:

1-800-458-9383
Email: atc@assntravel.com
www.assntravel.com
Fax: (619) 581-3988

Discounts apply for travel 8/4/00 - 8/9/00. ATC is available for reservations from 9:00 AM - 9:00 PM Eastern Standard Time, Monday - Friday.

BY AIR

AIR CANADA and **AMERICAN AIRLINES** have been named the official airline carriers for the 2000 Annual Meeting of the Academy of Management. Book your airline reservations through ATC. By using ATC, you will receive 10-15% off fares if purchased more than 60 days prior to the meeting. For tickets purchased less than 60 days prior, the discounts will be 5-10% off the lowest available fares. Some restrictions may apply. ATC will also search for the lowest airfare on any airline serving Toronto. Contact ATC at 1-800-458-9383 to book now. If you choose to call Air Canada and American Airlines directly, the contact information is as follows:

Air Canada (800) 268-0024 Group #CV375868
American Airlines (800) 433-1790 Group #AN4080 UI

If you choose to use your university or own travel agency please refer to the Group Code Number listed above when booking on the official carrier to receive discounts.

BY CAR

AVIS RENT A CAR has been named the official car rental agency for ground transportation to the 2000 Annual Meeting. AVIS is offering special meeting rates to Academy members. To reserve your rental car, please call ATC at 1-800-458-9383 or call AVIS direct at (800) 331-1600. If you contact AVIS directly please refer to Group #J949039.

The following rates are guaranteed in Canadian dollars. Return to the same renting location or additional surcharges may apply. All rates include unlimited free kilometers. Weekend daily rates are available from noon Thursday - Monday at 11:59 p.m. The rates are available one week before to one week after the dates of the meeting. The rates listed do not include taxes or any other service fees.

Car Group		*Daily (CDN$)*	*Weekly (CDN$)*	*Weekend (CDN$)*
Sub Compact	*A*	$41.99	$235.99	$35.99
Compact	*B*	$41.99	$235.99	$35.99
Mid-Size	*C*	$44.99	$248.99	$38.99
2-Door Full Size	*D*	$48.99	$257.99	$40.99
4-Door Full Size	*E*	$48.99	$257.99	$40.99
Luxury	*H*	$59.99	$325.99	$53.99
Sport Utility	*W*	$56.99	$307.99	$49.99
Mini Van	*V*	$56.99	$307.99	$49.99

GROUND TRANSPORATION FROM THE AIRPORT

The Lester B. Pearson International Airport is the main point of arrival and departure for international travel. Pearson is located in the northwest corner of Toronto. Allow approximately 40 minutes to travel downtown. Transportation options from the airport include motor-coach airport shuttle service, taxis and limousines.

SHUTTLE DISCOUNT COUPON!

For your convenience, Pacific Western has provided a Cdn$1 discount coupon for ground transportation from the Lester B. Pearson International Airport to the conference hotels using the Airport Express Shuttle. You can catch the shuttle right at the airport terminals. Look for the discount coupon in the advertisement pages!

PUBLIC TRANSPORTATION

Be good to the environment! Toronto has an excellent subway and mass transit system (the TTC). Union Station is located below the Royal York Hotel, and Osgoode Station is a short walk of the Sheraton Centre and Hilton. More information can be found by visiting the TTC at http://www.city.toronto.on.ca/ttc/schedules/index.htm or by calling 393-4636.

PASSPORTS AND VISAS

Requirements for travel to Canada and re-entry into the U.S.:

U.S. CITIZENS OR PERMANENT RESIDENTS
Passport *or* these 3 pieces of identification: 1) a photo ID 2) a birth certificate 3) a baptismal certificate or voter registration card. Proof of residence may also be required.

NATURALIZED U.S. CITIZENS
Naturalization certificate or other evidence of citizenship.

NON-U.S. CITIZENS
Non-U.S. citizens are strongly advised to determine their individual requirements for travel documents and visas by consulting the Canadian Embassy, High Commission or Consulate in their home country before departing from the U.S. or from their home country. A valid passport is required and some persons may require a visa.

RESIDENTS WITH TEMPORARY RESIDENCE CARDS
Valid passport; some persons may require a visa.

RESIDENTS WITH EMPLOYMENT AUTHORIZATION
Valid passport; some persons may require a visa.

PERMANENT RESIDENTS WHO ARE NOT U.S. CITIZENS
Resident Alien card (U.S. Form 1-151 or 1-511).

PERSONS OTHER THAN U.S. CITIZENS OR LEGAL, PERMANENT RESIDENTS OF THE U.S.
Valid passport; some persons may require a visa.

F1 AND J1 STUDENTS/SCHOLARS
Passport and Canadian visitors visa if from a visa requiring country. Students should note that their status in the U.S. does not confer any status in Canada or give them the right to re-enter the U.S. To qualify for re-entry into the U.S. you must 1) be in Canada less than 30 days 2) have been in lawful status while in U.S. 3) have F1 or J1 student/scholar status 4) have an unexpired passport 5) have an unexpired I-94 card with you 6) have a current I-20 AB form (for F1 students/scholars) or IAP-66 form (for J1 students/scholars) in your possession (make sure that all the information on the front of the form is correct and that the form is signed for travel by the designated university official. The signature must be less than one year old.)

F1 AND J1 STUDENTS/SCHOLARS ON PRACTICAL/ACADEMIC TRAINING
In addition to the above listed documents you must have 1) proof of your authorized work permission, i.e. an EAD card for F1 students, and a work authorization letter issued by your university's office for international students for J1 students 2) a letter of employment from your employer, if possible.

PERSONS UNDER 18 ACCOMPANIED BY PARENT
Travellers visiting Canada with children should carry identification for each child similar to that of adults.

PERSONS UNDER 18 NOT ACCOMPANIED BY PARENT
Letter from a parent or guardian giving permission to travel to Canada.

T-SHIRTS!

Once again we will have the official conference T-shirt, with the particularly striking Toronto 2000 logo. You'll love it! Your friends who didn't think to get the shirt will all be envious! The cost is just $12 USD for a high quality T-shirt that sports the logo designed for this year's conference.

This commemorative T-shirt is a great souvenir and a wonderful way to remember the fantastic time you will have had in Toronto. More importantly, all proceeds from the sale of T-shirts will benefit Covenant House Toronto, Canada's largest youth shelter. Covenant House will also be the site of this year's service-learning project, to be held beginning at 9 AM on Friday, August 4th. To pre-register to participate, or for more information, contact Gordon Rands at 309-298-1342 or GP-Rands@wiu.edu.

Avoid the rush and hassles at on-site registration by ordering your t-shirt on the Early Registration Form, and then pick up your shirt when you check in at the conference. Then you'll have something comfortable and colorful to wear while you're in Toronto. Take the opportunity to get a great souvenir and champion the Academy's goal to support organizations that aid the less fortunate.

Our Charity: Covenant House Toronto

Over the past 17 years, Covenant House has offered help and hope to tens of thousands of homeless young people. These kids, most of whom are between 16 and 18, come not just from the Toronto area but from every part of Canada and even other countries seeking the things many of us take for granted, like a roof, a meal, medical care and an opportunity to improve ourselves. The problems that confront kids in the streets are increasingly more complex. They are often escaping from drugs, crime and violence, yet our society finds itself less and less willing to understand or do something about the issues these young people face.

Covenant House's mission starts from a premise of absolute respect and unconditional love for these suffering children of the street. The youth are provided with much more than shelter. They are offered opportunities to change their lives through counseling, education and vocational assistance. Covenant House strives to substitute the rules of street life for structure and caring relationships, based on love, self-respect and confidence-building. The dedicated team of staff, volunteers and donors at Covenant House achieve outstanding results.

"We work miracles here," a staff member observes. "They may be slow and gradual, but they are miracles nonetheless. We hear back from our kids often enough to know that this is true."

CHILD CARE SERVICES

Childcare facilities will be available at the Sheraton Centre from 10:00 a.m. to 11:00 p.m. daily. Rates will be approximately $5.50US per hour per child.

CANADA GENERAL INFORMATION

CURRENCY

The monetary system in Canada is based on CDN dollars and cents. Most Canadian businesses accept U.S. currency and travelers checks. If you wish to exchange your currency for Canadian currency, to get the best rates, you should exchange your money at a financial institution.

GOODS AND SERVICES TAX REFUND

A 7% Goods and Services Tax is charged on most goods and services sold in Canada. Under the Visitor Rebate Program, visitors may receive a tax refund on accommodations and goods taken home.

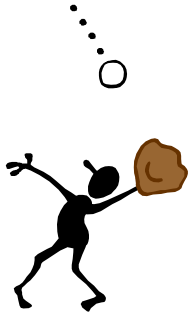
INSURANCE

Visitors are not covered by Canadian health insurance plans. Visitors should check their health plans to determine if coverage extends to services rendered outside their country of residence.

CLIMATE

The weather — kept temperate by Lake Ontario — is among the warmest in Canada. During August, the temperature ranges from the mid-70's to mid-90's Fahrenheit (mid-20's to mid- 30's Celsius), and the weather is generally sunny and humid.

Exciting Special Events in Toronto



BLUE JAYS GAME
Saturday, August 5, 2000

Experience the thrill of a Major League baseball game at the amazing SkyDome. Considered to be the world's finest entertainment complex, it has the world's first fully retractable domed roof and is an incredible piece of technology. This afternoon you will have the opportunity to see the Toronto Blue Jays in action. Your group will have the time of their lives as the Dome extends a warm welcome to its special guests. Enjoy baseball at its finest at SkyDome, and cheer on your favourite team to a win!

CARIBANA AEROBICS
Sunday, August 6, 2000

Join us for Sunday morning aerobics, August 6th. Start your day with an invigorating low-impact class set to Caribana (and other) music! Each participant will receive an official Academy "Toronto 2000" T-shirt. Weather permitting, we will exercise outdoors in the Sheraton's rooftop garden.

ACQUAINT YOURSELF WITH TORONTO
Sunday, August 6, 2000

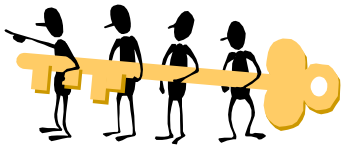
Toronto welcomes you with open arms and unmatched hospitality to Canada's largest city made up of an incredible mix of people from all over the world. Sit back and enjoy the sights as the city's fascinating past and vibrant present unfold.

During your city tour, enjoy a visit to Casa Loma. Canada's famous medieval-style castle is situated in the heart of mid-town Toronto and is a monument to one man's vision of grandeur. Enjoy the red carpet treatment as you wander through the ninety-eight fascinating rooms, marvelling in the castle's history. This "house on the hill" is a must-see during your visit to Toronto.

A great introduction to a truly great city!

ARCHITECTURAL CITY WALKING TOUR
Monday, August 7, 2000

Toronto possesses a rich variety of architecture from Georgian manors to theatrical post-modern offices. They embroider our streets in an easy grace that gives Toronto a very special urban fabric.



Some of the sights to see include "Old Town", Toronto City Hall, St. Lawrence Hall, Roy Thomson Hall, the Royal Alexandra Theatre, and of course the CN Tower, and SkyDome. Your only limitation will be the strength of your walking legs!

Enjoy a guided two hour walking tour to view some of these great buildings.

HARBOUR TOUR AND CN TOWER
Monday, August 7, 2000

Step on board and relax on our sightseeing boat for a delightful one hour Harbour tour on Lake Ontario, one of the five Great Lakes. Lake Ontario is actually an inland sea, and today as your group motors across its waters your Captain will reveal many new and exciting things about the city, Toronto Harbour and the Islands.

Once you've seen Toronto by water, an aerial view of the city is a must! Our visit takes us to the clouds to explore the World's tallest free-standing structure - the CN Tower. There is a sixty second ride in the glass-faced elevators to the Observation Level, located at the 333 meter (1000+ foot) level. The potential 120 kilometer (75 mile) view offers sights of the city and a spectacular view across the lake.

LET THE CHARM OF THE NIAGARA REGION MESMERIZE YOU
Tuesday, August 8, 2000

No trip to Ontario would be complete without a visit to Niagara Falls and the surrounding region. Embark on this fully conducted tour to one of Canada's most unique areas - The Niagara Peninsula. With a blend of contemporary man-made achievement and nature's own beauty and wonder, the region is truly an Ontario jewel.

Since the early 1820's, millions of visitors have been attracted to Niagara Falls. The Falls are awe inspiring - even more so aboard the historical world famous Maid of the Mist. The tour will cruise right to the base of the American Falls where you will hear the thunder on the rocks and feel a cool mist on your face.

After a delightful lunch overlooking the Falls, your tour will proceed to Niagara-on-the-Lake, a charming town considered to be one of the prettiest in Ontario. Enjoy shopping at the quaint craft and speciality shops – your dollars go much farther in Canada!

ONTARIO SCIENCE CENTRE

Tuesday, August 8, 2000

Enjoy an exciting and informative afternoon at the Ontario Science Centre! The Ontario Science Centre was designed to make education interactive and fun too. With more than 500 exhibits, many of them requiring participation, you will see the advancement of technology through the ages and understand how the physical world works.

Dive into the deepest oceans, soar through limitless space, or stand in the centre of spectacular movie making special effects. These are just a few of the adventures that will excite and inspire you at the OMNIMAX Theatre, where even the fascinating Canadian-made projection system becomes an exhibit.

This is one place where you'll never see a sign saying, "Do Not Touch."

Academy of Management
Tour Registration Form – August 4 – 9, 2000

PLEASE TYPE OR PRINT. Name listed must be used for pick up of all group reservation tickets in Toronto.

Family Name:_____ First Name:_____

Additional Registrants:_____

Address:_____

City:_____ Province/State:_____

Country:_____ Postal/Zip Code:_____

Telephone:_____ FAX:_____ E-Mail:_____

EXCURSION OPTIONS

DATE	TOUR	TIME	# OF TICKETS	TICKET PRICE (Including GST)
Sat. Aug. 5, 2000	Blue Jays Game	4:00 pm Start		$40.00 CDN / 29.00 US
Sun. Aug. 6, 2000	Caribana Aerobics	7:00 am Start		$23.00 CDN / $14.00 US
Sun. Aug. 6, 2000	City Tour / Casa Loma	1:00 pm - 4:00 pm		$37.00 CDN / $26.00 US
Mon. Aug. 7, 2000	Architectural Walking Tour	9:00 am - 11:00 am		$19.00 CDN / $14.00 US
Mon. Aug. 7, 2000	Harbour Tour / CN Tower	1:00 pm – 4:00 pm		$56.00 CDN / $40.00 US
Tues. Aug. 8, 2000	Niagara Falls	9:00 am - 5:00 pm		$74.00 CDN / $52.00 US
Tues. Aug. 8, 2000	Ontario Science Centre	2:00 pm – 6:00 pm		$51.00 CDN / $36.00 US

TOTAL$ _____CDN

Payment will be processed in CDN funds and then exchanged to your currency by your credit card company.
The US price indicated has been converted at 40%.

RESERVATIONS
Full payment must be received by **Friday, July 7, 2000**. Written confirmation of tour registration will not be sent. Credit card statements serve as confirmation of receipt. Forms will not be accepted or processed without full and correct payment. All tours depart from the Richmond St. exit of the Sheraton Centre. Tour tickets will be distributed at the Academy of Management Tour Registration Desk at the Sheraton Centre in Toronto. All delegates require their tour ticket in order to provide proof of registration.

TOUR CANCELLATIONS/REFUNDS
The tour company (Toronto Tours Ltd.) reserves the right to cancel any tour that does not reach the minimum passenger count. In the event that a tour is cancelled, Toronto Tours Ltd. will attempt to notify all delegates of cancelled tours as soon as possible. Refunds for cancelled tours will be credited to you in as timely a manner as possible. Attendee cancellation requests received in writing before **Friday, July 7, 2000** will be entitled to a refund minus a 15% administration fee. No requests for refunds will be accepted after **Friday, July 7, 2000.**

PAYMENT
Full payment must be received by Friday, July 7, 2000. Payment will be accepted by VISA, MASTERCARD, or AMERICAN EXPRESS (processed in Canadian Dollars). Please note: Diners Club is not accepted. **Please forward Registration Form with Payment information to:**

TORONTO TOURS LTD. , Attention: Program Coordinator, Associations
60 Harbour Street, 5th Floor, Toronto, Ontario
CANADA M5J 1B7
Fax: 1.416.869.0284 / E-mail: ttours@torontotours.com

Forms will not be accepted or processed without full and correct payment.
Payment: AMERICAN EXPRESS VISA MASTERCARD

CREDIT CARD #:_____ EXPIRY DATE:_____

I AUTHORIZE TORONTO TOURS LTD.TO CHARGE MY CREDIT CARD AS INDICATED FOR THESE TICKETS:

NAME ON CARD_____ SIGNATURE_____

PLEASE SPECIFY ANY SPECIAL ARRANGEMENTS YOU REQUIRE:_____

Placement Services

Placement Services are available only to persons who register and attend the annual meeting. An orientation on using the Academy's Placement Services will be held on Saturday, August 5, from 6:00-7:00 p.m. in the York Room of the Sheraton Centre, and again on Sunday, August 6, from 4:00-5:00 p.m. in the same room.

Pre-registration for Placement Services may be done online at http://www.aom.pace.edu/placement from Saturday, July 1, until Saturday, July 29. Persons unable to preregister should bring completed applicant or employer forms (available in hard copy online) 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 the Sheraton Hall Exhibits Area or $125 for tables in smaller meeting rooms (considered "premium" rooms). Placement Services will be located at the Sheraton Centre Toronto Hotel.

For additional information on Placement Services, please contact Geralyn McClure Franklin, Director of Academy Placement Services, at (915) 552-2170 or franklin_g@utpb.edu.

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 Placement Services 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.

You Are Invited to....

SUNDAY

New Member Orientation
All -and we mean all- new members are invited to a special orientation session to be held Sunday, August 6, from 1-2 PM in the Sheraton Centre Conference Room B. The New Member Orientation provides insight into Academy of Management governance, highlights of the annual meeting, ways of getting involved in the Academy, membership benefits, and networking. Refreshments will be served.

Distinguished Executive Speaker & Academy Business Meeting
All members are invited to presentation by the Academy's Distinguished Executive Speaker, Sunday at 5:30 PM in the Royal York's Ontario room. The name of the Distinguished Executive will be announced on the Meeting Website. President David Whetten will summarize this year's Academy activities and introduce our Distinguished Speaker.

The Village Square/Images of a New Time
The Village Square will open officially on Sunday at 7:00 PM in the Ballroom of the Royal York. Come mingle with colleagues while enjoying the art and poetry of fellow AOM members and sipping a drink! New art and poetry will also be introduced on Monday at 4:10 PM and Tuesday at 3:40 PM, accompanied by the appropriate fanfare and refreshments.

All-Academy Reception & Party
The Academy Reception & Party will follow the opening of the Village Square, at 7:15 PM on Sunday in the Concert Hall of the Royal York. The reception is hosted by the Toronto 2000 Organizing Committee and the Party, beginning at 9 PM will feature Canada's own Hip Kings, a popular all-sorts-of-music band guaranteed to keep you off your seat with jazz, blues, swing, Latin beats, you name it!

MONDAY

Monday Night Reception for New and Non-US Members
Already a tradition for the Academy, the Membership Committee in coordination with the International Theme Committee welcomes all AOM members, but especially the new and non-US ones, to this reception to be held Monday at 8:00 PM in the Sheraton Centre's Dominion Ballroom South.

Caucuses
These informal sessions (#s305-321) offer an opportunity to meet others with similar interests. Seventeen topics have been organized by Caucus Coordinator James Flynn. The caucuses will take place in the Canadian Room of the Royal York on Monday evening from 6:30 - 8:30 PM.

TUESDAY

Presidential Luncheon
President David Whetten will address the Academy in this session. Winners of the Distinguished Service, Scholar and Educator Awards, the Terry Book Award and the various Best Paper Awards will be announced by President-Elect Andrew Van de Ven. The luncheon is scheduled between 12:00 PM and 2:00 PM on Tuesday. Tickets are necessary for admission. Please arrive on time to ensure a seat.

FROM SUNDAY ON

Membership Committee
To assure that members have ample opportunity to participate in AOM activities, the Membership Committee will have a desk in the Registration area in the Sheraton Centre starting Sunday. Members are encouraged to stop by, update their member information, discuss their interests and sign up for committees that interest them.

International Theme Committee
The International Theme Committee (formerly the International Programs Committee), in conjunction with the Membership Committee, will host a Global Networking Area from Sunday to Tuesday in the Sheraton Hall of the Sheraton Centre. The International Theme and Membership Committees encourage members to stop by, enjoy refreshments and discuss international teaching, research, funding and other issues of interest in the international arena.

Business Meetings & Social Hours
All divisions hold formal Business Meetings and informal Social Hours during the regular program. Members and potentially interested newcomers are welcome to attend. See the program for time and place details.

Academy of Management 2000 Meeting Sponsors

Welcome to Toronto and the 2000 Academy of Management Meeting. Each year several universities act as sponsors for our annual meeting by providing financial support at one of three levels: Gold - $5,000, Silver - $3,000, and Host - $1,500. In addition, we recognize the Academy's Program Chair's school as a Gold Level Sponsor, due to that individual's and their university's significant support of the Academy meeting. Historically sponsors were only in the immediate geographic area of the meeting site. Over the last few years we have expanded our sponsors to include schools around the world.

This year we have seventeen sponsors whose institutions have combined to contribute $49,500. A number of schools have sponsored several consecutive Academy Annual Meetings. The Academy is very grateful to the sponsors for the 2000 meeting. Please thank faculty and other representatives of these schools during our meeting. I am grateful to our sponsors for their support of the Academy of Management and our Annual Meeting.

Karen S. Whelan-Berry, Samford University School of Business
Director of Academy Sponsorship

Gold Sponsors

Brigham Young University

The **Marriott School of Management**, named for benefactors J. Willard and Alice S. Marriott, is committed to providing a solid business education that combines secular and spiritual learning. As an integral part of Brigham Young University, the mission of the Marriott School reflects the values of the Church of Jesus Christ of Latter-day Saints. This mission is to attract and develop men and women of faith, character, and professional ability who will become outstanding managers and leaders throughout the world. Ned C. Hill, Dean of the Marriott School of Management, said:

> At the Marriott School, we have long believed that great input leads to great output. That's why one of our major focuses has been attracting outstanding students from across the nation and around the world. Over the past decade, we have seen marked improvements in the qualifications of our entering students.
>
> Input alone doesn't produce great managers. We have adopted a unique approach to business education that is not only rooted in strong management and disciplinary training, but is also supported by an emphasis on value- and principle-based leadership.
>
> The combination of this input and our faculty's expertise produces men and women prepared to become outstanding contributors and leaders in organizations throughout the world.

The Marriott School values the perspective that minority and international students bring to the classroom. Twenty percent of the students come from outside the U.S., more than 57 percent of the faculty and 80 percent of the students are bilingual, and some 30 percent speak a third language.

Boston College

Boston College is a coeducational university with an enrollment of 8,900 undergraduate and 4,800 graduate students representing every state and more than 85 countries. Founded in 1863, it is one of the oldest Jesuit, Catholic universities in the United States. US News & World Report ranks Boston College 39th among national universities, and 45th on its list of the Best Values in Higher Education.

Boston College's **Wallace E. Carroll School of Management** provides undergraduate and graduate management education attuned to the needs of today's business world. The school enrolls 2,300 undergraduates and 700 part-time and 240 full-time graduate students in its MBA, MSF and Ph.D. programs. The undergraduate program, offering a Bachelor of Science in Management, focuses on developing broadly based leaders and managers who bring an ethical perspective to business decision making. On the graduate level, the school offers four degree programs:

- Master of Business Administration (MBA), emphasizing hands-on learning and a global outlook
- Master of Science in Finance (MSF), a rigorous ten-course curriculum providing advanced financial skills
- Ph.D. in Management with a Concentration in Finance
- Ph.D. in Management with a Concentration in Organization Studies

A graduate-level professional development program, Leadership for Change, offers graduate credit to individuals interested in helping their organizations manage change while integrating social and financial goals.

McMaster University

The **Michael G. DeGroote School of Business**, McMaster University, Hamilton, Ontario, is a proud sponsor of the Academy of Management.

Program Offerings:

Ph.D.: Our Ph.D. program in Business Administration offers fields of specialization in Human Resources (HR) and Management Sciences/Systems (MS/S).

- The HR field is concerned with the study of all aspects of the employment relationship. Students are exposed to historical and contemporary theories, conceptual frameworks, and empirical research in human resources applications. This exposure provides a foundation for research in areas such as compensation systems, staffing, work team effectiveness and work attitudes.
- MS/S focuses on the development and application of quantitative modeling and systems approaches to solving management problems. Areas of application for these techniques include management information systems, operations management, logistics, marketing, finance, accounting, and e-commerce.

MBA: Canada's largest MBA Co-op program, where work terms are interspersed with course work. Our MBA program offers streams in all the major functional areas of business plus:

- Electronic Commerce, the School's newest innovation. This is a special, full-time, two year program with a summer internship;
- Finance, featuring the first Educational Trading Centre in Canada outside of Quebec;
- Health Services Management (HSM), the only program of its kind in Canada;
- Management of Innovation and New Technology

U.G.: Our undergraduate program offers concentrations in Accounting, Finance, Human Resources, Management Science & Information Systems, and Marketing.
Visit our web site: http://www.business.mcmaster.ca/

Queen's University

"Queen's University and the University of Toronto
are frequently compared to Harvard and Yale..." US News: October 26, 1998

Queen's School of Business is a faculty of Queen's University, Canada's oldest degree-granting institution. Queen's School of Business is Canada's national business school, attracting students from across Canada and around the world. In 1919, Queen's became the first university in the country to offer business degrees.

The School has an outstanding reputation for its academic programs, which include the flagship BCom program, full-time and Executive MBA programs, an MSc in Management, and a unique double-major PhD program. Queen's School of Business is also Canada's acknowledged leader in executive education, with more than half the market for senior managers and a client list of over 1,200 organizations.

Some recent achievements by Queen's School of Business include:

- #1 ranked MBA program in Canada by *Canadian Business* magazine for the last three years.
- Ranked by *Financial Times* (UK) among the Top 30 executive development centres in the world – and #1 in Canada
- BCom students at Queen's enjoy a 100% success rate in finding career-quality jobs
- All programs recently received unconditional accreditation by the AACSB (The International Association for Management Education)

Texas A&M University

The Department of Management at Texas A&M U. is consistently recognized as one of the most productive management departments in business schools globally. The faculty teach and do research in all areas of management, including strategic management, organizational behavior (micro and macro), human resource management, international business and public policy, and the legal environment. The faculty publish in the top scholarly and practitioner journals in their respective fields, serve in key roles in the Academy of Management and other professional associations, write and edit books, serve in important editorial roles for a variety of journals, participate in executive development seminars, and consult. The Center for Human Resource Management and the Center for New Ventures and Entrepreneurship are both key units within the Department. The faculty in Management include Michael Abelson, Leonard Bierman, Maura Belliveau, Wendy Boswell, Victoria Buenger, Albert Cannella, Adrienne Colella, Tina Dacin, Angelo DeNisi, Lorraine Eden, Charles Goodman, Ricky Griffin, David Hannah, Don Hellriegel, Michael Hitt, Gareth Jones, Ramona Paetzold, Tim Peterson, Michael Pustay, Peter Rodriguez, Daniel Simon, Klaus Uhlenbruck, Michael Wesson, Richard Woodman, Asghar Zardkoohi, and Jing Zhou.

University of Toronto

The **Joseph L. Rotman School of Management** at the University of Toronto provides professionally-relevant management education programs for students and executives, and leading-edge research in all disciplines and fields of management. Consistently ranked among the top business schools in the world, the School offers graduate and undergraduate degree programs, including the prestigious Toronto MBA and Executive MBA Programs, a first-rate Doctoral Program, the distinctive Master of Management & Professional Accounting, and the MBA/LLB Program, offered jointly by the Rotman School and the Faculty of Law. The School also offers an innovative series of Executive Education Programs tailored to the current needs of businesses and individual managers.

Gold Sponsors (cont.)

University of Toronto (continued)

Under the leadership of Dean Roger Martin, the Rotman School is on a bold mission to become one of the world's top ten business schools. The School is staking out uncharted new territory in business education by focusing on integrative thinking for global competitive advantage in an environment that views each individual as a uniquely valuable asset.

Entering MBA GMAT scores for Rotman students have increased from 617 in 1994 to 672 in 1999, placing them in the 93rd percentile of GMAT writers worldwide. Rotman students are taught by some of the most distinguished faculty members in the country. Five of seven fellows of the prestigious Royal Society of Canada who are currently teaching at Canadian business schools are professors at the Rotman School. Top global firms actively recruit Rotman graduates, who are supported in their job search by a professional career development centre. Upon graduation, graduates join a vibrant worldwide alumni community of more than 16,000 management professionals in 80 countries.

York University

The **Schulich School of Business** at York University (established in 1966 as the Faculty of Administrative Studies) is one of the leading business schools in Canada. The School offers a full range of degree and non-degree programs, including two undergraduate degrees (the BBA and the International BBA), three Masters level degrees (MBA, International MBA and MPA), and the Ph.D. Schulich programs emphasize relevance to real-world contexts, an applied focus, globalization, and critical managerial skills such as group, negotiation, and presentation skills. MBA students can choose among a wide range of concentrations from the traditional business disciplines to focused programs such as real property management, financial engineering, business and sustainability, and arts and media management. The Schulich School provides students the many benefits of being located in Toronto, one of the world's most cosmopolitan cities as well as being the corporate and financial capital of Canada. The School's global focus is one of its most important attributes. It is reflected in the IMBA and IBBA degrees, in the international emphasis throughout our curriculum and in our academic exchange agreements with over thirty leading international management schools in some twenty countries in the Americas, Asia, Europe, and the Middle East.

Silver Sponsors

University of Alberta

Founded in 1908, the University of Alberta is one of Canada's foremost research-intensive institutions of higher learning. The University's main campus in Edmonton is home to over 30,000 full and part-time students enrolled in over 60 different undergraduate and graduate-level degree programs. The teaching of Business at the University of Alberta began in 1916. In 1960 the Faculty of Business became the first business school in Canada to be granted accreditation by the American Assembly of Collegiate Schools of Business. Today, the Faculty of Business is one of Canada's leading business schools, and offers highly-regarded Bachelor of Commerce and Master of Business Administration programs in which some 2200 students are presently enrolled. The Faculty is extremely active in research and a key participant in Academy events. In 1999 Bob Hinings received the Distinguished Scholar Award from the OMT Division of the Academy. The Centre for Professional Service Firm Management is at the forefront of research into professional firms and of knowledge-intensive firms more generally. A substantial donation from an outside foundation has initiated considerable effort into understanding the international dimension of family enterprise. A particular interest and research strength of the Faculty is the use of qualitative methodologies in organizational research. Faculty members serve on the editorial boards of the Administrative Science Quarterly, Academy of Management Journal, Organization Studies, Organization Science, Journal of Management Studies, Journal of Management Inquiry, and Organizational Research Methods.

Baylor University

Founded in 1845, Baylor University is the oldest and largest private university in Texas and today ranks among the top 1% of educational institutions in the country for the number of National Merit Scholars enrolled. The **Hankamer School of Business** (est. 1923) is dedicated to preparing business professionals capable of competing successfully in an integrated world economy. The school believes that its graduates must not only possess global perspectives, current business knowledge, and skills in communications and technology, they must also have strong ethical values and leadership capabilities in order to truly influence organizations and make a difference in people's lives.

With 3,300 undergraduate and 292 graduate students, Hankamer offers 19 major fields of study for the BBA and 10 fields for its various graduate business degrees, as well as Executive MBA programs on two campuses (Waco and Dallas). The school also several active professional centers that include The McBride Center for International Business, Institute for Family Business, John F. Baugh Center for Entrepreneurship, Center for Professional Selling, and Center for Business & Economic Research.

Hankamer has received national recognition for its programs in entrepreneurship (ranked #5 by *U.S. News & World Report*), accounting (ranked #6 by the National Association of State Boards of Accountancy), undergraduate business (ranked #51 by *U.S. News & World Report*), and graduate business (named in *The Princeton Review's* Top 75 list).

Among recent innovations at Hankamer: The Edward Jones New Venture Challenge in which student teams compete in the creation of new business ventures, and The National Collegiate Sales Competition, an annual event in which students must sell a product to a professional buyer before a video camera while under the scrutiny of judges who are sales professionals.

Rochester Institute of Technology

The College of Business at Rochester Institute of Technology prepares graduates to compete successfully in the business world. Students are able to convert managerial learning in to pragmatic business applications and are educated to manage people, technology, and quality in a global context. The college is accredited by the AACSB, the International Association for Management Education. We are home to the RIT/USA TODAY Quality Cup Competition that recognizes teams that make significant contributions to the improvement of quality in their organization. The College also hosts the Technology Management Center and the Center for International Business.

Through their relationship with industry, the faculty blend theory with applications to facilitate the transfer of knowledge from the classroom to the work environment. We give our students the analytical and problem-solving skills that will make them an asset to their employers and that will prepare them for successful and rewarding careers.

We have 40 full-time faculty, 500 graduate students, and 825 undergraduate students. Students can pursue an MBA, an Executive MBA, a master of science in finance, a master of science in product development, and a master of science in manufacturing management and leadership. The College of Business also offers a bachelor's degree in business administration with majors in accounting, finance, international business, management, management information systems and marketing. We have one of the oldest and largest cooperative education programs in the nation.

Host Sponsors

Florida International University

The FIU College of Business Administration, South Florida's most important business education resource, boasts a unique focus on the region's commercial links with Latin America and the global economy and is a leading research and educational center in e-business and information technology management.

Its faculty of more than 80 international scholars, teachers, and business leaders include experts in information systems, operations research, e-business technology, technopreneurship, knowledge management, international banking and trade, global logistics, multinational corporations and international business strategy. Through its partnerships with global business leaders in the region, the College strives to ensure that its research and academic offerings continue to address the demands of a dynamic, world-wide, technology-enabled marketplace.

The second largest of FIU's 16 schools and colleges, the College enrolls about 3,600 undergraduate and more than 800 graduate students each year. It also serves an additional 400+ business people through its executive education programs. The College's international student body reflects the richly diverse South Florida community. More than 70 percent of its 18,000+ alumni live and work in the area following graduation; quite a few are successful entrepreneurs while others enjoy successful careers in multinational firms with Latin American headquarters in the region.

Since opening its doors in 1972, FIU—a part of the State of Florida University System and the only public research university in Miami--has grown to more than 30,500 students, offering more than 280 academic degree programs.

The College of Business Administration is accredited by the AACSB—International Association for Management Education. **www.fiu.edu/~cba**

University of Illinois at Urbana-Champaign

The College of Commerce and Business Administration offers outstanding undergraduate and graduate programs through its accounting, business, economics, and finance departments. An emphasis on high-quality research, one-on-one faculty mentorship, and intensive academic rigor has become the hallmark for our well-established, highly regarded Ph. D. programs. This past year, the college enrolled more than 3,200 undergraduates, about 650 MBA and masters students, and approximately 200 doctoral candidates. Drawn by the college's national and international reputation, students have come over the years from all fifty states and more than thirty countries worldwide. Our graduates go on to assume leadership roles in business, government, and academe. A distinguished faculty provides instruction and academic leadership in teaching, research, and outreach programs. Endowed chairs and professorships help to attract and retain our world-class faculty. Our Research and Learning Centers provide focal points for academic and applied research, conferences and seminars, and scholarly publications.

Illinois Institute of Technology

The **Stuart Graduate School of Business** at Illinois Institute of Technology is an AACSB-accredited business school focused on business education for a technological world. The Stuart School's mission is to provide experienced working professionals and career-entry students with a range of intellectually challenging graduate-level business education programs, taught from a practical perspective, with an emphasis on analytic/quantitative skills and the relationship between business and technology. Stuart faculty are regular contributors to scholarly journals and several have authored books.

Illinois Institute of Technology (continued)

The Stuart School's offerings include an MBA with ten areas of specialization; the Ph.D. in Management Science offered in the areas of operations and finance; five unique industry-driven master's programs in E-Commerce, Environmental Management, Finance, Operations & Technology Management, and Marketing Communication; and a number of dual degrees including a JD/MBA offered with Chicago-Kent College of Law.

The Stuart campus is located in the heart of Chicago's Downtown business and finance community in a ten-story building that also houses IIT's Chicago-Kent College of Law. The campus includes state-of-the-art computer labs with the latest industry software, a library of more than 500,000 volumes, and the Stuart Career Planning Center. Stuart's MBA Program is also offered at two suburban sites. Illinois Institute of Technology is a private Ph.D.-granting university founded in 1890, one of the 17 elite institutions that comprise AITU-the Association of Independent Technological Universities.

Ryerson Polytechnic University

Founded in 1948, Ryerson Polytechnic University (Ryerson) is Canada's only degree-granting polytechnic university. At Ryerson, theory and practice are combined to give students a traditional high quality university education and professionally relevant skills. An integral part of the university's more than 35 degrees is the focus on liberal studies courses that enhance the students' understanding of the social and cultural environment in which they live. Ryerson's location in downtown Toronto enables students to pursue their education in the leading financial, industrial and cultural centre of Canada.

The Faculty of Business at Ryerson is Canada's largest English-speaking undergraduate business program. It comprises four different schools: the Schools of Business Management, Hospitality & Tourism Management, Information Technology Management, and Retail Management. Programs are four years in length and offer students a Bachelor of Commerce (BCom) in the Schools of Business Management. The faculty encourages students to gain an international perspective on business issues by studying abroad for one semester. Several exchange programs have been set up with schools in Europe and Australia.

University of Rochester

The mission of the **William E. Simon Graduate School of Business Administration** is to be a recognized leader in the creation and dissemination of an integrated body of knowledge that has significant impact on managerial education and practice. The School's educational programs focus on graduating outstanding individuals who are prepared to excel in a dynamic and internationally competitive marketplace. The Simon School offers an integrated, cross-functional approach to management which uses economics as both the framework and common language of business. This framework can be applied in a broad range of management situations over the course of a career, providing graduates with a long-term validation in the corporate marketplace.

The Simon School's unique study-team system, combined with one of the largest percentages of non-U.S. students among leading American business schools, offers students numerous opportunities to develop critical interpersonal and team-management skills, and interact directly with a diverse group of peers on global management issues. The Simon School offers M.B.A., M.S. and Ph.D. degrees and joint degree programs in biotechnology, nursing, public health administration and a newly introduced M.D./M.B.A. program at its Rochester, New York campus. Executive M.B.A. programs are offered in Rochester, the Netherlands and Switzerland. The Simon School has been accredited by the AACSB – The International Association for Management Education since 1966.

Host Sponsors (cont.)

Samford University

Samford University, founded in 1841 as Howard College, is Alabama's largest private university. Samford serves 2,900 undergraduate students and 1,600 graduate students, and has been recognized by U. S. News and World Report as one of the top universities in the Southern United States. Samford offered its first business degrees in 1922 and today offers Bachelor of Science degrees in accounting and management, as well as the MBA, MAcc, and joint MBA degrees with masters programs in nursing, law, and divinity. School of Business majors comprise 425 undergraduates and 150 graduate students. Our undergraduate education emphasizes general business knowledge, as well as practical business experience. Approximately 75% of our undergraduates complete at least one academic internship. Our MBA program is designed to serve working professionals who are attaining their graduate education while working full time. The average work experience of our MBA students is 9 years.

Samford's School of Business received AACSB accreditation in 1999, the first private university school of business in Alabama to be so recognized. We have 21 full-time faculty, with doctorates from sixteen different U. S. doctoral programs. The School of Business emphasizes teaching, and we have participated in the Pew Trust/Samford PBL Initiative over the last two years. Our faculty are also active researchers, presenting and publishing papers in all business disciplines. Dr. Carl J. Bellas is Dean of the School of Business.

Wilfrid Laurier University

The School of Business and Economics at Wilfrid Laurier University is one of Canada's leading, and largest, business schools. In addition to excellent undergraduate business degrees, diplomas, and professional accreditation programs, the School offers several part-time and a full-time Master of Business Administration as well as a Master of Arts in Applied Business and Economics. Management development programs are presented by the affiliated Laurier Institute in open enrollment and customized formats.

The School takes pride in its success at connecting academic excellence with the world of business through innovative programs and partnerships. For example, Laurier was the first university in Canada to offer a co-operative option for undergraduate business students, the first in Canada to offer a one-year full-time MBA program, and the first in Canada to offer a fully integrated MBA with a CMA designation. Last fall, Laurier admitted its first students into a new dual-degree program in business and computing which allows students to earn both a Bachelor of Business Administration and Bachelor of Science degree in five years.

With its main campus in Waterloo, Ontario, in the heart of Canada's Technology Triangle, the School of Business and Economics is particularly well situated to develop partnerships and programs in co-operation with the corporate community. Several new initiatives have recently been announced, including the development of The Schlegel Centre for Entrepreneurial Studies, a Chair in the Management of Technology Enterprises, a Chair in Insurance, and a Chair in Supply Chain Management. Wilfrid Laurier University is one of Canada's premier universities, recognized nationally and internationally for its excellent academic standards and quality of teaching. The University recently earned the ranking from the provincial government as the Ontario University with the highest success rate for the employment results of undergraduate students.

Toronto 2000 Exhibitors

In Sheraton Hall at the Sheraton Centre

Exhibitor	Booth
Bell & Howell Information & Learning	200
Bentley College	400
Berrett-Koehler Publishers, Inc.	216
Blackwell Publishers **Sponsor of IM Division Reception**	115
Business Week	123
California Management Review	320
Cambridge University Press New York, New York	108
Cason-Hall & Co. Publishers **Sponsor of Monday Afternoon Coffee Break**	111
Changing Nature of Work Videos	114
Cornell University Press	603
Edward Elgar Publishing, Inc.	223
eSocrates.com	204
European Case Clearing House	316
Greenwood Publishing Group, Inc./Quorum Books	121
Harcourt College Publishers	222
HarperCollins Publishers	314
Harvard Business School Publishing	103
Houghton-Mifflin Company	406
HR.com	402
Indigo Instruments	315a
Interpretive Software	510
Irwin/McGraw-Hill	605
Ivey Publishing	324
John Wiley & Sons, Inc.	315
Kluwer Academic Publishers	101
Lawrence Erlbaum Associates, Inc.	325
Meridian Resources Associates	110
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NTL Institute for Applied Behavioral Science	322
Oxford University Press	206
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Perseus Publishing	318
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Society for Human Resource Management	106
South-Western College Publishing	116
St. Martin's Press, Scholarly & Research Division	211
Stanford University Press	323
The Free Press/Simon & Schuster	201
The Info-Tech Research Group	404
The MIT Press	604
University Access	300
International Programs Committee	Break Area

Exhibitor -- We welcome you, thank you for your continued support, hope you find this year's conference enjoyable and invite you tojoin us again next year in Washington D.C.. Your comments, suggestions and kudos are always welcome. To reserve your space for 2001, please contact:

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Types of Sessions and Session Numbers

The conference program is presented in sections ordered by type of session and by division. Some sessions presented near the beginning of Part B of this program are cosponsored by multiple divisions. Other sessions are sponsored by individual divisions. Professional Development Workshops (PDW) are scheduled from 1:00 PM on Friday until Noon on Sunday. Sunday afternoon and evening are devoted to meetings and to "All Academy" activities. Refereed sessions are held from Monday morning through Wednesday afternoon.

Program sessions are numbered sequentially. Sessions that are sponsored by two or more divisions are included in full in the part of the program that describes shared sessions and then referred to again by the same number in the programs of each sponsoring division. Because this numbering system may be confusing, we include here the range of session numbers for each set of sessions.

Shared Professional Development Workshops (SPDW) (Sessions 78 to 134) include a variety of activities, such as consortia, discussion groups and site visits that are cosponsored by multiple divisions. Some PDWs require registration. See the session description for contact information.

All Academy Theme Sessions (AA) (Sessions 148 to 172) address the conference theme, "A New Time" in a way that goes beyond the focus of any particular division.

Showcase Symposia (SHCS) (Sessions 173 to 204) are symposia on any topic that are sponsored by more than one division and that are expected to have wide appeal.

Joint Symposia (JS) (Sessions 205 to 265) are symposia that are sponsored by two or three divisions.

Shared Interest Track (SIT) Sessions (Sessions 266 to 296) include papers from multiple divisions that deal with a common topic.

Interactive Paper Sessions (IP) (Sessions 297 to 319 and 337 to 385) are round table discussions among groups of authors of accepted papers with other participants about core themes in the papers.

Caucuses (C) (Sessions 320 to 336) are informal discussions among individuals who share a common concern or affinity. To be listed in the program, caucus organizers submitted a topic with the signatures of five individuals who want to discuss a topic in a caucus.

Each division has one **Division Session (D**) it may use for any purpose it wishes. Divisions often use these sessions for distinguished speaker presentations.

Each division may also have one **Theme Session (TS**) it uses to address the theme of the meeting in a way that is pertinent to the division's own domain.

Audio Taping
Audio tapes of selected sessions will be made available. These recordings are in conformance with the policy that no recordings of AOM sessions or activities are permitted unless written consent is obtained from the Academy Vice President and program Chair, Jean M. Bartunek, and all participants being recorded. Such permission must be secured prior to the meeting.

Proceedings
The Proceedings CD-ROM includes the best papers, the abstracts for all the papers and symposia, and the two cases presented in All Academy theme sessions. The CD-ROM also contains the membership directory of the Academy of Management.

Other Abbreviations Used in the Program Guide
(AA) All Academy Theme Sessions
(AAC) Academy Activities and Committees
(AOM) Academy of Management
(BPS) Business Policy & Strategy Division (Sessions 393 to 437)
(CAM) Conference Activities and Meetings
(CAR) Careers Division (Sessions 438 to 450)
(CM) Conflict Management Division (Sessions 451 to 461)
(CMS) Critical Management Studies (Sessions 81, 82, 85, 86, 90, 101, 102, 111, 112, 115, 117, 118, 122, 123 & 134)
(D) Division Session
(ENT) Entrepreneurship Division (Sessions 462 to 498)

(GDO) Gender & Diversity in Organizations Division (Sessions 499 to 519)
(H) Hilton Hotel
(HCM) Health Care Management Division (Sessions 520 to 542)
(HR) Human Resources Division (Sessions 543 to 573)
(IAM) Iberoamerican Academy of Management (Sessions 139 to 143)
(IM) International Management Division (Sessions 574 to 608)
(INT) Art & Poetry: Images of a New Time (Sessions 386 to 392)
(IP) Interactive Paper
(ITC) International Theme Committee (Sessions 79, 136, 137 & 144)
(M) Meeting
(MC) Management Consulting Division (Sessions 609 to 620)
(MED) Management Education & Development Division (Sessions 621 to 658)
(MEN) Mentoring Committee (Session 145)
(MH) Management History Division (Sessions 659 to 675)
(MSR) Management, Spirituality, and Religion Division (Sessions 676 to 679)
(MOC) Managerial & Organizational Cognition Division (Sessions 680 to 692)
(NDSC) New Doctoral Student Consortium (Sessions 96 & 116)
(OM) Operations Management Division (Sessions 693 to 719)
(OMT) Organization & Management Theory Division (Sessions 720 to 745)
(ODC) Organization Development & Change Division (Sessions 746 to 771)
(OB) Organizational Behavior Division (Sessions 772 to 800)
(OCIS) Organizational Communication & Information Systems Division (Sessions 801 to 815)
(ONE) Organizations & the Natural Environment Division (Sessions 816 to 830)
(P) Paper session
(PDW) Professional Development Workshop
(PNP) Public and Nonprofit Division (Sessions 831 to 842)
(PS) Practitioners' Series (Sessions 135, 138 & 146)
(RM) Research Methods Division (Sessions 843 to 857)
(RY) Royal York Hotel
(S) Symposium
(SC) Sheraton Centre Hotel
(SIM) Social Issues in Management Division (Sessions 858 to 876)
(TIM) Technology & Innovation Management Division (Sessions 877 to 898)
(TS) Theme Session

Other Symbols:
⌛ = theme oriented paper or session,
🕮 = teaching oriented paper or session,
☯ = management practice oriented paper or session
✈ = international oriented paper or session

William H. Newman Award Nominees

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be a) single authored, b) accepted for presentation at the Academy's annual meeting, and c) based on a doctoral dissertation completed within the past three years. The selection committee seeks to identify papers that make substantive contributions to knowledge based on research designs that are both rigorous and creative. After reviewing all eligible papers, Division Program Chairs could nominate one paper for this award to the Chair of the Awards Committee, Miriam Erez (U. of Haifa). This year's nominees are:

Erwin Danneels, Emory U. The Dynamics of Product Innovation and Firm Competences. *Business Policy and Strategy*.

Lea Waters, U. of Melbourne, Australia. The Benefits of Meaningful Leisure Activity in Coping with Unemployment. *Careers*.

Don Moore, Northwestern U. The Unexpected Benefits of Revealing Time Pressure in Negotiation. *Conflict Management.*

Julie Hite, U. of Utah. Patterns of Multidimensionality in Embedded Network Ties of Emerging Entrepreneurial Firms. *Entrepreneurship*.

Amy Randel, Wake Forest U. How do Members of Groups Diverse on Multiple Dimensions Conceptualize One Another? Social Contextual Triggers and Work Group Conflict Implications of Identity Salience. *Gender and Diversity in Organizations.*

Trish Reay, U. of Alberta, Canada. Physicians and Government: Key Actors in an Organizational Field. *Health Care Management.*

Melissa Waite, SUNY, Brockport. Incorporating the Element of Time in Incentive Compensation: A Longitudinal Examination of the Impact of Gain Sharing on Quality. *Human Resources*.

Günter Stahl, U. of Bayreuth, Germany. Between Ethnocentrism and Assimilation: An Exploratory Study of the Challenges and Coping Strategies of Expatriate Managers. *International Management*.

Steven Armstrong, Lincoln School of Management, UK. The Influence of Cognitive Style on Performance in Management Education: Important Findings for the New Age of Life-Long Learning. *Management Education and Development*.

Olga Epitropaki, Shefield U., UK. A "Real-World" Test of the Information-Processing Approach to Leadership: Implicit Leadership Theories (ILTs), Leader-Member Exchanges (LMX) and Employee Outcomes. *Managerial and Organizational Cognition.*

Geoffrey Bell, Concordia U., Canada. The Influence of Clusters and Networks on Canadian Mutual Fund Company Innovation. *Organization and Management Theory*.

John Austin, U. of Washington, Bothell. Knowing What and Whom Other People Know: Linking Transactive Memory with External Connections in Organizational Groups. *Organizational Behavior*.

Quy Nguyen-Huy, INSEAD, France. Do Humanistic Values Matter? *Organization Development and Change.*

Frederick Wolf, Elf Atochem North America. On Bangs and Stinks: Towards a Theoretical Understanding of Hazardous Chemical Accidents, Fires and Explosions in the Petrochemical Industry. *Organizations and the Natural Environment*.

Matthew Liao-Troth, DePaul U. Job Attitudes of Paid and Unpaid Workers: Are Volunteers Really That Different? *Public and Non-Profit Division.*

Stelios Zyglidopoulos, Erasmus U., Netherlands. The Impact of Accidents on Corporate Reputations. *Social Issues in Management.*

Frank Rothaermel, U. of Washington. Industry and Firm Performance in 'Creative Destructive' and 'Creative Cooperative' Environments. *Technology and Innovation Management.*

Carolyn Dexter Award Nominees

The Carolyn Dexter Best International Paper Award is an All Academy award to the paper that best meets the objective of the Academy of Management to internationalize. One or more of the following criteria form the basis for the award: 1. Submissions of topics or methods that are not in the US mainstream, but are important in other countries' research traditions and of good quality in accord with the criteria of these traditions. Especially important is the significance of the implications of the findings, regardless of the school of thought from which the paper emanates. 2. Submissions that contribute to international understanding. 3. Submissions that link US scholars and scholars working in other countries. Each division could nominate up to two papers to the chair of this year's Dexter Award committee, Michel Berry (Ecole de Paris du Management). This year's nominees are:

Georg Szeless, U. of St. Gallen; Margarethe Wiersema, U. of California, Irvine; Guenter Mueller-Stewens, U. of St. Gallen. Relatedness and Firm Performance in European Firms: A Comparison between Related Entropy and Resource-Based Relatedness. *Business Policy and Strategy*.

Danchi Tan, U. of Illinois, Urbana-Champaign; Jean-Francois Hennart, Tilburg U. Are There Advantages to Being the First to Manufacture in a Foreign Market? *Business Policy and Strategy*.

Wolfgang Mayrhofer, Wirtschafts U. Wien; Johannes Steyrer, Wirtschafts U. Wien; Michael Meyer, Wirtschafts U. Wien; Christiane Erten, Wirtschafts U. Wien; Anett Hermann, Wirtschafts U. Wien; Alexandre Iellatchitch, Wirtschafts U. Wien; Christine Mattl, Wirtschafts U. Wien; Guido Strunk, Wirtschafts U. Wien. Towards a Habitus Based Concept of Managerial Careers. *Careers.*

Benson Honig, U. of Haifa/Jonkoping International Business School; Per Davidsson, Jonkoping International Business School. The Role of Social and Human Capital Among Nascent Entrepreneurs. *Entrepreneurship*.

Jussi Autere, Helsinki U. of Technology; Erkko Autio, Helsinki U. of Technology. Is Entrepreneurship Learned? Influence of Mental Models on Growth Motivation, Strategy, and Growth. *Entrepreneurship*.

Margaret Linehan, Cork Institute of Technology; James Walsh, U. College, Cork, Ireland. The Persistence of Gender Inequality in Management Over Time: Evidence from Senior Women Managers in Europe. *Gender & Diversity in Organizations*.

Yan Ling, U. Of Connecticut; Gary Powell, U. Of Connecticut. Work-Family Conflict in Contemporary China: An Alternative to the Western Model. *Gender & Diversity in Organizations.*

Elisabeth Wilson-Evered, U. of Queensland. Is the Transformational Leadership Style Related to Actual Workplace Innovation? *Health Care Management*.

Mohamed Bayad, ESM/IAE U. of Metz; Jacques Liouville, Robert Schuman U. of Strasbourg. The Impact of Administrative and Strategic HRM Practices on Performance: A Proposal and Test of a Causal Model. *Human Resources*.

Yoav Ganzach, Tel-Aviv U.; Asya Pazy, Tel Aviv U.; Yehudith Ohayun, Tel Aviv U.; Braynin Esther, IDF. Realistic Job Preview, Social Exchange and Organizational Commitment. *Human Resources.*

Ishtiaq Mahmood, U. of Singapore. Chaebols Meet Schumpeter: The Effects of Group Structure on Innovation. *International Management*.

Günter Stahl, U. of Bayreuth. Between Ethnocentrism and Assimilation: An Exploratory Study of the Challenges and Coping Strategies of Expatriate Managers. *International Management*.

Paul Tosey, U. of Surrey. Joining, Dwelling, Leaving: Reflections on a Manager's Learning. *Management Education & Development.*

Frank Shipper, Salisbury State U. A Cross-Cultural, Multi-Dimensional, Nonlinear Examination of Managerial Skills and Effectiveness. *Management Education & Development*.

Angela Martin, Griffith U.; Elizabeth Jones, Griffith U. Employee Adjustment During Organizational Change: The Role of Climate, Social Support, Negative Affect and Situational Appraisals. *Organization Development and Change*.

Rune Lines, Norwegian School of Economics and Business Administration; Erik Doving, SNF; Svein Johansen, Norwegian School of Economics and Business Administration. Organizational Learning in the Context of Strategic Reorientation. *Organization Development and Change*.

Mile Terziovski, U. of Melbourne; Damien Power, Monash U.; Amrik Sohal, Monash U. The Effects of the ISO 9000 Certification Process on Business Performance Over Time. *Operations Management*.

Barbara Flynn, Wake Forest U.; James Flynn, Wake Forest U. The Relationship between Quality and Other Dimensions of Competitive Performance: Tradeoff or Computability? *Operations Management*.

Ji Li, Hong Kong Baptist U.; Leonard Karakowsky, York U.; Kevin Lam, Chinese U. of Hong Kong. East Meets East and East Meets West: The Case of Sino-Japanese and Sino-West Joint Ventures in China. *Organization & Management Theory*.

Antti Ainamo, Helsinki School of Economics and Business Administration Management. Fashion as Production of Culture: How Aspiring Business Academics Succeed While Keeping Their Principles. *Organization and Management Theory*.

Ajay Agrawal, MIT & U. of British Columbia, Importing Scientific Inventions: Direct Interaction, Geography, and Economic Performance. *Technology and Innovation Management*.

Elena Revilla, U. de Valladolid; Joseph Sarkis, Clark U.; Aurelia Modrego, U. Carlos III. An Investigation of Public and Private R&D Partnerships. *Technology & Innovation Management*.

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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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The Academy is on the internet. Each division has its website linked to the Academy's home page. The Call for Papers, the Program, and the Proceedings can all be accessed here. Additionally, Placement is on-line; you can submit applications on-line and search the database for positions.

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Academy of Management Journal presents cutting-edge empirical research about new management ideas and techniques. It currently ranks 8th in impact (citations per article) among 358 business-related journals. Published six times per year, it has a circulation of 12,500.

Academy of Management Review explores new management theories and presents high-quality conceptual work. It currently ranks 7th in impact among 358 business-related journals. Published quarterly, it has a circulation of 12,000.

Academy of Management Executive presents straightforward practical articles geared toward executives and business students. Published quarterly, it has a circulation of 11,000.

Academy of Management Newsletter is a quarterly newsletter covering Academy news and activities.

In addition, divisions, interest groups, and regional affiliates publish newsletters addressing their areas of specialization.

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- 7% Business Executives, 1% Emeriti

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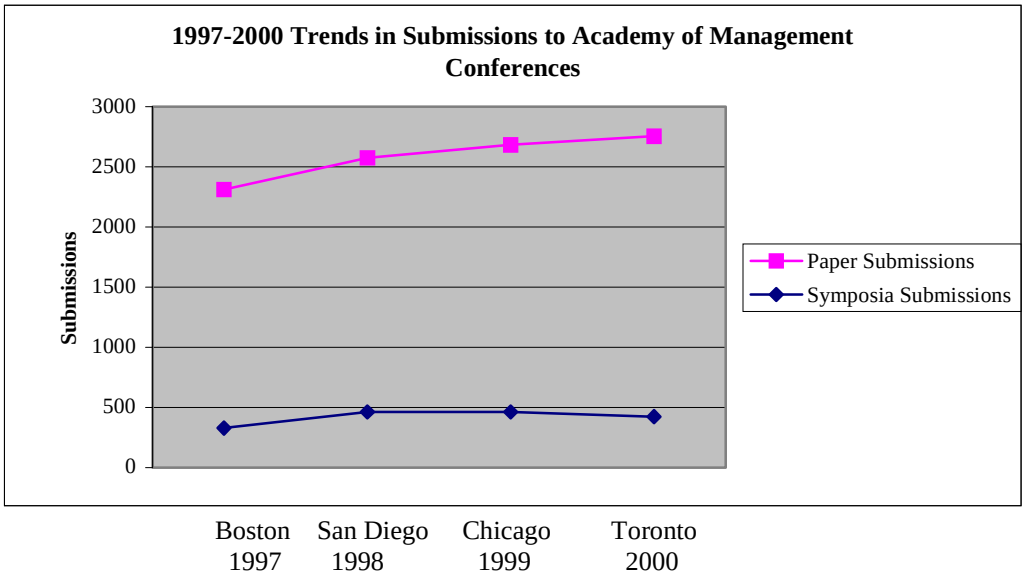
Future Annual Meetings of the Academy of Management

2001	August 5-8	Washington DC	Marriott Wardman Park, Hilton Washington and Omni Shoreham
2002	August 11-14	Denver	Colorado Convention Center & Surrounding Hotels
2003	August 3-6	Seattle	Washington State Convention & Trade Center & Surrounding Hotels

Number of Papers Submitted	2,559
Number of Papers Accepted	1,237
Accepted for Shared Interest Track	121
Accepted for Interactive Papers	311
Accepted for Division Paper Session	805
Accepted for Best Paper Proceedings	116
Number of Unique Symposia Submitted	276
Number of Unique Symposia Accepted	179
Accepted for All Academy	26
Accepted for Showcase Symposia	33
Accepted for Jointly Sponsored Symposia	61
Accepted for Division Symposia	59
Number of Sessions in Total Conference	896
Number of PDW Sessions (Fri-Sun)	230
Number of Regular Sessions (Sun-Wed)	657
Number of People in the Entire Program	3,772
Number of People in PDW Program (Fri-Sun)	971
Number of People in Regular Program (Sun-Wed)	3,374
Number of Institutions Represented in Entire Program	1,059
Number of Countries Represented in Entire Program	43



Participation in the Toronto Program

Regions and Countries represented on the program include:

Region	Countries
Africa	Egypt, South Africa
Asia	China, Hong Kong, India, Japan, Korea, Macao, Singapore, Taiwan
Europe	Austria, Belgium, Denmark, Finland, France, Germany, Hungary, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Romania, Slovenia, Spain, Sweden, Switzerland, United Kingdom (England, Scotland, Wales)
Latin America (includes Central and South America and the Caribbean)	Brazil, Costa Rica, Mexico, West Indies
Mid-East	Israel, Turkey, Saudi Arabia
North America	Canada, US
Oceania	Australia, New Zealand, Tasmania

Universities with the Most Participants in Toronto 2000 Conference Sessions

1.	Harvard U.	58
2.	U. of Michigan	53
3.	U. of Pennsylvania	46
4.	Rutgers U.	41
5.	Case Western Reserve U.	39
5.	U. of Southern California	39
7.	Texas A&M U.	37
8.	U. of Minnesota	34
8.	U. of Western Ontario	34
10	Cornell U.	32
10.	New York U.	32
10.	Michigan State U.	32

Division (in alphabetical order)	Number of	Submissions to Divisions:	
	Members	**Papers**	**Symposia**
Art And Poetry: Images of a New Time	N/A	96	
Business Policy & Strategy (BPS)	2931	307	36
Careers (CAR)	411	47	9
Conflict Management (CM)	500	45	17
Entrepreneurship (ENT)	996	123	9
Gender & Diversity in Organizations (GDO)	688	100	20
Health Care Management (HCM)	510	63	11
Human Resources (HR)	2444	146	41
International Management (IM)	1873	196	26
Management Education & Development (MED)	1075	69	25
Management History (MH)	344	54	7
Management Spirituality & Religion (MSR)	new	N/A	N/A
Managerial and Organizational Cognition (MOC)	822	70	19
Managerial Consultation (MC)	940	35	9
Operations Management (OM)	341	56	5
Organization & Management Theory (OMT)	2524	206	52
Organization Development & Change (ODC)	1934	73	23
Organizational Behavior (OB)	3370	260	57
Organizational Communication & Information Systems (OCIS)	622	59	9
Organizations & The Natural Environment (ONE)	379	49	6
Public & Nonprofit (PNP)	474	53	6
Research Methods (RM)	1134	30	9
Social Issues in Management (SIM)	774	70	10
Technology & Innovation Management (TIM)	1233	123	11

Conference Program Guide

Friday Morning, August, 4, 2000

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30
Off: Toronto Covenant House			78. SIM/ONE/MED/PNP: Service-Learning Community Service Project →							

Friday Afternoon, August, 4, 2000

	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
Off: Ontario Science Centre	80. IM/MOC/OMT/BPS/OB: Global Management and the Science of Time →							
Off: Toronto Covenant House	← SIM/ONE/MED/PNP: Service-Learning Community Service Project →							
RY: Alberta	746. ODC: Effective International Business Consultantcy							
RY: Algonquin	693. OM:	694. OM: Doctoral Consortium-Employment			695. OM: Doctoral Consortium-Teaching			696. OM: Subway Operations →
RY: British Columbia	1. CAM: Board of Governors Meeting							
RY: Manitoba	462. ENT: Entrep. Doctoral Consortium							
RY: Quebec	747. ODC: Accelerating Organization Development							
RY: York			463. ENT: Diversity of Endowed	464. ENT:		465. ENT: History of the Entrep	466. ENT: NSF Funding	
SC: Conference Room D							575. IM: Studying Recent Changes in the →	
SC: Conference Room E	574. IM: Designing and Conducting Large Multi-Country Research Projects							
SC: Conference Room G	79. ITC/IM/GDO: Successful Women Worldwide: A New Time for Understanding							
SC: Elgin							136. ITC: Management Post Intrastate →	
SC: Essex	135. PS: Co-creating for Action							
SC: Huron					877. TIM: TIM/OCIS Doctoral Consortium →			
SC: Kent	609. MC: Essentials of Effective Consulting →							
SC: Norfolk	81. CMS and cosponsors: CMSW Doctoral Workshop →							
SC: Windsor East		622. MED: Classroom Defensiveness as a						
SC: Windsor West	621. MED: MED/OBTS Management 101:			623. MED: Overcoming Barriers to Spirituality				
SC: York					82. CMS and cosponsors: CMSW Junior Faculty Workshop →			

Friday Evening, August, 4, 2000

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
RY: Alberta			816. ONE: Welcome Reception						
RY: Algonquin	← OM: Subway Operations Tour								
RY: British Columbia					748. ODC: Hospitality Suite:				
RY: Manitoba	467. ENT: Entrep. New Faculty Consortium								
RY: Quebec	499. GDO: The MIT Study: Lessons Learned						500. GDO: Social Hour and		
RY: York	← ENT: NSF								
SC: City Hall			83. OMT/OB/ODC: OMT/OB/ODC Doctoral Consortium						
SC: Conference Room B&C			85. CMS and cosponsors: CMSW Reception for Arriving Critters						
SC: Conference Room D	← IM: Studying Recent Changes in								
SC: Conference Room E		859. SIM: Debriefing Meeting							
SC: Elgin	← ITC: Management Post Intrastate								
SC: Huron	← TIM: TIM/OCIS Doctoral Consortium								
SC: Kenora			520. HCM: Reception and Welcome to HCMD			521. HCM: Navigating Your Professional			
SC: Kent	← MC: Essentials of Effective Consulting								
SC: Norfolk	← CMS and cosponsors: CMSW								
SC: Peel	858. SIM: SIM Doctoral Consortium								
SC: Simcoe & Dufferin			84. OMT/OB: OMT/OB Junior Faculty Consortium						
SC: Wentworth	393. BPS: BPS Doctoral Consortium-Friday								
SC: York	← CMS and cosponsors: CMSW								

Saturday Morning, August, 5, 2000

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
H: Carmichael	137. ITC: SME and Economic Development Niagara Peninsula Region →								
H: Casson	878. TIM: TIM/OCIS Doctoral Consortium →								
H: Harris			659. MH: Intro to AOM, MH &		660. MH: Pre-Tour: Business of				
H: Jackson	438. CAR: Where Have We Come From?			439. CAR:	100. CAR/MH: 4 Perspectives on Careers				
H: Lismer		139. IAM: Strat. Management in the Iberoamerican Context				140. IAM: Graduate Student Consortium			
H: McDonald					879. TIM: Y2K Aftermath				
H: Varley					843. RM: Qual. Methods & Interactive Journeys				
Off: Ryerson Polytechnic U.		93. OB/MED: Teaching OB with Technology →							
RY: Algonquin		817. ONE: Doctoral Students/New Faculty Consortium							
RY: Canadian	87. OMT/OB/ODC: OMT/OB/ODC Doctoral Consortium →								
RY: Confederation 3	698. OM: Doctoral Constorium-Research			699. OM:	700. OM: Doctoral Consortium-Career				
RY: Confederation 4		470. ENT: Entrep. Doctoral Consortium →							
RY: Confederation 5								701. OM: Doctoral Consortium-	
RY: Confederation 6			750. ODC: Co-operative Inquiry and Action Inquiry →						
RY: Library						503. GDO: Finding the "Right" Journal			
RY: Newfoundland					3. CAM: AME/EMJ Writers' Workshop				
RY: Nova Scotia	501. GDO: GDO Doctoral		502. GDO: Alternative Careers within Academia				474. ENT: Int. Entrep. Finance:		
RY: Ontario	90. CMS and cosponsors: CMSW: What's Critical?				101. CMS and cosponsors: CMSW: Practice/Activity Theory →				
RY: Prince Edward Island		451. CM: Doctoral Consortium →							
RY: Salon A	469. ENT: U.S. Nat. Survey of								
RY: Saskatchewan		471. ENT: Entrep. New Faculty Consortium →							
RY: The Boardroom			2. CAM: Board of Governors Meeting →						
RY: Tudor 7					102. CMS and cosponsors: CMSW: Teaching Critically →				
RY: Tudor 8		749. ODC: Accelerating the Time to Change →							
RY: Tudor 9		831. PNP: PNP Doctoral Consortium →							
RY: Upper Canada		96. NDSC and cosponsors: New Doctoral Students Consortium →							
RY: York	468. ENT: Ph.D. Ed. in		472. ENT: Exemplary Teaching		473. ENT: McGraw-Hill Irwin Winner				
SC: Ballroom Centre			98. OMT/BPS/MOC/RM: Three Conversations on Org. Knowledge →						
SC: Carleton		94. OCIS/TIM: OCIS/TIM Junior Faculty Consortium →							
SC: City Hall	88. OMT/OB: OMT/OB Junior Faculty Consortium →								
SC: Civic Ballroom	138. PS: Open Space Conversations →								
SC: Conference Room B	610. MC: Advanced Consulting Competencies →								
SC: Conference Room C	394. BPS: New Faculty Consortium - Saturday →								
SC: Conference Room D	92. MED/MOC/ODC/ONE/SIM:		578. IM: International Management Teaching Workshop →						
SC: Conference Room F		577. IM: Junior Faculty Consortium-Saturday →							
SC: Conference Room G		576. IM: Doctoral Consortium-Saturday →							
SC: Dominion Ballroom N							626. MED: Mindsets for the World		
SC: Dominion Ballroom S			861. SIM: The New Century of Corporate Political Strategy						
SC: Dufferin	91. MED/ODC: Making Learning Real: The Ohio Model.								
SC: Elgin			97. OMT/BPS/TIM/RM: Bringing Complexity Theory to Bear						
SC: Essex					545. HR: Roundtable: Jr. Faculty and Doctoral Consortia				
SC: Kenora	522. HCM:	95. HCM/MED: Designing HCM Courses				523. HCM: The Research Environment			
SC: Kent			625. MED: Diversity in 'Classroom' 2000						
SC: Norfolk				99. MED/MOC/ODC/ONE/SIM: Stakeholder Learning Dialogs					
SC: Peel	860. SIM: SIM Doctoral Consortium →								
SC: Simcoe			624. MED: Breaking Through Time Constraints				627. MED: Critical approaches for teaching Strat.		
SC: Wentworth	395. BPS: BPS Doctoral Consortium - Saturday →								
SC: Windsor East	543. HR: HR Junior Faculty Consortium →								
SC: Windsor West	544. HR: HR Doctoral Consortium →								
SC: York	89. IM/RM: Social Networks Research →								

Saturday Afternoon, August, 5, 2000

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
H: Carmichael	← ITC: SME and Economic Development Niagara Peninsula Region									
H: Casson	← TIM: TIM/OCIS Doctoral Consortium									
H: Harris								662. MH: Managing the Diss. Process		
H: Jackson			440. CAR: Where Are We Going?				881. TIM: Courses on Internet Businesses			
H: Lismer	← IAM: Graduate			141. IAM: Paper Session I				142. IAM: Paper Session II		
H: McDonald			844. RM: Cusp Catastrophe Modeling							
H: Tom Thomson							114. CAR/RM: Roundtables with editors			
H: Varley			880. TIM: European Research Traditions				845. RM: Grounded Theory			
Off: Ryerson Polytechnic U.	← OB/MED: Teaching OB with Technology									
Off: SkyDome	661. MH: Tour: Sky Dome									
RY: Alberta			751. ODC: Spirituality, Organization and Consulting							
RY: British Columbia					110. PNP/CAR/HCM/MED: Nonprofit Management Education					
RY: Canadian	← OMT/OB/ODC: OMT/OB/ODC Doctoral Consortium									
RY: Confederation 3			702. OM: ERP-Corporate Panacea or				703. OM: Innovations in Teaching OM			
RY: Confederation 4	← ENT: Entrep. Doctoral Consortium									
RY: Confederation 5	← OM: Doctoral						113. ENT/OMT: Structural Hole			
RY: Confederation 6	← ODC: Co-operative Inquiry and Action Inquiry									
RY: Jasper 1-266			476. ENT: Math. Approaches to Entrep.				478. ENT: Strat. Alliances for X-Nat. Res.			
RY: Library	← GDO: Finding 504. GDO: GDO Doctoral Consortium						505. GDO: Networking and Diversity			
RY: Manitoba			818. ONE: Trade and the Environment:				819. ONE: AMJ Special Research Forum on ONE			
RY: New Brunswick	475. ENT: Endowed Chairs Luncheon						772. OB: Time, Health, and Well-Being			
RY: Nova Scotia				477. ENT: Nat. Culture & Ent. in Est. Firms						
RY: Ontario	← CMS and cosponsors:					111. CMS and cosponsors: CMSW: Interpretive Methods for Critical				
RY: Prince Edward Island	← CM: Doctoral Consortium									
RY: Salon A			106. ODC/MED: Problem-Based Learning in Business Schools							
RY: Saskatchewan	← ENT: Entrep. New Faculty Consortium									
RY: The Boardroom	← CAM: Board of Governors Meeting									
RY: Tudor 7	← CMS and cosponsors:					112. CMS and cosponsors: CMSW: Critical Perspectives on Strategy				
RY: Tudor 8	← ODC: Accelerating the Time to Change									
RY: Tudor 9	← PNP: PNP Doctoral Consortium									
RY: Upper Canada	← NDSC and cosponsors: New Doctoral Students Consortium									
RY: York			103. MOC/MED: Teaching Cognition							
SC: Ballroom Centre	← OMT/BPS/MOC/RM: Three Conversations on Org. Knowledge									
SC: Carleton	← OCIS/TIM: OCIS/TIM Junior Faculty Consortium									
SC: City Hall	← OMT/OB: OMT/OB Junior Faculty Consortium									
SC: Civic Ballroom	← PS: Open Space Conversations									
SC: Conference Room B	← MC: Advanced Consulting Competencies									→
SC: Conference Room C	← BPS: New Faculty Consortium - Saturday									
SC: Conference Room D	← IM: International			109. MED/MOC/ODC/ONE/SIM: Reflecting on & Applying						
SC: Conference Room E			104. OMT/BPS/TIM/RM: Quantitative Methods and					630. MED: Critical Management Pedagogy		
SC: Conference Room F	← IM: Junior Faculty Consortium-Saturday									→
SC: Conference Room G	← IM: Doctoral Consortium-Saturday									→
SC: Convention Registration	4. CAM: Registration									
SC: Dominion Ballroom N	← MED:								580. IM:	→
SC: Dominion Ballroom S			579. IM: Your Career as an IM Researcher							
SC: Dufferin				628. MED: Critical Management Pedagogy				547. HR: Academia and Practice in HR		
SC: Elgin			105. IM/RM: Structural Equation Modeling in Cross-Cultural Research							
SC: Essex			546. HR: Dialogue on Teaching International HRM							
SC: Kenora	524. HCM: Lunch with HCMD Friends and			525. HCM: Publishing Workshop						
SC: Kent			108. MED/MC: Wrkshp:Studnt Consultg Projcts							
SC: Norfolk			107. BPS/MED: Case Critique Colloquium							
SC: Peel	← SIM: SIM Doctoral Consortium									
SC: Simcoe	← MED: Critical			629. MED: Cinema & Theatre as Teaching				631. MED: Management Education at the		
SC: Wentworth	← BPS: BPS Doctoral Consortium - Saturday									

SC: Windsor East	← HR: HR Junior Faculty Consortium
SC: Windsor West	← HR: HR Doctoral Consortium
SC: York	← IM/RM: Social Networks Research

Saturday Evening, August, 5, 2000

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
H: Jackson			801. OCIS: OCIS Reception					
H: Lismer	← IAM: Paper							
H: McDonald			143. IAM: IAM Business Meeting Followed by Dinner					
H: Tom Thomson					144. ITC: Internationalization Strategies for the Academy			
Off: Bata Shoe Museum				479. ENT: Entrep. Social Event				
RY: Algonquin			820. ONE: Developing Research Programs in ONE					
RY: Ballroom		115. CMS and cosponsors: CMSW Reception and Roundtables				117. CMS and cosponsors:		
RY: Newfoundland		6. CAM: Washington 2001						
RY: Nova Scotia		506. GDO: GDO Preconference Reception						
RY: Ontario	← CMS and							
RY: Salon B	704. OM: OM PDW Social							
RY: Saskatchewan					752. ODC: Welcome for New			
RY: Tudor 7	← CMS and							
RY: Upper Canada			116. NDSC and cosponsors: All Doctoral Students Reception					
RY: York	5. CAM: JME Reception							
SC: Ballroom East		862. SIM: SIM Keynote Address						
SC: Ballroom West				8. CAM: Timeless Learning and Karl Weick				
SC: City Hall	← OMT/OB:							
SC: Conference Room B	← MC: Advanced Consulting							
SC: Conference Room D	632. MED: Improvisation in Management							
SC: Conference Room F	← IM: Junior Faculty Consortium-Saturday							
SC: Conference Room G	← IM: Doctoral Consortium-Saturday							
SC: Dominion Ballroom N	← IM: Strategies For Publishing International							
SC: Dominion Ballroom S				581. IM: Professional Development Workshops				
SC: Dufferin	← HR: Academia							
SC: Essex		548. HR: HR Division Reception						
SC: Windsor East	← HR: HR Junior							
SC: Windsor West	← HR: HR Doctoral							
SC: York			7. CAM: AOM Placement					

Sunday Morning, August, 6, 2000

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
H: Casson	846. RM: Qualitative Experts				849. RM: Quantitative Experts				
H: Harris			663. MH: Getting Published			664. MH: Getting Papers Accepted			
H: Jackson	882. TIM: TIM for the 21st Century				883. TIM: In from the Field				
H: Lismer	848. RM: Using WABA								
H: McDonald	121. BPS/OCIS: Strategic E-Business Opportunities					133. BPS/OCIS: Practical Insights for E-business			
H: Tom Thomson	847. RM: Research in the Narrative Genres				850. RM: Comparative Analysis in Qual. Research				
H: Varley	119. RM/MED: Statistical Software for Data Analysis				851. RM: Approaches to Time Based Research				
RY: Alberta	397. BPS: Strategy and Context-Dependence								
RY: Algonquin		680. MOC: Cognition in the Rough (Fac)							
RY: Ballroom	← CMS	122. CMS and cosponsors: CMSW: Critical Research in the Management Journals				134. CMS and cosponsors: CMSW Plenary			
RY: British Columbia	123. CMS and cosponsors: CMSW: Gender, Work, and Employment in Academia								
RY: Canadian	120. OMT/OB/ODC: OMT/OB/ODC Doctoral Consortium								
RY: Concert Hall	611. MC: Michael Beer-- Consulting to Build Organization Fitness								
RY: Confederation 3		705. OM: Global Manufacturing Research Issues				706. OM: Global Service Research Issues			
RY: Confederation 4	480. ENT: Entrep. Doctoral Consortium								
RY: Confederation 5		753. ODC: Management Rhetoric in Times of Change							
RY: Confederation 6			402. BPS: Managing Your Dissertation						
RY: Jasper 1-266			483. ENT: Award-winning		131. PNP/SIM: Public Corruption Roundtable				

RY: Library	481. ENT: Non-traditional Faculty
RY: Manitoba	754. ODC: Doctoral Consortium for Doctoral Program
RY: New Brunswick	452. CM: Interaction Processes in Conflict; 453. CM: Teaching Negotiations
RY: Newfoundland	442. CAR: Assessment of Capability
RY: Nova Scotia	821. ONE: Environmental & Financial Risk:; 551. HR: Technology and HRM Change
RY: Ontario	127. OB/BPS/HR/ODC/OMT/RM: Organizational Research and Methods
RY: Prince Edward Island	441. CAR: Talent Pool Development
RY: Quebec	396. BPS: Design as Pathway to Strat. Innovations
RY: Saskatchewan	482. ENT: Entrep. New Faculty Consortium
RY: Territories	132. ENT/OMT: Aldrich as Author Meets Critics
RY: Tudor 7	145. MEN: Mentoring Meaningfully; 129. GDO/MED: Backlash, Academia and Change
RY: Tudor 8	147. AAM: Asia Academy of Management Meeting
RY: Tudor 9	832. PNP: PNP Doctoral Consortium (Cont)
RY: Upper Canada	681. MOC: Cognition in the Rough (DS)
RY: York	401. BPS: Case Teaching PDW
SC: Ballroom Centre	125. OMT/OB: Collaboration in Research and Teaching
SC: Ballroom East	863. SIM: Building Bridges Between Research Styles
SC: Ballroom West	124. OMT/BPS/MOC/RM: Three; 128. OMT/MED: Re-Creating Time for Teaching OMT
SC: City Hall	126. OMT/OB: OMT/OB Junior Faculty Consortium
SC: Civic Ballroom	146. PS: Building a Community of Practice
SC: Conference Room B	634. MED: 2000 MED Doctoral Consortium
SC: Conference Room C	400. BPS: New Faculty Consortium-Sunday
SC: Conference Room D	636. MED: Future Dimensions of the Academy's; 640. MED: Outside of Time: Making a Virtual
SC: Conference Room E	← MED: Using Internet; 637. MED: Know time just-in-time; 403. BPS: The Craft of Reviewing
SC: Conference Room F	583. IM: Junior Faculty Consortium
SC: Conference Room G	582. IM: Doctoral Consortium-Sunday; 130. IM/MED/CAR: How International Members Can Become
SC: Convention Registration	11. CAM: Registration →
SC: Convention Registration I	12. CAM: Membership →
SC: Dominion Ballroom N	584. IM: Richman Dissertation Award Finalists
SC: Dominion Ballroom S	635. MED: MED/OBTS Teaching in a New Time; 638. MED: An Exercise in Critical Thinking
SC: Dufferin	18. CAM: People of Color Committee
SC: Elgin	16. CAM: Newsletter Editors
SC: Essex	398. BPS: Economic Sociology Meets Strategy
SC: Huron	13. CAM: Executive Committee; 639. MED: Management Educators in the New
SC: Kenora	526. HCM: Coffee, Croissants,; 527. HCM: Faculty Research Forum; 528. HCM: Research Idea Exchange
SC: Kent	← CAM: Breakfast with AOM Chairs; 14. CAM: Current Program; 19. CAM: Incoming Division Chairs
SC: Sheraton Hall	17. CAM: Global Networking Area →
SC: Simcoe	15. CAM: Officers of Regional
SC: VideOffice	10. CAM: Placement
SC: Wentworth	399. BPS: BPS Doctoral Consortium-Sunday
SC: Windsor East	549. HR: HR Junior Faculty Consortium
SC: Windsor West	550. HR: HR Doctoral Consortium

Sunday Afternoon, August, 6, 2000

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
RY: Alberta								47. CAM: Journal of Management Inquiry		
RY: Jasper 1-266	24. CAM: International Theme Committee									
RY: New Brunswick					44. CAM: Journal of Operations					
RY: Nova Scotia					45. CAM: Journal of Management					
RY: Ontario									149. AA: Memory of the Future	
RY: Prince Edward Island					43. CAM: Organization					
RY: Toronto						148. AA: Excellence in the Academy				
RY: York					41. CAM: Journal of Management Inquiry					
SC: City Hall	25. CAM: AMR Writers Workshop									
SC: Civic Ballroom								46. CAM: OS Board Reception		
SC: Conference Room B			31. CAM: Orientation for					53. CAM: AOM Learning J.		
SC: Conference Room C					38. CAM: J. of Org. Change Mgmt.			49. CAM: Journal of Management		

SC: Conference Room D							48. CAM: Journal of Leadership Studies	
SC: Conference Room F				39. CAM: J. of Occupational Health Psych.				
SC: Conference Room G				40. CAM: Group & Org. Mgmt.			50. CAM: Management Science	
SC: Convention Registration	← CAM: Registration							
SC: Convention Registration I	← CAM: Membership							
SC: Dufferin	21. CAM: Incoming PDW Chairs			42. CAM: Administrative Science Quarterly				
SC: Elgin		26. CAM: Southern Mgmt. Assoc.		32. CAM: AMJ Editoral Board				
SC: Essex	23. CAM: Academy of Management Council							
SC: Huron		29. CAM: Midwest AOM		35. CAM: M@n@gement				
SC: Kenora		28. CAM: Eastern AOM		34. CAM: AME Editoral Board			51. CAM: Management Learning	
SC: Kent		30. CAM: Western AOM		36. CAM: Leadership Quarterly				
SC: Sheraton Hall	22. CAM: Exhibits							
SC: Sheraton Hall	← CAM: Global Networking Area							
SC: Simcoe	20. CAM: Incoming (2000-2001) Program			37. CAM: Organization Science				
SC: Wentworth		27. CAM: Southwest AOM		33. CAM: AMR Editoral Board				
SC: York								54. CAM: AOM Placement
VH: See Below							52. CAM: Executive Committees	

Sunday Evening, August, 6, 2000

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
RY: Ballroom 1					387. INT: The Village Square			→
RY: Ballroom 2					386. INT: Art/Poetry #1			
RY: Concert Hall						55. CAM: All-Academy Reception		
RY: Ontario	← AA:	150. AA: Speaker & Meeting						

Monday Morning, August, 7, 2000

		7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00
CAM	RY: Prince Edward Island						62. M: JOB Editors					
CAM	SC: VideOffice				57. M: Placement							→
CAM	SC: Sheraton Hall				60. M: Exhibits							→
CAM	SC: Convention Registration				58. M: Registration							→
CAM	SC: Convention Registration I				59. M: Membership							→
CAM	SC: Sheraton Hall						61. M: Global Networking Area					→
AA	RY: Ontario							154. S: Web Businesses and Time				
AA	RY: Toronto				152. S: Time Sensitive Business Case							
AA,MSR	SC: Essex			151. S: MGT in the Past Millennium				153. S: Time and Work/Family				
SHCS	RY: Concert Hall							178. JS: Perspectives on ISO 14001				
SHCS	RY: Quebec			174. JS: Kairos in Management Education								
SHCS	SC: Ballroom West			175. JS: Boundaries in Tech. Industries								
SHCS	SC: Ballroom Centre				176. JS: Rigor and Relevance in Research			179. JS: Organizational Justice				
SHCS	SC: Ballroom East				177. JS: Suppressing Business							
SHCS	SC: Dominion Ballroom N			173. JS: Virtual Teams vs Traditional Teams				180. JS: 1904 Westinghouse Films				
JS	H: McDonald							214. JS: New Directions in				
JS	RY: Alberta			208. JS: Reaching for the Rainbow				211. JS: Liberation Theology for New				
JS	RY: Territories			205. JS: Spirituality in Mgmt. Education				209. JS: Gender in Negotiation				
JS	SC: Civic Ballroom			207. JS: Leadership as Vocation or Calling:				210. JS: HRM and Performance				
JS	SC: Conference Room D&E			206. JS: Complexity and Complementarities				213. JS: Organizational Mentoring and				
SIT	RY: New Brunswick			266. SIT:Predicting with Personality				270. SIT:Supportive Organizations				
SIT	RY: Saskatchewan			269. SIT:Outsourcing								
SIT	SC: Windsor East			268. SIT:The Power of Time				272. SIT:Ethics and Integrity?				
SIT	SC: Windsor West			267. SIT:Diversity and Identity in Teams				271. SIT:Uncertain Environments				
INT	RY: Ballroom 1				388. The Village Square							→
BPS	H: Tom Thomson			404. BPS	405. P: Boards of Directors			410. P: Strategic Alliances				
BPS	H: Varley				406. P: RBV Theory Development			409. P: KBV: Change & Innovation				
BPS	H: Casson				407. P: Mergers & Acquisitions			408. P: Executive Compensation				
CAR	SC: Elgin		443. Division	444. P: Continuing Evolution of Career Paths								
ENT	RY: Confederation 6			484. Ent'ship	485. P: New Venture Globalization			486. P: Strategy, Environ. &				
GDO	RY: York ← GDO Division			508. P: Identity Orientation and Stigmatization				509. P: The Social Construction of				
HCM	SC: City Hall		529.	530. S: How Change Has Changed				531. P: Coordination & Collaboration				
HR	SC: Simcoe			552. S: Expatriate Adjustment in Asia				555. P: Work Attitudes				
HR	SC: Dufferin			553. P: Flexible Work				554. P: Strategic Human Resources				
IM	H: Lismer								587. P: Revisiting Individualism and			
IM	H: Carmichael, Jackson			585.	586. DS: Distinguished Scholar Forum				588. P: Innovation in MNCs			
MC	RY: Nova Scotia			612. S: Academic Consulting- Complementary or								
MED	RY: British Columbia		641. MED	642. S: Management Education in Turkey				643. P: Learning as a Developmental				
MH	H: Harris							666. P: Global Evolution of Mgmt.				
MOC	RY: Confederation 3			682. MOC	683. P: Collective Mind			212. JS: Pace in Org'l Interfaces				
OM	RY: Manitoba			707. P: Quality and Performance				708. P: Technology Transfer and				
OMT	SC: Kent							721. P: Alliances, JVs & Contracting				
OMT	SC: Kenora		665. Welcome Breakfast					722. P: Organizational Ecology				
OMT	SC: Huron				720. DS: Welcome & Distinguished							
ODC	RY: Library		755. Division	756. P: Advances in Organizational Diagnosis and				757. P: Interpreting Organizational				
OB	SC: Conference Room F				775. P: Cross-Cultural Differences			776. P: Leadership and Personal				
OB	SC: Conference Room G				774. P: Is it Fair?			777. P: Retention and Turnover				
OB	SC: Conference Room B&C			773. S: Speeding Up Work: The Impact of Time								
OCIS	RY: Confederation 5			802. OCIS	803. P: IT Management and Firm			804. P: Knowledge Management				
ONE	RY: Tudor 7			822.	823. P: Corporate Environmental Mgmt.			824. P: Humanity, Nature and				
PNP	RY: Tudor 8				833. P: Cooperation & Collaboration							
RM	SC: Wentworth							852. P: Research Methods				
SIM	SC: Dominion Ballroom S		864. SIM	865. P: Social Control				866. P: Public Policies				
TIM	RY: Algonquin				884. P: Incumbents vs. New Entrants			885. P: Radical Vs. Linear Innovation				

Monday Afternoon, August, 7, 2000

		12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CAM	RY: Prince Edward Island	63. JOB Luncheon										
CAM	RY: Tudor 9	645. Past MED Chairs										
CAM	SC: VideOffice	← M: Placement										
CAM	SC: Sheraton Hall	← M: Exhibits										
CAM	SC: Convention Registration	← M: Registration										
CAM	SC: Convention Registration	← M: Membership										
CAM	SC: Sheraton Hall	← M: Global Networking Area										
AA	RY: Ontario									160. S: 21st Century MGT Education		
AA	RY: Toronto		155. S: Timescapes in Management				158. S: The Beats of Different			161. S: A Collaborative Experiment		
AA,MSR	SC: Essex		156. S: Culture and Perspectives on Time				157. S: The Days of Academy			159. S: It's Time for Reflection		
SHCS	RY: Concert Hall		182. JS: The University in New Times				185. JS: Frames &					
SHCS	SC: Ballroom West		183. JS: Dynamic, Pluralistic Strategy				188. JS: Science-Based			191. JS: External		
SHCS	SC: Ballroom Centre			184. JS: Multilevel Research			187. JS: Potential of Cultural			190. JS: Ethics in Conflict		
SHCS	SC: Ballroom East		181. JS: Role of Government				186. JS: Firm Globalization &			189. JS: Evolutionary Theory		
JS	H: McDonald		218. JS: Chinese Family Businesses				223. JS: International HR and			226. JS: Social Capital and		
JS	RY: Alberta		217. JS: Expressing Organizations				224. JS: Fast Growth Firms			227. JS: Demographics in		
JS	RY: Territories		216. JS: Emotional Intelligence				221. JS: Whole Systems			228. JS: Dynamic		
JS	SC: Civic Ballroom		215. JS: Alternative Research Modes in OMT				220. JS: Learning, Knowledge,			225. JS: Sharing Knowledge		
JS	SC: Conference Room D&E		219. JS: Commercializing Research				222. JS: Hidden Profile					
SIT	RY: New Brunswick									277. SIT:Leadership: History,		
SIT	RY: Saskatchewan						274. SIT:Advancing Culture			279. SIT:Ownership Make a		
SIT	SC: Windsor East						273. SIT:Perceiving Justice			278. SIT:Revolu'ary &		
SIT	SC: Windsor West						275. SIT:Silence and Discourse			276. SIT:Why Work-Family		
IPC	RY: Canadian 1		297. IP: Trust, Mergers & Acquisitions				312. IP: The Affective Side of					
IPC	RY: Canadian 2		306. IP: Negotiator Cognition & Behavior				313. IP: Today's Careers					
IPC	RY: Canadian 3		298. IP: Views: Strategy & Competition									
IPC	RY: Canadian 4		299. IP: Diverse Views of Corp. Strategy				314. IP: Fairness, Trust, Coop.,					
IPC	RY: Canadian 5		301. IP: Japanese Firm Strategies				315. IP: Importance of Gender					
IPC	RY: Canadian 6		302. IP: Expatriates and Locals				316. IP: Compensation and					
IPC	RY: Canadian 7		311. IP: The Effect of HRM on MNCs				317. IP: Appraisal & Feedback					
IPC	RY: Canadian 8		304. IP: Macro Perspectives				318. IP: Change Management					
IPC	RY: Canadian 9		305. IP: Issues of Entry				319. IP: Dynamics in Managing					
IPC	RY: Canadian 10		307. IP: Management Theories Over Time									
IPC	RY: Canadian 11		308. IP: Evolving through Crises									
IPC	RY: Canadian 12		309. IP: Cognition and its Effects									
IPC	RY: Canadian 13		310. IP: Stakeholders & the Natural Env.									
IPC	RY: Canadian 14		303. IP: Cooperative Arrangements									
IPC	RY: Canadian 15		300. IP: Business-Level Strategy									
INT	RY: Ballroom 1	← The Village Square										→
INT	RY: Ballroom 2									389. P: Art/Poetry #2		
BPS	H: Tom Thomson						411. TS: A New Time for BPS			414. S: Fundamentals of the		
BPS	H: Varley						413. P: RBV Competitive			416. P: International Strategy		
BPS	H: Casson						412. P: Strategic Decision			415. P: Risk Taking		
CAR	SC: Elgin		445. P: Time to Work, Time to Live: Balance									
CM	RY: Confederation 4		454. P: Time waits for no one							455. P: Justice in the		
ENT	RY: Confederation 6		487. P: Entrepreneurship and the				488. DS: Academy Paper			489. P: Determinants of New		
GDO	RY: York		510. P: Understanding Gender in Managerial							511. DS: Distinguished GDO		
HCM	SC: City Hall		532. S: Long-Term Care in New Millennium				533. P: Organizational Learning			534. DS: Distinguished		
HR	SC: Simcoe		557. P: Compensation				559. P: Turnover and Job Loss					
HR	SC: Dufferin		556. S: Black Box of Strategic HRM				558. P: Organizational					
IM	H: Lismer						590. P: Culture Shock and All			592. P: The Institutional Story		
IM	H: Carmichael, Jackson						589. P: Global Integration:			591. P: Creating Value Through		
MC	RY: Nova Scotia		613. P: The Age of Consulting							614. DS: Mastering the		
MED	RY: British Columbia		644. P: A New Time For Distance Learning				646. S: Multi-Media and Global			647. S: Library Time:		

Hotel Abbreviations: RY=Royal York, SC=Sheraton Centre, HT=Hilton, Off=Off Site

MH	H: Harris		667. P: Env. & Tech. Infl. on	668. S: The Influence of
MOC	RY: Confederation 3		684. P: Social Relationships	685. P: Affect and Identity
OM	RY: Manitoba	709. P: Service Operations	710. TS: Time and Operations	711. M: Business
OMT	SC: Kent	724. P: Organizational Ownership	727. P: Financial Institutions	
OMT	SC: Kenora	725. P: Complexity Theory and Organization	726. S: It's About Time: Bringing	730. P: Institutional Theory
OMT	SC: Huron	723. S: New Insights on Institutional Change	728. P: Institutional Theory and	729. S: Professional
ODC	RY: Library	758. P: Implementing Large-Scale Change	759. S: Expanding Action	760. S: Festival, Spectacle
OB	SC: Conference Room F		782. P: Social Aspects of Work	
OB	SC: Conference Room G	779. P: Leader-Member Exchange (LMX)	781. P: Mood and Emotion	784. P: Perspectives on
OB	SC: Conference Room B&C	778. S: Dissecting Trust - Empirical Insights	780. S: The Measurement of	783. DS: Celebrating 30
OCIS	RY: Confederation 5	805. P: Electronic Commerce	806. TS: A New Time for	807. S: Bldg. the Value-
ONE	RY: Tudor 7			825. TS: A New Time / Enough
PNP	RY: Tudor 8	834. S: New Public Management	835. TS: Featured Speaker	836. M: Business Meeting
RM	SC: Wentworth		853. S: Much Ado About Missing	
SIM	SC: Dominion Ballroom S		867. P: Corporate Social	868. TS: Corp. Accountability
TIM	RY: Algonquin	886. DS: Capturing and	887. P: New Insights Into	888. P: Knowledge, R&D, Innovation

Monday Evening, August, 7, 2000

		5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
CAM	RY: Upper Canada			491. Entrepreneurship Social Hour					
AA	RY: Ontario	← S: 21st Century MGT							
AA	RY: Toronto	← S: A Collaborative		64. M: AOM Journals' Hall of Fame					
AA,MSR	SC: Essex	← S: It's Time for							
SHCS	SC: Ballroom Centre	← JS: Ethics in Conflict							
SHCS	SC: Ballroom East	← JS: Evolutionary							
SHCS	SC: Dominion Ballroom N	560. Ice Cream Social							
IPC	RY: Canadian 1			320. C: Meditation and Management					
IPC	RY: Canadian 2			321. C: Research Methods in MSR					
IPC	RY: Canadian 3			322. C: East Asian Religions and Management					
IPC	RY: Canadian 4			323. C: The Role of Religion in Business Ethics					
IPC	RY: Canadian 5			324. C: Rights of Shareholders					
IPC	RY: Canadian 6			325. C: Social Issues in Management					
IPC	RY: Canadian 7			326. C: To Create a Service Organization					
IPC	RY: Canadian 8			327. C: Spirituality and Leadership					
IPC	RY: Canadian 9			328. C: Management and Christian Spirituality					
IPC	RY: Canadian 10			329. C: Spirituality in the Workplace					
IPC	RY: Canadian 11			330. C: Religion in the Non-Profit/Public Sector					
IPC	RY: Canadian 12			331. C: Multi-Party Collaborative Settings					
IPC	RY: Canadian 13			332. C: Workspace Design					
IPC	RY: Canadian 14			333. C: Islam and Management					
IPC	RY: Canadian 15			334. C: Business Ethics					
IPC	RY: Canadian 16			335. C: Spirituality in Decision-Making					
IPC	RY: Canadian 17			336. C: Innovation Cognition					
INT	RY: Ballroom 1	← The Village Square							
CM	RY: Confederation 4	456. M: CM Business Meeting		457. Conflict Management Division Social					
ENT	RY: Confederation 6	490. M: Entrep. Business							
GDO	RY: York	512. M: GDO Division		513. GDO Division Social					
HCM	SC: City Hall	535. M: Business Meeting		536. Social					
MC	RY: Nova Scotia	615. M: Management		616. MC Social Hour		617. MC's Member and Friends Dinner			→
MH	H: Harris	669. Division meeting	670. Reception: Honoring Dan Wren						
OM	RY: Manitoba		712. Social Hour						
OMT	SC: Kenora	731. Business Meeting & Social Hour							
OB	SC: Conference Room F	785. M: OB Division Business Meeting							
OB	SC: Conference Room B&C			786. It's OB Time!					
ONE	RY: Tudor 7		826. M: ONE Business Meeting		827. ONE Social				
PNP	RY: Tudor 8	837. Social Hour							→
SIM	SC: Dominion Ballroom S	← TS: Corp.	869. Corporate Citizenship				65. New & Int'l Members Reception		

Tuesday Morning, August, 8, 2000

		8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CAM	SC: VideOffice			66. M: Placement					→
CAM	SC: Sheraton Hall			69. M: Exhibits					→
CAM	SC: Convention Registration			67. M: Registration					→
CAM	SC: Convention Registration I			68. M: Membership					
AA	RY: Ontario		162. S: Narrative Research in Time						
AA	RY: Toronto		163. S: The Complexity Perspective				164. S: Time and Multilevel Research		
AA,MSR	SC: Essex						165. S: Work Motivation in the Here and Now		
SHCS	RY: Quebec		192. JS: Biological Bases for Behavior				194. JS: Stakeholders in Seattle		
SHCS	SC: Dominion Ballroom N		233. JS: Group Transactive Memory: Measurement				193. JS: Gente del Corazon		
JS	H: McDonald		229. JS: Board Room Diversity				236. JS: Civic Engagement & Service		
JS	RY: Alberta		231. JS: Conflict in Diverse Work Groups				238. JS: Trustworthiness at Work		
JS	RY: Territories		234. JS: Sexual Harassment Policy Effects				237. JS: Importance of Management History		
JS	SC: Civic Ballroom		232. JS: Views of Knowledge Work				239. JS: Work-Family Conflict in 21st		
JS	SC: Conference Room D&E		230. JS: Org. Learning as Practice				235. JS: A Time for Teams		
SIT	RY: New Brunswick						280. SIT:Cooperating when Competing		
SIT	RY: Saskatchewan						281. SIT:New Institutions:Theory & Econ		
SIT	SC: Windsor East						283. SIT:Organizational Learning		
SIT	SC: Windsor West						282. SIT:Husbands and Wives		
IPC	RY: Canadian 1		338. IP: Managing Trust				341. IP: Perspectives in SIM Research		
IPC	RY: Canadian 2		339. IP: Cognition, Values & Dec. Making				342. IP: Theory and Models		
IPC	RY: Canadian 3		340. IP: Developing Research Methods				343. IP: Groups		
IPC	RY: Canadian 4						344. IP: New Product Development		
IPC	RY: Canadian 5		337. IP: Integration & Interdependencies						
IPC	RY: Canadian 6						345. IP: Mgmt Devlp. & Curric. Innovations		
IPC	RY: Canadian 7						346. IP: Mentoring and Moving		
IPC	RY: Canadian 8						347. IP: Minority & Majority Employees		
IPC	RY: Canadian 9						348. IP: Influence in Health Care Org.		
IPC	RY: Canadian 10						349. IP: Approaches to Strategic Change		
IPC	RY: Canadian 12						350. IP: Consulting Effectiveness		
INT	RY: Ballroom 1			390. The Village Square					→
BPS	H: Tom Thomson		419. P: Alliances and Governance				422. P: Diversification		
BPS	H: Varley		418. P: RBV: Reputation and Innovation				420. S: Competing on the Arrow of Time		
BPS	H: Casson		417. P: CEO Succession				421. P: Corporate Governance		
CAR	SC: Elgin		446. P: Perspectives on Loyalty & Job Change						
CM	RY: Confederation 4						458. P: Trust: Create, Maintain & Destroy		
ENT	RY: Confederation 6			492. P: Ent'ship in Existing Firms			493. P: Alliance Partners and Structures		
GDO	RY: York		514. TS: Lucent Technologies Executive Speech				515. P: Organizational Diversity		
HCM	SC: City Hall		537. S: Professionals as Knowledge Assets				538. P: Human Resource Management in		
HR	SC: Simcoe		562. P: Psychological Contracts				564. P: Stress and Health		
HR	SC: Dufferin		561. S: HRM and Firm Performance				563. P: Organizational Performance		
IM	H: Lismer			593. P: Culture and the Psychological			595. P: Confucian Values and Organizational		
IM	H: Carmichael, Jackson			594. P: Foreignness as Asset and Liability			596. P: Theme: Timing in Internationalization		
MC	RY: Nova Scotia		618. P: Knowledge Management and Effective						
MED	RY: British Columbia		648. P: Cognitive Models for Assessing Learning				649. P: Outcomes Assessment Tools		
MH	H: Harris		671. S: Barnard for New Millenium						
MOC	RY: Confederation 3			686. P: Knowledge			687. P: Cognition and Emotion		
OM	RY: Manitoba		713. P: Operations Strategy				714. P: Operations and Performance		
OMT	SC: Kent		732. S: Organizational Consequences of Individual				737. P: Social Construction of Organizations		
OMT	SC: Kenora		734. P: Networks and Learning				736. P: Interorganizational Learning		
OMT	SC: Huron		733. S: Institutions and Skilled Agency				735. P: Reputation and Legitimacy		
ODC	RY: Library		761. P: Changing Attitudes, Culture and Structure				762. P: Beyond Linear Change Logics		
OB	SC: Conference Room F						676. S: MSR in the AoM		
OB	SC: Conference Room G			788. P: Building Trust			790. P: The Self in Organizations		
OB	SC: Conference Room B&C			787. S: Micro Theory, Macro Behavior			789. P: Personality and Creativity		

OCIS	RY: Confederation 5	808. P: CMC and Decision-making	809. P: Virtual Teams	
PNP	RY: Tudor 8	838. P: Volunteers, Volunteerism & Voluntary Orgs	839. S: Methods of Interorganizational	
RM	SC: Wentworth		854. P: Through A Different Lens	
SIM	SC: Dominion Ballroom S	870. P: Ethics I		
TIM	RY: Algonquin	← Research	890. P: Technology Alliances	891. P: Managing Innovation Webs

Tuesday Afternoon, August, 8, 2000

		12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00 →
CAM	SC: Grand Ballroom	70. Presidential Luncheon								
CAM	SC: Sheraton Hall					71. M: Global Networking Area				→
AA	RY: Ontario					166. S: Business Models in a New Time			169. S: MGT Education in	→
AA	RY: Toronto					167. S: Temporal Patterns of Change			168. S: Kairos and	→
AA,MSR	SC: Essex					677. P: MSR Research				
SHCS	RY: Concert Hall					195. JS: Intellectual Property			197. JS: Env. Innov.	→
SHCS	RY: Quebec								196. JS: New Time in	→
JS	H: McDonald					242. JS: Agent-Based Computational Models			246. JS: Transformation	→
JS	RY: Alberta					240. JS: Justice in Employees' Eyes			249. JS: U.S. Companies	→
JS	RY: Territories					243. JS: Organizational Symbolism			248. JS: Multicultural	→
JS	SC: Civic Ballroom					241. JS: Social Capital in Organizations				
JS	SC: Conference Room D&E					244. JS: Workplace Aggression Patterns			245. JS: Cognitive Style in	→
SIT	RY: New Brunswick					284. SIT:Ambivalence and Ambiguity			288. SIT:Inventiveness an	→
SIT	RY: Saskatchewan								287. SIT:Extending the	→
SIT	SC: Windsor East					286. SIT:Hazards of Political Power				
SIT	SC: Windsor West					285. SIT:Electronic Media Effects				
IPC	RY: Canadian 1					352. IP: Div. Perspectives-Firm Growth			362. IP: Cross Cultural OI	→
IPC	RY: Canadian 2					353. IP: Technology and Strategy			363. IP: Motivation	→
IPC	RY: Canadian 3					358. IP: Selection and Recruitment			364. IP: Relationships	→
IPC	RY: Canadian 4					354. IP: Resources and Strategy			365. IP: Decision Making	→
IPC	RY: Canadian 5					355. IP: Globalization & Localization				
IPC	RY: Canadian 6					356. IP: Culture and Work			366. IP: Individual Attitude	→
IPC	RY: Canadian 7					357. IP: Doing Business in Transition Econs			367. IP: Public and	→
IPC	RY: Canadian 8					351. IP: Strategic Change, Learning &				
IPC	RY: Canadian 9					359. IP: Lessons on Leadership				
IPC	RY: Canadian 10					360. IP: Where We've Been - Where We're				
IPC	RY: Canadian 12					361. IP: Building Theory				
INT	RY: Ballroom 1	← The Village Square								→
INT	RY: Ballroom 2								391. P: Art/Poetry #3	→
BPS	H: Tom Thomson								425. P: Risk Taking and	→
BPS	H: Varley								424. DS: Teaching	→
BPS	H: Casson					423. P: RBV: Uniqueness & Imitation			426. P: KBV: Learning	→
CAR	SC: Elgin								447. P: From Deprivation	→
CM	RY: Confederation 4					459. P: Conflict in Groups			460. DS: Teaching	→
ENT	RY: Confederation 6					494. P: New Venture Formation			495. P: Opportunity	→
GDO	RY: York					516. P: Persistence of Discrimination in			517. P: Cultural Influences	→
HCM	SC: City Hall					539. S: The Rhythm of Organizational			540. S: Symposium on	→
HR	SC: Simcoe					565. S: Leadership and Occupational			567. M: HR Business	→
HR	SC: Dufferin					566. P: Training				
IM	H: Lismer					597. S: Global Monoculture or Multiculture?			599. P: CEOs,TMTs and	→
IM	H: Carmichael, Jackson					598. P: Alliance/JV Governance			600. P: Multinationality an	→
MC	RY: Nova Scotia					619. P: Consulting and Professional			620. TS: Consulting in	→
MED	RY: British Columbia					650. P: Multiple Perspectives on Learning			651. S: The Ohio Model fo	→
MH	H: Harris					672. P: Roots of Mgmt. & Future				
MOC	RY: Confederation 3					688. P: Organizational Transformation			689. DS: Tower to Table	→
OM	RY: Manitoba					715. DS: Knowledge Supply Chain			716. P: Organization	→
OMT	SC: Kent					739. P: Knowledge Management			741. S: Knowledge-Based	→
OMT	SC: Kenora					738. S: Organizational Rules - New			742. P: CEOs and Top	→
OMT	SC: Huron					740. P: Institutional Theory & Strategy			743. P: Institutional	→

ODC	RY: Library	763. TS: Learning From the Times	764. DS: Distinguished →	
OB	SC: Conference Room F	792. P: The Multiple Facets of Motivation		
OB	SC: Conference Room G	793. P: Team Outcomes	794. P: Who We Are at →	
OB	SC: Conference Room B&C	791. S: Emotional Labor	795. P: Cognitive →	
OCIS	RY: Confederation 5	810. S: Understanding Virtual Work	811. DS: Distinguished →	
ONE	RY: Tudor 7	828. P: Environmental Performance	247. JS: Sustainable →	
PNP	RY: Tudor 8	840. P: Board Governance & Board-CEO		
RM	SC: Wentworth	→		
SIM	SC: Dominion Ballroom S	871. P: Stakeholder Theory I	872. DS: SIM Business →	
TIM	RY: Algonquin	892. P: Managing Research Alliances	893. P: University-Based →	

Tuesday Evening, August, 8, 2000

		5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
CAM	RY: Upper Canada				73. Human Relations Reception				
AA,MSR	SC: Essex		678. M: MSR Business Meeting			679. MSR Social: Celebrating a			
SHCS	SC: Dominion Ballroom N		568. HR Social Hour						
INT	RY: Ballroom 1	← The Village Square							→
BPS	H: Tom Thomson		427. M: BPS Business & Awards		428. BPS Social				
CAR	SC: Elgin		448. M: Division Business Meeting			449. Careers Division Social "Hour"			
IM	H: Lismer		601. M: IM Business						
IM	H: Carmichael, Jackson				602. IM Division Social				
MED	RY: British Columbia		652. M: MED Business Meeting			653. MED Social			
MOC	RY: Confederation 3		690. M: MOC Business Meeting		691. MOC Division Social Hour				
ODC	RY: Library		765. M: ODC Business Meeting		766. ODC Social Hour				
OCIS	RY: Confederation 5		812. M: OCIS Business Meeting		813. OCIS Social Hour				
RM	SC: Wentworth	← RM Social Hour		856. M: RM Business Meeting					
SIM	SC: Dominion Ballroom S	← DS: SIM Business Meeting			873. SIM Social				
TIM	RY: Algonquin		894. M: TIM Business Meeting		895. TIM Social Hour				→
	Off: To Be Announced			72. M: AOM Fellows Reception					→

Wednesday Morning, August, 9, 2000

		8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CAM	SC: VideOffice			74. M: Placement					
CAM	SC: Sheraton Hall			77. M: Exhibits					
CAM	SC: Convention Registration			75. M: Registration					
CAM	SC: Convention Registration I			76. M: Membership					
AA	RY: Ontario						172. S: How System Dynamicists View Time		
AA	RY: Toronto		170. S: Time and Nike						
AA	SC: Essex			171. S: Time in Organizational Life					
SHCS	RY: Concert Hall		198. JS: Resistance & Readiness for Chg.				204. JS: Integrating Healthcare Systems		
SHCS	SC: Ballroom West		199. JS: Challenging Structure				203. JS: Embeddedness		
SHCS	SC: Ballroom Centre						201. JS: Mging Multicult. Organizations		
SHCS	SC: Ballroom East						202. JS: Knowledge Transfer		
SHCS	SC: Dominion Ballroom N			200. JS: Transition in Central & Eastern Europe			259. JS: Applying Institutional Theory to IM		
JS	H: McDonald		250. JS: Strategic Use of the Past				256. JS: Cinema & Fiction in Mgmt.		
JS	RY: Alberta		253. JS: Negative Relations in Social Networks				258. JS: Status Hierarchies in Orgs.		
JS	RY: Territories		254. JS: Workplace Romance				255. JS: AOM Past Presidents Speak		
JS	SC: Civic Ballroom		251. JS: Strategic HR Architecture						
JS	SC: Conference Room D&E		252. JS: Self-Censorship in Organizations				257. JS: Modularity in Organizations		
SIT	RY: New Brunswick		289. SIT:Promoting Women				293. SIT:Knowledge: Flows and Absorption		
SIT	RY: Saskatchewan		290. SIT:Shared Cognition and Sensemaking				294. SIT:Architypes and Cognitions		
SIT	SC: Windsor East		292. SIT:The Value of Social Capital				296. SIT:Identification and Identity		
SIT	SC: Windsor West		291. SIT:Interorganizational Networks				295. SIT:Efficacy and its Effects		
IPC	RY: Canadian 1		368. IP: Organizing for Innovation				380. IP: Complexity, Change & Vision		
IPC	RY: Canadian 2		369. IP: Conversations in TIM				381. IP: Entrepreneurs' Behavior		
IPC	RY: Canadian 3		370. IP: Health Related Issues				382. IP: Conflict, Culture & Gender		
IPC	RY: Canadian 4		371. IP: Voice				383. IP: Brain Drain, AIDS & Org. Outcomes		
IPC	RY: Canadian 5		372. IP: Current Theoretical Trends in OCIS				384. IP: Perceptions & Their Implications		
IPC	RY: Canadian 6		373. IP: New Empirical Directions in OCIS				385. IP: Research Methods - Details		
IPC	RY: Canadian 7		374. IP: Internat'l & Comparative Perspectives						
IPC	RY: Canadian 8		375. IP: Perspectives on Discrimination						
IPC	RY: Canadian 9		376. IP: New Direction in HC Research						
IPC	RY: Canadian 10		377. IP: Exploring Consulting Concepts						
IPC	RY: Canadian 11		378. IP: Cognitive Foundations of D.M.						
IPC	RY: Canadian 12		379. IP: Strategies & Tools - Env. Mgt.						
INT	RY: Ballroom 1			392. The Village Square					
BPS	H: Tom Thomson			429. P: TMT Processes & Outcomes			433. P: Control & Reward Systems		
BPS	H: Varley			431. P: Firm Boundaries/Contracts			434. P: KBV & Competitive Advantage		
BPS	H: Casson			430. P: Strategy and Competition			432. P: Corporate Governance		
CAR	SC: Elgin		450. DS: Re-Integrating Careers Research						
CM	RY: Confederation 4						461. S: In One Way and Out the Other II:The		
ENT	RY: Confederation 6			496. P: Entrepreneurial Decision- Making			497. P: VC- Entrepreneur Relationship		
GDO	RY: York		518. S: Beautyism, Stigma, and Discrimination				519. P: Gender and Racioethinic Differences		
HCM	SC: City Hall		541. S: Using Qualitative Methods:Avoid at Your Own Risk						
HR	SC: Simcoe		569. S: Teamworking and Well-Being				572. P: Selection - Interviews		
HR	SC: Dufferin		570. P: Diversity				571. S: Work and Family in a New Age		
IM	H: Lismer			604. P: Entering Foreign Markets			606. P: Value Creation in JVs/Alliances		
IM	H: Carmichael, Jackson			603. P: Knowledge Search and Transfer			605. P: Navel-gazing, Globalization and a		
MC	RY: Nova Scotia	← MED							
MED	RY: British Columbia		655. P: Leadership: A Fresh Look				656. S: The Accreditation Process		
MH	H: Harris		673. P: History's Influence in Mgmt.				674. P: Pioneers in Mgmt. Thought.		
MOC	RY: Confederation 3						692. P: Organizational Learning		
OM	RY: Manitoba		717. Continental 718. P: Supplier Management				719. P: Extended Enterprises		
OMT	SC: Kenora		744. P: Adaptation and Survival						
OMT	SC: Huron						745. P: Organizational Change		
ODC	RY: Library	767. Continental	768. S: Sustainable Work Systems				769. P: Developing Change Capabilities		

OB	SC: Conference Room F	797. P: Commitment:Causes and		
OB	SC: Conference Room G	798. P: New Technologies		
OB	SC: Conference Room B&C	796. S: Follower Perceptions of Leaders		799. P: Team Composition: Heterogeneity
OCIS	RY: Confederation 5	814. S: Strategic Consequences of IT Mgmt.		815. P: Role of the CIO
ONE	RY: Tudor 7			829. P: Org. Learning & the Nat. Envt.
PNP	RY: Tudor 8	841. P: Institutional Theory		842. P: Inter-organizational Relationships
RM	SC: Wentworth			857. P: New Methodological Approaches
SIM	SC: Dominion Ballroom S	874. P: Ethics II		875. P: Stakeholder Theory II
TIM	RY: Algonquin	896. P: Insights into Learning and Innovation		897. P: Managing Technology Development

Wednesday Afternoon, August, 9, 2000

		12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30
AA	RY: Ontario	262. JS: Advancing Research on Organizational Change							
SHCS	SC: Dominion Ballroom N	260. JS: Management in Transition Economies							
JS	H: McDonald	261. JS: Women, Careers, Transitions and Growth							
JS	RY: Alberta	265. JS: Lessons from Y2K							
JS	RY: Territories	770. S: The Temporality of Improvisation							
JS	SC: Civic Ballroom	264. JS: Competition in the Airline Industry							
JS	SC: Conference Room D&E	263. JS: Compensation Design							
BPS	H: Tom Thomson	435. S: Integrating Management and Economics							
BPS	H: Varley	436. S: Making Strategy for a New Time							
BPS	H: Casson	437. P: Alliances and Performance							
ENT	RY: Confederation 6		498. P: Social Capital, Networks & Ent'ship						
HCM	SC: City Hall	542. P: Structure, Strategy, & Performance							
HR	SC: Simcoe	573. P: Benefits							
IM	H: Lismer	607. S: International Careers of Female							
IM	H: Carmichael, Jackson				608. M: Member				
MED	RY: British Columbia	657. S: Teaching Strategic Management					658. S: Time to Think Out of the Box?		
MH	H: Harris	675. P: Contracts, Employment, and Rent							
ODC	RY: Library			771. P: Changing Organizational Design Configurations					
OB	SC: Conference Room B&C	800. S: Client-Service Relationships							
ONE	RY: Tudor 7	830. DS: Shell, Nigeria and the Ogoni							
SIM	SC: Dominion Ballroom S	876. P: Corporate Social Performance II							
TIM	RY: Algonquin		898. P: High-Performing Innovation Teams						

Conference Activities and Meetings

Program Chair: Jean M. Bartunek, Boston College
Program Coordinator: Raul A. Necochea, Boston College

	Start	Division Program
F	1:00pm	**1.** Board of Governors Meeting ◆ RY:British Columbia
Saturday	9:00am	**2.** Board of Governors Meeting ◆ RY:The Boardroom
	10:00am	**3.** AME/EMJ Writers' Workshop ◆ RY:Newfoundland
	12:00pm	**4.** Registration ◆ SC:Convention Registration
	5:00pm	**5.** JME Reception ◆ RY:York
	5:30pm	**6.** Washington 2001 Committee ◆ RY:Newfoundland
	6:00pm	**7.** AOM Placement Services ◆ SC:York
	6:30pm	**8.** Timeless Learning and Karl Weick ◆ SC:Ballroom West
Sunday	7:30am	**9.** Breakfast with AOM Chairs ◆ SC:Kent
	9:00am	**10.** Placement ◆ SC:VideOffice **11.** Registration ◆ SC:Convention Registration **12.** Membership ◆ SC:Convention Registration I
	9:30am	**13.** Executive Committee of Council ◆ SC:Huron **14.** Current Program Chairs ◆ SC:Kent **15.** Officers of Regional AOM Assoc. ◆ SC:Simcoe **16.** Newsletter Editors ◆ SC:Elgin
	10:00am	**17.** Global Networking Area ◆ SC:Sheraton Hall
	10:30am	**18.** People of Color Committee ◆ SC:Dufferin **19.** Incoming Division Chairs ◆ SC:Kent
	12:00pm	**20.** Incoming (2000-2001) Program Chairs ◆ SC:Simcoe **21.** Incoming PDW Chairs ◆ SC:Dufferin **22.** Exhibits ◆ SC:Sheraton Hall **23.** Academy of Management Council ◆ SC:Essex **24.** International Theme Committee ◆ RY:Jasper 1-266 **25.** AMR Writers Workshop ◆ SC:City Hall
	12:15pm	**26.** Southern Mgmt. Assoc. ◆ SC:Elgin **27.** Southwest AOM ◆ SC:Wentworth **28.** Eastern AOM ◆ SC:Kenora **29.** Midwest AOM ◆ SC:Huron **30.** Western AOM ◆ SC:Kent
	1:00pm	**31.** Orientation for New Members ◆ SC:Conference Room B
	2:00pm	**32.** AMJ Editoral Board ◆ SC:Elgin **33.** AMR Editoral Board ◆ SC:Wentworth **34.** AME Editoral Board ◆ SC:Kenora **35.** M@n@gement ◆ SC:Huron **36.** Leadership Quarterly ◆ SC:Kent **37.** Organization Science ◆ SC:Simcoe **38.** J. of Org. Change Mgmt. ◆ SC:Conference Room C **39.** J. of Occupational Health Psych. ◆ SC:Conference Room F **40.** Group & Org. Mgmt. ◆ SC:Conference Room G **41.** Journal of Management Inquiry ◆ RY:York **42.** Administrative Science Quarterly ◆ SC:Dufferin **43.** Organization ◆ RY:Prince Edward Island **44.** Journal of Operations Management ◆ RY:New Brunswick **45.** Journal of Management Education ◆ RY:Nova Scotia
	3:30pm	**46.** OS Board Reception ◆ SC:Civic Ballroom **47.** Journal of Management Inquiry Reception ◆ RY:Alberta **48.** Journal of Leadership Studies ◆ SC:Conference Room D **49.** Journal of Management ◆ SC:Conference Room C **50.** Management Science ◆ SC:Conference Room G **51.** Management Learning ◆ SC:Kenora **52.** Executive Committees ◆ VH:See Below **53.** AOM Learning J. ◆ SC:Conference Room B
	4:00pm	**54.** AOM Placement Services ◆ SC:York
	7:15pm	**55.** All-Academy Reception ◆ RY:Concert Hall
	9:00pm	**56.** All-Academy Party ◆ RY:Concert Hall
Monday	9:00am	**57.** Placement ◆ SC:VideOffice **58.** Registration ◆ SC:Convention Registration **59.** Membership ◆ SC:Convention Registration I **60.** Exhibits ◆ SC:Sheraton Hall
	10:00am	**61.** Global Networking Area ◆ SC:Sheraton Hall **62.** JOB Editors ◆ RY:Prince Edward Island
	12:10pm	**63.** JOB Luncheon ◆ RY:Prince Edward Island
	6:30pm	**64.** AOM Journals' Hall of Fame ◆ RY:Toronto
	8:00pm	**65.** New & Int'l Members Reception ◆ SC:Dominion Ballroom S

Tuesday	9:00am	**66.** Placement ◆ SC:VideOffice **67.** Registration ◆ SC:Convention Registration **68.** Membership ◆ SC:Convention Registration I **69.** Exhibits ◆ SC:Sheraton Hall
	12:00pm	**70.** Presidential Luncheon ◆ SC:Grand Ballroom
	2:00pm	**71.** Global Networking Area ◆ SC:Sheraton Hall
	6:00pm	**72.** AOM Fellows Reception ◆ Off:To Be Announced
	6:30pm	**73.** Human Relations Reception ◆ RY:Upper Canada
Wed	9:00am	**74.** Placement ◆ SC:VideOffice **75.** Registration ◆ SC:Convention Registration **76.** Membership ◆ SC:Convention Registration I **77.** Exhibits ◆ SC:Sheraton Hall

Friday 1:00PM

1. Meeting: **Board of Governors Meeting**
- 1:00- 5:00 Royal York: British Columbia

Organizer: David A. Whetten, Brigham Young U.

Saturday 9:00AM

2. Meeting: **Board of Governors Meeting**
- 9:00- 5:00 Royal York: The Boardroom

Organizer: David A. Whetten, Brigham Young U.

Saturday 10:00AM

3. Meeting: **AME/EMJ Writers' Workshop**
- 10:00- 12:00 Royal York: Newfoundland

Organizer: Sheila Puffer, Northeastern U.

Saturday 12:00PM

4. Meeting: **Registration**
- 12:00- 5:00 Sheraton Centre: Convention Registration

Organizer: Nancy Urbanowicz, Academy of Management

Saturday 5:00PM

5. Journal of Management Education Reception
- 5:00- 6:30 Royal York: York

Organizer: Diana Bilimoria, Case Western Reserve U.

Saturday 5:30PM

6. Meeting: **Washington 2001 Organizing Committee Meeting**
- 5:30- 6:30 Royal York: Newfoundland

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

Saturday 6:00PM

7. How to Use Academy of Management Placement Services
- 6:00- 7:00 Sheraton Centre: York

Presenters: Geralyn McClure Franklin, U. of Texas, Permian Basin; Nancy H. Leonard, Lewis-Clark State College; Mary Jo Vaughan, Mercer U.

Saturday 6:30PM

8. Timeless Learning: A Celebration of Management Learning Honouring Karl Weick
- 6:30- 9:00 Sheraton Centre: Ballroom West

Management Learning, an international, interdisciplinary and innovative journal, is hosting a celebration of learning by honouring Professor Karl Weick and hosting a reception. This event is a unique opportunity to learn about Karl Weick's intellectual journey as an academic and a learner, and his concerns and interests with those of Management Learning. The reception is sponsored by Sage Publications.
Organizer: Elena P. Antonacopoulou, U. of Manchester
Hosts: Elena P. Antonacopoulou, U. of Manchester; Christopher Grey, U. of Cambridge
Keynote Speaker: Karl E. Weick, U. of Michigan

Sunday 7:30AM

9. Meeting: **Breakfast Meeting with Heads of Academy Committees and Current Chairs of Divisions and Interest Groups**
- 7:30- 9:00 Sheraton Centre: Kent

Organizer: Andrew H. Van de Ven, U. of Minnesota

Sunday 9:00AM

10. Meeting: **Placement**
- 9:00- 12:00 Sheraton Centre: VideOffice

Open to receive forms and to distribute books listing pre-registered applicants and positions.
Coordinator: Geralyn McClure Franklin, U. of Texas, Permian Basin

11. Meeting: **Registration**
- 9:00- 5:00 Sheraton Centre: Convention Registration

Organizer: Nancy Urbanowicz, Academy of Management

12. Meeting: **Membership**
- 9:00- 3:00 Sheraton Centre: Convention Registration I

What are the benefits of AOM membership? Need to update your member information? Want to get involved?
Coordinator: Carolyn Wiley, U. College, Dublin

Sunday 9:30AM

13. Meeting: **Executive Committee of Council**
- 9:30- 10:30 Sheraton Centre: Huron

Chair: dt ogilvie, Rutgers U.

14. Meeting: **Current Program Chairs**
- 9:30- 10:20 Sheraton Centre: Kent

Organizer: Jean M. Bartunek, Boston College

15. Meeting: **Officers of Regional AOM Associations and Other Affiliates**
- 9:30- 10:30 Sheraton Centre: Simcoe

Organizer: David A. Whetten, Brigham Young U.

16. Meeting: **Newsletter Editors for Professional Divisions and Interest Groups**
- 9:30- 10:30 Sheraton Centre: Elgin

Organizer: Jo Ann M. Duffy, Sam Houston State U.

Sunday 10:00AM

17. Meeting: **Global Networking Area**
- 10:00- 2:00 Sheraton Centre: Sheraton Hall

Visit the Global Networking Booth. Location: Break area of the Exhibit Hall. The Global Networking Area, cosponsored by the International Theme Committee (formerly IPC) and the Membership Committee, is

the official area for breaks, refreshments, interesting short programs, discussions, and literature concerning international opportunities for Academy members. Come visit us! Sponsored by York U.
Coordinators: Ann Gregory, Memorial U. of Newfoundland; Carolyn Wiley, U. College, Dublin

Sunday 10:30AM

18. Meeting: **People of Color Committee Meeting**
- 10:30- 12:00 Sheraton Centre: Dufferin

Organizer: Stella M. Nkomo, U. of South Africa

19. Meeting: **Incoming Chairs of Divisions and Interest Groups**
- 10:30- 12:00 Sheraton Centre: Kent

Organizer: Jean M. Bartunek, Boston College

Sunday 12:00PM

20. Meeting: **Incoming (2000-2001) Program Chairs**
- 12:00- 1:30 Sheraton Centre: Simcoe

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

21. Meeting: **Incoming (2000-2001) Professional Development Workshop Chairs**
- 12:00- 1:30 Sheraton Centre: Dufferin

22. Meeting: **Exhibits**
- 12:00- 5:00 Sheraton Centre: Sheraton Hall

Coordinator: Philip Stone, Point-One International

23. Meeting: **Academy of Management Council**
- 12:00- 2:00 Sheraton Centre: Essex

Chair: dt ogilvie, Rutgers U.

24. Meeting: **International Theme Committee**
- 12:00- 2:00 Royal York: Jasper 1-266

Chair: Morten Huse, Centre for Church Research, Norway/Scandinavian Institute for Research in Entrepreneurship

25. Meeting: **AMR Writers Workshop**
- 12:00- 2:00 Sheraton Centre: City Hall

Chair: Linn Van Dyne, Michigan State U.

Sunday 12:15PM

26. Meeting: **Officers of the Southern Management Association**
- 12:15- 1:45 Sheraton Centre: Elgin

Organizer: Tammy G. Hunt, U. of North Carolina, Wilmington

27. Meeting: **Officers of the Southwest Academy of Management**
- 12:15- 1:45 Sheraton Centre: Wentworth

Organizer: Diana Reed, Drake U.

28. Meeting: **Officers of the Eastern Academy of Management**
- 12:15- 1:45 Sheraton Centre: Kenora

Organizer: Joel Harmon, Fairleigh Dickinson U.

29. Meeting: **Officers of the Midwest Academy of Management**
- 12:15- 1:45 Sheraton Centre: Huron

Organizer: Nancy E. Day, U. of Missouri, Kansas City

30. Meeting: **Officers of the Western Academy of Management**
- 12:15- 1:45 Sheraton Centre: Kent

Organizer: Gretchen Spreitzer, U. of Southern California

Sunday 1:00PM

31. Meeting: **Orientation for New Members**
- 1:00- 2:00 Sheraton Centre: Conference Room B

All new members are welcome to learn about the Academy. Refreshments will be served.
Organizer: Carolyn Wiley, U. College, Dublin

Sunday 2:00PM

32. Meeting: **Academy of Management Journal Editorial Board**
- 2:00- 3:30 Sheraton Centre: Elgin

Chair: Gregory B. Northcraft, U. of Illinois

33. Meeting: **Academy of Management Review Editorial Board**
- 2:00- 3:30 Sheraton Centre: Wentworth

Chair: Edward J. Conlon, U. of Notre Dame

34. Meeting: **Academy of Management Executive Editorial Board**
- 2:00- 3:30 Sheraton Centre: Kenora

Chair: Sheila Puffer, Northeastern U.

35. Meeting: **M@n@gement**
- 2:00- 3:30 Sheraton Centre: Huron

Chair: Bernard Forgues, U. of Paris

36. Meeting: **Leadership Quarterly**
- 2:00- 3:30 Sheraton Centre: Kent

Chair: James Hunt, Texas Tech U.

37. Meeting: **Organization Science**
- 2:00- 3:30 Sheraton Centre: Simcoe

Chair: Claudia Bird Schoonhoven, U. of California, Irvine

38. Meeting: **Journal of Organizational Change Management**
- 2:00- 3:30 Sheraton Centre: Conference Room C

Chairs: David M. Boje, New Mexico State U.; Nancy E. Landrum, Morehead State U.

39. Meeting: **Journal of Occupational Health Psychology**
- 2:00- 3:30 Sheraton Centre: Conference Room F

Chair: Julian Barling, Queen's U.

40. Meeting: **Group and Organization Management**
- 2:00- 3:30 Sheraton Centre: Conference Room G

Chair: Christopher Earley, Indiana U.

41. Meeting: **Journal of Management Inquiry**
- 2:00- 3:30 Royal York: York

Chair: Paul M. Hirsch, Northwestern U.

42. Meeting: **Administrative Science Quarterly**
- 2:00- 3:30 Sheraton Centre: Dufferin

Chair: Christine Oliver, York U.

43. Meeting: **Organization**
- 2:00- 3:30 Royal York: Prince Edward Island

Chairs: Marta B. Calas, U. of Massachusetts, Amherst; Rosemary Nixon, Sage Publications, UK; Linda Smircich, U. of Massachusetts, Amherst

44. Meeting: **Journal of Operations Management**
- 2:00- 3:30 Royal York: New Brunswick

Organizer: Cecil Chester Bozarth, North Carolina State U.

45. Meeting: **Journal of Management Education**
- 2:00- 3:30 Royal York: Nova Scotia

Chair: Diana Bilimoria, Case Western Reserve U.

Sunday 3:30PM

46. Organization Science Editorial Review Board Reception
- 3:30- 5:00 Sheraton Centre: Civic Ballroom

Organizers: Claudia Bird Schoonhoven, U. of California, Irvine; Andrea Canfield, Organization Science

47. Journal of Management Inquiry Reception
- 3:30- 5:00 Royal York: Alberta

Organizer: Paul M. Hirsch, Northwestern U.

48. Meeting: **Journal of Leadership Studies**
- 3:30- 5:00 Sheraton Centre: Conference Room D

Chair: Richard M. Hodgetts, Florida International U.

49. Meeting: **Journal of Management**
- 3:30- 5:00 Sheraton Centre: Conference Room C

Chair: K. Michelle Kacmar, Florida State U.

50. Meeting: **Management Science**
- 3:30- 5:00 Sheraton Centre: Conference Room G

Chair: Linda Argote, Carnegie Mellon U.

51. Meeting: **Management Learning**
- 3:30- 5:00 Sheraton Centre: Kenora

Chairs: Christopher Grey, U. of Cambridge; Elena P. Antonacopoulou, U. of Manchester

52. Meeting: **Executive Committee Meetings of Divisions and Interest Groups**
- 3:30- 5:00 Various Hotels: See Below

Business Policy and Strategy, RY Quebec Saturday 1-6p
Careers, SC Elgin
Conflict Management, RY Confederation 4
Entrepreneurship, RY Confederation 6
Gender and Diversity in Organizations, RY York
Health Care Management, SC City Hall
Human Resources, SC Simcoe
International Management, H Lismer
Management Consulting, RY Nova Scotia
Management Education and Development, RY British Columbia
Management History, H Harris
Management, Spirituality, and Religion, SC Essex
Managerial and Organizational Cognition, RY Confederation 3
Operations Management, RY Manitoba
Organization and Management Theory, SC Huron
Organization Development and Change, RY Library
Organizational Behavior, SC Conference Room F
Organizational Communication and Information Systems, RY Confederation 5
Organizations and the Natural Environment, RY Tudor 7
Public and Nonprofit, RY Tudor 8
Research Methods, SC Wentworth
Social Issues in Management, SC Dominion Ballroom South
Technology and Innovation Management, RY Algonquin

53. Meeting: **Academy of Management Learning Journal**
- 3:30- 5:00 Sheraton Centre: Conference Room B

Chair: Roy J. Lewicki, Ohio State U.

Sunday 4:00PM

54. How to Use the Academy of Management Placement Services
- 4:00- 5:00 Sheraton Centre: York

Presenters: Geralyn McClure Franklin, U. of Texas, Permian Basin; Nancy H. Leonard, Lewis-Clark State College; Mary Jo Vaughan, Mercer U.

Sunday 7:15PM

55. All-Academy Reception
- 7:15- 9:00 Royal York: Concert Hall

The Toronto 2000 Organizing Committee welcomes you to the annual meeting. Come and enjoy the good times! Sponsored by Queen's U., U. of Toronto, and Texas A&M U.
Hosts: Jean M. Bartunek, Boston College; Raul A. Necochea, Boston College; Jone L. Pearce, U. of California, Irvine; Wendy Gillett, U. of California, Irvine; Barbara Kelsey, Ryerson Polytechnic U.; J Keith Murnighan, Northwestern U.; Jia Lin Xie, U. of Toronto/City U. of Hong Kong; Joan L. Weiner, Drexel U.; William Snavely, U. of Miami; Karen S. Whelan-Berry, Samford U.; Philip Stone, Point-One International; Geralyn McClure Franklin, U. of Texas, Permian Basin; Stephen J. Havlovic, U. of Wisconsin, Whitewater; E. James Flynn, Wake Forest U.; Morten Huse, Centre for Church Research, Norway/Scandinavian Institute for Research in Entrepreneurship; Alan B. Eisner, Pace U.; Carolyn Wiley, U. College, Dublin; Nancy Urbanowicz, Academy of Management; Terese Loncar, Academy of Management

Sunday 9:00PM

56. All-Academy Party
- 9:00- 11:59 Royal York: Concert Hall

Come party with Canada's own Hip Kings; can you feel the heat? - Guaranteed to get you up dancing to your favourite rock, R&B and dance hits!
Coordinator: Barbara Kelsey, Ryerson Polytechnic U.

Monday 9:00AM

57. Meeting: **Placement**
- 9:00- 5:00 Sheraton Centre: VideOffice

Open to receive forms and to distribute books listing pre-registered applicants and positions.
Coordinator: Geralyn McClure Franklin, U. of Texas, Permian Basin

58. Meeting: **Registration**
- 9:00- 5:00 Sheraton Centre: Convention Registration

Organizer: Nancy Urbanowicz, Academy of Management

59. Meeting: **Membership**
- 9:00- 4:00 Sheraton Centre: Convention Registration I

What are the benefits of AOM membership? Need to update your member information? Want to get involved?
Coordinator: Carolyn Wiley, U. College, Dublin

60. Meeting: **Exhibits**
- 9:00- 5:00 Sheraton Centre: Sheraton Hall

Coordinator: Philip Stone, Point-One International

Monday 10:00AM

61. Meeting: **Global Networking Area**
- 10:00- 4:00 Sheraton Centre: Sheraton Hall

Visit the Global Networking Booth. Location: Break area of the Exhibit Hall. The Global Networking Area, cosponsored by the International Theme Committee (formerly IPC) and the Membership Committee, is the official area for breaks, refreshments, interesting short programs, discussions, and literature concerning international opportunities for Academy members. Come visit us! Sponsored by York U.
Coordinators: Ann Gregory, Memorial U. of Newfoundland; Carolyn Wiley, U. College, Dublin

62. Meeting: **Journal of Organizational Behavior Consulting Editors**
- 10:00- 12:00 Royal York: Prince Edward Island

Chair: Denise M. Rousseau, Carnegie Mellon U.

Monday 12:10PM

63. **Journal of Organizational Behavior Luncheon**
- 12:10- 2:10 Royal York: Prince Edward Island

Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 6:30PM

64. Meeting: **Reception Honoring the Academy Journals' Hall of Fame**
- 6:30- 8:00 Royal York: Toronto

Coordinator: Thomas W. Lee, U. of Washington

Monday 8:00PM

65. **Reception for New and International Members**
- 8:00- 10:00 Sheraton Centre: Dominion Ballroom S

The President and Board of Governors welcome you to come by and be festive! Come mingle with friends and colleagues. Sponsored by Brigham Young U.
Host: David A. Whetten, Brigham Young U.

Tuesday 9:00AM

66. Meeting: **Placement**
- 9:00- 5:00 Sheraton Centre: VideOffice

Open to receive forms and to distribute books listing pre-registered applicants and positions.
Coordinator: Geralyn McClure Franklin, U. of Texas, Permian Basin

67. Meeting: **Registration**
- 9:00- 5:00 Sheraton Centre: Convention Registration

Organizer: Nancy Urbanowicz, Academy of Management

68. Meeting: **Membership**
- 9:00- 11:00 Sheraton Centre: Convention Registration I

What are the benefits of AOM membership? Need to update your member information? Want to get involved?
Coordinator: Carolyn Wiley, U. College, Dublin

69. Meeting: **Exhibits**
- 9:00- 5:00 Sheraton Centre: Sheraton Hall

Coordinator: Philip Stone, Point-One International

Tuesday 12:00PM

70. **Presidential Luncheon**
- 12:00- 2:00 Sheraton Centre: Grand Ballroom

President David Whetten will address the Academy in this session. Winners of the Distinguished Service, Scholar and Educator Awards, the Terry Book Award and the various Best Paper Awards will be announced by President-Elect Andrew Van de Ven.
Chair: Andrew H. Van de Ven, U. of Minnesota
Keynote Speaker: David A. Whetten, Brigham Young U.

Tuesday 2:00PM

71. Meeting: **Global Networking Area**
- 2:00- 5:00 Sheraton Centre: Sheraton Hall

Visit the Global Networking Booth. Location: Break area of the Exhibit Hall. The Global Networking Area, cosponsored by the International Theme Committee (formerly IPC) and the Membership Committee, is the official area for breaks, refreshments, interesting short programs, discussions, and literature concerning international opportunities for Academy members. Come visit us! Sponsored by York U.
Coordinators: Ann Gregory, Memorial U. of Newfoundland; Carolyn Wiley, U. College, Dublin

Tuesday 6:00PM

72. Meeting: **Academy of Management Fellows Reception and Dinner**
- 6:00- 10:00 Off Site: To Be Announced

By invitation only
Organizer: Don Hellriegel, Texas A&M U.

Tuesday 6:30PM

73. **Human Relations Reception**
- 6:30- 8:30 Royal York: Upper Canada

Organizer: Tamar Jeffers, Tavistock Institute

Wednesday 9:00AM

74. Meeting: **Placement**
- 9:00- 12:00 Sheraton Centre: VideOffice

Open to receive forms and to distribute books listing pre-registered applicants and positions.
Coordinator: Geralyn McClure Franklin, U. of Texas, Permian Basin

75. Meeting: **Registration**
- 9:00- 12:00 Sheraton Centre: Convention Registration

Organizer: Nancy Urbanowicz, Academy of Management

76. Meeting: **Membership**
- 9:00- 12:00 Sheraton Centre: Convention Registration I

What are the benefits of AOM membership? Need to update your member information? Want to get involved?
Coordinator: Carolyn Wiley, U. College, Dublin

77. Meeting: **Exhibits**
- 9:00- 12:00 Sheraton Centre: Sheraton Hall

Coordinator: Philip Stone, Point-One International

Shared Professional Development Workshops

Program Chair: Jone L. Pearce, U. of California, Irvine
Program Coordinator: Wendy Gillett, U. of California, Irvine

	Start	Shared Program
Friday	9:00am	**78.** SPDW: Service-Learning Community Service Project ◆ Off:Toronto Covenant House
	1:00pm	**79.** SPDW: Successful Women Worldwide: A New Time for Understanding ◆ SC:Conference Room G
		80. SPDW: Global Management and the Science of Time ◆ Off:Ontario Science Centre
		81. SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm	**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm	**83.** SPDW: OMT/OB/ODC Doctoral Consortium ◆ SC:City Hall
		84. SPDW: OMT/OB Junior Faculty Consortium ◆ SC:Simcoe & Dufferin
		85. SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am	**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**87.** SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian
		88. SPDW: OMT/OB Junior Faculty Consortium ◆ SC:City Hall
		89. SPDW: Social Networks Research ◆ SC:York
		90. SPDW: CMSW: What's Critical? ◆ RY:Ontario
		91. SPDW: Making Learning Real: The Ohio Model. ◆ SC:Dufferin
		92. SPDW: Making Time to Talk ◆ SC:Conference Room D
	8:30am	**93.** SPDW: Teaching OB with Technology ◆ Off:Ryerson Polytechnic U.
		94. SPDW: OCIS/TIM Junior Faculty Consortium ◆ SC:Carleton
		95. SPDW: Designing HCM Courses ◆ SC:Kenora
		96. SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am	**97.** SPDW: Bringing Complexity Theory to Bear ◆ SC:Elgin
		98. SPDW: Three Conversations on Org. Knowledge ◆ SC:Ballroom Centre
	9:30am	**99.** SPDW: Stakeholder Learning Dialogs ◆ SC:Norfolk
	10:00am	**100.** SPDW: 4 Perspectives on Careers ◆ H:Jackson
		101. SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario
		102. SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	**103.** SPDW: Teaching Cognition ◆ RY:York
		104. SPDW: Quantitative Methods and Complexity Theory ◆ SC:Conference Room E
		105. SPDW: Structural Equation Modeling in Cross-Cultural Research ◆ SC:Elgin
		106. SPDW: Problem-Based Learning in Business Schools ◆ RY:Salon A
		107. SPDW: Case Critique Colloquium ◆ SC:Norfolk
		108. SPDW: Wrkshp:Studnt Consultg Projcts ◆ SC:Kent
	1:30pm	**109.** SPDW: Reflecting on & Applying Learning ◆ SC:Conference Room D
	2:00pm	**110.** SPDW: Nonprofit Management Education ◆ RY:British Columbia
	2:30pm	**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario
		112. SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm	**113.** SPDW: Structural Hole Opportunities ◆ RY:Confederation 5
		114. SPDW: Roundtables with editors ◆ H:Tom Thomson
	5:30pm	**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm	**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm	**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am	**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**119.** SPDW: Statistical Software for Data Analysis ◆ H:Varley
		120. SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian
		121. SPDW: Strategic E-Business Opportunities ◆ H:McDonald
		122. SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom
		123. SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**124.** SPDW: Three Conversations -- Conclusion ◆ SC:Ballroom West
		125. SPDW: Collaboration in Research and Teaching ◆ SC:Ballroom Centre
		126. SPDW: OMT/OB Junior Faculty Consortium ◆ SC:City Hall
		127. SPDW: Organizational Research and Methods ◆ RY:Ontario
	9:30am	**128.** SPDW: Re-Creating Time for Teaching OMT ◆ SC:Ballroom West
	10:00am	**129.** SPDW: Backlash, Academia and Change ◆ RY:Tudor 7
		130. SPDW: How International Members Can Become Leaders in AoM ◆ SC:Conference Room G
		131. SPDW: Public Corruption Roundtable ◆ RY:Jasper 1-266
	10:30am	**132.** SPDW: Aldrich as Author Meets Critics ◆ RY:Territories
		133. SPDW: Practical Insights for E-business Transformations ◆ H:McDonald
		134. SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom

Friday 9:00AM

78. SPDW:*(SIM, ONE, MED, PNP)* **Service-Learning Community Service Project**

- 9:00- 8:00 Off Site: Toronto Covenant House

A service-learning project at Covenant House Toronto, Canada's largest youth shelter. Pre-registration requested. For more information, or to pre-register, contact Gordon Rands, 309-298-1342 or GP-Rands@wiu.edu
Organizers: Larry Lad, Butler U.; Gordon P. Rands, Western Illinois U.

Friday 1:00PM

79. ✈⧖SPDW:*(ITC, IM, GDO)* **Successful Women Worldwide: A New Time for Understanding**
- 1:00- 4:00 Sheraton Centre: Conference Room G

Preregistration with Betty Punnett (eureka@caribsurf.com) required.
Organizer: Betty Jane Punnett, U. of the West Indies/U. of Windsor
Panel: Jo Ann M. Duffy, Sam Houston State U.; Suzy Fox, Loyola U., Chicago; Ann Gregory, Memorial U. of Newfoundland; Terri Lituchy, Concordia U.; Miguel Olivas, U. of Pittsburgh/ITESM, Monterrey

80. 🕮☯✈⧖SPDW:*(IM, MOC, OMT, BPS, OB)* **Chronos and Kairos: Global Management and the Science of Time**
- 1:00- 8:00 Off Site: Ontario Science Centre

Session held at Ontario Science Center from 1 to 8 p.m.; Preregistration with Martha Maznevski (Martha@virginia.edu) required. US $15 registration fee; Session held at Ontario Science Center; Co-sponsored by the Institute of International Business(IIB), Stockholm School of Economics.
Organizers: Martha L. Maznevski, U. of Virginia; Mary E. Zellmer-Bruhn, U. of Minnesota
Panel: Stuart Albert, U. of Minnesota; Neal M. Ashkanasy, U. of Queensland/Purdue U.; Allen C. Bluedorn, U. of Missouri, Columbia; Peter Anthony Clark, U. of Birmingham, UK; Cristina Gibson, U. of Southern California; Melinda Mayfield, Purdue U.; Gerardo Okhuysen, U. of Texas, Dallas; Mary J. Waller, U. of Illinois, Urbana-Champaign; Srilata Zaheer, U. of Minnesota

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Organizer: Craig VanSandt, Virginia Polytechnic Institute and State U.
Panel: Walter Nord, U. of South Florida; George Watson, Saint John's U.; Libby Bishop, Institute for Research on Learning; Bart Victor, Vanderbilt U.; James P. Walsh, U. of Michigan; Bruce Barry, Vanderbilt U.; Maureen Scully, Simmons College; Nancy B. Kurland, U. of Southern California; Linda Forbes, Marist College; James R. Barker, United States Air Force Academy; Linda Smircich, U. of Massachusetts, Amherst

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Organizer: Vanessa Hill, Winthrop U.
Panel: Leon Levitt, Madonna U.; Joanne Martin, Stanford U.; Karl E. Weick, U. of Michigan

Friday 6:00PM

83. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Friday Welcome Session**
- 6:00- 8:00 Sheraton Centre: City Hall

Nominate participants to: Prof. Kim Elsbach, Graduate School of Management, UC Davis, Davis, CA 95616, (530) 752-0910, kdelsbach@ucdavis.edu (please indicate divisional membership).
Organizers: Kimberly D. Elsbach, U. of California, Davis; Ranjay Gulati, Northwestern U.; Robert Folger, Tulane U.; Kenneth Murrell, U. of West Florida; Ram Tenkasi, Benedictine U.
Panel: Beth Bechky, U. of Pennsylvania; Arthur P. Brief, Tulane U.; Joel Brockner, Columbia U.; Daniel M. Cable, U. of North Carolina; Janet M. Dukerich, U. of Texas, Austin; Jeffrey R. Edwards, U. of North Carolina; Daniel C. Feldman, U. of South Carolina; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Robert I. Sutton, Stanford U.; Anand Swaminathan, U. of California, Davis; Edward Zajac, Northwestern U.

84. 🕮SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 6:00- 9:00 Sheraton Centre: Simcoe & Dufferin

Organizers: Stephen James Mezias, New York U.; Anne M. O'Leary-Kelly, U. of Arkansas; Lori Rosenkopf, U. of Pennsylvania; Sigal Barsade, Yale U.
Panel: Ricky W. Griffin, Texas A&M U.; Linda Livingstone, Baylor U.; Elizabeth Wolfe Morrison, New York U.; Joel H. Neuman, State U. of New York, New Paltz; Heather Haveman, Columbia U.; Jerry D. Goodstein, Washington State U.; J. Richard Harrison, U. of Texas, Dallas; Denise M. Rousseau, Carnegie Mellon U.

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Pre-registration and fee required: info at http://aom.pace.edu/cms/.
Organizer: Paul Adler, U. of Southern California

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Organizer: Paul Adler, U. of Southern California

Saturday 8:00AM

87. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Saturday Session**
- 8:00- 5:00 Royal York: Canadian

Nominate participants to: Prof. Kim Elsbach, Graduate School of Management, UC Davis, Davis, CA 95616, (530) 752-0910, kdelsbach@ucdavis.edu (please indicate divisional membership).
Organizers: Kimberly D. Elsbach, U. of California, Davis; Ranjay Gulati, Northwestern U.; Robert Folger, Tulane U.; Kenneth Murrell, U. of West Florida; Ram Tenkasi, Benedictine U.
Panel: Beth Bechky, U. of Pennsylvania; Arthur P. Brief, Tulane U.; Joel Brockner, Columbia U.; Daniel M. Cable, U. of North Carolina; Janet M. Dukerich, U. of Texas, Austin; Daniel C. Feldman, U. of South Carolina; Gregory B. Northcraft, U. of Illinois; Christine Oliver, York U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Claudia Bird Schoonhoven, U. of California, Irvine; Robert I. Sutton, Stanford U.; Anand Swaminathan, U. of California, Davis; Edward Zajac, Northwestern U.; Eric Neilson, Case Western Reserve U.; Chris Argyris, Harvard U.; David M. Boje, New Mexico State U.; Susan Morhman, U. of Southern California; Ella Bell, U. of North Carolina, Chapel Hill

88. 🕮SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 8:00- 5:30 Sheraton Centre: City Hall

Pre-registration required.
Organizers: Stephen James Mezias, New York U.; Anne M. O'Leary-Kelly, U. of Arkansas; Lori Rosenkopf, U. of Pennsylvania; Sigal Barsade, Yale U.
Panel: Ricky W. Griffin, Texas A&M U.; George P. Huber, U. of Texas; Linda Livingstone, Baylor U.; Elizabeth Wolfe Morrison, New York U.; Joel H. Neuman, State U. of New York, New Paltz; Heather Haveman, Columbia U.; Jerry D. Goodstein, Washington State U.; J. Richard Harrison, U. of Texas, Dallas; Denise M. Rousseau, Carnegie Mellon U.

89. ☯✈SPDW:*(IM, RM)* **Social Networks Research**
- 8:00- 5:00 Sheraton Centre: York

Refreshments provided; Bring your own laptop computer; Preregistration with Nick Athanassion (nickath@neu.edu) required, US $40 registration fee.
Organizer: Nicholas Athanassiou, Northeastern U.

Panel: Stephen P. Borgatti, Boston College; Daniel J. Brass, Pennsylvania State U.; David Krackhardt, Carnegie Mellon U.

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**

- 8:00- 10:00 Royal York: Ontario

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Chair: Paul Adler, U. of Southern California
Presenters: Marta B. Calas, U. of Massachusetts, Amherst; Erica Gabrielle Foldy, Boston College; Cynthia Hardy, U. of Melbourne; John Jermier, U. of South Florida; Tony Tinker, Baruch College; Hugh Willmott, U. of Manchester

91. 🕮SPDW:*(MED, ODC)* **Making Learning Real: The Ohio Model. Workshop on Integrated, Problem-based Learning**

- 8:00- 12:00 Sheraton Centre: Dufferin

Limited space of 48 participants. E-mail Mary Tucker at tuckerm1@ohiou.edu. Pre-registration is not mandatory but encouraged.
Organizer: Mary L. Tucker, Ohio U.
Facilitators: Richard G. Milter, Ohio U.; Hugh D. Sherman, Ohio U.; Anne M. McCarthy, Colorado State U.
Moderator: Gary Coombs, Ohio U.

92. 🕮SPDW:*(MED, MOC, ODC, ONE, SIM)* **Making Time to Talk: Stakeholder Learning Dialogs**

- 8:00- 9:00 Sheraton Centre: Conference Room D

Part 1 of 3 Part Series.
Coordinators: Melissa Baucus, Utah State U.; Brian Shaffer, U. of Maryland

Saturday 8:30AM

93. 🕮SPDW:*(OB, MED)* **Transcending Temporal Boundaries in Teaching OB: Employing Technology to Change the Ways Students and Professors Use and Experience Technology**

- 8:30- 4:30 Off Site: Ryerson Polytechnic U.

Preregister with Randall Sleeth at rsleeth@vcu.edu
Chair: Randall G. Sleeth, Virginia Commonwealth U.
Presenters: Randall B. Dunham, U. of Wisconsin, Madison; Joseph E. Garcia, Western Washington U.; William Luddy, Jr., Rensselaer Polytechnic Institute; Robert D. Marx, U. of Massachusetts, Amherst; Guido H. Slangen, Rensselaer Polytechnic Institute; Randall G. Sleeth, Virginia Commonwealth U.; Joan L. Weiner, Drexel U.

94. SPDW:*(OCIS, TIM)* **OCIS/TIM Junior Faculty Consortium**

- 8:30- 5:00 Sheraton Centre: Carleton

This consortium is designed for faculty in organizational communication, information systems, and technology management who are at the early stages of their academic careers. Session participants must pre-register with JoAnne Yates, Sloan School of Management, MIT (jyates@mit.edu).
Organizer: JoAnne Yates, Massachusetts Institute of Technology
Facilitators: Wanda J. Orlikowski, Massachusetts Institute of Technology; Michael L. Tushman, Harvard U.; John Leslie King, U. of Michigan

95. 🕮☯SPDW:*(HCM, MED)* **Designing and Delivering Courses for Students in Health Care Management**

- 8:30- 10:30 Sheraton Centre: Kenora

Preregister with Kathleen Montgomery at kmont@mail.ucr.edu
Coordinator: Kathleen Montgomery, U. of California, Riverside
Facilitators: Myron D. Fottler, U. of Central Florida; Leonard H. Friedman, Oregon State U.; Eric S. Williams, U. of Alabama, Tuscaloosa
Panel: Margarete Arndt, Clark U.; Jon A. Chilingerian, Brandeis U; Martin B. Gerowitz, Xavier U.; Donna Malvey, U. of South Florida

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**

- 8:30- 5:00 Royal York: Upper Canada

Visit our website at www.columbia.edu/~msc53/NDSC2000.html. Sponsored by McMaster U.
Chair: Paul N. Friga, U. of North Carolina, Chapel Hill
Organizers: Melissa Cardon, Columbia U.; Steve Gove, Arizona State U.; Nancy Haus, Case Western Reserve U.
Presenters: Peter J. Lane, Arizona State U.; Kelly Mollica, Wake Forest U.; Terri A. Scandura, U. of Miami/Hong Kong U. of Science and Technology; Jerome A. Katz, Saint Louis U.; Richard M. Hodgetts, Florida International U.; Wayne Hochwarter, U. of Alabama; Jean M. Bartunek, Boston College; Charlotte Sutton, Auburn U.; Hilary Bradbury, Case Western Reserve U.; Glen E. Kreiner, Arizona State U.

Saturday 9:00AM

97. SPDW:*(OMT, BPS, TIM, RM)* **Bringing Complexity Theory to Bear on Organizations: Work in Progress**

- 9:00- 12:00 Sheraton Centre: Elgin

Participants in this theory-building workshop should preregister with Alan Meyer by email at ameyer@oregon.uoregon.edu.
Organizer: Alan D. Meyer, U. of Oregon
Panel: Philip C. Anderson, Dartmouth College; Kathleen M. Carley, Carnegie Mellon U.; Kevin Dooley, Arizona State U.
Participants: Kathleen M. Eisenhardt, Stanford U.; Arie Y. Lewin, Duke U.; Andrew M. Pettigrew, U. of Warwick

98. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge**

- 9:00- 5:00 Sheraton Centre: Ballroom Centre

Organizers: Mark P. Meckler, U. of Portland; Mark Jenkins, Cranfield School of Management; Vikas Anand, U. of Arkansas
Moderators: C Marlena Fiol, U. of Colorado, Denver; William H. Glick, Arizona State U.; Mary Ann Glynn, Emory U.; Peter J. Lane, Arizona State U.; Anne S. Miner, U. of Wisconsin, Madison; J. C. Spender, New York Institute of Technology

Saturday 9:30AM

99. ☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Hands-on Practice in Stakeholder Learning Dialogs**

- 9:30- 12:00 Sheraton Centre: Norfolk

Part two of three-part series.
Facilitators: Jerry M. Calton, U. of Hawaii, Hilo; Steve Payne, Georgia State U.; Joe Raelin, Boston College; Bill Isaacs, Massachusetts Institute of Technology

Saturday 10:00AM

100. ☯SPDW:*(CAR, MH)* **Four Perspectives on Careers**

- 10:00- 12:00 Hilton: Jackson

Professional Development Workshop Chairs: Shawn M. Carraher, Texas A&M U.; Gayle M. Baugh, U. of West Florida
Presenters: Daniel A. Wren, U. of Oklahoma; John B. Miner, Georgia State U.; Elliott Jaques, George Washington U.; Barbara Lawrence, U. of California, Los Angeles

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**

- 10:00- 1:00 Royal York: Ontario

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Chair: Stephen J. Jaros, Southern U.
Presenters: Yrjo Engestrom, U. of California, San Diego/U. of Helsinki; Frank Blackler, U. of Lancaster ; Kirsten Foot, U. of Pennsylvania; Naoki Ueno, Tokyo U.

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Chair: Dvora Yanow, California State U., Hayward
Presenters: Rosemary Albertine McGowan, Wilfrid Laurier U.; Ann L. Cunliffe, U. of New Hampshire; Liz Fulop, Griffith U.; Stephen A. Linstead, Sunderland Business School

Saturday 1:00PM

103. 🕮☯SPDW:*(MOC, MED)* **Teaching Managerial and Organizational Cognition: Exploring Successful Strategies**
- 1:00- 4:00 Royal York: York

Coordinator: Andrea Casey, George Washington U.
Facilitators: Rhonda K. Reger, U. of Maryland, College Park; Marvin L. Manheim, Northwestern U.

104. SPDW:*(OMT, BPS, TIM, RM)* **Quantitative Methods for Applying Complexity Theory to Organizations**
- 1:00- 3:00 Sheraton Centre: Conference Room E

Participants in this methodological workshop should preregister with Philip Anderson by email at philip.anderson@dartmouth.edu.
Organizer: Philip C. Anderson, Dartmouth College
Presenters: Kathleen M. Carley, Carnegie Mellon U.; Kevin Dooley, Arizona State U.; Claudia Bird Schoonhoven, U. of California, Irvine; Olav Sorenson, U. of California, Los Angeles

105. ✈SPDW:*(IM, RM)* **Structural Equation Modeling in Cross-Cultural Research**
- 1:00- 4:30 Sheraton Centre: Elgin

Bring your own laptop computer; Light refreshments provided. Preregistration with Gordon Cheung (gordonc@cuhk.edu.hk) required.
Organizer: Gordon W. Cheung, Chinese U. of Hong Kong
Panel: David Chan, National U. of Singapore; Charles Lance, U. of Georgia; Neal Schmitt, Michigan State U.; Robert J. Vandenberg, U. of Georgia; Darin Wiechmann, Michigan State U.; Larry J. Williams, Virginia Commonwealth U.

106. 🕮SPDW:*(ODC, MED)* **Problem-Based Learning:Varieties of Experience in Business Schools**
- 1:00- 5:00 Royal York: Salon A

Presents how PBL can be used in the classroom and considers issues of implementation in business programs (complements Ohio U. session)
Organizers: Ronald E. Purser, San Francisco State U.; Max Elden, U. of Houston; Gary Coombs, Ohio U.
Presenters: Ronald E. Purser, San Francisco State U.; Max Elden, U. of Houston; Gary Coombs, Ohio U.; Karen S. Whelan-Berry, Samford U.; Michael W. Stebbins, California Polytechnic State U., San Luis Obispo

107. 🕮SPDW:*(BPS, MED)* **Case Critique Colloquium**
- 1:00- 5:00 Sheraton Centre: Norfolk

Organizers: John F. Mahon, Boston U.; Timothy W. Edlund, Morgan State U.
Panel: John A. Seeger, Bentley College

108. 🕮SPDW:*(MED, MC)* **Workshop on Student Consulting Projects**
- 1:00- 4:00 Sheraton Centre: Kent

Organizer: Richard Dunford, Macquarie U.
Facilitators: Sharon Confessore, George Washington U.; Suzanne Geigle, PricewaterhouseCoopers; Robert Jenefsky, Ecole Hoteliere de Lausanne, Switzerland

Saturday 1:30PM

109. 🕮☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Reflecting on & Applying Learning on Stakeholder Dialog**
- 1:30- 3:30 Sheraton Centre: Conference Room D

This is part three of a three part series.
Organizers: Melissa Baucus, Utah State U.; Brian Shaffer, U. of Maryland
Facilitators: Robert Edward Freeman, U. of Virginia; Sandra A. Waddock, Boston College; Ann Svendsen, Simon Fraser U.

Saturday 2:00PM

110. 🕮☯SPDW:*(PNP, CAR, HCM, MED)* **Creating Nonprofit Management Curriculum to Meet the Realities of Practice: An Academic - Executive Dialogue**
- 2:00- 5:00 Royal York: British Columbia

Moderator: Ralph S. Brower, Florida State U.
Panel: John D. Aram, Case Western Reserve U.; Leonard H. Friedman, Oregon State U.; Brenda Gainer, York U.; Charlotte Gibson, Easter Seals Society, Ontario; James D. Hart, Toronto Canada Mission, Church of Jesus Christ of Latter Day Saints; Robert M. Sheehan Jr., Leader Shape Inc; John Palmer Smith, Case Western Reserve U.; Heather Clark, The Corporation of Massey Hall and Roy Thomson Hall

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Presenters: Dvora Yanow, California State U., Hayward; James R. Barker, United States Air Force Academy; Hugh Willmott, U. of Manchester; Julian Orr, Work Practice & Technology Associates; Melissa Cefkin, Sapient Corp.

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Chair: Marc J. Ventresca, Northwestern U.
Presenters: Tom Kochan, Massachusetts Institute of Technology; Gerald F. Davis, U. of Michigan; David L. Levy, U. of Massachusetts, Boston; Paul M. Hirsch, Northwestern U.

Saturday 3:00PM

113. SPDW:*(ENT, OMT)* **Structural Holes Analysis of Entrepreneurial Opportunities: A Workshop**
- 3:00- 4:30 Royal York: Confederation 5

Facilitator: Eric L. Hansen, California State U.
Chair: Stewart Thornhill, York U.
Presenter: Ronald S. Burt, U. of Chicago

114. SPDW:*(CAR, RM)* **Careers & Theory: Open Rountables with Editors**
- 3:00- 5:00 Hilton: Tom Thomson

Chairs: Shawn M. Carraher, Texas A&M U.; Gayle M. Baugh, U. of West Florida
Participants: Thomas M. Box, Academy of Entrepreneurship Journal; James A. Breaugh, Journal of Applied Psychology; Edward J. Conlon, Academy of Management Review; Jo Ann M. Duffy, Journal of Business Strategies; Christopher Earley, Group and Organization Management; Rodger W. Griffeth, Human Resource Management Review; John Hollenbeck, Personnel Psychology; K. Michelle Kacmar, Journal of Management; Dennis W. Organ, Business

Horizons; Robin Peterson, Journal of Business & Entrepreneurship; George Puia, Case Research Journal; Barbara A. Ribbens, Career Forum; Denise M. Rousseau, Journal of Organizational Behavior; Joyce E.A. Russell, Journal of Vocational Behavior; Anne S. Tsui, Academy of Management Journal; Larry J. Williams, Organizational Research Methods

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**

- 5:30- 7:30 Royal York: Ballroom

Friends of CMSW welcome! More info at http://aom.pace.edu/cms/
Organizer: Paul Adler, U. of Southern California
Presenters: Tarja Kristiina Kantola, U. of Helsinki; Bill Harley, U. of Melbourne; Valerie Fournier, Keele U., UK; Rolland Bruce Munro, Keele U., UK; Cliff Cheng, U. of Southern California; Scott Taylor, Manchester Metropolitain U.; Simon Down, U. of Wollongong, Australia; Ed Heery, Cardiff U.; Rick Delbridge, Cardiff U.; John Salmon, Cardiff U.; Melanie Sims, Cardiff U.; Dave Simpson, Cardiff U.; Bernard Goitein, Bradley U.; Miguel P. Caldas, EAESP-FGV, Sao Paulo, Brazil; Maria Jose Tonelli, EAESP-FGV, Sao Paulo, Brazil; Yvonne Benschop, U. of Nijmegen, Nijmegen Business School; Jose G. Vargas-Hernandez, Centro U. del Sur, U. de Colima; Mario Aquino Alves, Sao Paulo Business School, Brazil; Omid Nodoushani, U. of New Haven; Joanna P. Brewis, U. of Essex; Stephen A. Linstead, Sunderland Business School; Tony O'Shea, Sunderland Business School; John Stewart Hassard, U. of Manchester; Mihaela Ligia Kelemen, Keele U., UK; Chris McLean, U. of Manchester; Ahmet Oncu, Sabanci U.; Ahmet Hasim Kose, Ankara U., Turkey; David Knights, Keele U., UK; Darren McCabe, Keele U., UK; Ilan Avrichir, ESPM, Sao Paulo, Brazil; Leon Levitt, Madonna U.; Ken Ehrensal, Kutztown U.; Roy Adams, McMaster U.; Saul A. Rubenstein, Rutgers U.; David Jacobs, American U.; David Rooney, U. of Queensland, Australia; Ursula Schneider, Karl-Franzens U, Germany; Robert Bauer, U. of Linz; Wendy Leigh Cukier, Ryerson Polytechnic U.; Robert D'Intino, Pennsylvania State U.; Stephen J. Jaros, Southern U.; Bobby Banerjee, RMIT U.; Bruce McFarlane, Editor, J. of Contemporary Asia; Christopher Thomas Nyland, Monash U.

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**

- 6:00- 8:00 Royal York: Upper Canada

All doctoral students are invited for an evening of fun and networking! Sponsored by McMaster U.
Chair: Paul N. Friga, U. of North Carolina, Chapel Hill
Organizers: Melissa Cardon, Columbia U.; Steve Gove, Arizona State U.; Nancy Haus, Case Western Reserve U.

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**

- 7:30- 8:30 Royal York: Ballroom

Friends of CMSW welcome! Info at http://aom.pace.edu/cms/
Organizer: Paul Adler, U. of Southern California

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**

- 7:00- 8:00 Royal York: Ballroom

Organizer: Paul Adler, U. of Southern California

Sunday 8:00AM

119. 🕮☯SPDW:*(RM, MED)* **Statistical Software and Freeware for Data Analysis in Management**

- 8:00- 10:00 Hilton: Varley

Demo statistical s/w & f/w used in research and classroom- JMP, SPSS,Stata.
Chairs: Matthew Liao-Troth, DePaul U.; Joel West, U. of California, Irvine

120. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Sunday Session**

- 8:00- 12:00 Royal York: Canadian

Nominate participants to: Prof. Kim Elsbach, Graduate School of Management, UC Davis, Davis, CA 95616, (530) 752-0910, kdelsbach@ucdavis.edu (please indicate divisional membership).
Organizer: Kimberly D. Elsbach, U. of California, Davis
Facilitators: Jeffrey R. Edwards, U. of North Carolina; Robert Folger, Tulane U.; Ranjay Gulati, Northwestern U.; Kenneth Murrell, U. of West Florida; Ram Tenkasi, Benedictine U.
Panel: Beth Bechky, U. of Pennsylvania; Arthur P. Brief, Tulane U.; Daniel M. Cable, U. of North Carolina; Janet M. Dukerich, U. of Texas, Austin; Daniel C. Feldman, U. of South Carolina; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Robert I. Sutton, Stanford U.; Anand Swaminathan, U. of California, Davis; Edward Zajac, Northwestern U.

121. ☯SPDW:*(BPS, OCIS)* **E-Business Opportunities: Implications for Strategy, Policy, and Change Management**

- 8:00- 10:00 Hilton: McDonald

Attendees will gain a better appreciation of the strategy, policy, and change management issues facing contemporary firms in their E-business transformations. Presenters include researchers from strategy, policy, and information systems. Participants must pre-register by contacting either V. Sambamurthy (smurthy@rhsmith.umd.edu) or Ranjay Gulati (r-gulati@nwu.edu).
Organizer: V. Sambamurthy, U. of Maryland
Presenters: Anil K. Gupta, U. of Maryland, College Park; Sirkka Jarvenpaa, U. of Texas, Austin; Arun Rai, Georgia State U.; Albert H. Segars, U. of North Carolina, Chapel Hill

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**

- 8:00- 10:30 Royal York: Ballroom

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Organizers: Carroll Stephens, Virginia Polytechnic Institute and State U.; Stella M. Nkomo, U. of South Africa
Chair: Stella M. Nkomo, U. of South Africa
Presenters: James P. Walsh, U. of Michigan; Linda Smircich, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst; Ken G. Smith, U. of Maryland; Thomas W. Lee, U. of Washington; Ray Loveridge, U. of Oxford; John Jermier, U. of South Florida; Donald Palmer, U. of California, Davis; Patricia Werhane, U. of Virginia; Tony Tinker, Baruch College; David Knights, Keele U., UK; David M. Boje, New Mexico State U.; Paul M. Hirsch, Northwestern U.; Raymond L. Hogler, Colorado State U.

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**

- 8:00- 10:30 Royal York: British Columbia

Pre-registration and fee required: info at http://aom.pace.edu/cms/
Organizer: Linda A. Krefting, Texas Tech U.
Presenters: Lotte Bailyn, Massachusetts Institute of Technology; Yvonne Benschop, U. of Nijmegen, Nijmegen Business School; Joyce Falkenberg, Norwegian School of Economics and Business Administration; Peter Frost, U. of British Columbia; Ulla Johansson, Lund U.; Saija Katila, Helsinki School of Economics; David Knights, Keele U., UK; Linda A. Krefting, Texas Tech U.; Susan Merilainen, Helsinki School of Economics; Wendy Richards, Keele U., UK

Sunday 8:30AM

124. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge -- Conclusion**
- 8:30- 9:30 Sheraton Centre: Ballroom West

Organizers: Mark P. Meckler, U. of Portland; Mark Jenkins, Cranfield School of Management; Vikas Anand, U. of Arkansas
Presenter: C Marlena Fiol, U. of Colorado, Denver
Participants: William H. Glick, Arizona State U.; Mary Ann Glynn, Emory U.; Peter J. Lane, Arizona State U.; Anne S. Miner, U. of Wisconsin, Madison; J. C. Spender, New York Institute of Technology

125. 🕮⧖SPDW:*(OMT, OB)* **Time Out to Work on Dilemmas of Collaboration in Research and Teaching**
- 8:30- 12:00 Sheraton Centre: Ballroom Centre

Faculty and Ph.D. students should register with Jane Dutton(Janedut@umich.edu) by July 25.
Organizer: Jane E. Dutton, U. of Michigan
Facilitators: Stacy Blake-Beard, Harvard U.; Jane Hassinger, U. of Michigan; Debra Meyerson, Stanford U.; Michele Williams, U. of Michigan; C. R. Hinings, U. of Alberta

126. SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 8:30- 12:00 Sheraton Centre: City Hall

Pre-registration required.
Organizers: Stephen James Mezias, New York U.; Anne M. O'Leary-Kelly, U. of Arkansas; Lori Rosenkopf, U. of Pennsylvania; Sigal Barsade, Yale U.
Panel: Diana Bilimoria, Case Western Reserve U.; Warren Boeker, U. of Washington; Edward J. Conlon, U. of Notre Dame; K. Michelle Kacmar, Florida State U.; Christine Oliver, York U.; Anne S. Tsui, Hong Kong U. of Science and Technology; Heather Haveman, Columbia U.; Jerry D. Goodstein, Washington State U.; J. Richard Harrison, U. of Texas, Dallas; Denise M. Rousseau, Carnegie Mellon U.

127. ⧖SPDW:*(OB, BPS, HR, ODC, OMT, RM)* **All Times Are Not The Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them**
- 8:30- 12:00 Royal York: Ontario

See www.buec.udel.edu/OBWeb/ for more details after March 15.
Organizer: Allen C. Bluedorn, U. of Missouri, Columbia
Facilitators: Barbara Adam, Cardiff U.; T.K. Das, City U. of New York; Mark P. Kriger, Norwegian School of Management; Heejin Lee, Brunel U.
Presenters: Terry L. Amburgey, U. of Toronto; Allen C. Bluedorn, U. of Missouri, Columbia; Donald D. Bergh, Pennsylvania State U.; Jennifer M. George, Rice U.; David A. Harrison, U. of Texas, Arlington; Gareth R. Jones, Texas A&M U.; Ellen O'Connor, Chronos Associates; Leslie A. Perlow, U. of Michigan; Mary J. Waller, U. of Illinois, Urbana-Champaign

Sunday 9:30AM

128. 🕮⧖SPDW:*(OMT, MED)* **Re-Creating Time: Narrative, Storytelling, and Theatrics for Teaching OMT**
- 9:30- 12:00 Sheraton Centre: Ballroom West

Organizer: Grace Ann Rosile, New Mexico State U.
Presenters: Alessia Contu, U. of Manchester; Robert F. Dennehy, Pace U.; Dale E. Fitzgibbons, Illinois State U.; Jean M. Forray, Eastern Conn. State U.; Grace Ann Rosile, New Mexico State U.; Hugh Willmott, U. of Manchester; Dvora Yanow, California State U., Hayward

Sunday 10:00AM

129. SPDW:*(GDO, MED)* **Backlash in Academia: Let's Talk About It!**
- 10:00- 12:00 Royal York: Tudor 7

Organizers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Ellen Fagenson-Eland, George Mason U.
Panel: Taylor Cox, U. of Michigan; Joanne Martin, Stanford U.; Audrey Murrell, U. of Pittsburgh

130. ✈SPDW:*(IM, MED, CAR)* **How International Members Can Become Leaders in the Academy of Management**
- 10:00- 12:00 Sheraton Centre: Conference Room G

Preregistration with Yehuda Baruch (y.baruch@uea.ac.uk) required. Refreshments sponsored by University of East Anglia, UK.
Organizers: Yehuda Baruch, U. of East Anglia, UK; Hugh Gunz, U. of Toronto
Panel: Harry G. Barkema, Tilburg U.; Morten Huse, Centre for Church Research, Norway/Scandinavian Institute for Research in Entrepreneurship; Kwok Leung, City U. of Hong Kong; Andrew M. Pettigrew, U. of Warwick; Simcha Ronen, Tel-Aviv U.

131. ✈SPDW:*(PNP, SIM)* **Roundtable on International Public Corruption**
- 10:00- 12:00 Royal York: Jasper 1-266

Coordinator: David W. Hart, Mary Washington College
Participants: George Brenkert, Georgetown U.; Wesley Cragg, York U.; Richard P. Nielsen, Boston College; Paul Mavima, Office of Program Policy Analysis and Government Accountability, State of Florida

Sunday 10:30AM

132. SPDW:*(ENT, OMT)* **Organizations Evolving: The Author Meets the Critics**
- 10:30- 12:00 Royal York: Territories

To read the first chapter of Aldrich's book, Organizations Evolving, log on to his web site at http://www.unc.edu/~healdric/ and follow the links there.
Discussants: Joel A.C. Baum, U. of Toronto; Gregory B. Fairchild, Columbia U.; William B. Gartner, The Entrepreneur Program; Anne S. Miner, U. of Wisconsin, Madison; Elaine M. Mosakowski, Purdue U.
Presenter: Howard E. Aldrich, U. of North Carolina, Chapel Hill

133. ☯SPDW:*(BPS, OCIS)* **E-Business Challenges: Insights from Practice**
- 10:30- 12:00 Hilton: McDonald

How do firms implement their E-business transformations? What are the practical challenges and obstacles? What strategies, tactics, and improvisations work in overcoming these challenges? The presenters at this session are senior executives who have guided their own firms' E-business transformations. Attendees must pre-register for this session with either V. Sambamurthy (smurthy@rhsmith.umd.edu) or Ranjay Gulati (r-gulati@nwu.edu).
Organizer: V. Sambamurthy, U. of Maryland
Chair: Heather Smith, Queen's U.
Presenters: George Small, Kanetix; Roger Mahabir, Royal Bank Dominion Securities; John Pullam, Sears Canada

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Friends of CMSW welcome! Info at http://aom.pace.edu/cms/
Organizer: Paul Adler, U. of Southern California

Academy Activities and Committees

Professional Development Workshop Chairs:
Asia Academy of Management: Chung-Ming Lau, Chinese U. of Hong Kong
Critical Management Studies: Paul Adler, U. of Southern California
Iberoamerican Academy of Management: Herman Aguinis, U. of Colorado, Denver
Iberoamerican Academy of Management: Sigmar Malvezzi, FGVSP-USP
International Theme Committee: Ann Gregory, Memorial U. of Newfoundland
Mentoring Committee: Lisa Gundry, DePaul U.
Mentoring Committee: Joycelyn Finley-Hervey, Jackson State U.
New Doctoral Student Consortium: Paul N. Friga, U. of North Carolina, Chapel Hill
Practitioner series: Daniel Twomey, Fairleigh Dickinson U.

	Start	Division Program	Shared Program
Friday	1:00pm	**135.**(PS)Co-creating for Action ◆ SC:Essex	**79.**SPDW: Successful Women Worldwide: A New Time for Understanding ◆ SC:Conference Room G **81.**SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.**SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	4:00pm	**136.**(ITC)Management Post Intrastate Conflicts ◆ SC:Elgin	
	6:00pm		**85.**SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.**SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**137.**(ITC)SME and Economic Development Niagara Peninsula Region ◆ H:Carmichael **138.**(PS)Open Space Conversations ◆ SC:Civic Ballroom	**90.**SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am	**139.**(IAM)Strat. Management in the Iberoamerican Context ◆ H:Lismer	**96.**SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	10:00am		**101.**SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.**SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	10:30am	**140.**(IAM)Graduate Student Consortium ◆ H:Lismer	
	1:30pm	**141.**(IAM)Paper Session I ◆ H:Lismer	
	2:30pm		**111.**SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.**SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:30pm	**142.**(IAM)Paper Session II ◆ H:Lismer	
	5:30pm		**115.**SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm	**143.**(IAM)IAM Business Meeting Followed by Dinner ◆ H:McDonald	**116.**SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:00pm	**144.**(ITC)Internationalization Strategies for the Academy ◆ H:Tom Thomson	
	7:30pm		**117.**SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.**SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**145.**(MEN)Mentoring Meaningfully ◆ RY:Tudor 7 **146.**(PS)Building a Community of Practice ◆ SC:Civic Ballroom	**122.**SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.**SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	9:00am	**147.**(AAM)Asia Academy of Management Meeting ◆ RY:Tudor 8	
	10:30am		**134.**SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom

Friday 1:00PM

79. ✈⧖SPDW:*(ITC, IM, GDO)* **Successful Women Worldwide: A New Time for Understanding**
- 1:00- 4:00 Sheraton Centre: Conference Room G

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

135. ☯*(PS)* **Co-creating for Action: A Conversation to Promote Co-creation, Transfer, and Use of Knowledge for Organizational Effectiveness**
- 1:00- 5:00 Sheraton Centre: Essex

Action research & co-created projects in an open space dialogue
Organizer: Daniel Twomey, Fairleigh Dickinson U.
Chairs: Rupert F. Chisholm, Pennsylvania State U., Harrisburg; Judy O'Neil, Partners for a Learning Organization
Facilitators: Jeana Wirtenberg, Public Service Enterprise Group; Kathleen Dechant, U. of Connecticut, Stamford; Diane Dixon, D. Dixon & Associates; Joel Harmon, Fairleigh Dickinson U.; Victoria Marsick, Columbia U.; Lena Neal, CSC Consulting; Daniel Kowalski, VA Medical Center; Rita Kowalski, Department of Veterans Affairs; Jim Scaringi, VA Headquarters; Bruce A. Walters, Oklahoma City U.; Michael Frew, Oklahoma City U.; Ceasar Douglas, Grand Valley State U.; Ellen Shupe, Grand Valley State U.; Jane Seiling, Business Performance Group

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 4:00PM

136. ☯✈*(ITC)* **Institutional Management in Pre & Post Intrastate Conflicts**
- 4:00- 6:00 Sheraton Centre: Elgin

What methods and tools (including third party intervention) might help us in managing intra-state conflicts and crises? Case examples.
Chair: Ann Gregory, Memorial U. of Newfoundland
Presenters: James Manan, U. of Pittsburgh; Paul Meerts, Conflict Research Unit of Netherlands Institute of International Relations; Raymond Saner, Org. Consultants Ltd.; Lichia Yiu, Center For Socio-Economic Development

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

137. ☯✈*(ITC)* **SME Development in Economically Depressed Regions:A Field Study of Economic Development Strategies and Best Practices in the Niagara Peninsula region of Ontario, Canada**
- 8:00- 5:00 Hilton: Carmichael

Field study in Niagara Peninsula region. Pre-registration required. Contact Benson Honig at benson@research.haifa.ac.il
Chair: Mark Lee, Lakeland College
Presenters: Thomas Bryant, Rutgers U.; Benson Honig, U. of Haifa; Raymond Saner, Org. Consultants Ltd.

138. 🕮☯*(PS)* **Conversations for Co-creating Learning in a Self-Managed Open Space Format**
- 8:00- 5:00 Sheraton Centre: Civic Ballroom

Gareth M. Morgan, gives keynote, "Just in Time" Management Learning: Using Principles of Self-Organization and the Internet to Reinvent Business Education.
Organizer: Daniel Twomey, Fairleigh Dickinson U.
Chairs: Rupert F. Chisholm, Pennsylvania State U., Harrisburg; Judy O'Neil, Partners for a Learning Organization
Facilitators: David Coghlan, U. of Dublin; Margaret Terry Orr, Columbia U.; Jane Sandbank, Chappaqua Public Schools; Kevin Fahey, Danver Public Schools; Drew L. Harris, Fairleigh Dickinson U.; Kent D. Fairfield, Columbia U.; Andrew Simon, Seton Hall U.
Keynote Speaker: Gareth Morgan, York U.

Saturday 8:30AM

139. *(IAM)* **Strategic Management in the Iberoamerican Context: Setting the Agenda for the XXI Century**
- 8:30- 10:30 Hilton: Lismer

Chair: Javier Gimeno, INSEAD
Panel: Juan Jose Duran Herrera, U. Autonoma de Madrid, Spain; Nicolas Majluf, U. Catolica de Chile, Chile; Carlos J. Ruiz Gonzalez, IPADE, Mexico; Fernando Suarez, U. Adolfo Ibanez, Chile

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 10:30AM

140. 🕮*(IAM)* **Graduate Student Consortium**
- 10:30- 12:30 Hilton: Lismer

Chair: Herman Aguinis, U. of Colorado, Denver
Panel: Carlos Alcerreca, ITAM, Mexico; David B. Balkin, U. of Colorado, Boulder; Julio O. De Castro, U. of Colorado, Boulder; Clara Eugenia Garcia, U. Carlos III de Madrid, Spain; Luis R. Gomez-Mejia, Arizona State U./Iberoamerican Academy of Management; Ramiro Montealegre, U. of Colorado, Boulder; Edilberto Montemayor, Michigan State U.

Saturday 1:30PM

141. *(IAM)* Symposium: **Paper Session I**
- 1:30- 3:30 Hilton: Lismer

Organizer: Herman Aguinis, U. of Colorado, Denver
The New World of Labor Relations , Nicolas Majluf, U. Catolica de Chile, Chile; Nureya Abarca, Pontificia U. Catolica, Chile ; Dario Rodriguez, Pontificia U. Catolica, Chile
Design Organizational Structure: Prerequisite to Create Competitive Advantages: Organizational Structure and Systems of Control for the PYMES with the Use of Neuro-Linguistic Programming Techniques (NLP), Martha Gonzalez Adame, U. Autonoma de Aguas Calientes, Mexico
Cultura Organizacional: Convergencia das Dimensões Esquecidas, Antonio Ferreira Lima, UNEB/DF, Brazil
Training Programs as an Instrument of Continuous Improvement of Banking Offices: A Model Tested in BSCH, Irene Martin Rubio, U. Complutense, Madrid
Estudio Empírico Sobre la Gestión de las Instituciones Sin Ánimo de Lucro: Análisis de un Caso en el Marco Iberoamericano , Mercedes Galan Ladero, U. de Extremadura; Clementina Galera Casquet, U. de Extremadura; Victor Valero Amaro, U. de Extremadura
Actuación Comercial de las Instituciones no Lucrativas en el Marco Iberoamericano, Mercedes Galan Ladero, U. de Extremadura; Clementina Galera Casquet, U. de Extremadura; Victor Valero Amaro, U. de Extremadura
Evidence-Based Administration (EBMa) en la Ensenanza de la Direccion de Empresas, Julio Garcia del Junco, U. de Sevilla, Spain; Cristobal Casanueva Rocha, U. de Sevilla, Spain; Jose Ignacio Rufino Rus, U. de Sevilla, Spain
A Cross-Cultural Model of Psychological Empowerment: The Influence of Culture on Empowerment Perceptions of Mexican Employees , Carlos J. Alsua, Arizona State U.; Manus Rungtusanatham, Arizona State U.
The Effects of Leader Ethnicity, Organizational Affiliation and Regional Differences on Leadership Processes in Mexican Maquiladoras, Jon P. Howell, New Mexico State U.;

Eric J. Romero, New Mexico State U.; Peter W. Dorfman, New Mexico State U.; Jim Paul, U. of New Mexico

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:30PM

142. *(IAM)* Symposium: **Paper Session II**
- 3:30- 5:30 Hilton: Lismer

Organizer: Herman Aguinis, U. of Colorado, Denver

Universal Practices of Organizational Change Used by Firms Operating in the Chilean Market, Andres Raineri, Pontificia U. Catolica, Chile

At the Crossroads of Paradigms: Mexican Organizations in Transition , Jose G. Vargas-Hernandez, Centro U. del Sur, U. de Colima

Los Gigantes Cerveceros Crecen a Traves de Alianzas Estrategicas: El Caso Brasil, Carlos Mondragon, Instituto Tecnológico Autónomo, México

Strategy Revisited: Critical Analysis of Porter's Strategic Framework, Jorge M. Teixeira Carneiro, Pontificia U. Catolica, Rio de Janeiro ; Maria A.F. Deschamps Cavalcanti, Pontificia U. Catolica, Rio de Janeiro ; Jorge Ferreira da Silva, Instituto de Administracão e Gerência

Competing Strategic Typologies: An Empirical Test Within the Brazilian Insurance Industry , Jorge Ferreira da Silva, Instituto de Administracão e Gerência; Maria A. Campelo de Melo, Pontificia U. Catolica, Rio de Janeiro

El Impacto de los Anuncios de Acuerdos de Cooperación en el Mercado Financiero: El Marco Iberoamericano, Fernando Martin Alcazar, U. de Cadiz; Salustiano Martínez-Fierro, U. de Cadiz

Eficiencia en el Sistema Financiero Español: Una Aproximación a las Cajas de Ahorros de Canarias, Margarita Calvo Aizpuru, U. de La Laguna, Spain

Prioridades para Mejorar la Calidad del Servicio Financiero en Canarias, Zenona Gonzalez Aponcio, U. de La Laguna, Spain

The Effects of International Diversification and Product Diversification on Performance Among Latin American Service Firms, Sally Sledge, Old Dominion U.

An Assessment of the Beliefs that Influence Attitudes Toward Privatization in Latin America: The Case of Ecuador, Guillermo Wated, Florida International U.; Juan I. Sanchez, Florida International U.

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

143. *(IAM)* Meeting: **Iberoamerican Academy of Management Business Meeting Followed by Dinner**
- 6:00- 8:00 Hilton: McDonald

Organizer: Luis R. Gomez-Mejia, Arizona State U./Iberoamerican Academy of Management

Saturday 7:00PM

144. ✈*(ITC)* **Strategies for the Continuing Internationalization of the Academy of Management**
- 7:00- 10:00 Hilton: Tom Thomson

Representatives of various academic associations will discuss ways in which the Academy of Management can further the internationalization process.
Chair: Morten Huse, Centre for Church Research, Norway/Scandinavian Institute for Research in Entrepreneurship
Presenters: Neal M. Ashkanasy, U. of Queensland/Purdue U.; Tarek Abdel Kader Hatem, American U., Cairo; Michael A. Hitt, Texas A&M U.; Hans Landstrom, European Council for Small Business; Chung-Ming Lau, Chinese U. of Hong Kong; Jean Pasquero, U. du Québec à Montreal; Andrew M. Pettigrew, U. of Warwick; Betty Jane Punnett, U. of the West Indies/U. of Windsor; Neusa Santos, Pontificia Universidade

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

146. ☯*(PS)* **Building a Community of Inquiry, Learning and Action**
- 8:00- 12:00 Sheraton Centre: Civic Ballroom

Reflections on learning, future possibilities & actions
Organizer: Daniel Twomey, Fairleigh Dickinson U.
Chairs: Rupert F. Chisholm, Pennsylvania State U., Harrisburg; Judy O'Neil, Partners for a Learning Organization
Facilitators: Jeana Wirtenberg, Public Service Enterprise Group; Daniel Kowalski, VA Medical Center; Victoria Marsick, Columbia U.; Joel Harmon, Fairleigh Dickinson U.; Gwen E. Jones, Fairleigh Dickinson U.; Lena Neal, CSC Consulting

145. 🕮☯*(MEN)* Meeting: **Mentoring Committee: From Exploding Mentoring Mines to Mentoring Meaningfully: A Role Play and Conversation**

- 8:00- 10:00 Royal York: Tudor 7

Mentoring in cross-cultural & diverse developmental relationships
Professional Development Workshop Chairs: Joycelyn Finley-Hervey, Jackson State U.; Lisa K. Gundry, DePaul U.
Discussants: Stacy Blake-Beard, Harvard U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Terri A. Scandura, U. of Miami/Hong Kong U. of Science and Technology
Presenters: Robert Gillon, Jackson State U.; Dan Wentland, Jackson State U.; Donna M. Williams, Jackson State U.

Sunday 9:00AM

147. ✈*(AAM)* Meeting: **Asia Academy of Management Meeting**

- 9:00- 12:00 Royal York: Tudor 8

Research Trends in Asian Management, Business Meeting Following
Organizer: Chung-Ming Lau, Chinese U. of Hong Kong

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**

- 10:30- 12:00 Royal York: Ballroom

All Academy

Program Chair: Jia Lin Xie, U. of Toronto / City U. of Hong Kong

	Start	Division Program
Sunday	2:10pm	**148.** Excellence in the Academy ◆ RY:Toronto
	3:50pm	**149.** Memory of the Future ◆ RY:Ontario
	5:30pm	**150.** Speaker & Meeting ◆ RY:Ontario
Monday	8:30am	**151.** MGT in the Past Millennium ◆ SC:Essex
	9:00am	**152.** Time Sensitive Business Case ◆ RY:Toronto
	10:40am	**153.** Time and Work/Family Relations ◆ SC:Essex **154.** Web Businesses and Time ◆ RY:Ontario
	12:20pm	**155.** Timescapes in Management ◆ RY:Toronto **156.** Culture and Perspectives on Time ◆ SC:Essex
	2:30pm	**157.** The Days of Academy Lives ◆ SC:Essex **158.** The Beats of Different Drummers ◆ RY:Toronto
	4:10pm	**159.** It's Time for Reflection ◆ SC:Essex **160.** 21st Century MGT Education ◆ RY:Ontario **161.** A Collaborative Experiment ◆ RY:Toronto
Tuesday	8:30am	**162.** Narrative Research in Time ◆ RY:Ontario **163.** The Complexity Perspective ◆ RY:Toronto
	10:30am	**164.** Time and Multilevel Research ◆ RY:Toronto **165.** Work Motivation in the Here and Now ◆ SC:Essex
	2:00pm	**166.** Business Models in a New Time ◆ RY:Ontario **167.** Temporal Patterns of Change ◆ RY:Toronto
	3:40pm	**168.** Kairos and Chronos ◆ RY:Toronto **169.** MGT Education in a New Time ◆ RY:Ontario
Wed	8:30am	**170.** Time and Nike ◆ RY:Toronto
	8:50am	**171.** Time in Organizational Life ◆ SC:Essex
	10:40am	**172.** How System Dynamicists View Time ◆ RY:Ontario

Sunday 2:10PM

148. 🕮Symposium: **Excellence in the Academy**

◆ 2:10- 3:30 Royal York: Toronto

One very special Sunday Session! Featuring last year's Academy Award winning heavyweights Barry Staw, Scholarship Award, Richard Hodgetts, Educator Award, Richard Mowday, Service Award, and Shona Brown and Kathleen Eisenhardt, Terry Book Award. President David Whetten will MC this distinguished panel dealing with excellence in scholarship, teaching, and service in the Academy.

Chair: David A. Whetten, Brigham Young U.

Presenters: Barry M. Staw, U. of California, Berkeley; Richard M. Hodgetts, Florida International U.; Richard T. Mowday, U. of Oregon; Shona L. Brown, McKinsey & Company; Kathleen M. Eisenhardt, Stanford U.

Sunday 3:50PM

149. ⧖Symposium: **Memory of the Future**

◆ 3:50- 5:10 Royal York: Ontario

If you think only organizational scholars care about time you are VERY wrong. Dr. Hooley McLaughlin, Senior Advisor for Science and Technology at the Ontario Science Centre, and Project Leader for its Timescape Exhibit, will share hard-science-based insights about time in a way even those without a Ph.D. in Quantum Mechanics can understand. Can you spell F-A-S-C-I-N-A-T-I-N-G?

Chair: Jean M. Bartunek, Boston College

Presenter: Hooley McLaughlin, Ontario Science Centre

Sunday 5:30PM

150. Symposium: **All-Academy Executive Speaker and Meeting**

◆ 5:30- 7:00 Royal York: Ontario

Presiding: David A. Whetten, Brigham Young U.

Monday 8:30AM

151. ✈⧖Symposium: **Management in the Past Millennium: How We Arrived Here and Where We Are Going**

◆ 8:30- 10:20 Sheraton Centre: Essex

From medieval times to the end of the past millennium, this symposium not only spans ages, but also a diversity of management views. In so doing it shows us how human history has shaped management theories. By highlighting the emergence of a new management theory jungle, this symposium dares to ask what lies ahead for management in the 21st century.

Organizer: Regina A. Greenwood, Kettering U.

Chair: Richard M. Hodgetts, Florida International U.

Milestones in a Millennium of Organizational Evolution, Alfred Kieser, U. of Mannheim, Germany

The Staples Theory of Canadian Economic Development and the Delayed Evolution of Canadian Management Capabilities, Alan M. Rugman, U. of Oxford

Management Models Crossing Borders: The Case of Japan, D. Eleanor Westney, Massachusetts Institute of Technology

The "Management Theory Jungle:" One More Time for the New Time, Daniel A. Wren, U. of Oklahoma; Ronald H. Anderson, U. of Oklahoma

Monday 9:00AM

152. 🕮☯⧖Symposium: **The Time Sensitive Business Case: Implications for Theory, Research, and Pedagogy**

◆ 9:00- 10:20 Royal York: Toronto

Introducing a new business case format that has been designed to highlight issues of time and timing. Especially the fact that managers believe - and are often correct in doing so - that the moment for effective action is a fleeting one. The new 'e' case format is particularly well suited for computer use and web delivery as well as for use in distance education. Advent International Corporation,

Medtronic, and MSI Insurance will help take us to new heights of learning…
Organizer: Stuart Albert, U. of Minnesota
Chair: Stuart Albert, U. of Minnesota
Participants: Dennis R. Costello, Advent International Corporation; Michael A. Colson, New Opportunity Development Medtronic, Inc.; Alan T. Reiss, MSI Insurance
Discussant: Deborah Ancona, Massachusetts Institute of Technology

Monday 10:40AM

153. ⧖Symposium: **Organizing Time: Organizational Practices and Work/Family Relations**
- 10:40- 12:00 Sheraton Centre: Essex

Struggling to choose between your loved ones and the work you love? It is widely agreed that the institutions of work and family come into frequent conflict in contemporary society. This session focuses on how individuals and organizations can break the deadlock and effectively balance time commitments to work and family. Moreover, it aims to help organizations develop policies and practices to lessen work/family conflicts.
Chair: Janet H. Marler, State U. of New York, Albany
Flexibility and Downshifting: The Time Management Strategies of Teachers with (Their Own) Children, Robert Drago, Pennsylvania State U.
The Effect of Work-Family Policies on Commitment, Productivity, and Satisfaction: The Importance of Perceived Usability, Susan C. Eaton, Harvard U.
Career, Family, and Part-Time Work: Implications for Women's Success, Pamela S. Tolbert, Cornell U.; P. Monique Valcour, Cornell U.; Janet H. Marler, State U. of New York, Albany
Alternative Work Arrangements as a Means of Organizing Time, Daniel C. Feldman, U. of South Carolina
Discussant: Lotte Bailyn, Massachusetts Institute of Technology

154. ✈🕮☯⧖Symposium: **Web Businesses and Time: International Perspectives on Changing Change Processes**
- 10:40- 12:00 Royal York: Ontario

Ever pondered how the web alters time and change in organizations? This symposium features an in-depth case of Involve Learning, an e-learning company headquartered in Scandinavia, to illustrate multiple approaches to change implementation. This interactive case will be presented by Odd Skarheim, CEO of Involve Learning.
Chair: Mark P. Kriger, Norwegian School of Management
Presenter: Odd P. Skarheim, Involve Learning
Discussants: Neal M. Ashkanasy, U. of Queensland/Purdue U.; André L. Delbecq, Santa Clara U.; Mark P. Kriger, Norwegian School of Management

Monday 12:20PM

155. ✈⧖Symposium: **Timescapes in Management: Exposing Contradictions, Exploring New Possibilities**
- 12:20- 2:10 Royal York: Toronto

"A New Time" is about challenging us to face alternative and legitimate but marginalized ways of experiencing temporality. This session, featuring Barbara Adam, the founder and editor of Time and Society, first exposes how the management of public policy, strategy, organizational culture and change is fraught with contradictions that have turned one way of experiencing time into THE one right way. It then comes full circle by presenting the "timescape perspective" as a new means for viewing time as constitutive of human and organizational experience.
Chair: Ronald E. Purser, San Francisco State U.
Technological Timescapes: The Challenge of Managing Contested Rationalities, Barbara Adam, Cardiff U.
Punching the "Time-Clock", Eric Kramer, U. of Oklahoma
On Time and Strategic Management, Richard Whipp, Cardiff U.
Dromology, Cyberspace, and "Real-Time" Management: Disorientations and Disjunctions, Ronald E. Purser, San Francisco State U.
The Dynamic of Time and the Potential for Knowledge, Jack Petranker, Nyingma Institute

156. ✈⧖Symposium: **Eastern and Western Perspectives on Patterning of Time**
- 12:20- 2:10 Sheraton Centre: Essex

A pluralistic world calls for a profound understanding of views of time across groups and geographies. Scholars from diverse cultures and backgrounds share their perspectives on patterning of time and its socio-cultural-geographic origins. Come to share your own view of time, unless you are scared of what you might find out, of course....
Chair: Rabi S. Bhagat, U. of Memphis
A Geography of Time: Recent Findings, Robert Levine, California State U., Fresno
Temporal Complexity and the Sense of Time in Chinese Organizations, Kwok Leung, City U. of Hong Kong
Temporal Complexity and Sense of Time in Indian and Nepalese Organizations, Dharm Prakash Sharma Bhawuk, U. of Hawaii, Manoa
Temporal Orientation and Temporal Complexity in the Latin American Context, Bernardo M. Ferdman, CSPP, San Diego
How Non-Americans view Americans' Use of Time, Rabi S. Bhagat, U. of Memphis
Discussant: Christopher Earley, Indiana U.

Monday 2:30PM

157. ⧖Symposium: **The Days of Academy Lives: Investigations of Time Use at Academy Meetings**
- 2:30- 3:50 Sheraton Centre: Essex

Did you ever imagine that a colleague sitting next to you in last year's conference might have been participating in a study on time budgeting at Academy Meetings? Ever paid attention to how you and your colleagues actually spend time during the Academy? Well, the results are in from the first time-budget research ever conducted on academic meetings. These insights will shock you, amuse you and certainly make you reflect on how our individual actions set the collective tone for our meetings.
Chair: Allen C. Bluedorn, U. of Missouri, Columbia
Time Use at the 1999 Academy of Management Meeting, Allen C. Bluedorn, U. of Missouri, Columbia
Time Use at the National Conference on Undergraduate Research (NCUR): Undergraduate Students as Researchers, David Palmer, U. of Nebraska, Kearney
Time Use at the 2000 Midwest Academy of Management Meeting, Douglas R. May, U. of Nebraska, Lincoln; Rhetta L. Standifer, U. of Missouri, Columbia
Discussant: Richard T. Mowday, U. of Oregon

158. ☯⧖Symposium: **Can Partners Dance to the Beats of Different Drummers? Time and Timing in Academic-Practitioner Collaborations.**
- 2:30- 3:50 Royal York: Toronto

We promise you something very creative here. This session uses the metaphor of dance and its interplay with music to understand the roles of time and timing in academic-practitioner collaborations. The

panelists explore questions of timing, coordination, and intimacy in collaborations. This is a truly fascinating session. It will have you dancing through the room…
Chair: Drew L. Harris, Fairleigh Dickinson U.
May I Cut in? New Steps in the Development of a Strategic, Culture-based Diversity Index., Jeana Wirtenberg, Public Service Enterprise Group; Gwen E. Jones, Fairleigh Dickinson U.

Taking Turns Across Time: Converting Proprietary, Contract Research into Generalizable Knowledge Through Action Research at Texaco, Edward Gadsden, Global Human Resources Texaco, Inc.; Edward R. Goldstein, Brecker & Merryman, Inc.; Karen O. Dowd, James Madison U.

Deadlines and Dissertations: Using Action Research to Bridge the Time Demands of Standards-driven School Improvement, Public School Calendars, and the Dissertation Process, Margaret Terry Orr, Columbia U.; Patrick Michel, Pine Bush High School

Review of the Academic-practitioner Initiative at the Academy Annual Meetings: Creating and Sustaining a Pulse in a Virtual Organization - A Possible Model for Creating a Rhythm for Collaboration, Drew L. Harris, Fairleigh Dickinson U.

Discussant: James Clawson, U. of Virginia

Monday 4:10PM

159. ✈ Symposium: **Organisation Studies: It's Time for Reflection**

- 4:10- 6:00 Sheraton Centre: Essex

If you haven't made time yet to take stock of the developments in Organization Studies last century, then make sure you make time for this session this century. An international panel takes up the challenge to provoke and debate conceptions of time and their impact on organizational analysis, reflect on the development of organization theory and engage in real-time reflexivity. You want to hear this!
Chair: Elena P. Antonacopoulou, U. of Manchester
Organizer: Elena P. Antonacopoulou, U. of Manchester

Images of Time in Organization Studies , John Stewart Hassard, U. of Manchester

Time, Duration and Simultaneity: Rethinking Process and Change in Organizational Analysis, Robert Chia, U. of Essex

The Futures of Organization Studies, Christopher Grey, U. of Cambridge

The Importance of Time for Organization Theorists, Mary Jo Hatch, U. of Virginia

Uniting Action and Reflection in Time and Space, Roland Calori, Ecole de Management Lyon

Real-Time Reflexivity in Organization Studies, Karl E. Weick, U. of Michigan

160. 🕮 Symposium: **Time for Change? Strategic Options for Management Education in the 21st Century**

- 4:10- 6:00 Royal York: Ontario

The time has come for massive changes in our entire system of management education. This hard-hitting, future-oriented, no-holds-barred panel includes leaders from academia, business and government who are leading the charge. Join the session as we discuss these changes in detail and attempt to flesh out strategic options for management education in the 21st Century.
Chair: Paul N. Friga, U. of North Carolina, Chapel Hill

Overview, Paul N. Friga, U. of North Carolina, Chapel Hill

The New Entrant, Jorge K. De Alva, U. of Phoenix

The New Technology Partner, Alec Hudnut, U. Access

The Regulator, Larry Gladieux, The College Board

Discussant: Mary Ann Von Glinow, Florida International U.

161. ☯ Symposium: **A Time for Experimentation and Inquiry into Ourselves? A Collaborative Academic-Practitioner Action Science Experiment in The U.S. Department of Veterans Affairs to Reduce Workplace Stress and Aggression**

- 4:10- 6:00 Royal York: Toronto

Action inquiry researchers may most add value by applying their expertise during close collaboration with practitioners to co-generate knowledge for action. Although promising for the bottom line and personally gratifying, this represents a radical shift in modus operandi requiring considerable institutional and personal transformation. Join us as we reflect on a joint project with the USDVA. We guarantee you'll take something home.
Chair: Joel Harmon, Fairleigh Dickinson U.

The Evolution of a Collaboration, Jim Scaringi, VA Headquarters; Robert Petzel, Midwest Network, VHA; Daniel Kowalski, VA Medical Center; Rita Kowalski, Department of Veterans Affairs

Antecedents and Consequences of Workplace Stress and Aggression, Joel H. Neuman, State U. of New York, New Paltz

Making the Business Case: Linking Corporate Values and HR Practices to Organization Performance via Enterprise-Wide Measurement and Value Chain Analysis, Joel Harmon, Fairleigh Dickinson U.

From Knowledge to Expertise and From Distancing to Collaborating: A Time for Transforming Roles and Relationships, Daniel Twomey, Fairleigh Dickinson U.

Discussant: Michael Beer, Harvard U.

Tuesday 8:30AM

162. Symposium: **Narrative Research in Time**

- 8:30- 10:10 Royal York: Ontario

Narrative research has long considered the relationship between time and the recording of organization life. People tell stories in and of organizations that combine two essential qualities: time and plot. A group of narrative researchers tell you ways organizational members combine time and plot to create the storytelling organization. Great stories will come out of this session. Don't miss it!
Chairs: David M. Boje, New Mexico State U.; John T. Luhman, New Mexico State U.

Social Poetics: Making Sense in the Moment and after the Moment, Ann L. Cunliffe, U. of New Hampshire

The Meta-Politics of Corporate Vision Statements, John T. Luhman, New Mexico State U.

Organizational Memory and Narrative Authority, Eric Kramer, U. of Oklahoma

Theming in the Years: An Intertextual Study of Narrative Organizational Research from 1985 to 1999, David Barry, U. of Auckland; Brigid Carroll, U. of Auckland

Jazz Time, Mary Jo Hatch, U. of Virginia; Frank J. Barrett, Naval Postgraduate School

163. ☯ Symposium: **Past-> Future, Research -> Practice, Science -> Metaphor: Does Research Add Value to Management Practice? The Complexity Perspective.**

- 8:30- 10:10 Royal York: Toronto

The question "what can management research contribute to practice?" has been around since our beginnings. Complexity suggests that perhaps the problem is not with the managerial objects or theories but with the temporal nature of our models. Through a complexity lens, questions of prediction no longer take center stage, but are replaced by questions of identity, values, boundaries, environments, pressures, and spaces for action. The panelists have collectively prepared a web-based dialogue (available at http://emergence.org/AOM2000) on which the discussion will be based. Not complicated, just complex…
Organizer: Michael Lissack, Emergence
Panel: Bernard Avashai, KPMG; Max Boisot, Cambridge U.; Michael Cohen, U. of Michigan; Kevin Dooley, Arizona State U.; Alan Kantrow, Monitor Company; Bill McKelvey, U. of California, Los Angeles; Thomas Petzinger, Wall Street Journal; Jan W. Rivkin, Harvard U.

Tuesday 10:30AM

164. ⧖Symposium: **Time in a Multilevel Organizational Context**

- 10:30- 11:50 Royal York: Toronto

Over the past decade, there has been increasing research on organizational theory, measurement, and analysis in a multilevel context. Similarly, there have been innovative attempts to understand the role of time in organizational life. The intersection between time and levels is a relatively unexplored area which should yield new insights into how temporal processes relate to organizing. New times and multiple levels, oh, the possibilities…

Chair: Paul S. Goodman, Carnegie Mellon U.

Teams, Timing, and Expanding Levels of Analysis, Deborah Ancona, Massachusetts Institute of Technology; Mary J. Waller, U. of Illinois, Urbana-Champaign

Time & Organizational Linkage, Paul S. Goodman, Carnegie Mellon U.

Markers, Meanings, and Multiple Levels: The Use of Time in Organizational Research, Barbara Lawrence, U. of California, Los Angeles

On Time, Technology Cycles and Organizational Evolution: Notes on Organizing By Times, Michael L. Tushman, Harvard U.

165. ⧖Symposium: **Work Motivation in the Here and Now: Flow, Sense of Progress and Centeredness**

- 10:30- 11:50 Sheraton Centre: Essex

Come feel the flow and take something from Buddhist philosophy. This could only be about a new perspective on motivation! Much research on motivation has been expectancy based--with behavior driven by anticipated future rewards. This symposium suggests that studying intrinsic motivation requires a shift in temporal perspective to emphasize the "here and now." Come here, right now!

Chair: Robert E. Quinn, U. of Michigan

When Time Flies By: The Flow Experience, Barbara Schneider, Northwestern U.; Mihalyi Csikszentmihalyi, Claremont Graduate U.

Time Well Spent: The Sense of Progress, Kenneth W. Thomas, Naval Postgraduate School

Time Enough for What's Important: The Buddhist Notion of Centeredness, Erik Jansen, Naval Postgraduate School

Tuesday 2:00PM

166. ✈☯⧖Symposium: **Business Models in the New Economy**

- 2:00- 3:20 Royal York: Ontario

We all know of the popularity of e-commerce. E-corporations are experimenting with different business models that range from simple e-shops to complex third-party marketplaces, and new models are emerging all the time. This symposium draws upon actual e-corporate practice from around the world and provides a framework for future discussions about e-business models in new times.

Chair: Vinod K. Jain, Bowling Green State U.

Business Models in the New Economy, Vinod K. Jain, Bowling Green State U.

Electronic Business Models in the Health Industry: A New Era of Revolution and Integration, James B. Goes, Walden U.

Business Model Innovation in E-Commerce: The Roles of Creativity and Complexity Science, dt ogilvie, Rutgers U.

Compelling Models of E-Commerce: Information Flow Control and Transaction Intermediation, Edward W. Rogers, Cornell U.

Value Drivers of E-Commerce Business Models, Raphael Amit, U. of Pennsylvania; Christoph Zott, INSEAD

Business Models in the New Economy: A Comparative Analysis of Performance Metrics, Vincent Amanor-Boadu, VentureLabour.com Inc.

Discussant: Paul Timmers, European Commission

167. ⧖Symposium: **Minutes, Moments, and Madness: Exploring Temporal Patterns of Change**

- 2:00- 3:20 Royal York: Toronto

This symposium focuses on the role of time and timing in organizational change. More specifically, it examines three views of temporal patterns of change: alignment, modeling, and enactment. Following short presentations on each view, the audience will be engaged in conversations about how the three viewpoints might be combined to suggest brand new avenues for research and brand new managerial practices. This truly is the edge of temporality studies.

Chair: Lotte Bailyn, Massachusetts Institute of Technology

Temporal Alignment in Organizations, Deborah Ancona, Massachusetts Institute of Technology

Modeling Temporal Patterns of Change, Stuart Albert, U. of Minnesota

Enacting Temporal Structures in Organizations, JoAnne Yates, Massachusetts Institute of Technology; Wanda J. Orlikowski, Massachusetts Institute of Technology

Tuesday 3:40PM

168. ☯⧖Symposium: **Kairos and Chronos: Two Dimensional Time and Its Practical Consequences for Effective Managerial Leadership**

- 3:40- 5:30 Royal York: Toronto

First, there were spatial levels; now we have time levels? But we do: Kairos and Chronos, the time of the divine and the time of the mundane, have bearing on our management inquiry and practice. Can we use Kairos to develop an objective measure of level of work, an objective measure of level of capability of individuals in relation to level of work, and a comprehensive goal setting system? Yes, but you have to come to find out how!

Chair: Elliott Jaques, George Washington U.

Kairos: The 2nd Dimension of Time, Elliott Jaques, George Washington U.

An Application of Time-span Measurement to Sound Managerial Organization, Thomas Helton, United Stationers

Evaluation of Individual Capability and Talent Pool Development, Kathryn Cason, Cason Hall & Co.

A System of Time Horizons for Strategic Planning and Goal Setting for Consistency in Vertical and Horizontal Alignment of Planning Throughout Managerial Organizations, Charlotte Bygrave, ICOM Information & Communications, Inc.

169. 🕮⧖Symposium: **Shaping Management and Executive Education for the New Millennium: Time Based Issues and Challenges**

- 3:40- 5:30 Royal York: Ontario

Find out what leading authorities say about management and executive education in the new millennium. This session explores the issues relating to the impacts of time - in a quantitative and qualitative sense- on the structure, process, content, and direction of management and executive education provided by business schools. What could be more timely than change and permanence in our own work settings?

Chair: Michael K. Badawy, Virginia Polytechnic Institute and State U.

Where Are We At Today in Management and Executive Education? A Time-based Diagnosis, Henry Mintzberg, McGill U.

Why Do We Need to Change? Forces and Drivers Reflecting Impacts of Time on Management and Executive Education

along with Lessons Learned, Milton R. Blood, The International Association for Management Education

Changes in Content - The Paradigm Shift: A Time-mandated Response -Operational Mechanisms for Business Schools to Confront the Time-based Challenges, Michael K. Badawy, Virginia Polytechnic Institute and State U.

Changes in Process: Technology and its Impact on Delivery Modes inManagement Education in a New Time, Michael W. Lawless, Duke U.

Changes in Linkages between Theory and Practice: Partnership and Collaborative Arrangements among Management Educators and Practitioners in a New Time, William H. Starbuck, New York U.

Wednesday 8:30AM

170. ⧖Symposium: **Time and Nike**

- 8:30- 10:20 Royal York: Toronto

Just-in-time production? Yes. Just-in-time re-creation of a corporation's public image? Crazy! Yet Nike Corporation has managed to re-articulate and re-narrate their own labor and ecological practices in novel ways at every junction of its organizational life. A fascinating case on the controversial company that made an empire out of shoes and celebrities out of athletes. This session is truly unique as it dynamically integrates theories of time and Nike's practices.

Chair: Nancy E. Landrum, Morehead State U.

Attestation: Nike and the Role of Auditing in Decentering the Subject, Leslie S. Oakes, U. of New Mexico

Environmental Rhetoric of Nike, Nancy E. Landrum, Morehead State U.

Sweatshops and Business Citizenship, Jeanne M. Logsdon, U. of New Mexico; Donna J. Wood, U. of Pittsburgh

Nike, the Fair Labor Association, and the Global Alliance for Workers and Communities: The New Private, Voluntary Regulation of Labor Rights and Standards in the Global Economy, Donald Wells, McMaster U.; Josh Greenberg, McMaster U.

Protest and Promotionalism: Nike PR and the Labor Rights Campaign, Graham Knight, McMaster U.; Josh Greenberg, McMaster U.

Discussants: David M. Boje, New Mexico State U.; Amanda Tucker, Nike, Inc.; David Barry, U. of Auckland

Wednesday 8:50AM

171. ⧖Symposium: **The Role of Time in Organizational Life**

- 8:50- 10:20 Sheraton Centre: Essex

This symposium previews Organization Science's forthcoming call for papers on "Time and Inter-temporal Dynamics in Organizations." The authors assembled to introduce these novel applications of time could be termed a "temporal all-star crew." Watch the virtuosos and virtuosas in action, but don't miss a second of the game!

Chair: Claudia Bird Schoonhoven, U. of California, Irvine

Adaptation as Information Restriction: The Hot Stove Effect, Jerker C. Denrell, Stockholm School of Economics; James G. March, Stanford U.

Sticky Aspirations Across Time: Aspiration-level Updating and Organizational Competitiveness, Henrich R. Greve, U. of Tsukuba

Adaptation and Selection in Organizational Evolution: Theory and Two Empirical Tests, Heather Haveman, Columbia U.

Management and the Challenge of Deep Time, Allen C. Bluedorn, U. of Missouri, Columbia

Discussant: James P. Walsh, U. of Michigan

Wednesday 10:40AM

172. 🕮☯⧖Symposium: **Anemophiles or Chronists? Unique Interpretations of Time by Modern Systems Thinkers**

- 10:40- 12:00 Royal York: Ontario

Not even distance could keep this panel from sharing their systems thinking insights into time! See time be used to uncover obscure interconnections and patterns of behavior. The insights derived from the panel offer ways of understanding time that have rarely been addressed by other scholars. This session is guaranteed to be insightful, informative, and interesting!

Chair: Linda Booth Sweeney, Harvard U.

Presenters: Dennis Meadows, U. of New Hampshire; Elise Boulding, Dartmouth College; Anjali Sastry, U. of Michigan; Peter Senge, Massachusetts Institute of Technology/Society for Organizational Learning

Showcase Symposia

Program Chair: Jean M. Bartunek, Boston College

	Start	Shared Program
Monday	8:30am	**173.** SHCS: Virtual Teams vs Traditional Teams ◆ SC:Dominion Ballroom N
		174. SHCS: Kairos in Management Education ◆ RY:Quebec
		175. SHCS: Boundaries in Tech. Industries ◆ SC:Ballroom West
	8:50am	**176.** SHCS: Rigor and Relevance in Research ◆ SC:Ballroom Centre
	9:00am	**177.** SHCS: Suppressing Business Bribery ◆ SC:Ballroom East
	10:40am	**178.** SHCS: Perspectives on ISO 14001 ◆ RY:Concert Hall
		179. SHCS: Organizational Justice Research ◆ SC:Ballroom Centre
		180. SHCS: 1904 Westinghouse Films ◆ SC:Dominion Ballroom N
	12:20pm	**181.** SHCS: Role of Government ◆ SC:Ballroom East
		182. SHCS: The University in New Times ◆ RY:Concert Hall
		183. SHCS: Dynamic, Pluralistic Strategy ◆ SC:Ballroom West
	12:50pm	**184.** SHCS: Multilevel Research Methodology ◆ SC:Ballroom Centre
	2:30pm	**185.** SHCS: Frames & Environmental Conflicts ◆ RY:Concert Hall
		186. SHCS: Firm Globalization & Structure ◆ SC:Ballroom East
		187. SHCS: Potential of Cultural Differences ◆ SC:Ballroom Centre
		188. SHCS: Science-Based Competition ◆ SC:Ballroom West
	4:10pm	**189.** SHCS: Evolutionary Theory ◆ SC:Ballroom East
		190. SHCS: Ethics in Conflict ◆ SC:Ballroom Centre
		191. SHCS: External Knowledge Sourcing ◆ SC:Ballroom West
Tuesday	8:30am	**192.** SHCS: Biological Bases for Behavior ◆ RY:Quebec
	10:30am	**193.** SHCS: Gente del Corazon ◆ SC:Dominion Ballroom N
		194. SHCS: Stakeholders in Seattle ◆ RY:Quebec
	2:00pm	**195.** SHCS: Intellectual Property ◆ RY:Concert Hall
	3:40pm	**196.** SHCS: New Time in Service Research ◆ RY:Quebec
		197. SHCS: Env. Innov. Across Boundaries ◆ RY:Concert Hall
Wednesday	8:30am	**198.** SHCS: Resistance & Readiness for Chg. ◆ RY:Concert Hall
		199. SHCS: Challenging Structure ◆ SC:Ballroom West
	8:50am	**200.** SHCS: Transition in Central & Eastern Europe ◆ SC:Dominion Ballroom N
	10:40am	**201.** SHCS: Mging Multicult. Organizations ◆ SC:Ballroom Centre
		202. SHCS: Knowledge Transfer ◆ SC:Ballroom East
		203. SHCS: Embeddedness ◆ SC:Ballroom West
		204. SHCS: Integrating Healthcare Systems ◆ RY:Concert Hall

Monday 8:30AM

173. ☯✈SHCS:*(OB, IM, ODC)* **Virtual Teams: A New Team Form for the New Century? A Multi-disciplinary Scholar-Practitioner Debate Exploring How Different Virtual Teams are From Traditional Teams**

◆ 8:30- 10:20 Sheraton Centre: Dominion Ballroom N

Chair: Cristina Gibson, U. of Southern California

More of the Good Stuff: Virtuality Simply Amplifies the Criticality of Basic Design Factors, Susan Cohen, U. of Southern California; Cristina Gibson, U. of Southern California; Arjan Raven, Georgia State U.; Alec Levenson, U. of Southern California; Peter Bartlett, Hewlett-Packard

Virtual Teams Are Not Different, Martha L. Maznevski, U. of Virginia; Nicholas Athanassiou, Northeastern U.; Lena Zander, Stockholm School of Economics

Is Virtual the Same as Being There--Not Really!, Ben Rosen, U. of North Carolina, Chapel Hill; Stacie Furst, U. of North Carolina, Chapel Hill; Richard S. Blackburn, U. of North Carolina; Debra L. Shapiro, U. of North Carolina, Chapel Hill

Virtual Teams Are Different, Julia Gluesing, Wayne State U.; Marietta Baba, Wayne State U.; David Britt, Wayne State U.; Garry Huysse, Proctor & Gamble

Discussants: Catherine Durnell Cramton, George Mason U.; Christopher Earley, Indiana U.

Winner of OB Division Most Innovative Session

174. ⧖SHCS:*(MED, MOC)* **Kairos in Management Education: An Opportunity to Reassess the Ideology of Consequentialist Justifications of Learning**

◆ 8:30- 10:20 Royal York: Quebec

Chairs: Theresa K. Lant, New York U.; Margaret Peteraf, U. of Minnesota; Mariann Jelinek, NSF

Discussant: Edwin M. Epstein, St. Mary's College

Presenters: Elena P. Antonacopoulou, U. of Manchester; Frances E. Fabian, Tulane U.; Lynn A. Isabella, U. of Virginia; Christine Quinn Trank, U. of Iowa; Frances J. Milliken, New York U.

175. SHCS:*(BPS, OMT, TIM)* **Firm Boundaries in Technology-Based Industries**

◆ 8:30- 10:20 Sheraton Centre: Ballroom West

Chair: Brian S. Silverman, Harvard U.

Acquisition Activity and Product Line Scope in the U.S. Medical Sector: Nationality, Corporate Structure, and Resources, Myles Shaver, New York U.

Core Technology, Peripheral Technology, and Corporate Diversification, Brian S. Silverman, Harvard U.

How do Technology-Based Firms Organize their Non-market Strategies? An Empirical Examination of the Telecommunications Industry, John Manuel de Figueiredo, Massachusetts Institute of Technology; Emerson H. Tiller, U. of Texas

Who Will Monitor the Monitors? Productivity and Agency in Drug Development, Pierre Azoulay, Massachusetts Institute of Technology

Discussant: Harbir Singh, U. of Pennsylvania

Monday 8:50AM

176. ✈SHCS:*(RM, IM, OMT)* **Rigor and Relevance in Organization and Management Research**

- 8:50- 10:20 Sheraton Centre: Ballroom Centre

Chairs: Susan C. Schneider, U. of Geneva; Yehuda Baruch, U. of East Anglia, UK

Pursuing Academic Rigor and Practical Relevance: Moving Forward Through the Past, Michel Berry, CRG & Ecole de Management

Relevance and Rigour at the Expense of Moving Forward: Getting Stuck in the Past, Tor Hernes, Norwegian School of Management

The Role of Journal Editor in Blending Science and Practice, Miriam Erez, Technion-Israel Institute of Technology

Discussant: C Marlena Fiol, U. of Colorado, Denver

Monday 9:00AM

177. ☯✈SHCS:*(SIM, IM)* **International Cooperation for the Suppression of Business Bribery in the Global Economy**

- 9:00- 10:20 Sheraton Centre: Ballroom East

Chairs: Duane Windsor, Rice U.; Kathleen A. Getz, American U.

Getting Serious about Corruption: Corporate Strategies to Combat Bribery, Thomas W. Dunfee, U. of Pennsylvania; David Hess, U. of Pennsylvania

OECD and EU Consensus Concerning Global Suppression of Business Corruption, Kathleen A. Getz, American U.; Roger James Volkema, American U.; Duane Windsor, Rice U.

International Anti-Corruption Agreements in Latin America, Bryan W. Husted, ITESM/Instituto de Empresa

Reforming and Closing a Key Loophole in the OECD Corruption Guidelines, Richard P. Nielsen, Boston College

Monday 10:40AM

178. ☯✈SHCS:*(ONE, OM)* **The Diffusion of Voluntary Environmental Regulation: International, Domestic, and Practitioner Perspectives on ISO 14001**

- 10:40- 12:00 Royal York: Concert Hall

Chair: Michael V. Russo, U. of Oregon

Explaining Global Diffusion of ISO 14001 Certification, Charles J. Corbett, U. of California, Los Angeles; David A. Kirsch, U. of California, Los Angeles

An Early Experience with ISO 14001, Larry Chalfan, International Sustainable Development Foundation

Globalization and the Environment: The Role of ISO 14001, Petra Christmann, U. of Virginia; Glen Taylor, U. of Hawaii, Manoa

Taking Stock of ISO 14001 Certifications, Pratima Bansal, U. of Western Ontario; Bineetha Miller, Georgia State U.

The Diffusion of the ISO 14001 System in the Electronics Industry: An Analysis of Competing Theories, Michael V. Russo, U. of Oregon

179. SHCS:*(CM, HR, OB)* **Puzzles and Paradoxes in Organizational Justice Research**

- 10:40- 12:00 Sheraton Centre: Ballroom Centre

Chair: Daniel P. Skarlicki, U. of British Columbia

Untangling the Knot of Trust and Betrayal, Sandra L. Robinson, U. of British Columbia; Kurt T. Dirks, Simon Fraser U.; Hakan Ozcelik, U. of British Columbia

Psychological Contracts in Transition: Assimilation or Contrast?, S. Douglas Pugh, San Diego State U.; Daniel P. Skarlicki, U. of British Columbia

Love is Blind and Forgiveness Divine: Reaction to a Leader's Trangressions, Debra L. Shapiro, U. of North Carolina, Chapel Hill; Mary Ann Von Glinow, Florida International U.

Do Outcomes Matter More when Procedural Fairness is High or Low? It Depends on the Dependant Variable, Joel Brockner, Columbia U.; Nace Magner, Western Kentucky U.; Mary Magner, Western Kentucky U.

Discussant: Jerald Greenberg, Ohio State U.

180. ⧖SHCS:*(MH, GDO)* **Relating a New Time to an Old Time: Presenting 1904 Films from Westinghouse Companies with Discussion on Observed Work Issues**

- 10:40- 12:00 Sheraton Centre: Dominion Ballroom N

Chairs: Frieda Reitman, Pace U.; Julian Reitman, U. of Connecticut, Stamford

Westinghouse Companies Background, Jill R. Hough, U. of Tulsa

Human Resources Issues, Dennis W. Gibson, Troy State U.

Gender Issues, Frieda Reitman, Pace U.; Joy A. Schneer, Rider U.

Preserving an Old Time, Julian Reitman, U. of Connecticut, Stamford

Discussant: Alfred A. Bolton, Averett College

Monday 12:20PM

181. ✈SHCS:*(IM, BPS, OMT)* **Toward an Understanding of the Role of Government in Strategy and Organization**

- 12:20- 2:10 Sheraton Centre: Ballroom East

Chair: Paul S. Goodman, Carnegie Mellon U.

Organizing by Personal Relationship Under Non-Facilitative Government: Understanding Trust, Jone L. Pearce, U. of California, Irvine

Transforming State-owned Enterprises in Transition, Mike W. Peng, Ohio State U.

The Effects of Globalization on State/Business Relationships: A Conceptual Framework, Ian M. Taplin, Wake Forest U.

The Role of Government During Economic Transition, Tarun Khanna, Harvard U.

182. 🕮☯✈⧖SHCS:*(OMT, IM, MED)* **The University in New Times: The House of Knowledge in the Age of Globalization and the Market Economy**

- 12:20- 2:10 Royal York: Concert Hall

Chairs: Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst

Co-Chairs' Overview, Linda Smircich, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst

New Managerialism and the Management of UK Universities, Mike Reed, Lancaster U.

University and Knowledge: Governmental Regimes, Technologies of Power and Subjectivity with Special Consideration to the Case of Mexico, Eduardo Ibarra-Colado, U. Autonoma Metropolitana, Iztapalapa, Mexico

Institutionalizing Civic Engagement: Shifting Logics and the Cultural Repackaging of Service Learning in U.S. Higher Education, Michael Lounsbury, Cornell U.; Seth S. Pollack, California State U., Monterey Bay

Organizations of Learning or Learning Organizations?: Creating Integrative Universities for the New Century, Susan M. Awbrey, Oakland U.; Jon L. Awbrey, Oakland U.

The University as Hollywood - A "High Concept" for Century Twenty-One, O.C. McSwite, George Washington U./Virginia Tech.

The Virtual University: Learnings in International Management, Mikael Sondergaard, U. of Southern Denmark; Jeanette Lemmergaard, U. of Southern Denmark; Marta B. Calas, U. of Massachusetts, Amherst; Paul Donnelly, U. of Massachusetts, Amherst

183. SHCS:*(HCM, BPS)* **Strategy as Dynamic and Pluralistic**

- 12:20- 2:10 Sheraton Centre: Ballroom West

Chair: Rebecca Wells, Pennsylvania State U.

Benign Environments and Bad Planners, Malignant Environments and Magnificent Planners: Re-conceptualizing the Environment/Planning Relationship, Peter Brews, Duke U.; Debu Purohit, Duke U.

Is It Rational to Be Rational in Public Hospitals?, Linda Cazale, U. of Montreal; Jean-Louis Denis, Gris/U. De Montreal; Ann Langley, U. du Québec à Montreal

The Lived Experience of High Velocity Strategic Change, David A. Buchanan, De Montford U., Leicester

The Co-Evolution of Pluralistic Strategies, Integration Processes, and Performance within a Health Care System, Russel W. Rogers, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

Discussant: Henry Mintzberg, McGill U.

Monday 12:50PM

184. ⌛SHCS:*(RM, OB)* **A Timely Look at Multilevel Research Methodology: Taking Stock of Where We Are and Perspectives on Where We Need to Go**

- 12:50- 2:10 Sheraton Centre: Ballroom Centre

Chair: Mark B. Gavin, Oklahoma State U.

Presenters: Paul D. Bliese, Walter Reed Army Institute of Research; Fred Dansereau, State U. of New York, Buffalo; David A. Hofmann, Michigan State U.; Lawrence R. James, U. of Tennessee, Knoxville; Katherine J. Klein, U. of Maryland; Steve W. J. Kozlowski, Michigan State U.; Chester A. Schriesheim, U. of Miami; Francis J. Yammarino, State U. of New York, Binghamton

Monday 2:30PM

185. ☯SHCS:*(CM, ONE)* **The Influence of Identity, Characterization and Conflict Management Frames on the Perpetuation of Environmental Conflicts**

- 2:30- 3:50 Royal York: Concert Hall

Chair: Barbara Gray, Pennsylvania State U.

Organizational Framing of the Edwards Aquifer Dispute, Linda L. Putnam, Texas A&M U.

Portraits of Self and Others: How Competing Frames of Identity, Characterization and Conflict Intensify Debate over the Regulation of Water in Ohio, Carolyn Wiethoff, Ohio State U.; Roy J. Lewicki, Ohio State U.

Freeze Framing: The Timeless Dialogue of Intractability Surrounding Voyageurs National Park, Barbara Gray, Pennsylvania State U.

The Quincy Library Group: Changing Identity, Characterization and Conflict Management Frames, Todd Bryan, U. of Michigan

A Burning Issue: Explaining the Intractability of the Conflict over Incineration at a Superfund Site, Ralph Hanke, Pennsylvania State U.; Adam S. Rosenberg, Pennsylvania State U.

Discussants: Blair Sheppard, Duke U.; Mark Phillip Sharfman, U. of Oklahoma

186. ✈SHCS:*(OMT, BPS, IM)* **Financial Globalization and Social Structure: How Organizations Adapt to Socio-Political Changes**

- 2:30- 3:50 Sheraton Centre: Ballroom East

Organizer: Gerald F. Davis, U. of Michigan

Contested Ideologies and Dominant Frames: Sensemaking in a Monetary Crisis, Mitchel Y. Abolafia, State U. of New York, Albany

The Global Spread of Financial Markets, Gerald F. Davis, U. of Michigan; Klaus Weber, U. of Michigan

The Globalization of American Finance: Sources and Consequences of Foreign Activity Among Large U.S. Commercial Banks, Mark S. Mizruchi, U. of Michigan

Corporate Governance and Contested Terrain: The Rise of the Shareholder Value Orientation in Germany, Edward Zajac, Northwestern U.; Peer Fiss, Northwestern U.

Discussant: Harry G. Barkema, Tilburg U.

Winner of OMT Division Best Symposium Proposal Award

187. ☯✈SHCS:*(CM, IM, HR)* **How Can the Innovative Potential of Cultural Differences Be Realized? Perspectives Across Culture and Across Management Contexts**

- 2:30- 3:50 Sheraton Centre: Ballroom Centre

Chairs: Maddy Janssens, Catholic U. of Leuven; Debra L. Shapiro, U. of North Carolina, Chapel Hill

Competencies and Practices to Stimulate Meaningful Participation in Transnational Teams, Maddy Janssens, Catholic U. of Leuven; Jeanne M. Brett, Northwestern U.

How to Meddle?: Effective Third-Party Intervention in U.S.-Japanese Disputes, Debra L. Shapiro, U. of North Carolina, Chapel Hill; Catherine Tinsley, Georgetown U.; Tetsu Okumura, Shiga U.

Employee Reactions to Leader Power, Organizational Justice, and Organizational Support: Do They Differ in the Peoples Republic of China vs. The U.S.?, Kevin B. Lowe, U. of North Carolina, Greensboro; Bradley L. Kirkman, U. of North Carolina, Greensboro; Danyang Peng, Wachovia Bank

How can the Innovative Potential of Cultural Differences be Realized?: The Case of International Mergers & Acquisitions, Miriam Erez, Technion-Israel Institute of Technology

Discussants: Mary Ann Von Glinow, Florida International U.; Nancy J. Adler, McGill U.

188. ☯SHCS:*(BPS, TIM)* **Managing Under Science-Based Competition**

- 2:30- 3:50 Sheraton Centre: Ballroom West

Chair: Peter J. Lane, Arizona State U.

Managing Economies of Scale in Pharmaceutical Experimentation, Paul Nightingale, CoPS, SPRU, U. of Sussex

From Technology Transfer to Knowledge Acquisition: Effective Strategies for University-Firm Linkages, Michelle Gittelman, New York U.

Science Strategies: Managing Science, Technology, and Product Market Positions Over Time, Peter J. Lane, Arizona State U.

Innovation Quality, Firm Performance, and CEO Pay in High and Low Technology Firms, Marianna Makri, Arizona State U.

Discussant: Gordon Walker, Southern Methodist U.

Monday 4:10PM

189. 🕮☯⌛SHCS:*(BPS, ENT, OMT)* **Evolutionary Theory in Management and Organization Theory at the Beginning of a New Millennium: A Symposium on the State of the Art and Opportunities for Future Research**

- 4:10- 6:00 Sheraton Centre: Ballroom East

Chair: Johann Peter Murmann, Northwestern U.

An Evolutionary Theory of Organizational Change for the New Millennium, Howard E. Aldrich, U. of North Carolina, Chapel Hill

The Progress of Evolutionary Thinking in Economics and Management, Sidney Winter, U. of Pennsylvania

The Evolution of Evolutionary Ideas in the Academy of Management, Daniel Levinthal, U. of Pennsylvania
Discussant: Johann Peter Murmann, Northwestern U.

190. SHCS:*(CM, OB, SIM)* **Ethics in Conflict and Negotiation**
- 4:10- 6:00 Sheraton Centre: Ballroom Centre

Chair: Bruce Barry, Vanderbilt U.
Uncertainty, Self-Justification, and the Use of Deception in Negotiations, Maurice Schweitzer, U. of Pennsylvania; Christopher K. Hsee, U. of Chicago
Ethically Marginal Bargaining Tactics: Sanction, Efficacy, and Performance, Bruce Barry, Vanderbilt U.; Adam Long, Vanderbilt U.; Ingrid Smithey Fulmer, Vanderbilt U.
Negotiating Ethical Conflicts Over Diversity Management, Debra L. Connelley, State U. of New York, Buffalo; Lisa Nowak, State U. of New York, Buffalo
Power and Negotiations: The Impact on Ethical Climate, Ann E. Tenbrunsel, U. of Notre Dame; David M. Messick, Northwestern U.
Virtue, Pragmatism, and Prescription in Negotiation, Chris McCusker, Yale U.; James A. Phills, Jr., Yale U./Stanford U.
Discussants: Roy J. Lewicki, Ohio State U.; Linda K. Trevino, Pennsylvania State U.

191. ✈SHCS:*(BPS, TIM, IM)* **Modes of External Knowledge Sourcing**
- 4:10- 5:20 Sheraton Centre: Ballroom West

Chairs: Jaeyong Song, Columbia U.; Maurizio Zollo, INSEAD
Grafting Innovation: Technology Procurement Through Acquisition, Phanish Puranam, U. of Pennsylvania; Maurizio Zollo, INSEAD
Sourcing External Knowledge Through Alliances: Seeking Optimal Interorganizational Governance Structures, Farok Contractor, Rutgers U.
Sourcing External Knowledge Through Mobility of Engineers: Learning-By-Hiring in the Global Semiconductor Industry, Jaeyong Song, Columbia U.; Paul Almeida, Georgetown U.
Learning from Competition Through Multi-Market Contact in R&D: Empirical Evidence from the Chemical Industry, Atul Nerkar, Columbia U.; Srikanth Paruchuri, Columbia U.
In-House Research and the Ability to Learn from Public Science, Bhaven N. Sampat, Columbia U.
Discussant: Yves Doz, INSEAD

Tuesday 8:30AM

192. ☯SHCS:*(MOC, OMT, OB)* **Biological Bases for Behavior in Organizations: Human Evolution and its Implications for Organization Theory and Management Practice**
- 8:30- 10:10 Royal York: Quebec

Chair: Steven F. Freeman, INCAE
The Link between Rescource Context and Social Structure: An Empirical Investigation, Barbara Pierce, U. of Western Ontario; Roderick E. White, U. of West Ontario
Emotions in Command: A Naturalistic Study of Institutional Dominance, Frank Salter, Max-Planck-Institut für Verhaltensphysiologie Humanethologie
Evolutionary Psychology, Skill Sets and Management, Paul R. Lawrence, Harvard U.; Nitin Nohria, Harvard U.
Executive Instinct: Implications of the New Darwinism for Management, Nigel Nicholson, London Business School
Status in Groups: A Biological Contribution, Deborah Waldron, U. of Auckland
Evolutionary Psychology as the Microfoundation for Social and Organizational Theory, Steven F. Freeman, INCAE (Central American Institute of Business Administration)

Tuesday 10:30AM

193. ✈SHCS:*(GDO, HR, OB)* **Gente del Corazon: The Influence of Hispanic Culture on Organizational Culture and Practices**
- 10:30- 11:50 Sheraton Centre: Dominion Ballroom N

Chairs: Dianna L. Stone, U. of Central Florida; Stephanie E. Newell, Eastern Michigan U.
Presenters: Marta B. Calas, U. of Massachusetts, Amherst; Luis R. Gomez-Mejia, Arizona State U./Iberoamerican Academy of Management; Eduardo Salas, U. of Central Florida; Dianna L. Stone, U. of Central Florida; Bernardo M. Ferdman, CSPP, San Diego

194. ☯⧖SHCS:*(SIM, ONE)* **A Time for Voice, A Time for Dialogue--Stakeholders in Seattle: Dialogue and Practice Toward Collaborative Stakeholder Relationships**
- 10:30- 11:50 Royal York: Quebec

Organizer: Sandra A. Waddock, Boston College
Corporate Citizenship as Management Practice: Time to Build Stakeholder Relationships, Sandra A. Waddock, Boston College
Interpreting the Battle in Seattle--Time for Another Look at Stakeholder Management?, Jeanne Marie Liedtka, U. of Virginia; Robert Edward Freeman, U. of Virginia
From Conflict to Collaboration: The Evolution of Stakeholder Relationships, Ann Svendsen, Simon Fraser U.
Discussants: David Wheeler, York U.; Richard Marens, U. of Washington

Tuesday 2:00PM

195. 🕮☯SHCS:*(BPS, TIM)* **Strategic Management of Intellectual Property**
- 2:00- 3:20 Royal York: Concert Hall

Chairs: Julia Porter Liebeskind, U. of Southern California; Rosemarie Ham Ziedonis, U. of Pennsylvania
Why Do Firms Publish Their Research (By Their Own Scientists?): Co-Publication and Patenting by US Biotechnology Firms, Michelle Gittelman, New York U.; Bruce Kogut, U. of Pennsylvania
Intellectual Property Protection in the Software Industry, Stuart Graham, U. of California, Berkeley; David C. Mowery, U. of California, Berkeley
The Strategic Role of Patents in the Semiconductor Industry, Rosemarie Ham Ziedonis, U. of Pennsylvania
The Mechanisms of Secrecy: Evidence from High Technology Firms, Julia Porter Liebeskind, U. of Southern California
Discussants: Brian S. Silverman, Harvard U.; Sidney Winter, U. of Pennsylvania

Tuesday 3:40PM

196. ☯⧖SHCS:*(OB, OM)* **A New Time in Service Research: Moving Beyond Main Effects and Isolated Theoretical Perspectives**
- 3:40- 5:20 Royal York: Quebec

Chairs: Joerg Dietz, U. of Western Ontario; S. Douglas Pugh, San Diego State U.
When Climate Matters: Customer Segments and the Importance/Unimportance of Service Climates, Joerg Dietz, U. of Western Ontario; S. Douglas Pugh, San Diego State U.; Jack W. Wiley, Gantz Wiley Research

Service Climate, Service Culture, and Service-Related Outcomes, Mark G. Ehrhart, U. of Maryland; Karen M. Holcombe, U. of Maryland; Seth C. Hayes, U. of Maryland; Benjamin Schneider, U. of Maryland

Debunking a Myth: Toward a Better Understanding of Service Operations and Customer Satisfaction, Aleda V. Roth, U. of North Carolina, Chapel Hill; Richard B. Chase, U. of Southern California; Chistopher A. Voss, London Business School ; Larry Menor, U. of Western Ontario

Diagnosing the Value Chain: A Summary of Linkage Research Dynamics, Scott M. Brooks, Gantz Wiley Research

Discussants: David E. Bowen, Thunderbird; David A. Tansik, U. of Arizona

197. SHCS:*(OM, ONE, TIM)* **Environmental Innovation Across Firm Boundaries: Supply Chain Dynamics and Environmental Performance**

- 3:40- 5:20 Royal York: Concert Hall

Chair: Sandra Rothenberg, Rochester Institute of Technology

Environmental Supply Chain Dynamics, Jeremy Hall, U. of Calgary

Collaboration for Environmental Innovation and Performance, Gregory Theyel, U. of New Hampshire

Supplier Involvement in Environmental Innovation: The Automotive Paint Process, Charlette Geffen, Pacific Northwest National Laboratory; Sandra Rothenberg, Rochester Institute of Technology

A Strategic Decision Framework for Green Supply Chain Management, Joseph Sarkis, Clark U.

Discussants: Robert Klassen, U. of Western Ontario; Richard Florida, Carnegie Mellon U.

Wednesday 8:30AM

198. SHCS:*(ODC, MC)* **The Evolution and Current Status of Resistance and Readiness in Organizational Change: Theory, Process, and Practice**

- 8:30- 10:20 Royal York: Concert Hall

Chair: Kevin C. Wooten, U. of Houston, Clear Lake

Resistance to Change: A Metaphor that Deserves to Die, Eric B. Dent, George Washington U.

Process Issues and Mind-Sets in "Resistance to Change", Walter Nord, U. of South Florida

Resisting Change: Looking Forward to the Past, Jim A. Landry, Arthur Andersen

Preparing for Organizational Change: A Model for Creating Readiness, Achilles A. Armenakis, Auburn U.

Presenter: Achilles A. Armenakis, Auburn U.
Discussant: Richard W. Woodman, Texas A&M U.

199. ☯SHCS:*(OB, HR, CAR)* **Time Use, Flexibility, and Identity: Challenging Traditional Schedules and Career Structures in Organizations**

- 8:30- 10:20 Sheraton Centre: Ballroom West

Chairs: Michelle L. Buck, McGill U.; Lucy R. Ford, Virginia Commonwealth U.

The Developmental Implications of Voluntary Part-time Work, Shelley M. MacDermid, Purdue U.; Mary Dean Lee, McGill U.; Michelle L. Buck, McGill U.

Self-identity: Its Impact on Employee Perceptions and Use of Paid Time Off Policies, Lucy R. Ford, Virginia Commonwealth U.; Karen D. Locke, College of William & Mary

Organizational Identification and Employees' Virtual Status, Batia Mishan Wiesenfeld, New York U.; Sumita Raghuram, Fordham U.; Raghu Garud, New York U.

Creating a Desired Identity: The Impact of Physical and Psychological Distance on Impression Management Behaviors, Kristina A. Diekmann, U. of Notre Dame; Zoe Barsness, Texas A&M U.

Discussant: Connie J. Gersick, U. of California, Los Angeles

Wednesday 8:50AM

200. ☯✈SHCS:*(IM, OMT, MH)* **Heralding a New Time: Transition Issues in Central and Eastern Europe**

- 8:50- 10:20 Sheraton Centre: Dominion Ballroom N

Chair: Anastasia Maria Luca, U. of California, Los Angeles

"Order-out-of-Chaos" and Natural/Rational Systems: Towards a Theoretical Framework for Transition From State Monopoly to Market Economy, Anastasia Maria Luca, U. of California, Los Angeles

The Culture of Transition: An Approach and Characteristics, Tatiana Kostova, U. of South Carolina

Transition in Poland: Looking Toward the Past to Make Sense of the Present and Future, Jennifer Roney, Pepperdine U.

A Longitudinal Study of Organizational Adaption in Transition Economies: A Comparison of Czech, Hungarian, and Slovenian Perspectives, Laszlo Tihanyi, Indiana U.; W. Harvey Hegarty, Indiana U.

Discussant: Esmeralda Garbi, Florida Atlantic U.

Wednesday 10:40AM

201. ☯✈SHCS:*(IM, GDO, OB)* **Managing Multicultural Organizations: A Meeting of the Minds**

- 10:40- 12:00 Sheraton Centre: Ballroom Centre

Chair: Aparna Joshi, Rutgers U.

Conversation #1: Diversity in Teams, Michael A. West, Aston U., Birmingham, England; Cristina Gibson, U. of Southern California

Conversation #2: Insights from Social Identity Theory, Christopher Earley, Indiana U.; Anne S. Tsui, Hong Kong U. of Science and Technology

Conversation #3: Socialization and Training Practices, Mark Mendenhall, U. of Tennessee, Chattanooga; Stella M. Nkomo, U. of South Africa

Discussant: Susan E. Jackson, Rutgers U.

202. ✈☯SHCS:*(BPS, ENT)* **Entrepreneurship Through Knowledge Transfer**

- 10:40- 12:00 Sheraton Centre: Ballroom East

Chairs: Walter Kuemmerle, Harvard U.; Joseph L. Bower, Harvard U.; Robert A. Burgelman, Stanford U.

Knowledge Sharing in Entrepreneurial Networks Among Internet Startups, Morten Hansen, Harvard U.; Thomas R. Eisenmann, Harvard U.

Knowledge Flows Across Country-Borders in Born Global Firms, Walter Kuemmerle, Harvard U.

Corporate Entrepreneurship and Intellectual Capital Mobilization within a Diversified Integrated Firm, Tomo Noda, INSEAD

Global Knowledge Integration, Yves Doz, INSEAD; Gary Hamel, London Business School ; Jose Santos, INSEAD; Peter J. Williamson, INSEAD

203. ☯SHCS:*(BPS, OMT)* **The Embeddedness of Competitive Behavior: Emerging Perspectives**

- 10:40- 12:00 Sheraton Centre: Ballroom West

Chair: Devi R. Gnyawali, Virginia Polytechnic Institute and State U.

The Network Structure of Competition: A Structural Embeddedness Perspective of Competitive Dynamics, Devi R. Gnyawali, Virginia Polytechnic Institute and State U.; Ravindranath Madhavan, U. of Illinois

Spatial Embeddedness of Acquisitions by Multiunit Organizations, Joel A.C. Baum, U. of Toronto; Stan Xiao Li, U. of Toronto; John M. Usher, Memorial U. of Newfoundland

The Interpenetration of Competitive and Cooperative Networks: An Evolutionary Perspective, Javier Gimeno, INSEAD

Organizational Embeddedness in Patent Thickets: A Competitive Dynamics Approach, Gregory S. Young, North Carolina State U.

Discussant: Walter J. Ferrier, U. of Kentucky

204. ⧖SHCS:*(HCM, ODC, OMT)* **Comparative Practices and Temporal Processes of Integrating Physicians and Clinics in Healthcare Systems**

- 10:40- 12:00 Royal York: Concert Hall

Organizer: Andrew H. Van de Ven, U. of Minnesota

The Effects of Organizational Linkages between Physician Groups and Health Systems on Physician-System Alignment: Comparative Findings on Physician-System Alignment at the Group Practice Level, Jeffrey A. Alexander, U. of Michigan; Teresa Waters, Northwestern U.; Lawton R. Burns, U. of Pennsylvania; Stephen M. Shortell, U. of California, Berkeley; Peter P. Budetti, Northwestern U.; Robin Gillies, U. of California, Berkeley; Howard Zuckerman, U. of Washington

Physician-System Integration: Do Individual Practitioners Commit to Vertically-Integrated Relationships and Strategic Alliances?, Lawton R. Burns, U. of Pennsylvania; Stephen M. Shortell, U. of California, Berkeley; Jeffrey A. Alexander, U. of Michigan; Howard Zuckerman, U. of Washington; Peter P. Budetti, Northwestern U.; Robin Gillies, U. of California, Berkeley; Teresa Waters, Northwestern U.

Processes of Integrating Clinics into a Large Medical Group Practice, Andrew H. Van de Ven, U. of Minnesota; Shawn M. Lofstrom, U. of Maryland; Frank C. Schultz, U. of Minnesota; Rhonda Engleman, U. of Minnesota

Processes of Integrating Employees into a Large Medical Group Practice, Russel W. Rogers, U. of Minnesota; Jeffrey Thompson, Miami U. of Ohio; J. Stuart Bunderson, Washington U.; Gerald H. Ellis, U. of Minnesota

Discussant: John R. Kimberly, U. of Pennsylvania/INSEAD

Joint Symposia

Coordinator: Raul A. Necochea, Boston College

	Start	Shared Program
Monday	8:30am	**205.**JS: Spirituality in Mgmt. Education ◆ RY:Territories
		206.JS: Complexity and Complementarities ◆ SC:Conference Room D&E
		207.JS: Leadership as Vocation or Calling: Management and Spirituality ◆ SC:Civic Ballroom
		208.JS: Reaching for the Rainbow ◆ RY:Alberta
	10:40am	**209.**JS: Gender in Negotiation ◆ RY:Territories
		210.JS: HRM and Performance ◆ SC:Civic Ballroom
		211.JS: Liberation Theology for New Times? ◆ RY:Alberta
		212.JS: Pace in Org'l Interfaces ◆ RY:Confederation 3
		213.JS: Organizational Mentoring and Time ◆ SC:Conference Room D&E
		214.JS: New Directions in International HRM ◆ H:McDonald
	12:20pm	**215.**JS: Alternative Research Modes in OMT ◆ SC:Civic Ballroom
		216.JS: Emotional Intelligence ◆ RY:Territories
		217.JS: Expressing Organizations ◆ RY:Alberta
		218.JS: Chinese Family Businesses ◆ H:McDonald
		219.JS: Commercializing Research ◆ SC:Conference Room D&E
	2:30pm	**220.**JS: Learning, Knowledge, Performance ◆ SC:Civic Ballroom
		221.JS: Whole Systems Change ◆ RY:Territories
		222.JS: Hidden Profile Paradigm ◆ SC:Conference Room D&E
		223.JS: International HR and Global Leaders ◆ H:McDonald
		224.JS: Fast Growth Firms ◆ RY:Alberta
	4:10pm	**225.**JS: Sharing Knowledge ◆ SC:Civic Ballroom
		226.JS: Social Capital and Its Buzzwords ◆ H:McDonald
		227.JS: Demographics in Work Groups ◆ RY:Alberta
		228.JS: Dynamic Construction of Identity ◆ RY:Territories
Tuesday	8:30am	**229.**JS: Board Room Diversity ◆ H:McDonald
		230.JS: Org. Learning as Practice ◆ SC:Conference Room D&E
		231.JS: Conflict in Diverse Work Groups ◆ RY:Alberta
		232.JS: Views of Knowledge Work ◆ SC:Civic Ballroom
		233.JS: Group Transactive Memory: Measurement ◆ SC:Dominion Ballroom N
		234.JS: Sexual Harassment Policy Effects ◆ RY:Territories
	10:30am	**235.**JS: A Time for Teams ◆ SC:Conference Room D&E
		236.JS: Civic Engagement & Service Learning ◆ H:McDonald
		237.JS: Importance of Management History ◆ RY:Territories
		238.JS: Trustworthiness at Work ◆ RY:Alberta
		239.JS: Work-Family Conflict in 21st Century ◆ SC:Civic Ballroom
	2:00pm	**240.**JS: Justice in Employees' Eyes ◆ RY:Alberta
		241.JS: Social Capital in Organizations ◆ SC:Civic Ballroom
		242.JS: Agent-Based Computational Models ◆ H:McDonald
		243.JS: Organizational Symbolism ◆ RY:Territories
		244.JS: Workplace Aggression Patterns ◆ SC:Conference Room D&E
	3:40pm	**245.**JS: Cognitive Style in Europe ◆ SC:Conference Room D&E
		246.JS: Transformation and the Search for Meaning at Work ◆ H:McDonald
		247.JS: Sustainable Entrepreneurship ◆ RY:Tudor 7
		248.JS: Multicultural Teams in MNCs ◆ RY:Territories
		249.JS: U.S. Companies and Work/Life Strategies ◆ RY:Alberta
Wednesday	8:30am	**250.**JS: Strategic Use of the Past ◆ H:McDonald
		251.JS: Strategic HR Architecture ◆ SC:Civic Ballroom
		252.JS: Self-Censorship in Organizations ◆ SC:Conference Room D&E
		253.JS: Negative Relations in Social Networks ◆ RY:Alberta
		254.JS: Workplace Romance ◆ RY:Territories
	10:40am	**255.**JS: AOM Past Presidents Speak ◆ RY:Territories
		256.JS: Cinema & Fiction in Mgmt. ◆ H:McDonald
		257.JS: Modularity in Organizations ◆ SC:Conference Room D&E
		258.JS: Status Hierarchies in Orgs. ◆ RY:Alberta
		259.JS: Applying Institutional Theory to IM ◆ SC:Dominion Ballroom N
	12:20pm	**260.**JS: Management in Transition Economies ◆ SC:Dominion Ballroom N
		261.JS: Women, Careers, Transitions and Growth ◆ H:McDonald
		262.JS: Advancing Research on Organizational Change ◆ RY:Ontario
		263.JS: Compensation Design ◆ SC:Conference Room D&E
		264.JS: Competition in the Airline Industry ◆ SC:Civic Ballroom
		265.JS: Lessons from Y2K ◆ RY:Alberta

Monday 8:30AM

205. 🕮☯JS:*(MED, SIM)* **Integrating Spirituality into Management Education in Academia and Organizations: Current Practices and Possible Future Directions**

- 8:30- 10:20 Royal York: Territories

Chair: Sandra King, California State Polytechnic U.
Organizer: Lee Perry Robbins, Golden Gate U.
Spirituality in the Workplace, Sandra King, California State Polytechnic U.
Spirituality in Business School Courses, Gerald Biberman, U. of Scranton
Designing and Incorporating Spirituality in Management Courses, Lee Perry Robbins, Golden Gate U.
Discussant: Gerald Biberman, U. of Scranton

206. JS:*(OMT, BPS, TIM)* **Complexity and Complementarities: Differences and Similarities. An Organizational Perspective on the Effects of Interactions**

- 8:30- 10:20 Sheraton Centre: Conference Room D&E

Chair: Nicolaj Siggelkow, U. of Pennsylvania
Having a Map: Science, Complexity and Invention, Olav Sorenson, U. of California, Los Angeles; Lee Fleming, Harvard U.
Choice Interaction and Organizational Structure, Jan W. Rivkin, Harvard U.
Fragility and Design of Interconnected Activity Systems, Nicolaj Siggelkow, U. of Pennsylvania
Balancing Incentives: The Tension between Basic and Applied Research, Scott Stern, Massachusetts Institute of Technology; Ian Cockburn, U. of British Columbia; Rebecca Henderson, Massachusetts Institute of Technology
Discussant: Daniel Levinthal, U. of Pennsylvania

207. ☯JS:*(CAR, MED)* **The New Leadership Career as Vocation or Calling: A Conversation between Management and Spirituality**

- 8:30- 10:20 Sheraton Centre: Civic Ballroom

Chairs: James J. McGee, Santa Clara U.; André L. Delbecq, Santa Clara U.
New Careers, Leadership as a Special Calling, and Spirituality, Joseph W. Weiss, Bentley College
Christian Perspectives of "Vocation" and "Calling" and Their Implications for Contemporary Leadership Careers, Michael Skelley, DePaul U.
Business as a Calling: The "Foyer" into Business Spirituality, André L. Delbecq, Santa Clara U.; James J. McGee, Santa Clara U.

208. ☯JS:*(GDO, ODC)* **Reaching for the Rainbow: Empirical Research and Critical Inquiry into Managing Diversity**

- 8:30- 10:20 Royal York: Alberta

Organizers: Erica Gabrielle Foldy, Boston College; Deborah R. Litvin, U. of Massachusetts, Amherst
Selling Rainbows: An Institutional Analysis of Diversity Management in North America, Pushkala Prasad, Lund U.
Twixt the Cup and the Lip Diversity Consultants' Visions Slip, Deborah R. Litvin, U. of Massachusetts, Amherst
Narrating Diversity: The Interstitial Path, Renee J. Chin, Syracuse U.
Diversity and the Dilemmas of Representation, Erica Gabrielle Foldy, Boston College
Discussant: Audrey Murrell, U. of Pittsburgh

Monday 10:40AM

209. JS:*(GDO, CM)* **Gender in Negotiation**

- 10:40- 12:00 Royal York: Territories

Chair: Hannah C. Riley, Harvard U.
Power, Gender and Integrative Bargaining, Laura Kray, U. of Arizona; Adam Galinsky, Northwestern U.; William P. Smith, Vanderbilt U.; Hannah C. Riley, Harvard U.
Battle of the Sexes: Gender Stereotype Confirmation and Reactance in Negotiations, Laura Kray, U. of Arizona; Adam Galinsky, Northwestern U.; William P. Smith, Vanderbilt U.; Hannah C. Riley, Harvard U.
Contingent Implication of Gender in Negotiation, Laura Kray, U. of Arizona; Adam Galinsky, Northwestern U.; William P. Smith, Vanderbilt U.; Hannah C. Riley, Harvard U.
Demand-Withdrawal Dynamics in Gender-Mixed Negotiating Pairs, Laura Kray, U. of Arizona; Adam Galinsky, Northwestern U.; William P. Smith, Vanderbilt U.; Hannah C. Riley, Harvard U.
Discussant: Deborah M. Kolb, Simmons College

210. ☯✈JS:*(HR, BPS, OB)* **New Perspectives on HRM and Performance**

- 10:40- 12:00 Sheraton Centre: Civic Ballroom

Chairs: Nick Turner, U. of Sheffield, UK; Julian Barling, Queen's U.
Searching for Best Practice in Organizational Safety Performance, John Gilbert, U. of Toronto; Harry Shannon, McMaster U.
Organizational Practices and Safety Performance: An Exploratory Study, Stephen J. Wood, U. of Sheffield, UK; Julian Barling, Queen's U.; Ana Lasaosa, London School of Economics; Nick Turner, U. of Sheffield, UK; Sharon K. Parker, U. of New South Wales, Australia
Getting Inside the HRM-Performance Relationship, David Guest, U. of London; Jonathan Michie, U. of London; Maura Sheehan, Queen's U., Belfast; Melvina Metochi, U. of London; Neil Jonathan Conway, U. of London
HRM and Company Performance: A Critique and Some UK Evidence, Malcolm Patterson, U. of Sheffield, UK; Michael A. West, Aston U., Birmingham, England; Toby D. Wall, U. of Sheffield, UK
Discussant: Bob Pritchard, Texas A&M U.

211. ⧖JS:*(ODC, SIM, OMT)* **Liberation Theology for New Times? A Critical Exploration of the Discourse of 'The Market'**

- 10:40- 12:00 Royal York: Alberta

Presenters will explore fundamental questions about the current discourse and applicability of "the market" principle for management.
Chairs: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Lund U.
The Workplace as Marketplace in Discourse and Practice, Christina Wasson, DePaul U.
Saving the Earth Inc.: The Language and Logic of the Discourse of the Market in Environmental Organizations, Pushkala Prasad, Lund U.; Jeff Everett, U. of Calgary
The Emperor Has No Clothes: Economic and Ethical Limits to the Market Principle in Management, Anshuman Prasad, U. of New Haven
Markets, Market Rationalization and Prosperity, Larry Zacharias, U. of Massachusetts
Discussants: J. Michael Cavanaugh, Fairfield U.; Parbudyal Singh, U. of New Haven

212. ⧖JS:*(MOC, CM, OB)* **Examining Pace Within and Across Organizational Interfaces**

- 10:40- 12:00 Royal York: Confederation 3

Chairs: Sally Blount, U. of Chicago; Gregory A. Janicik, New York U.

Reflective versus Expedient Decision Making: Views on Time and Pace from the East and West, Karen A. Jehn, U. of Pennsylvania; Keith Weigelt, U. of Pennsylvania
The Role of Time and Pace in Intergenerational Allocation Decisions, Kimberly A. Wade-Benzoni, New York U.
Examining Interorganizational Negotiations: A Dyadic Model of Negotiator Pace, Gregory A. Janicik, New York U.; Sally Blount, U. of Chicago
Discussant: Max H. Bazerman, Northwestern U./Harvard U.

213. ⧖JS:*(CAR, HR)* **Organizational Mentoring Relationships: Multiple Perspectives on the Role of Time**
- 10:40- 12:00 Sheraton Centre: Conference Room D&E

Chair: Stacy E. McManus, U. of Tennessee
Time Engaged in Mentoring Others as Related to Mentoring Motives, Tammy D. Allen, U. of South Florida
Too Much of a Good Thing: Delay in Exiting the Protege Role, Gayle M. Baugh, U. of West Florida
A Cusp Catastrophe Model of Mentoring Relationships, Stacy E. McManus, U. of Tennessee
Relational Stability: Correlates of Dyadic Ties That Stick Through Transition, Jonathon N. Cummings, Carnegie Mellon U.; Monica C. Higgins, Harvard U.
Discussant: Ellen Fagenson-Eland, George Mason U.

214. ✈JS:*(IM, HR)* **Exploring New Directions in International Human Resource Management**
- 10:40- 12:00 Hilton: McDonald

Chairs: Schon Beechler, Columbia U.; John Mezias, U. of Miami
Organizational Competitiveness: The Roles of Human Resource Management and Organizational Culture in MNC Success, Schon Beechler, Columbia U.; Nakiye Boyacigiller, San Jose State U.; Orly Levy, U. of Wisconsin, Madison; Sully Taylor, Portland State U.
Exploring Expatriate Women's Experiences through Narrative Voice, Sully Taylor, Portland State U.
Global HR Practitioners: Opportunities and Challenges, Hal B. Gregersen, Brigham Young U.; J. Stewart Black, U. of Michigan
Assessing the Corporate Benefits of International Managerial Rotation, John Mezias, U. of Miami; Bernard Yeung, New York U.
Discussant: Vladimir Pucik, IMD

Monday 12:20PM

215. ✈⧖JS:*(OMT, RM)* **A Time to Reflect: Constructing Knowledge and Alternative Modes of Investigation in Organization and Management Theory**
- 12:20- 2:10 Sheraton Centre: Civic Ballroom

Organizers: Graham Sewell, U. of Melbourne; Bill Harley, U. of Melbourne; Cynthia Hardy, U. of Melbourne
Reflecting on Objectivism, Bill Harley, U. of Melbourne
The Limits of Objectivism, Harvie Ramsay, U. of Strathclyde; Dora Scholarios, U. of Strathclyde
Critical Realism or Constructive Critique?, Nelson Phillips, McGill U.; Cynthia Hardy, U. of Melbourne
Constructivism: The Social Construction of Everything?, Graham Sewell, U. of Melbourne
Fact Making and Struggles Over Truth, Steve Maguire, McGill U.
Discussant: C. R. Hinings, U. of Alberta

216. ☯JS:*(MOC, MC)* **Emotional Intelligence at Work: Does it Make a Difference?**
- 12:20- 2:10 Royal York: Territories

Chair: Peter J. Jordan, Griffith U./U. of Queensland
Where's the Intelligence in Emotional Intelligence?, Suzy Fox, Loyola U., Chicago
Measuring Emotional Intelligence in the Workplace: A Comparision of Self and Peer Ratings of Emotional Intelligence., Peter J. Jordan, Griffith U./U. of Queensland
Emotional Intelligence, Cognitive Ability and Mood: Their Interactive Influence on Task Performance, Catherine Daus, Southern Illinois U., Edwardsville
Discussant: Ronald H. Humphrey, Virginia Commonwealth U.

217. ☯JS:*(MOC, OMT)* **Expressing Organizations: Connecting Identity, Reputation and the Corporate Brand**
- 12:20- 2:10 Royal York: Alberta

Chairs: Majken Schultz, U. of Copenhagen; Mary Jo Hatch, U. of Virginia
The Road to Transparency: Reputation Management at Royal Dutch/Shell, Charles Fombrun, New York U.; Violina Rindova, U. of Washington
Discrepant Expectations of the Effectiveness of Corporate Reputation Management Behavior, Janet M. Dukerich, U. of Texas, Austin; Suzanne M. Carter, U. of Notre Dame
Bringing the Corporation into Corporate Branding, Mary Jo Hatch, U. of Virginia; Majken Schultz, U. of Copenhagen
The Communication Advantage: Using the Power of Communication to Formulate and Implement Strategy, Paul A. Argenti, Dartmouth College; Janis Forman, U. of California, Los Angeles

218. ✈⧖JS:*(IM, ENT)* **Old Chinese Family Businesses in a New Time**
- 12:20- 2:10 Hilton: McDonald

Chairs: Neal M. Ashkanasy, U. of Queensland/Purdue U.; Cliff Cheng, U. of Southern California; Cherlyn S. Granrose, Berry College; Jun Yan, Texas Tech U.
Concepts of Time and Chinese Family Business, Jun Yan, Texas Tech U.
Transitions and Traditions in Chinese Family Businesses: Evidence from Hong Kong and Thailand, Roger Pyatt, U. of Queensland, Australia; Neal M. Ashkanasy, U. of Queensland/Purdue U.; Rick Tamaschke, U. of Queensland, Australia; Trevor Grigg, U. of Queensland, Australia
Desire to Start a Firm in P. R. China: Time for New Family Business, Cherlyn S. Granrose, Berry College
Dynastic Family Cycles in a New Time: Pre-Modern Overseas-Chinese Family Businesses and Organizational Growth, Cliff Cheng, U. of Southern California
Discussant: Alex Stewart, Texas Tech U.

219. JS:*(TIM, BPS)* **The Shifting Landscape for Commercializing Research**
- 12:20- 2:10 Sheraton Centre: Conference Room D&E

Chairs: Henry W. Chesbrough, Harvard U.; Arvids A. Ziedonis, U. of Pennsylvania
Governing Research Outside the Main Business: The Financial Performance of Xerox Technology Spinout Companies, Henry W. Chesbrough, Harvard U.
Copper Interconnects for Semiconductor Chips: An Anatomy of Knowledge Spillovers, Kwanghui Lim, Massachusetts Institute of Technology
Scientific Discontinuities: The Adaptation of Absorptive Capacity and Scientific Capabilities, Fiona Murray, Massachusetts Institute of Technology
Patent Characteristics and the Value of University Patents, Bhaven N. Sampat, Columbia U.; Arvids A. Ziedonis, U. of Pennsylvania

Discussants: Rebecca Henderson, Massachusetts Institute of Technology; Lori Rosenkopf, U. of Pennsylvania

Monday 2:30PM

220. JS:*(BPS, TIM)* **Research on Technological Learning, Knowledge Management, and Corporate Performance: Perspectives from Strategy, Organization Theory, and Management of Technology**

- 2:30- 3:50 Sheraton Centre: Civic Ballroom

Chair: Michael K. Badawy, Virginia Polytechnic Institute and State U.

Current Status of Scholarly Research on Technological Learning: Perspectives from Strategy and Organization Theory, Michael L. Tushman, Harvard U.

Conceptual Links among Technological Learning, Strategic Management, and Performance, Michael W. Lawless, Duke U.

Creating Value through Technological Learning and Effective Management of Knowledge in Organizations, Michael A. Hitt, Texas A&M U.

Conceptual Transitions for Understanding the Strategic Management of Knowledge: Future Research Directions, Michael K. Badawy, Virginia Polytechnic Institute and State U.

Discussant: Robert A. Burgelman, Stanford U.

221. ☯JS:*(ODC, MC)* **Whole Systems Change: How Far Can We Go ?**

- 2:30- 3:50 Royal York: Territories

Join in the conversation with the pioneers of large-group OD interventions

Chair: Ludo Keunen, Bekaert-Stanwick

An Overview of Large Group Methods, Billie Alban, Alban & Williams, Ltd.

Future Search: Rapid Community Building Through Shared Learning and Action, Marvin Weisbord, Future Search Network; Sandra Janoff, Future Search Network

What is Whole-Scale?, Kathie Dannemiller, Dannemiller Tyson Assoc.

Managing Conflict through Large Group Methods, Barbara Bunker, State U. of New York, Buffalo

The Future of Whole System Engagement Methods in Corporations: Co-optation or Paradigm Shift?, William A. Pasmore, Delta Consulting Group

Discussant: W. Warner Burke, Columbia U.

222. ☯JS:*(MOC, OB)* **Decision-Group Composition, Structure and Processes: Application of the Hidden Profile Paradigm to Group and Organizational Research**

- 2:30- 3:50 Sheraton Centre: Conference Room D&E

Chair: John E. Sawyer, U. of Delaware

Using Hidden Profiles to Assess the Effects of Structured Interventions on Information Sharing and Group Performance, Timothy M. Franz, Indiana U.; David A. Vollrath, Indiana U., South Bend

Information Sharing and Integration in Culturally Diverse Cross-Functional Groups, Missy Houlette, U. of Delaware; Erin L. Muzzy, U. of Delaware; John E. Sawyer, U. of Delaware

Hidden Profiles and Biased Information Sampling in Collective Choice: A Brief History, Garold Stasser, U. of Miami

Crossing Category Boundaries: Does Highlighting Similarity Improve Performance?, Katherine Williams Phillips, Northwestern U.; Gregory B. Northcraft, U. of Illinois; Margaret A. Neale, Stanford U.

Discussant: Linda Argote, Carnegie Mellon U.

223. ☯✈JS:*(IM, HR)* **International HR Strategies for Developing and Retaining Global Leaders**

- 2:30- 3:50 Hilton: McDonald

Organizer: Paula M. Caligiuri, Rutgers U.

Boundaryless Careers: Implications for International Human Resource Management, Rosalie L. Tung, Simon Fraser U.

Retaining Global Leaders through Organizational Support Programs: A Test of the Psychological Contract, Mila Borislavova Lazarova, Rutgers U.

International Human Resource Strategies: Asia-Pacific Perspective, Helen De Cieri, Monash U.

Nonlinear Dynamics: Implications for Global Leadership Development Strategies in MNCs, Mark Mendenhall, U. of Tennessee, Chattanooga

Discussant: Paula M. Caligiuri, Rutgers U.

224. 🕮☯⧖JS:*(ENT, HR)* **Studying Speed (Rate of Growth) and Fuel (Energy) in Fast Growth Firms: e-Research, e-Business, and e-Teaching Outcomes**

- 2:30- 3:50 Royal York: Alberta

Chair: Theresa Welbourne, U. of Michigan

Back to Basics: Learning about Motivation from Running on my Treadmill, Steven Andrews, Yale U.

A New Way to Integrate Research and Practice, Alice Andrews, eePulse, Inc.

Creating Culture and Control in a Fast-Growing Virtual Organization, Leslie A. Perlow, U. of Michigan; Julia A. Welch, U. of Michigan

A Research Driven Approach to Reconciling Research versus Teaching, Timothy J. Vogus, U. of Michigan

Discussants: Jane E. Dutton, U. of Michigan; Howard E. Aldrich, U. of North Carolina, Chapel Hill

Monday 4:10PM

225. ☯JS:*(OMT, OCIS)* **Sharing Knowledge Across Boundaries**

- 4:10- 5:20 Sheraton Centre: Civic Ballroom

Chair: Paul R. Carlile, Massachusetts Institute of Technology

Presenters: Carsten Osterlund, Massachusetts Institute of Technology; Natalia Levina, Massachusetts Institute of Technology; Nancy M. Dixon, George Washington U.; Paul R. Carlile, Massachusetts Institute of Technology

Discussant: Beth Bechky, U. of Pennsylvania

226. ✈JS:*(IM, OB)* **Social Capital and its Buzzwords, Bandwagons, and Boundaries: Critique and Theory Development from Multidisciplinary and Multinational Perspectives**

- 4:10- 5:20 Hilton: McDonald

Chair: Henry W. Lane, Northeastern U.

Social Capital and Tacit Knowledge, Nicholas Athanassiou, Northeastern U.

Network Configurations of Social Capital, Martha L. Maznevski, U. of Virginia

The Role of Trust in Social Capital, Ellen M. Whitener, U. of Virginia

Discussants: Lena Zander, Stockholm School of Economics; Henry W. Lane, Northeastern U.

227. ☯JS:*(GDO, CM, OB)* **The Enduring Effects of Demographics: Investigations of Hierarchy, Expertise, Conflict, and Performance in Work Groups**

- 4:10- 5:20 Royal York: Alberta

Chairs: Jennifer L. Berdahl, U. of California, Berkeley; Melissa C. Thomas-Hunt, Washington U.

When What You Know Is Not Enough: The Effects of Demographic Distinctiveness on Expert Influence Within Work Groups, Katherine Williams Phillips, Northwestern U.; Melissa C. Thomas-Hunt, Washington U.

The Typical, the Rare, and the Outnumbered: Distinguishing Between Historical Typicality and Numerical Distinctiveness in Work Groups, Jennifer Chatman, U. of California, Berkeley; Jennifer L. Berdahl, U. of California, Berkeley; Alicia Boisnier, U. of California, Berkeley; Sandra Elizabeth Spataro, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley

A Shared Norms Approach to Predicting Emergent Hierarchies in Work Groups, Jennifer L. Berdahl, U. of California, Berkeley; Cameron Anderson, U. of California, Berkeley

Demography and Performance: Explaining the "Diversity Premium" in Investment Clubs, Brooke Harrington, Brown U.

Discussant: Margaret A. Neale, Stanford U.

228. JS:*(MOC, OMT)* **Identity at the Interfaces: The Dynamic Construction of Identity in Organizational Fields**

- 4:10- 5:20 Royal York: Territories

Chairs: Theresa K. Lant, New York U.; Patricia Faison Hewlin, New York U.; Violina Rindova, U. of Washington

Macro Level Identities: Processes, Incidence and Implications, Margaret Peteraf, U. of Minnesota; Mark T. Shanley, Purdue U.

Capabilities in Emerging Fields: Forging Identity and Legitimacy in Silicon Alley, Theresa K. Lant, New York U.; Patricia Faison Hewlin, New York U.

The Identities of Morphing Organizations: The Case of Yahoo and Excite, Violina Rindova, U. of Washington; Suresh B. Kotha, U. of Washington

What is in a Name? Organizational Markers of Industry Identities, Mary Ann Glynn, Emory U.

The Development of Employment Models and Patterns of Divergence from the Collective, M. Diane Burton, Harvard U.; Stephanie L. Woerner, Harvard U.

Tuesday 8:30AM

229. ☯✈JS:*(BPS, GDO, IM)* **Board Room Diversity: The Case of Women Directors**

- 8:30- 10:10 Hilton: McDonald

Chairs: Phyllis Johnson, Cranfield School of Management; Susan Vinnicombe, Cranfield School of Management

Diversity and the Corporate Board, Phyllis Johnson, Cranfield School of Management

Interlocking Directorates, Women Directors and Company Performance, Eleanor O'Higgins, U. College, Dublin

An International Review of Women Directors, Zena Burgess, Swinburne U. of Technology

The Impact of Corporate Women Directors on Senior Corporate Women, Diana Bilimoria, Case Western Reserve U.

A Way Forward: The Development of Women Directors, Morten Huse, Centre for Church Research, Norway/Scandinavian Institute for Research in Entrepreneurship; Susan Vinnicombe, Cranfield School of Management

230. ☯JS:*(MOC, OMT)* **Theorizing Organizational Learning as Situated Practice**

- 8:30- 10:10 Sheraton Centre: Conference Room D&E

Chair: Dvora Yanow, California State U., Hayward

Organizational Learning and Collaborative Leadership, Frank Blackler, U. of Lancaster

Activity Theory and Organizational Learning: The Model Cabin as a Germ Cell for Multivoiced Learning in a Manufacturing Plant, Yrjo Engestrom, U. of California, San Diego/U. of Helsinki; Merja Karkkainen, U. of Helsinki; Kari Toikka, U. of Helsinki

A "Middle-out" Perspective of Organizational Learning, John O'Neill, Research Institute for Advanced Computer Science, NASA Ames Research Center

Mapping Local Knowledge and Organizational Learning, Dvora Yanow, California State U., Hayward

Learning and Practice: Focusing on Power Relations, Alessia Contu, U. of Manchester; Hugh Willmott, U. of Manchester

Discussant: Davide Nicolini, Tavistock Institute

231. JS:*(GDO, CM, OB)* **Exploring the Conflict Dynamics of Faultline Structures in Diverse Work Groups**

- 8:30- 10:10 Royal York: Alberta

Chair: Laurie P. Milton, U. of Calgary

Making the Most of Faultlines: How Legitimized Task Relatedness and Boundary Spanning Enhance the Conflict Dynamics of Multicultural Groups, Laurie P. Milton, U. of Calgary; Anne Stringfellow, Thunderbird-AGSIM

Demographic Faultlines: Group-Breaking Effects on Project Performance, Dora C. Lau, U. of British Columbia

Exploring Faultlines in Diverse Work Groups, Karen A. Jehn, U. of Pennsylvania; Sherry Malie Bushnell Thatcher, U. of Arizona

Relevant Differences: Demographic versus Identity Faultlines as Purveyors of Conflict in Mid-Life Work Groups, Laurie P. Milton, U. of Calgary; James D. Westphal, U. of Texas, Austin

Across the Team Divide: Can Boundary Spanning Behaviors Bridge the Gap?, Selda Fikret Pasa, Bogazici U.; Melissa C. Thomas-Hunt, Washington U.

Cross-Cultural Differences in Multinational Peacekeeping Forces: Faultlines or Seamlines?, Elron Efrat, Hebrew U.; Boas Shamir, Hebrew U.; Eyal Ben-Ari, Hebrew U.

Discussants: Dora C. Lau, U. of British Columbia; Katherine Xin, Hong Kong U. of Science and Technology

232. ☯JS:*(OMT, OB)* **Grounded Views of Knowledge Work**

- 8:30- 10:10 Sheraton Centre: Civic Ballroom

Chairs: Beth Bechky, U. of Pennsylvania; Andrew Hargadon, U. of Florida

Presenters: Chip Heath, Duke U.; Amy C. Edmondson, Harvard U.

Discussant: Wanda J. Orlikowski, Massachusetts Institute of Technology

233. JS:*(MOC, OB, HR)* **Investigating Group Transactive Memory in Field Settings: Empirical Examinations and Measurement Approaches**

- 8:30- 10:10 Sheraton Centre: Dominion Ballroom N

Chair: Susan Cohen, U. of Southern California

Organizer: Lisa M. Moynihan, Cornell U.

Managers' Transactive Knowledge and Organizational Performance in the Retail Food Industry, Diane Liang Rulke, U. of London

Transactive Memory and Performance of Management Consulting Teams: Examining Construct and Predictive Validity of a New Scale, Kyle Lewis, U. of Texas, Austin

Knowing Who Knows What: Examining the Influence of Transactive Memory on the Relationship between Diversity of Expertise in a Management Team and Team Decision Quality, Devaki Rau, U. of Minnesota

Antecedents and Consequences of Transactive Memory in Shared Services Teams: Theory and Scale Development, Lisa M. Moynihan, Cornell U.; Rosemary Batt, Cornell U.
Discussant: Linda Argote, Carnegie Mellon U.

234. ☯JS:*(GDO, HR, SIM)* **Sexual Harassment Policy Effects: Implications for Theory, Research, and Practice**
- 8:30- 10:10 Royal York: Territories

Chair: Robert S. Done, U. of Arizona
The Influence of Union Policies on the Occurance and Outcomes of Sexual Harassment, Carrie A. Bulger, U. of Connecticut
Policy, Self-Control, and the Likelihood of Sexual Harassment, Robert S. Done, U. of Arizona
Determining Hostile Environment Sexual Harassment: Capturing Patterns of Unwelcome Sexual Behaviors, Deborah Erdos Knapp, Cleveland State U.; Gary A. Kustis, O'Brien Passen & Assoc., Inc.
The Reasonable Woman Standard: Effects on Sexual Harassment Case Outcomes, Elissa Perry, Columbia U.; Carol T. Kulik, Arizona State U.; Anne Bourhis, HEC Montreal
Discussant: Jeanette N. Cleveland, Pennsylvania State U.

Tuesday 10:30AM

235. ☯⧖JS:*(OB, OMT)* **A Time for Teams**
- 10:30- 11:50 Sheraton Centre: Conference Room D&E

Chair: Mary J. Waller, U. of Illinois, Urbana-Champaign
Organizers: Mary E. Zellmer-Bruhn, U. of Minnesota; Anita D. Bhappu, Southern Methodist U.; Vikas Anand, U. of Arkansas
Can They Keep Pace? Team Performance under Ambiguous Deadlines, Mary J. Waller, U. of Illinois, Urbana-Champaign; Mary E. Zellmer-Bruhn, U. of Minnesota; Robert Giambatista, U. of Wisconsin, Madison
Conflict over Time: Antecedents and Consequences of Performance in Groups, Gerardo Okhuysen, U. of Texas, Dallas
The Consequences of Time on Knowledge Distribution and Transformation, Vikas Anand, U. of Arkansas; Don Harrison, U. of Arkansas
The Effect of Communication Media on the Interactions in Diverse Teams: An Analysis of Conflict and Team-Member Exchanges, Anita D. Bhappu, Southern Methodist U.
Discussant: Laurie R. Weingart, Carnegie Mellon U.

236. 🕮JS:*(MED, PNP, SIM)* **Theoretical Foundations of Civic Engagement and Service-Learning**
- 10:30- 11:50 Hilton: McDonald

Chair: Laurie N. DiPadova, U. of Utah
A Practice in Search of a Theory: An Emerging Epistemology of Engagement to Support University-Community Partnerships, James J. Fleming, Boston College
Mary Parker Follett on Service-Learning: Better Managers and Better Communities, Paul C. Godfrey, Brigham Young U.
An Ethical Theory of Service Learning, David W. Hart, Mary Washington College
Institutional Responsibilities for and Commitments to Service Learning, Michael Brintnall, National Association of Schools of Public Affairs and Administration
Discussant: Edward Zlotkowski, American Association for Higher Education

Winner of MED Division Best Symposium in Management Education and Development

237. ☯JS:*(MH, HR)* **On the Importance of Studying Management History: Four Perspectives**
- 10:30- 11:50 Royal York: Territories

Chair: Shawn M. Carraher, Texas A&M U.
The Importance of Teaching Management History, Arthur G. Bedeian, Louisiana State U.
Strategic Cross-Cultural Issues on the Importance of the Study of Management History: Entrepreneurialism in Academic Careers, Shawn M. Carraher, Texas A&M U.
Amnesia, Aspirations, and Anecdotes: An Exploration of the Importance of History to Managers, Paula Phillips Carson, U. of Louisiana, Lafayette; Kerry David Carson, U. of Louisiana, Lafayette
Zeitocentrism in Current Day Discourse in Management, Dennis W. Organ, Indiana U.

238. JS:*(CM, OB, HR)* **Trustworthiness at Work: Its Nature, Antecedents, and Consequences**
- 10:30- 11:50 Royal York: Alberta

Chair: Sandra L. Robinson, U. of British Columbia
Organizers: Sandra L. Robinson, U. of British Columbia; Dora C. Lau, U. of British Columbia
Who is Trustworthy? Self and Others' Perspectives, Dora C. Lau, U. of British Columbia
Trust and Trustworthiness: Illuminations from the Dark Side, Daniel McAllister, Georgetown U.
Frequency of Interaction and Relationship Duration as Moderators of the Factors of Perceived Trustworthiness, Bennett W. Cherry, U. of Arizona
Trustworthiness in Technology Adoption: The Relationship between Adoptors and Technology Champions, Mark A. Fuller, Baylor U.; Roger C. Mayer, Baylor U.
Discussant: Roger C. Mayer, Baylor U.

239. ⧖JS:*(HR, OB)* **Moving the Study of Work-Family Conflict into the 21st Century: A Multi-Level, Multi-Disciplinary Approach**
- 10:30- 11:50 Sheraton Centre: Civic Ballroom

Chair: Sonya A. Premeaux, McNeese State U.
Time Compression: Work-Life Implications, Frances J. Milliken, New York U.; Daniel Beunza, New York U.
Caregiving Decisions: A Framework of Antecedents and Outcomes, Ellen Ernst Kossek, Michigan State U.
Outcomes of Reduced Load Work Arrangements at Managerial and Professional Levels: Perspectives from Multiple Stakeholders, Margaret L. Williams, Virginia Commonwealth U.; Lucy R. Ford, Virginia Commonwealth U.; Pamela L. Dohring, McGill U.; Mary Dean Lee, McGill U.; Shelley M. MacDermid, Purdue U.
Work-Family Conflict and Family Friendly Policies: Bridging the OB/HR Divide, Sonya A. Premeaux, McNeese State U.
Discussant: Cheryl L. Adkins, Louisiana State U.

Tuesday 2:00PM

240. ☯JS:*(CM, OB)* **Images of Justice in the Eyes of Employees: What Makes a Process Fair in Work Settings?**
- 2:00- 3:20 Royal York: Alberta

Organizer: Tom Tyler, New York U.
Procedural Justice and Interactional Justice: Different or Equivalent Concepts?, Ramona Bobocel, U. of Waterloo; Robert Bies, Georgetown U.
Does the Voice of the Many Outweigh the Voice of the One?: On the Meaning of Procedural Justice in Teams, Jason Colquitt, U. of Florida

A Four-Component Model of Procedural Justice: What Constitutes Fairness at Work?, Steven Blader, New York U.; Tom Tyler, New York U.

Effects Applications and Theory Applications in Organizational Justice Interventions, Jerald Greenberg, Ohio State U.

Discussant: Russell Cropanzano, Colorado State U.

241. JS:*(HR, OB, OMT)* **Social Capital in Organizations: Examining Individual and Communal Models**

- 2:00- 3:20 Sheraton Centre: Civic Ballroom

Organizer: Carrie R. Leana, U. of Pittsburgh
Chair: Carrie R. Leana, U. of Pittsburgh

An Employability Approach to Human Resources Management, Social Capital and Job Performance, Jone L. Pearce, U. of California, Irvine; Amy Randel, Wake Forest U.

Social Capital: A Network Analysis of the Private and Public Goods Perspectives, Frits K. Pil, U. of Pittsburgh; Melvin L. Smith, U. of Pittsburgh; Carrie R. Leana, U. of Pittsburgh

Organizational Social Capital, Employment Practices, and the Creation of Competitive Advantage, Harry J. Van Buren III, U. of Pittsburgh

Discussant: Carrie R. Leana, U. of Pittsburgh

242. 🕮JS:*(RM, BPS, OMT)* **Agent-Based Computational Models: Why They Are Important! What They Are! Making Them Better! Connecting Them to Reality!**

- 2:00- 3:40 Hilton: McDonald

Chair: Bill McKelvey, U. of California, Los Angeles

The Value of Agent Based Models for Organizational Science, Kathleen M. Carley, Carnegie Mellon U.

Modern Epistemology, Model-Centered Science, and the Necessity of Computational Experiments for Management, Strategy, and Organization Science, Bill McKelvey, U. of California, Los Angeles

Robustness and Rigor in Agent-based Models, Jan W. Rivkin, Harvard U.

An Inter-Temporal Computational Model of Firm Network Dynamics, Mihnea Moldoveanu, U. of Toronto; Joel A.C. Baum, U. of Toronto

243. ⧖JS:*(MOC, OMT, OB)* **Signs of the Times: The Changing Face of Organizational Symbolism**

- 2:00- 3:20 Royal York: Territories

Chair: Monica C. Worline, U. of Michigan

Constructing Symbols: New Interfaces between Management and Design, Majken Schultz, U. of Copenhagen

Social Identity and the Office-less Corporation: A Study of Worker Adaptation to a Non-territorial Workspace, Kimberly D. Elsbach, U. of California, Davis

Organizational Symbols as Emotional Cues, Anat Rafaeli, Technion; Avraham N. Kluger, Hebrew U.; Varda Wasserman, Hebrew U.

Good Doctors - "Bad" Symbols?: The Role of "Negative" Stories in the Presocialization Process of Physicians, Michael G. Pratt, U. of Illinois, Urbana-Champaign; Jeffrey B. Kaufmann, U. of Illinois, Urbana-Champaign; Nora Madjar, U. of Illinois, Urbana-Champaign; Kevin Rock, U. of Illinois, Urbana-Champaign

244. ☯✈JS:*(HR, CM)* **Exploring Persistent Patterns in Workplace Aggression**

- 2:00- 3:20 Sheraton Centre: Conference Room D&E

Chair: Cary L. Cooper, U. of Manchester

Organizational Injustice and Work-Related Stress as Social and Situational Determinants of Workplace Aggression, Joel H. Neuman, State U. of New York, New Paltz

Identifying the Aggressors in Bullying at Work and their Personal Characteristics, Charlotte Rayner, Staffordshire U., UK

The Nature, Extent and Impact of Emotional Abuse in the Workplace: Results of a Statewide Survey, Loraleigh Keashly, Wayne State U.; Karen Jagatic, Wayne State U.

Short and Long Term Effects of Exposure to Persistent Aggression and Bullying at Work, Staale Einarsen, U. of Bergen, Norway; Stig Berge Matthiesen, U. of Bergen, Norway; Eva Gemsoe Mikkelsen, U. of Aarhus, Denmark

Organisational Implications of Experience of Persistent Aggressive Behaviour and Bullying in the Workplace, Helge Hoel, U. of Manchester; Cary L. Cooper, U. of Manchester; Brian Faragher, U. of Manchester

Tuesday 3:40PM

245. ✈☯⧖JS:*(MED, MOC)* **Cognitive Style in Life-Long Learning and Management Education and Development: A European Perspective**

- 3:40- 5:20 Sheraton Centre: Conference Room D&E

Chairs: Steven John Armstrong, Lincoln School of Management, UK.; Stephen Rayner, U. of Birmingham, UK

Cognitive Style and Individual Performance in Management Education: Important Effects for the New Age of Life-Long Learning, Steven John Armstrong, Lincoln School of Management, UK.

Time to Learn: Cognitive Style and Hypertext Architecture, Martin Graff, U. of Glamorgan, UK

A New Time and New Cognitive Models: National Differences in Cognitive Style and their Implication for Management Education, Jeanne Elizabeth Hill, U. of Central Lancashire, UK; Arja Puurula, U. of Helsinki; Agnieszka Sitko-Lutek, Sklodowska U.; Anna Rakowska, Technological U., Lublin, Poland

The Creativity Style of Managers and Business Students, Oyvind Martinsen, Institute for Knowledge Management, Norway

Profiling Style Differences in the Management of Special Education: Leadership in the Special School, Stephen Rayner, U. of Birmingham, UK; Paul Hallam, U. of Birmingham, UK

The Implications of Cognitive Style for Management Education and Development: Some Evidence from the UK, Eugene Sadler-Smith, U. of Plymouth; Richard Riding, U. of Birmingham, UK

A New Time and New Models of Training and Management Education: A Polish Perspective, Agnieszka Sitko-Lutek, Sklodowska U.; Anna Rakowska, Technological U., Lublin, Poland

Discussants: Gerard Hodgkinson, U. of Leeds; Patricia J. Jensen, Alverno College

246. ☯⧖JS:*(MED, SIM, CAR)* **Personal and Organizational Transformation and the Search for Meaning at Work in Turbulent Times**

- 3:40- 5:20 Hilton: McDonald

Chair: John F. Milliman, U. of Colorado

Organizational and Individual Perspectives on Enhancing Employee Commitment in an Era of Downsizing, Judith A. Clair, Boston College; John F. Milliman, U. of Colorado

Transcendent Experiences and Organizational Life, Judith A. Neal, U. of New Haven

Spiritual Crisis and Transformation: Resulting Changes in Individual and Organizational Perspectives and Behaviors, Gerald Biberman, U. of Scranton

Social Capital, Vision, and Meaning: Creating Community in Turbulent Workplaces, Sandra A. Waddock, Boston College
Discussant: Michael Whitty, U. of Detroit, Mercy

247. ☯⊠JS:*(ONE, ENT, PNP)* **A New Time and New Directions for Sustainable Entrepreneurship: Seeking and Acting on 'Triple Bottom Line' Opportunities**
- 3:40- 5:20 Royal York: Tudor 7

Chair: Norris F. Krueger Jr, Boise State U.
The Nature of "Sustainable" Opportunity: Theory and Evidence , Norris F. Krueger Jr, Boise State U.
Balancing Conflicting Institutional Logics: The Case of Developmental Venture Capital and the Triple Bottom Line, Julia Sass Rubin, Harvard U.
Walking the Walk: Just How do we Encourage Sustainable Entrepreneurs?, David Alexander, firststep.ca, Toronto
Market Economics, Sustainable Development and Alleviation of Poverty in the Developing World, Ana Maria Peredo, U. of Calgary
Discussant: Jon Entine, Ruffrun

248. ✈JS:*(GDO, IM, OB)* **Multicultural Teams within Multinational Corporations**
- 3:40- 5:20 Royal York: Territories

Chair: Elron Efrat, Hebrew U.
Presenters: Elron Efrat, Hebrew U.; Nicholas Athanassiou, Northeastern U.; Martha L. Maznevski, U. of Virginia; Amy Randel, Wake Forest U.; Margarita C. Mayo, U. of Western Ontario
Discussant: Cristina Gibson, U. of Southern California

249. JS:*(GDO, HR)* **U.S. Companies and Work/Life Strategies: Their Diffusion and Effects**
- 3:40- 5:20 Royal York: Alberta

Chair: Mary C. Still, Cornell U.
An Examination of the Relative Impact of Workplace Characteristics and Family-Supportive Benefits on Work/Family Conflict, Perceived Work Success, Absenteeism and Intent to Turnover, P. Monique Valcour, Cornell U.; Rosemary Batt, Cornell U.
Work-Life Practices as Symbolic Innovation: An Examination of Leading U.S. Companies, Mary C. Still, Cornell U.; Phyllis Moen, Cornell U.
The Supportive Mentor as a Means of Reducing Work-Family Conflict, Troy Nielson, California State U., San Marcos; Dawn S. Carlson, Baylor U.; Melenie J. Lankou, Cornell U.
Balancing Careers in Dual-Earner Couples: Implications for Employee Occupational Attainment, Joy E. Pixley, Cornell U.
Discussant: Pamela S. Tolbert, Cornell U.

Wednesday 8:30AM

250. ⊠JS:*(MOC, BPS, OMT)* **The Strategic Use of the Past for the Present and Future: Organizational History and Changes in Image, Identity, & Reputation**
- 8:30- 10:20 Hilton: McDonald

Chair: John R. Kimberly, U. of Pennsylvania/INSEAD
Organizer: Craig Carroll, U. of Texas
Creating Continuity in a Context of Change: The Framing of Historical Identity, Samia Chreim, U. of Lethbridge
From Sources to Resources: Using the Past as a Strategic Asset, Ellen O'Connor, Chronos Associates
Legitimizing Organizational Policies through the Rhetorical Use of History, Craig Carroll, U. of Texas
Revising the Past (But Thinking in Future Perfect Tense), Kevin G. Corley, Pennsylvania State U.; Dennis A. Gioia, Pennsylvania State U.
Discussant: Hamid Bouchikhi, ESSEC, France

251. ☯JS:*(HR, OB, ODC)* **Employment Relationships, Culture, and Work Modes Within the Strategic Human Resource Architecture**
- 8:30- 10:20 Sheraton Centre: Civic Ballroom

Chairs: Ellen Ernst Kossek, Michigan State U.; Jennifer Palthe, Michigan State U.
Organization-Level Measures and their Consequences: Strategic Investment in Human Resources Management, Patricia G. Martinez, U. of California, Irvine; Jone L. Pearce, U. of California, Irvine; Lyman W. Porter, U. of California; Anne S. Tsui, Hong Kong U. of Science and Technology
Human Resource Architecture for Coping with Severe Labor Shortages: Strategies for Embracing Foreign Workers in Organizations , Linn Van Dyne, Michigan State U.; Soon Ang, Nanyang Business School
Employment Regimes for the Factories of the Future: Human Resource Management in Telephone Call Centres, Nick Kinnie, U. of Bath; John Purcell, U. of Bath
Strategic Human Resource Management Configurations, Employment Modes, and Organization Culture: Implications for Firm Performance, Ellen Ernst Kossek, Michigan State U.; Jennifer Palthe, Michigan State U.
Discussants: Scott A. Snell, Pennsylvania State U.; Peter Cappelli, U. of Pennsylvania

252. JS:*(OMT, OB)* **Fear of Being Honest: Silence and Self-Censorship in Organizational Settings**
- 8:30- 10:20 Sheraton Centre: Conference Room D&E

Chairs: Frances J. Milliken, New York U.; Elizabeth Wolfe Morrison, New York U.; Patricia Faison Hewlin, New York U.
Presenters: Arthur G. Bedeian, Louisiana State U.; Susan E. Brodt, Duke U.; Gary J. Katzenstein, Hong Kong U. of Science and Technology; Katherine A. Lawrence, U. of Michigan; Kathi Miner-Rubino, U. of Michigan; Jane E. Dutton, U. of Michigan; Susan J. Ashford, U. of Michigan
Discussant: Theresa K. Lant, New York U.
Presenters: Elizabeth Wolfe Morrison, New York U.; Patricia Faison Hewlin, New York U.

253. JS:*(CM, OB, OMT)* **Negative Relationships in Social Networks in the Workplace**
- 8:30- 10:20 Royal York: Alberta

Chairs: Giuseppe Labianca, Tulane U.; Jonathan Johnson, U. of Arkansas
A Preliminary Test of the Negative Asymmetry Hypothesis in Workplace Social Networks, Giuseppe Labianca, Tulane U.; Elizabeth Eve Umphress, Tulane U.; Jennifer Kaufmann, Tulane U.
Weighing the Social Ledger: Alter Influence and Negative Tie Consequences, Jonathan Johnson, U. of Arkansas
Social Ties and Well Being: Comparing Positive and Negative Social Interactions Within Police Teams, Michelle K. Duffy, U. of Kentucky; Daniel C. Ganster, U. of Arkansas; Milan Pagon, U. of Ljubljana
Negative Network Relations: Conceptual Clarification and Theoretical Development, Raymond T. Sparrowe, Cleveland State U.; Robert C. Liden, U. of Illinois, Chicago
Discussants: Daniel J. Brass, Pennsylvania State U.; Michele Williams, U. of Michigan

254. ☯JS:*(GDO, HR, MC)* **Frisky Business: Issues and Consequences of Workplace Romance**
- 8:30- 10:20 Royal York: Territories

Chairs: Jeffrey A. Miles, U. of the Pacific; Peg Thoms, Pennsylvania State U., Erie
Delights and Dangers of Office Romances, Jeffrey A. Miles, U. of the Pacific
Researching a Touchy Subject, Peg Thoms, Pennsylvania State U., Erie
Legal Consequences for Employees and for Organizations, Lawrence C. Levine, U. of the Pacific
Consulting Perspectives: Helping Organizations Manage Workplace Relationships, Anthony J. Kulisch, Kulisch & Koller Consulting, LLC
Discussant: Jeffrey A. Miles, U. of the Pacific

Wednesday 10:40AM

255. ⧖☯JS:*(MH, MED, OMT)* **Management Milestones of the Late 20th Century: The Presidents Speak**
- 10:40- 12:00 Royal York: Territories

Chairs: Jane Whitney Gibson, Nova Southeastern U.; Richard M. Hodgetts, Florida International U.
Management Milestones for the Sixties, Paul J. Gordon, Indiana U.
Management Milestones in the 1970s, Lyman W. Porter, U. of California
Management Milestones - The 1980s, Arthur G. Bedeian, Louisiana State U.
Reflecting on the 1990s, Richard T. Mowday, U. of Oregon

256. 🕮☯JS:*(MED, OB)* **Cinema and Fiction: Rich Resources for Teaching Management, Organizational Behavior, and Human Resource Management**
- 10:40- 12:00 Hilton: McDonald

Chair: Joseph Edward Champoux, U. of New Mexico
Using Cinema to Teach Organizational Behavior Concepts, David L. Luechauer, Butler U.
A Diagnostic Approach to Film Usage in Management Education, Glen E. Kreiner, Arizona State U.
The "Art of Human Resource Management": Through the Lens of Fiction and Film, Nick Nissley, Antioch U.
The Pleasures and Perils of Reel Learning: A Junior Faculty Perspective, Susan Stites-Doe, State U. of New York, Brockport ; Rajnandini Pillai, California State U., San Marcos
Discussant: William Paul Ferris, Western New England College

257. JS:*(TIM, BPS)* **Modularity in Products, Processes, and Organizational Forms**
- 10:40- 12:00 Sheraton Centre: Conference Room D&E

Chair: Melissa A. Schilling, Boston U.
Product and Process Architectures in the Management of Knowledge Resources, Ron Sanchez, International Institute for Management Development (IMD)
Technological Structure, Organizational Structure, and Appropriating the Returns from Research, Henry W. Chesbrough, Harvard U.; Clayton M. Christensen, Harvard U.
Modular Organizational Forms: A Causal Model, Melissa A. Schilling, Boston U.

258. JS:*(GDO, OMT)* **The Staying Power of Status Hierarchies and Their Effects in Organizations**
- 10:40- 12:00 Royal York: Alberta

Chairs: Jennifer L. Berdahl, U. of California, Berkeley; Sandra Elizabeth Spataro, U. of California, Berkeley
Is Higher Status Always Better?: The Role of Status Level and Status Disparity in Individual Effectiveness, Sandra Elizabeth Spataro, U. of California, Berkeley
Psychological Responses to Status Differences between Groups: A System Justification Perspective, John T. Jost, Stanford U.
The Effects of Social Power on Attention, Self-conscious Emotion, and Task Performance, Cameron Anderson, U. of California, Berkeley; Jennifer L. Berdahl, U. of California, Berkeley
Uncertainty and Social Order: The Role of Status in Group Effectiveness, David A. Owens, Vanderbilt U.
Emotional Ambivalence in High Status Women: Gender, Power and Emotions, Christina T. Fong, Stanford U.; Larissa Z. Tiedens, Stanford U.

259. ✈JS:*(IM, OMT)* **Applying Institutional Theory in International Contexts**
- 10:40- 12:00 Sheraton Centre: Dominion Ballroom N

Chair: John Mezias, U. of Miami
Institutional Profiles: A New Approach to Conceptualizing and Measuring Country Effects, Tatiana Kostova, U. of South Carolina
INGO* at the Olympic Apex: International Olympic Committee as Carrier of World Culture for UPS, Lauren Rauscher, Emory U.; Mary Ann Glynn, Emory U.
Institutional Stability and Organizational Reputation: The Impact for Firms Traded on the Warsaw Stock Exchange, Stephen S. Standifird, Western Washington U.
Assessing Legal Liabilities of Foreign Acquisitions in the U.S., John Mezias, U. of Miami
Discussants: Paul M. Hirsch, Northwestern U.; Tina Dacin, Texas A&M U.

Wednesday 12:20PM

260. ☯✈⧖JS:*(IM, BPS)* **Management and Organization in Transition Economies: A Focus on a New Time**
- 12:20- 2:10 Sheraton Centre: Dominion Ballroom N

Chairs: Mike W. Peng, Ohio State U.; Igor Filatotchev, U. of London
EU Enlargement, Transition Economies and Foreign Direct Investment, Saul Estrin, London Business School ; Alan Bevan, London Business School
Markets as Politics: The Evolution of Mergers and Acquisitions in China, Mike W. Peng, Ohio State U.; Yuan Lu, Chinese U. of Hong Kong; Yizheng Shi, Hong Kong Baptist U.
The Role of Internal versus External Capital Markets on the Value of Spinoffs during Privatization: Evidence from the Czech Republic, Mona V. Makhija, Ohio State U.
Adapt and Die? Performance Outcomes of the (Former) State-Owned Enterprises' Strategies, Olga Suhomlinova, U. of Nottingham
Presenter: John Child, Cambridge U./Hong Kong U.
Discussant: Oded Shenkar, Ohio State U./Tel-Aviv U.

261. ☯JS:*(GDO, CAR)* **Women, Dual Careerists, Copreneurs and Entrepreneurs: Careers, Transitions, Negotiating Strategies and Growth**
- 12:20- 2:10 Hilton: McDonald

Chair: Mariann Jelinek, NSF
Organizer: Dorothy Perrin Moore, The Citadel
Women's Careers: Directions and Strategies for a New Age, Sherry E. Sullivan, Bowling Green State U.; Lisa A. Mainiero, Fairfield U.
Women's Negotiation Strategies for Evolving Entrepreneurial Careers, Jamie L. Moore, Chase Manhattan Bank; Dorothy Perrin Moore, The Citadel

Entrepreneurial Couples: How Women Entrepreneurs Bring Family Values to the Workplace, Kathy Marshack, Family Business Consultant

The Digital Renaissance--Success Compression and Other Lessons from the World's Great Entrepreneurs, John P. Gardner, Jr., Gardner Alliances

Discussant: Mariann Jelinek, NSF

262. JS:*(ODC, OB, OMT)* **Conversations in Advancing Research on Organizational Change**

- 12:20- 2:10 Royal York: Ontario

Join a group of change researchers in a conversation about theoretical perspectives and empirical methodologies for exploring particular change phenomena.

Chairs: Karen J. Jansen, Pennsylvania State U.; Mitchell J. Neubert, Bowling Green State U.

Presenters: Jeffrey D. Ford, Ohio State U.; Gretchen Spreitzer, U. of Southern California; Michael L. Tushman, Harvard U.; Richard W. Woodman, Texas A&M U.; Andrew H. Van de Ven, U. of Minnesota

263. ⧖JS:*(HR, BPS)* **Compensation Design: New Directions for the New Times**

- 12:20- 2:10 Sheraton Centre: Conference Room D&E

Organizer: Vikas Anand, U. of Arkansas

Towards a More Useful Conceptualization of International Compensation, Matthew C. Bloom, U. of Notre Dame; George T. Milkovich, Cornell U.; Atul Mitra, Lyon College

Compensation and Knowledge Sharing: Knowledge Management for the New Economy, Kathryn M. Bartol, U. of Maryland, College Park; Abhishek Srivastava, U. of Maryland, College Park

Identifying Tools for Managing Organizational Knowledge: The Role of Executive Compensation, Vikas Anand, U. of Arkansas; Luis R. Gomez-Mejia, Arizona State U./Iberoamerican Academy of Management

CEO Compensation and Risk Taking Within a High Tech Context, Martin Larraza-Kintana, U. Publica de Navarra

Discussant: Luis R. Gomez-Mejia, Arizona State U./Iberoamerican Academy of Management

264. JS:*(BPS, OMT)* **"Flying in Formation" or "Collision Course"?: Alternative Perspectives on Competition in the Context of the Airline Industry**

- 12:20- 2:10 Sheraton Centre: Civic Ballroom

Chair: Diana L. Day, Rutgers U., Camden

Resources Versus Rivalry in the U.S. Airline Industry, Richard Makadok, Emory U.; Lacy Glenn Thomas, Emory U.

Cooperative and Competitive Dynamics in the US Airline Industry, 1979-1990: A Social Network Perspective, Wenpin Tsai, Pennsylvania State U.; Kuo-hsien Su, National Sun Yat-Sen U.; Ming-Jer Chen, U. of Pennsylvania

How Does Performance Matter? The Impact of Multi-Level Performance Framing on Competitive Activity, Eui Jeong, Texas A&M U.; Javier Gimeno, INSEAD

Discussants: Hayagreeva Rao, Emory U.; Ken G. Smith, U. of Maryland

265. ☯⧖JS:*(OMT, TIM, MOC)* **Lessons from Y2K -- Transforming Worldwide Path Dependence through Elements of: Smart Global Change Management, Myth and Ceremony, and Good Luck**

- 12:20- 2:10 Royal York: Alberta

Chair: Paul M. Hirsch, Northwestern U.

Y2K and the Failure of Organizational Sensemaking, Deborah J. Dougherty, Rutgers U.

Accounting for the "Y2K Bug": Explanations from Organization Theory, Paul M. Hirsch, Northwestern U.

The Institutions of Representing Time and the Technological Imperative, Huseyin Leblebici, U. of Illinois

The Strange Bug that Didn't Bite, Alan D. Meyer, U. of Oregon

Reflections on the "Y2K Bug", William H. Starbuck, New York U.

Discussant: Karl E. Weick, U. of Michigan

Shared Interest Track

Program Chair: Jone L. Pearce, U. of California, Irvine

	Start	Shared Program
Monday	8:30am	**266.** SIT: Predicting with Personality ◆ RY:New Brunswick
		267. SIT: Diversity and Identity in Teams ◆ SC:Windsor West
		268. SIT: The Power of Time ◆ SC:Windsor East
		269. SIT: Outsourcing ◆ RY:Saskatchewan
	10:40am	**270.** SIT: Supportive Organizations ◆ RY:New Brunswick
		271. SIT: Uncertain Environments ◆ SC:Windsor West
		272. SIT: Ethics and Integrity? ◆ SC:Windsor East
	2:30pm	**273.** SIT: Perceiving Justice ◆ SC:Windsor East
		274. SIT: Advancing Culture ◆ RY:Saskatchewan
		275. SIT: Silence and Discourse ◆ SC:Windsor West
	4:10pm	**276.** SIT: Why Work-Family Conflict? ◆ SC:Windsor West
		277. SIT: Leadership: History, Culture & Info ◆ RY:New Brunswick
		278. SIT: Revolu'ary & Continuous Change ◆ SC:Windsor East
		279. SIT: Ownership Make a Difference? ◆ RY:Saskatchewan
Tuesday	10:30am	**280.** SIT: Cooperating when Competing ◆ RY:New Brunswick
		281. SIT: New Institutions:Theory & Econ ◆ RY:Saskatchewan
		282. SIT: Husbands and Wives ◆ SC:Windsor West
		283. SIT: Organizational Learning ◆ SC:Windsor East
	2:00pm	**284.** SIT: Ambivalence and Ambiguity ◆ RY:New Brunswick
		285. SIT: Electronic Media Effects ◆ SC:Windsor West
		286. SIT: Hazards of Political Power ◆ SC:Windsor East
	3:40pm	**287.** SIT: Extending the Psych Contract ◆ RY:Saskatchewan
		288. SIT: Inventiveness and Innovation ◆ RY:New Brunswick
Wednesday	8:30am	**289.** SIT: Promoting Women ◆ RY:New Brunswick
		290. SIT: Shared Cognition and Sensemaking ◆ RY:Saskatchewan
		291. SIT: Interorganizational Networks ◆ SC:Windsor West
		292. SIT: The Value of Social Capital ◆ SC:Windsor East
	10:40am	**293.** SIT: Knowledge: Flows and Absorption ◆ RY:New Brunswick
		294. SIT: Architypes and Cognitions ◆ RY:Saskatchewan
		295. SIT: Efficacy and its Effects ◆ SC:Windsor West
		296. SIT: Identification and Identity ◆ SC:Windsor East

Monday 8:30AM

266. Paper Session: **Predicting with Personality**
◆ 8:30- 10:20 Royal York: New Brunswick
Facilitator: Rene Schalk, Tilburg U.

OB: Tell Me With Whom You Walk . . . , Steven R. Lovett, SDSU-Imperial Valley Campus; J. C. Wofford, U. of Texas, Arlington

HR: Exploring Relations Between Typical and Maximum Performance Ratings and the Five Factor Model, Robert E. Ployhart, U. of Maryland; Kim-Yin Chan, Applied Behavioral Sciences Department, Ministry of Defense, Singapore; Beng-Chong Lim, Applied Behavioral Sciences Department, Ministry of Defense, Singapore

CAR: Protege Personality as a Predictor of Mentoring Experience, Ellen Fagenson-Eland, George Mason U.; Gayle M. Baugh, U. of West Florida

267. Paper Session: **Diversity and Identity in Teams**
◆ 8:30- 10:20 Sheraton Centre: Windsor West
Facilitator: Teri Tompkins, U. of Redlands

OB: Disentangling the Complex Effects of Diversity: The Interplay of Expectations, Process, and Performance in Groups, Katherine Williams Phillips, Northwestern U.

✈**GDO:** Culturally Heterogeneous Workgroups: The Effects of Leader Behaviors and Attitudes on Conflict and its Relationship to Task and Social Outcomes., Oluremi Bolanle Ayoko, U. of Queensland, Australia; Charmine E. J. Hartel, U. of Queensland, Australia

✈**IM:** Spanning Boundaries and Borders: Toward Understanding the Cultural Antecedents of Team Boundary Spanning, Timothy D. Golden, U. of Connecticut; John F. Veiga, U. of Connecticut

☯**GDO:** Gender and Discipline in the Workplace: Wait Until Your Father Gets Home, Leanne Atwater, Arizona State U., West; David A. Waldman, Arizona State U.; James A. Carey, Arizona State U.

268. ⧖Paper Session: **The Power of Time**
◆ 8:30- 10:20 Sheraton Centre: Windsor East
Facilitator: Carolina B. Gomez, Towson U.

⧖**OCIS:** Time for Reflection: An Exploration of the Time Basis of Media Richness Theory, Nicole R. D. Haggerty, U. of Western Ontario; Scott Schneberger, U. of Western Ontario; Peter Carr, Athabasca U.

⧖**OB:** Eternal Return or Lost Horizons? Uses of Time in a Changing Organization, Ellen O'Connor, Chronos Associates

✈⧖**IM:** A Time Orientation Scale for Cross Cultural Research, Jose I. Rojas-Mendez, U. of Talca, Chile; Gary Davies, U. of Manchester; Omer Omer, King Saud U., Saudi Arabia; Paitoon Chettamrongchai, UTCC, Thailand; Canan Madran, CUIBF, Turkey

⧖**GDO:** Time, Teams, and Task Performance: A Longitudinal Study of The Changing Effects of Diversity on Group Functioning, David A. Harrison, U. of Texas, Arlington; Kenneth H. Price, U. of Texas; Joanne H. Gavin, U. of Texas, Arlington; Anna Florey, U. of Missouri, Columbia
Published in Conference Proceedings

269. Paper Session: **Outsourcing and Human Resources Management**
◆ 8:30- 10:20 Royal York: Saskatchewan
Facilitator: David B. Balkin, U. of Colorado, Boulder

ENT: Environmental Dynamism and Managerial Risk Aversion as Antecedents of Manufacturing Outsourcing: The Moderating Effects of Firm Age, K Matthew Gilley, Oklahoma State U.; Jeffrey E. McGee, U. of Texas, Arlington; Abdul A. Rasheed, U. of Texas, Arlington

☯**HR:** The Role of Transaction Costs and Institutional Forces in the Outsourcing of Recruitment, Marie Dasborough, U. of Western Australia; Christina Sue-Chan, U. of Manitoba

ENT: Determinants of Satisfaction with Professional Employer Organizations in Small and Medium Enterprises, Brian S. Klaas, U. of South Carolina; John McClendon, Temple U.; Thomas W. Gainey, State U. of West Georgia

🕮☯✈**BPS:** Exploring the Growth Strategy of Contract Electronics Manufacturers in Taiwan: A Competence-based Perspective, Ji-Ren Lee, National Taiwan U.; Jen-Shyang Chen, Ming-Chuan U.; Ming-Je Tang, National Taiwan U.

Monday 10:40AM

270. Paper Session: **When Organizations are Perceived as Supportive**

- 10:40- 12:00 Royal York: New Brunswick

Facilitator: Gary Stark, U. of Minnesota, Duluth

☯**CAR:** Do Organizational Support Initiatives Matter? An Empirical Investigation of their Impact on Employees' Attitudes and Well being, Yasmin S. Purohit, Saint Joseph's U.; Claire A. Simmers, Saint Joseph's U.; Sherry E. Sullivan, Bowling Green State U.

HR: Social Support and Expatriate Performance: The Mediating Role of Expatriate Adjustment, Maria Kraimer, Cleveland State U.; Sandy J. Wayne, U. of Illinois, Chicago; Renata Jaworski, U. of Illinois, Chicago

OCIS: The Role of Organizational Commitment and Perceived Organizational Support in Defining Perceptions of the Quality of Organizational Communications Media, Dennis R. Self, Auburn U.; William S. Schaninger, Auburn U.; Achilles A. Armenakis, Auburn U.

☯**HR:** Layoff Practices, Perceived Organizational Support, Employee Commitment, and Intention to Quit: The Role of Contingent Workers, James W. Bishop, U. of Tampa; Michael G. Goldsby, U. of Southern Indiana

271. Paper Session: **Succeeding in Uncertain Environments**

- 10:40- 12:00 Sheraton Centre: Windsor West

Facilitator: Daniel Fogel, U. of Pittsburgh

☯**OMT:** Tailoring Management Tactics To Situational Requirements , Kathleen M. Sutcliffe, U. of Michigan; Ingrid Morris, Duke U.; Sim B. Sitkin, Duke U.; David Obstfeld, U. of Michigan; Larry D. Browning, U. of Texas, Austin

ENT: Owner Perceptions and Scanning of Entrepreneurial Environments in the U.S. and India, Wayne H. Stewart, Jr., Clemson U.; Ruth C. May, U. of Dallas; Arvind Kalia, U. of Rajasthan

MOC: Organizational Scanning and Strategic Issue Diagnosis: An Empirical Study, Bard Kuvaas, Norwegian School of Management; Kjell Grønhaug, Norwegain School of Economics and Business Administration

☯**ONE:** Regulatory Uncertainty and Managerial Influence: An Empirical Examination of Response Mechanisms to Evolving Regulations, Bruce Clemens, James Madison U.; Charles E. Bamford, Texas Christian U.

272. Paper Session: **When do Ethics and Integrity Matter?**

- 10:40- 12:00 Sheraton Centre: Windsor East

Facilitator: Kristi M. Lewis, California School of Professional Psychology

ENT: Entrepreneurship and Ethics: A Multi-level Analysis, Marshall J. Schminke, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida

MOC: Assessing Ethical Behavior Revisited: The Impact of Outcomes on Judgment Bias, Robert L. Cardy, Arizona State U.; T. T. Selvarajan, Arizona State U.

☯**HCM:** Ethics Programs and Organizational Integrity: The Mediating Effects of Ethics Orientation, Jose Proenca, Widener U.

OB: Hallmarks and Consequences of Integrity in Organizations: The Employees' Perspective, Thomas E. Becker, U. of Delaware

Monday 2:30PM

273. ✈Paper Session: **Perceiving Justice**

- 2:30- 3:50 Sheraton Centre: Windsor East

Facilitator: Gregory A. Bigley, U. of Cincinnati

☯**CAR:** A Strategic Approach to "Fair" Employee Benefits: Fitting Benefits to Hiring Climate and Employee Life-stages, Kimberly Merriman, Temple U.; Deanna Geddes, Temple U.

HR: Americans and Canadians are More Different than You Might Expect: Reactions to the Implementation of a Drug and Alcohol Testing Program, Gerard H. Seijts, U. of Manitoba; Daniel P. Skarlicki, U. of British Columbia; Stephen W. Gilliland, U. of Arizona

CM: Distributive Justice in International Joint Ventures: A Study of Chinese Employees, Jaepil Choi, Rutgers U.; Shu-Cheng Chi, National Taiwan U.; Chao C. Chen, Rutgers U.

OB: Coping with Compensation Disparity:Justifications by Local Chinese in Sino-Foreign Joint Ventures, Chao C. Chen, Rutgers U.; Shu-Cheng Chi, National Taiwan U.; Jaepil Choi, Rutgers U.

274. ✈Paper Session: **Advancing Our Understanding of Culture: Mobility, Schemas and Similarity**

- 2:30- 3:50 Royal York: Saskatchewan

Facilitator: Bernardo M. Ferdman, CSPP, San Diego

✈**GDO:** Interactions Between Environmental Complexity, Corporate Culture and Diversity in Global Businesses: In Diversity Is There Strength?, Narayan Pant, National U. of Singapore; Kulwant Singh, National U. of Singapore

MOC: Cross-Cultural Managerial Cognition: A Theoretical Synthesis of Cognition, Culture, and Organizations, Dharm Prakash Sharma Bhawuk, U. of Hawaii, Manoa; Robert H. Doktor, U. of Hawaii, Manoa

✈**IM:** The Cultural Context of Communication: The Influence of National Culture on Implicit Theories of Account-giving, Jasmine Tata, Loyola U., Chicago

☯**SIM:** Convention, Legitimacy and Identification in Cultural Industries, Anastasios Karamanos, Cambridge U.; Chong Ju Choi, Cambridge U.

275. Paper Session: **Silence and Discourse**

- 2:30- 3:50 Sheraton Centre: Windsor West

Facilitator: Carlos Gonzalez, U. of Massachusetts, Amherst

✈**ODC:** Strategy and/as Organizational Change, Alfonso Montuori, California Institute of Integral Studies; Telmo Pievani, U. of Milano-Bicocca

ONE: Millennial Greening: Royal Dutch/Shell Constructs a Corporate Identity for the Environmental Epoch, Sharon M. Livesey, Fordham U.

☯**OMT:** Linking Societal Discourse and Organizational Decision-making on Technology Enabled Learning: Applying Habermasian Communicative Rationality to Textual Analysis, Robert Bauer, U. of Linz; Wendy Leigh Cukier, Ryerson Polytechnic U.

☯**OCIS:** Conversations for One Person: The Causes and Consequences of Organizational Silence, Gary J. Katzenstein, Hong Kong U. of Science and Technology

Monday 4:10PM

276. Paper Session: **Why Work-Family Conflict?**
- 4:10- 5:30 Sheraton Centre: Windsor West

Facilitator: Douglas R. May, U. of Nebraska, Lincoln

OB: Multiple Roles: The Scarcity and Expansion Models Applied to Work-Family Conflict and Organizational Outcomes, Jacqueline Power, Carleton U.; Linda Duxbury, Carleton U.; Christopher Higgins, U. of Western Ontario

GDO: Employed Mothers and the Work-Family Interface: Does Family Type Matter?, Karen Korabik, U. of Guelph; Kelly McManus, U. of Guelph; Hazel M. Rosin, York U.

OB: Time-based Work-Family Conflict as a Mediator of the Work Stress - Mental Health Relationship: An Exploratory Study of Spanish Managers., Steven A.Y. Poelmans, IESE, U. of Navarra, Spain.; Nuria Chinchilla, IESE, U. of Navarra, Spain.; Pablo Cardona, IESE, U. of Navarra, Spain.; Cary L. Cooper, U. of Manchester; Paul E. Spector, U. of South Florida

277. Paper Session: **Leadership: History, Culture and Information**
- 4:10- 5:30 Royal York: New Brunswick

Facilitator: Katherine Xin, Hong Kong U. of Science and Technology

📖**MH:** Transformational Leadership: The Evolution Through Historical Management Thought, John H. Humphreys, Farm Credit Services Of Mid-America; Walter O. Einstein, U. of Massachusetts, Dartmouth

OB: A Cultural Analysis of the Effectiveness of Transformational Leadership, Katherine Xin, Hong Kong U. of Science and Technology; Gretchen Spreitzer, U. of Southern California; Kimberly Hopkins, U. of Southern California

MOC: A "Real-World" Test of the Information-Processing Approach to Leadership: Implicit Leadership Theories (ILTs), Leader-Member Exchanges (LMX) and Employee Outcomes, Olga Epitropaki, U. of Sheffield, UK

✈**IM:** Searching for the Etic in Leadership: A Study of Canadian and Taiwanese Executives, Mansour Javidan, U. of Calgary; Dale Carl, U. of Calgary

278. Paper Session: **Revolutionary and Continuous Change**
- 4:10- 5:30 Sheraton Centre: Windsor East

Facilitator: Ian M. Taplin, Wake Forest U.

☯**HR:** Development and Validation of Measures of Organizational Support and Non-Support for Revolutionary Organizational Change, Leslie Szamosi, City Liberal Studies; Linda Duxbury, Carleton U.

ONE: The Strategic Role of Legitimacy in the Introduction of Post Consumer Recycled Materials: Building Theory From Case Study, Mark Phillip Sharfman, U. of Oklahoma; Thomas Sigerstad, U. of Oklahoma; Rex Ellington, U. of Oklahoma; Mark Meo, U. of Oklahoma

☯**ODC:** Toward a Process Model of Strategic Change in Multinational Enterprises, Graeme Martin, U. of Abertay Dundee

OCIS: A Systemic View of Continual Change, Kevin Gallagher, Case Western Reserve U.; Betty Vandenbosch, Case Western Reserve U.

Published in Conference Proceedings

279. Paper Session: **Does Ownership Make a Difference?**
- 4:10- 5:30 Royal York: Saskatchewan

Facilitator: John Hulpke, Hong Kong U. of Science and Technology

✈**IM:** Privatization and Organizational Change: An Exploratory Study of Differences Among State-, Mixed- and Privately-Owned Enterprises in Thailand, Hugh O'Neill, U. of North Carolina; Dennis A. Rondinelli, U. of North Carolina, Chapel Hill; Tibordee Wattanakul, U. of North Carolina

✈**IM:** The Influence of Organizational Ownership on Managerial Propensity to Diversity: A Study of the Indian Manufacturing Sector, Kannan Ramaswamy, Thunderbird-AGSIM; Mingfang Li, California State U., Northridge; Rajaram Veliyath, Kennesaw State U.

BPS: Ownership Structure and Efficiency in the Use of Resources: The Case of Private Firms, Rodolphe Durand, E.M. Lyon; Vicente Vargas, Emory U.

☯✈**ENT:** Pieces of the Action: Ownership, Power, and the Psychological Contract, Denise M. Rousseau, Carnegie Mellon U.; Zipi Shperling, Carnegie Mellon U.

Tuesday 10:30AM

280. Paper Session: **Cooperating when Competing**
- 10:30- 11:50 Royal York: New Brunswick

Facilitator: Steven M. Sommer, U. of Nebraska

BPS: Achieving Cooperation in Multi-Partner Strategic Alliances: A Social Dilemma Approach to Partnership Management, Ming Zeng, INSEAD; Xiao-Ping Chen, U. of Washington

BPS: Strategic Groups and Alliance Formation in the Global Communications Equipment Manufacturing Industry, Joseph P. McGill, Rutgers U.; Seung Ho Park, Rutgers U.

✈**IM:** Longevity of Strategic Alliances Between Competitors: A Dynamic Value Creation Approach, Africa Ariño, IESE, U. of Navarra, Spain.; Esteban Garcia-Canal, U. of Oviedo; Ana Valdés, U. of Oviedo

CM: Social Motives and Culture: Implications for Distributive Outcomes in Negotiations, Shirli Kopelman, Northwestern U.

281. Paper Session: **New Institutional Understandings: Theory and Economics**
- 10:30- 11:50 Royal York: Saskatchewan

Facilitator: Paul M. Olk, U. of Denver

BPS: Institutional Isolating Mechanisms - An Empirical Investigation of the Swedish Mutual Fund Industry, Stefan Jonsson, Stockholm School of Economics

📖**ONE:** Stakeholder Collaboration in Corporate Environmental Risk Management - An Interdisciplinary Theoretical Approach, Dirk Matten, European Business Management School

✈**OMT:** Time Based Strategy and Temporal Institution: Evidence from Moore's Law, Benoît Demil, U. de lille 1 - iae; Bernard Leca, U. de lille 1 - essec; Philippe Naccache, U. de lille 1 - essec

282. Paper Session: **Husbands and Wives**
- 10:30- 11:50 Sheraton Centre: Windsor West

Facilitator: Maura Belliveau, Duke U.

GDO: Determinants of Social Support Provided by Women and Men in Dual-Earner Relationships, Yasmin S. Purohit, Saint Joseph's U.

GDO: The Husbands of Midlife Professional Women: Are They "Prince Charmings" of the New Millennium? An Exploratory Study, Judith R. Gordon, Boston College; Karen S. Whelan-Berry, Samford U.

✈**OB:** An Examination of Crossover and Spillover Effects of Spouse and Expatriate Adjustment on Expatriate Outcomes, Seokhwa Yun, U. of Maryland, College Park; Riki Takeuchi, U. of Maryland, College Park; Paul E. Tesluk, U. of Maryland

ENT: Entrepreneurship in Small 'Copreneurial' Businesses: Motives, Decisions, and Roles, Catherine Ruth Smith, U. of Newcastle, Australia

283. Paper Session: **Facilitating Organizational Learning**
◆ 10:30- 11:50 Sheraton Centre: Windsor East
Facilitator: Imre Branyiczki, Budapest U. of Economic Sciences/Takarek Bank

OB: Learning Strategies, Innovation and Work Design, David John Holman, U. of Sheffield, UK; Olga Epitropaki, U. of Sheffield, UK; Sue Fernie, London School of Economics
Published in Conference Proceedings

BPS: Learning by Doing Something Else: The Impact of Task Variation on Organizational Learning Curves, Melissa A. Schilling, Boston U.; Alexandre Marangoni, Boston U.; Patricia Gonçalves Vidal, Boston U.; Mahesh Rajan, Boston U.
Published in Conference Proceedings

☯✈**ODC:** Organizational Learning in the Context of Strategic Reorientation, Rune Lines, Norwegian School of Economics and Business Administration; Erik Doving, SNF; Svein T. Johansen, Norwegian School of Economics and Business Administration

BPS: Proximity, Vicarious Learning, and the Location of New Outlets in the Texas Drug Store Market, 1990-1998, Arturs T. Kalnins, U. of Southern California; Anand Swaminathan, U. of California, Davis

Tuesday 2:00PM

284. Paper Session: **Legitimating Ambivalence and Ambiguity**
◆ 2:00- 3:20 Royal York: New Brunswick
Facilitator: Ha Hoang, Case Western Reserve U.

OMT: Pairing Stability with Change: Rules, Operations, and Structures in an Enduring Organization, Anjali Sastry, U. of Michigan; Fiona Lee, U. of Michigan

☯✈**BPS:** Interpretative Performance and the Management of Legitimacy in Understructured Environments, Rajesh Kumar, The Aarhus School of Business; V. Ranganathan, Indian Institute of Management, Bangalore, India

OB: A Qualitative Study of Organizational Roles in High Tech Start-up Firms, Laurie L. Levesque, Carnegie Mellon U.

✈**IM:** Lifelines or Anchor Chains: The Effects of Entrepreneurial Orientation and Perceived Environmental Uncertainty on Intended Alliance Usage and Preferred Governance Forms in Crisis Economies, Louis Marino, U. of Alabama; K. Mark Weaver, U. of Alabama, Tuscaloosa; John Hill, U. of Alabama

285. Paper Session: **Effects of Electronic Media on Strategy and Individuals**
◆ 2:00- 3:20 Sheraton Centre: Windsor West
Facilitator: Kevin Kobelsky, U. of Southern California

BPS: Competitive Response to Technology-Driven Change: The Recording Industry and Internet Music Distribution, Robert F. Easley, U. of Notre Dame; John G. Michel, U. of Notre Dame

MOC: Trading Rooms as Interpretive Systems, Daniel Beunza, New York U.

OB: Virtual Impressions: The Presentation of Self in Electronic Mail, Timothy D. Golden, U. of Connecticut

OCIS: Mediated Knowledge Transfer in Organizations: Does Your Reputation Precede You?, Stephanie Watts Sussman, Case Western Reserve U.; Wendy Schneier Siegal, Boston U.

286. ✈Paper Session: **Hazards of Political Power**
◆ 2:00- 3:20 Sheraton Centre: Windsor East
Facilitator: Tarun Khanna, Harvard U.

BPS: Organizational, Imitative and Network Learning about Political Hazards: The Experience of Japanese Multinational Corporations 1990-97, Witold Jerzy Henisz, U. of Pennsylvania; Andrew Delios, Hong Kong U. of Science and Technology

☯**ENT:** An Institutional Entrepreneurship Framework of Private Firms in the People's Republic of China, David Ahlstrom, Chinese U. of Hong Kong; Garry Don Bruton, Texas Christian U.

✈**CM:** An Infamous Miracle of the Rapid Growth Policy: A Korean Case, Won-Yong Kim, Seoul National U.; Myung-Un Kim, Seoul National U.

✈**BPS:** Political Institutions, Political Competition and Investment Strategy in the Electric Utility Industry: A Cross-national Study, Bennet Zelner, Georgetown U.; Witold Jerzy Henisz, U. of Pennsylvania

Tuesday 3:40PM

287. Paper Session: **Extending the Psychological Contract**
◆ 3:40- 5:20 Royal York: Saskatchewan
Facilitator: Angela Tripoli, U. College, Dublin

CAR: Supervisor and Subordinate Views of Psychological Contract Fulfillment: The Impact of Perceptual Differences on Employee Work Attitudes and Behaviors, Scott W. Lester, U. of Wisconsin, Eau Claire; William H. Turnley, Kansas State U.; James M. Bloodgood, Kansas State U.
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✈**OB:** Can an Organization Have a Psychological Contract? A Conceptual and Empirical Analysis, David Guest, U. of London; Neil Jonathan Conway, U. of London

PNP: Mutuality, Stability and Psychological Contract Breach: A Longitudinal Study, Jacqueline Anne-Marie Coyle-Shapiro, London School of Economics; Ian Kessler, U. of Oxford

OMT: Management Practices in Short-term Network Organizations: The Performance Impact of the Shadow of the Future and Psychological Contracts in the U.S. Movie Industry, 1931-1940, Andreas Schwab, U. of Mississippi

288. Paper Session: **Inventiveness and Innovation**
◆ 3:40- 5:20 Royal York: New Brunswick
Facilitator: Patricia G. Martinez, U. of California, Irvine

ENT: Innovativeness of Founding Technology Resources: Implications for the Strategic Actions of New Firms, Donna J. Kelley, Babson College; Mark P. Rice, Rensselaer Polytechnic Institute

BPS: Organizing for Innovation in Large Firms, Julian M. Birkinshaw, London Business School ; Carl Fey, Stockholm School of Economics

PNP: The Social Functions of Public Management Innovation: Innovation, Reform and Governance in Latin America, Sonia Ospina, New York U.

HR: Innovation as a Trigger for Corporate Renewal? The Contribution of HR, Veronica Hope Hailey, Cranfield School of Management

Wednesday 8:30AM

289. Paper Session: **Promoting Women**
- 8:30- 10:20 Royal York: New Brunswick

Facilitator: Hugh Scullion, U. of Nottingham

☯**GDO:** HRM Practices, Promotion of Women in Management, and Organizational Effectiveness, Yehuda Baruch, U. of East Anglia, UK; Gedaliahu H. Harel, Technion-Israel Institute of Technology; Shay Shamuel Tzafrir, Technion-Israel Institute of Technology

CAR: Gender Differences in Explanations for Relocating or Changing Organizations for Advancement, Phyllis Tharenou, Monash U.

MED: The Crime of Miss Jean Brodie? Women,the New Age and the Fast Track Out of Management, Linda Jayne Perriton, U. of York

Published in Conference Proceedings

GDO: Exploring the Influence of Decision Makers' Race and Gender on Actual Promotions to Top Management, Gary N. Powell, U. of Connecticut; D. Anthony Butterfield, U. of Massachusetts

290. Paper Session: **Shared Cognition and Sensemaking**
- 8:30- 10:20 Royal York: Saskatchewan

Facilitator: Diane Liang Rulke, U. of London

MOC: Sensemaking into Stable Quasi-Companies: Enabling Reality with Analysts' Valuation Models, Peter B. Hägglund, Stockholm School of Economics

Winner of MOC Division Best Paper Award
Published in Conference Proceedings

☯**ODC:** Explaining Change to the Market: A Model for External Sensemaking and Sensegiving, Mikelle A. Calhoun, New York U.

☯✈**HR:** Cognitive Maps of Appraisal System Effectiveness in Hong Kong: A Comparison Between Human Resources and the Line, Robert Phillip Wright, U. of Hong Kong; Simon Lam, U. of Hong Kong; Gilbert Y. Y. Wong, Poon Kam Kai Institute of Management

☯**ENT:** Shared Cognition as a Process and an Outcome in Top Management Teams: Implications for New Venture Performance, Michael D. Ensley, U. of North Carolina, Charlotte; Craig L. Pearce, U. of North Carolina, Charlotte

291. Paper Session: **Interorganizational Networks**
- 8:30- 10:20 Sheraton Centre: Windsor West

Facilitator: Bill McEvily, Carnegie Mellon U.

OMT: Network Characteristics and Organizational Survival: The Case of U.S. Automobile Component Suppliers, Anand Swaminathan, U. of California, Davis; Glenn Hoetker, U. of Michigan; William G. Mitchell, U. of Michigan

HR: Leadership Effectiveness of Local Union Presidents, Tove Helland Hammer, Cornell U.; David L. Wazeter, Pennsylvania State Education Association, Harrisburg, Pennsylvania; Mahmut Bayazit, Cornell U.

BPS: Are Networks Important?, Bharat Anand, Harvard U.; Mikolaj Jan Piskorski, Harvard U.

ENT: The Affordable-Resources Strategy and the Milieux-Embeddedness Strategy as Alternative Approaches to Growth for Entrepreneurial Firms in the Biotechnology Industry, Kelvin Wayne Willoughby, State U. of New York, Stony Brook

292. Paper Session: **The Value of Social Capital**
- 8:30- 10:20 Sheraton Centre: Windsor East

Facilitator: Daniel McAllister, Georgetown U.

OMT: The Nature and Structure of Social Capital: Construct Validity for a Multidimensional View of Social Capital, Balaji R. Koka, Arizona State U.

BPS: The Creation of Adaptive Efficiency: The Interplay of Physical, Human, Social, and Intellectual Capital, Ken G. Smith, U. of Maryland; Christopher Collins, U. of Maryland; Kevin Clark, Bentley College; Cynthia Kay Stevens, U. of Maryland

BPS: Social Capital Among Corporate Upper-Echelons and Its Impact on Executive Promotion, Yangmin Kim, Texas A&M U.

✈**BPS:** Social Capital, Structural Holes, and the Formation of International R&D Linkages: Some Evidence from the Japanese Firms, Kazuhiro Asakawa, Keio U.

Wednesday 10:40AM

293. Paper Session: **Knowledge: Flows and Absorption**
- 10:40- 12:00 Royal York: New Brunswick

Facilitator: Ray Reagans, Carnegie Mellon U.

OMT: Intrafirm Knowledge Transfer: A Review and Assessment of Current Research, Laura Werber Castaneda, Stanford U.

BPS: Strategies to Enhance a Firm's Absorptive Capacity: The Effect of Combinative Capabilities and Knowledge Flows in the Context of Internal Networks, Raymond Van Wijk, Erasmus U.; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.

MOC: Focusing on the Forest When You Can't See all the Trees: The Importance of Cognitive Aggregated Structures (CAS) in New Organizational Forms, Fabio Fonti, U. of Illinois, Urbana-Champaign; Robert Whitbred, Texas Tech U.; Noshir Contractor, U. of Illinois, Urbana-Champaign

✈**BPS:** The Dissemination of Knowledge in an Organization: An Assessment of Knowledge Transfer and Integration, Leyland M. Lucas, Rutgers U.; dt ogilvie, Rutgers U.

294. Paper Session: **Mapping Archetypes and Cognitions**
- 10:40- 12:00 Royal York: Saskatchewan

Facilitator: Marcia Frideger, Holy Names College

✈**OMT:** The Changing Professional Organization: Towards New Archetypes and Typology, David M. Brock, U. of Auckland; Michael John Powell, U. of Auckland

CM: Stability and Change in Negotiators' Mental Maps, Mara Olekalns, U. of Melbourne; Philip Smith, U. of Melbourne

✈**BPS:** Environmental Instability, Differentiated Inter-Organizational Imitation, and Its Consequences, Charles Baden-Fuller, City U., London

MOC: Environmental Misperception and Firm Performance, Kathleen M. Sutcliffe, U. of Michigan; Klaus Weber, U. of Michigan

295. Paper Session: **Types of Efficacy and their Effects**
- 10:40- 12:00 Sheraton Centre: Windsor West

Facilitator: Lynn M. Shore, Georgia State U.

OMT: Organizational Persistence or Change in the Face of Adversity: A Contingency Theory Based on Efficacy Perceptions, Glen Whyte, U. of Toronto; Werner Auer-Rizzi, Institute for International Management Studies, Johannes Kepler U. of Linz

OB: The Effect of Leadership, Team OCB, and Collective Efficacy on Team Performance, Seokhwa Yun, U. of Maryland, College Park; Craig L. Pearce, U. of North Carolina, Charlotte; Henry P. Sims, U. of Maryland

☯**GDO:** Group Efficacy and Outcomes: Moderating Role of Gender Diversity, Cynthia Lee, Northeastern U.; Jiing-Lih Larry Farh, Hong Kong U. of Science and Technology

CAR: Comparing Accessible Reasons to Control Beliefs and Attribute Importance: Identifying Important Factors Underlying Job Search Self-efficacy and Intention, James D. Westaby, Columbia U.; Kenneth Braithwaite, Columbia U.; Barbara Feinberg, Columbia U.

296. Paper Session: **Identification and Identity**

- 10:40- 12:00 Sheraton Centre: Windsor East

Facilitator: Christopher D. Zatzick, U. of California, Irvine

☯⌛**CAR:** Examining the Subtleties of Intra-role Job Change Over Time: Perceptions of Disidentification, Leisa D. Sargent, Queensland U. of Technology

OB: From Organizational Culture to Identification: Integrating Complementary Constructs, Michelle C. Bligh, State U. of New York, Buffalo; James R. Meindl, State U. of New York, Buffalo; Mary Jo Hatch, U. of Virginia

MOC: Effects of Mergers and Acquisitions on Employee Attitudes and Behaviors: A Socio-cognitive Model, Shung Jae Shin, Texas A&M U.

GDO: The Effects of Social Identity and Material Self-Interest on Attitudes Toward Affirmative Action Programs for Women, Alison M. Konrad, Temple U.; Linley C. Hartmann, U. of South Australia

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Interactive Papers and Caucuses

Program Chair: Joan L. Weiner, Drexel U.
Caucuses Chair: E. James Flynn, Wake Forest U.

	Start	Shared Program
Monday	12:20pm	**297.** IP: Trust, Mergers & Acquisitions ◆ RY:Canadian 1 **298.** IP: Views: Strategy & Competition ◆ RY:Canadian 3 **299.** IP: Diverse Views of Corp. Strategy ◆ RY:Canadian 4 **300.** IP: Business-Level Strategy ◆ RY:Canadian 15 **301.** IP: Japanese Firm Strategies ◆ RY:Canadian 5 **302.** IP: Expatriates and Locals ◆ RY:Canadian 6 **303.** IP: Cooperative Arrangements ◆ RY:Canadian 14 **304.** IP: Macro Perspectives ◆ RY:Canadian 8 **305.** IP: Issues of Entry ◆ RY:Canadian 9 **306.** IP: Negotiator Cognition & Behavior ◆ RY:Canadian 2 **307.** IP: Management Theories Over Time ◆ RY:Canadian 10 **308.** IP: Evolving through Crises ◆ RY:Canadian 11 **309.** IP: Cognition and its Effects ◆ RY:Canadian 12 **310.** IP: Stakeholders & the Natural Env. ◆ RY:Canadian 13 **311.** IP: The Effect of HRM on MNCs ◆ RY:Canadian 7
	2:30pm	**312.** IP: The Affective Side of Learning ◆ RY:Canadian 1 **313.** IP: Today's Careers ◆ RY:Canadian 2 **314.** IP: Fairness, Trust, Coop., Compet. ◆ RY:Canadian 4 **315.** IP: Importance of Gender Effects ◆ RY:Canadian 5 **316.** IP: Compensation and Gainsharing ◆ RY:Canadian 6 **317.** IP: Appraisal & Feedback ◆ RY:Canadian 7 **318.** IP: Change Management Issues ◆ RY:Canadian 8 **319.** IP: Dynamics in Managing Change ◆ RY:Canadian 9
	6:30pm	**320.** IP: Meditation and Management ◆ RY:Canadian 1 **321.** IP: Research Methods in MSR ◆ RY:Canadian 2 **322.** IP: East Asian Religions and Management ◆ RY:Canadian 3 **323.** IP: The Role of Religion in Business Ethics ◆ RY:Canadian 4 **324.** IP: Rights of Shareholders ◆ RY:Canadian 5 **325.** IP: Social Issues in Management ◆ RY:Canadian 6 **326.** IP: To Create a Service Organization ◆ RY:Canadian 7 **327.** IP: Spirituality and Leadership ◆ RY:Canadian 8 **328.** IP: Management and Christian Spirituality ◆ RY:Canadian 9 **329.** IP: Spirituality in the Workplace ◆ RY:Canadian 10 **330.** IP: Religion in the Non-Profit/Public Sector ◆ RY:Canadian 11 **331.** IP: Multi-Party Collaborative Settings ◆ RY:Canadian 12 **332.** IP: Workspace Design ◆ RY:Canadian 13 **333.** IP: Islam and Management ◆ RY:Canadian 14 **334.** IP: Business Ethics ◆ RY:Canadian 15 **335.** IP: Spirituality in Decision-Making ◆ RY:Canadian 16 **336.** IP: Innovation Cognition ◆ RY:Canadian 17
Tuesday	8:30am	**337.** IP: Integration & Interdependencies ◆ RY:Canadian 5 **338.** IP: Managing Trust ◆ RY:Canadian 1 **339.** IP: Cognition, Values & Dec. Making ◆ RY:Canadian 2 **340.** IP: Developing Research Methods ◆ RY:Canadian 3
	10:30am	**341.** IP: Perspectives in SIM Research ◆ RY:Canadian 1 **342.** IP: Theory and Models ◆ RY:Canadian 2 **343.** IP: Groups ◆ RY:Canadian 3 **344.** IP: New Product Development ◆ RY:Canadian 4 **345.** IP: Mgmt Devlp. & Curric. Innovations ◆ RY:Canadian 6 **346.** IP: Mentoring and Moving ◆ RY:Canadian 7 **347.** IP: Minority & Majority Employees ◆ RY:Canadian 8 **348.** IP: Influence in Health Care Org. ◆ RY:Canadian 9 **349.** IP: Approaches to Strategic Change ◆ RY:Canadian 10 **350.** IP: Consulting Effectiveness ◆ RY:Canadian 12
	2:00pm	**351.** IP: Strategic Change, Learning & Context ◆ RY:Canadian 8 **352.** IP: Div. Perspectives-Firm Growth ◆ RY:Canadian 1 **353.** IP: Technology and Strategy ◆ RY:Canadian 2 **354.** IP: Resources and Strategy ◆ RY:Canadian 4 **355.** IP: Globalization & Localization ◆ RY:Canadian 5 **356.** IP: Culture and Work ◆ RY:Canadian 6 **357.** IP: Doing Business in Transition Econs ◆ RY:Canadian 7 **358.** IP: Selection and Recruitment ◆ RY:Canadian 3 **359.** IP: Lessons on Leadership ◆ RY:Canadian 9 **360.** IP: Where We've Been - Where We're Going ◆ RY:Canadian 10 **361.** IP: Building Theory ◆ RY:Canadian 12

	3:40pm	**362.** IP: Cross Cultural OB ◆ RY:Canadian 1 **363.** IP: Motivation ◆ RY:Canadian 2 **364.** IP: Relationships ◆ RY:Canadian 3 **365.** IP: Decision Making Systems ◆ RY:Canadian 4 **366.** IP: Individual Attitudes ◆ RY:Canadian 6 **367.** IP: Public and NonProfit Strategic Perspectives ◆ RY:Canadian 7
Wednesday	8:30am	**368.** IP: Organizing for Innovation ◆ RY:Canadian 1 **369.** IP: Conversations in TIM ◆ RY:Canadian 2 **370.** IP: Health Related Issues ◆ RY:Canadian 3 **371.** IP: Voice ◆ RY:Canadian 4 **372.** IP: Current Theoretical Trends in OCIS ◆ RY:Canadian 5 **373.** IP: New Empirical Directions in OCIS ◆ RY:Canadian 6 **374.** IP: Internat'l & Comparative Perspectives ◆ RY:Canadian 7 **375.** IP: Perspectives on Discrimination ◆ RY:Canadian 8 **376.** IP: New Direction in HC Research ◆ RY:Canadian 9 **377.** IP: Exploring Consulting Concepts ◆ RY:Canadian 10 **378.** IP: Cognitive Foundations of D.M. ◆ RY:Canadian 11 **379.** IP: Strategies & Tools - Env. Mgt. ◆ RY:Canadian 12
	10:40am	**380.** IP: Complexity, Change & Vision ◆ RY:Canadian 1 **381.** IP: Entrepreneurs' Behavior ◆ RY:Canadian 2 **382.** IP: Conflict, Culture & Gender ◆ RY:Canadian 3 **383.** IP: Brain Drain, AIDS & Org. Outcomes ◆ RY:Canadian 4 **384.** IP: Perceptions & Their Implications ◆ RY:Canadian 5 **385.** IP: Research Methods - Details ◆ RY:Canadian 6

Monday 12:20PM

297. Paper Session: **Trust, Mergers, and Acquisitions**
◆ 12:20- 2:10 Royal York: Canadian 1
Facilitator: Michael Lubatkin, U. of Connecticut

BPS: Acquisition or Alliance? A Comparison of Value-Creating Strategies in the Pharmaceutical Industry, James M. Pappas, U. of Massachusetts

BPS: The Cognitive and Affective Antecedents of General Trust in a Strategic Alliance, J. L. Morrow, Jr., Mississippi State U.; Mark H. Hansen, Brigham Young U.; Allison W. Pearson, Mississippi State U.

BPS: Learning to Trust: A Model of the Institutionalization of Trust in Recurrent Alliances, Inga Baird Hill, Ball State U.

BPS: Performance Effects of Exploitation Exploration Merger Patterns for U.S. Banks, 1982 - 1998, Carmen Weigelt, Duke U.; Arie Y. Lewin, Duke U.

BPS: Does Tolerance Lead to Better Partnering? The Relationship between Diversity Management and M&A Success, Larry Bellinger, Michigan State U.; Amy J. Hillman, U. of Western Ontario

298. Paper Session: **Dynamic Views of Strategy and Competition**
◆ 12:20- 2:10 Royal York: Canadian 3
Facilitator: Ming-Jer Chen, U. of Pennsylvania

BPS: Business Dynamics: A Quarter-Century of Inter-Twined Resource and Organizational Reconfiguration by Johnson & Johnson, Samina Karim, U. of Michigan

BPS: Organizational Innovation and Sustained Competitive Advantage: A Conceptual Model and Research Propositions, Jay Weerawardena, U. of Queensland, Australia; Leonard Coote, Griffith U.; Kenneth Henderson, Morehead State U.

BPS: Industry Evolution and Firm Strategy: A Computer Simulation of Competitive Advantage, Rents and Growth in Firm-Environment Interaction, Carl J. Kock, U. of Pennsylvania

☯**BPS:** Strategic Group Dynamics in the Insurance Industry, 1993-1996, Tamela Dawn Ferguson, Colorado State U.

⧖**BPS:** An Organizational Entrainment Model: The Pace and Phase of Cyclical Time in Strategic Management, Liliana Maritza Perez, U. of Memphis; Ben L. Kedia, U. of Memphis

299. Paper Session: **Diverse Views of Corporate Strategy**
◆ 12:20- 2:10 Royal York: Canadian 4
Facilitator: Kathryn Rudie Harrigan, Columbia U.

⧖**BPS:** The Strategy-Performance Relationship: Time the Complementary Dimension, Peter S. Davis, U. of Memphis; Clay Dibrell, Oregon State U.; Brian D. Janz, U. of Memphis

BPS: Searching for Corporate Effects, Aya S. Chacar, London Business School ; Balagopal Vissa, London Business School

☯✈**BPS:** A Resource-Based Perspective of Growth Via Acquisition, Michael L. Pettus, Millikin U.

☯✈**BPS:** Revisiting Vertical Scope: Capabilities, Integration and Profitability in the Mortgage Banking Industry, Michael G. Jacobides, U. of Pennsylvania/London Business School

BPS: The Effects of Refocusing, Size, Slack, and Munificence on Post-bankruptcy Performance, David Dawley, Florida State U.; James J. Hoffman, Texas Tech U.
Published in Conference Proceedings

300. Paper Session: **Business-Level Strategy**
◆ 12:20- 2:10 Royal York: Canadian 15
Facilitator: Gregory G. Dess, U. of Kentucky

BPS: The Organizational Choice Decision in Business-Format Franchising: An Empirical Test, Janet E.L. Bercovitz, Duke U.

BPS: Transaction Cost Alignment and Performance: Adaptation, Selection, and Profitability in the For-Hire Interstate Trucking Industry, Jack A. Nickerson, Washington U.; Brian S. Silverman, Harvard U.

BPS: Product-Line Expansion and Resource Cannibalization, Peter W. Roberts, Carnegie Mellon U.; Susan K. McEvily, U. of Pittsburgh

BPS: Better Late Than Never: A Study of Late Entrants in Household Electrical Equipment, Jamal Shamsie, U. of California, Los Angeles; Corey Phelps, New York U.; Jerome Kuperman, Moorhead State U.

🕮☯**BPS:** When Less is More: A Comparative Analysis of Savings Strategy, Gerrit Wolf, State U. of New York, Stony Brook

301. ✈Paper Session: **Japanese Firm Strategies**
- 12:20- 2:10 Royal York: Canadian 5

Facilitator: Allan Bird, California Polytechnic State U.

☯✈**IM:** The Impact of Ownership Structure on Japanese Corporate Governance, Toru Yoshikawa, Nihon U.; Phillip H. Phan, Rensselaer Polytechnic Institute

✈**IM:** The Effect of Institutional Distance on Multinational Enterprise Strategy: An Empirical Examination of Japanese Firms, Dean Xu, York U.

✈**IM:** International Product Diversification by Japanese MNCs, Heather Berry, U. of California, Los Angeles

302. ✈Paper Session: **The Use and Misuse of Expatriates and Locals**
- 12:20- 2:10 Royal York: Canadian 6

Facilitator: Sully Taylor, Portland State U.

☯✈**IM:** Managing Foreigners: Trust, Experience and Managerial Influence, Asha Rao, Rutgers U.

☯✈**IM:** The Relationship between Organizational Slack and MNE Performance, Anthony Goerzen, U. of Western Ontario

☯✈**IM:** The Utilization of Expatriates:An Agency and Transaction Costs Theory of Managerial Transfer from a Multinational Parent Company to its Foreign Affiliates, Danchi Tan, U. of Illinois, Urbana-Champaign; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign

✈**IM:** The Global Manager? Japanese Expatriate Managers-Managing Over Distance and Time, Diana Rosemary Sharpe, U. of Warwick; William Kelly, U. of Manchester; Glenn Morgan, U. of Warwick; Richard Whitley, U. of Manchester

303. ✈Paper Session: **Joint Ventures, Alliances, and Cooperative Arrangements**
- 12:20- 2:10 Royal York: Canadian 14

Facilitator: Farok Contractor, Rutgers U.

✈**IM:** Legitimacy, Competition and Stability: An Institutional Ecology of International Joint Ventures, Charles Dhanaraj, Indiana U.

✈**IM:** Understanding Motivations of International Joint Venture in Chin, Steven X. Si, Concordia U.; Garry Don Bruton, Texas Christian U.

✈**IM:** The Effects of Pre-established Conditions, Formation Planning, and Post-established Interactions on the Performance of International Joint Ventures (IJVs): An Empirical Study of IJVs in Taiwan, Cher-Ming Fong, National Sun Yat-Sen U.; Cher-Hung Tseng, National Sun Yat-Sen U.; Chung-Shing Lee, Pacific Lutheran U.; Hsien-Jui Chung, Feng Chia U.

☯✈**IM:** Joint Venture Configurations in The Big Emerging Markets: An Analysis of their Performance Implications for American Parents, Hemant Merchant, Simon Fraser U.

✈**IM:** Foreign Direct Investment in China and Franco-Chinese Joint Ventures, Jerome Hubler, IAE de Nancy; Pierre-Xavier Meschi, ESC Marseille-Provence; Tim White, Ecole Supérieure de Commerce de Marseille - Provence

✈**IM:** The Role of Level of Country Development on Type of International Cooperative Arrangement Activities, Krishnan Ramaya, U. of Southern Indiana; faye l. smith, Emporia State U.

304. Paper Session: **Macro Perspectives on Social Issues**
- 12:20- 2:10 Royal York: Canadian 8

Facilitator: Melissa Baucus, Utah State U.

SIM: Legitimacy: A Meta-Theory, Thomas Sigerstad, U. of Oklahoma; Mark Phillip Sharfman, U. of Oklahoma

SIM: Understanding the Complexity of Institutional Investors: Implications for Corporate Governance, Lori Verstegen Ryan, U. of Georgia; Marguerite Schneider, College of New Jersey

SIM: A Commons Perspective on Collaboration: Comparative Local Dynamics in Three Port Domains, John W. Selsky, U. of Melbourne; P.A. Memon, Lincoln U., New Zealand

SIM: Business and Society Research versus Critical Strategy Research: A Critical Assessment of Two Anglo-American Approaches to the Integration of Ethics and Strategy, Andreas Georg Scherer, U. of Erlangen, Nuremberg; Brigitte Kustermann, U. of Erlangen, Nuremberg

SIM: A Neo-Gramscian Approach to Business-Society Relations: Conflict and Accommodation in the Climate Change Negotiations, David L. Levy, U. of Massachusetts, Boston; Daniel Egan, U. of Massachusetts, Lowell

305. ⧖Paper Session: **Invention, Discovery, and Timing of Entry**
- 12:20- 2:10 Royal York: Canadian 9

Facilitator: Steven C. Michael, U. of Illinois, Urbana-Champaign

☯**ENT:** First Mover Advantage Through Franchising, Steven C. Michael, U. of Illinois, Urbana-Champaign

📖☯**ENT:** Discovery or Lucky Accident: The Influence of Industry Structure, James Owen Fiet, Jonkoping International Business School

ENT: Differences in Inventive Content between Independent and Corporate Inventors, Kristina Dahlin, U. of Toronto; Margaret Taylor, Carnegie Mellon U.; Mark Fichman, Carnegie Mellon U.

⧖**ENT:** A New Venture's Timing of Entry Decision: An Optimal Stopping Model, Moren Levesque, Rensselaer Polytechnic Institute; Dean Andrew Shepherd, U. of Colorado, Boulder

306. Paper Session: **Negotiator Cognitions and Behaviors**
- 12:20- 2:10 Royal York: Canadian 2

Facilitator: Joseph Banas, Washington U.

CM: The Determinants of Negotiator's Frame in Wage Negotiations, Hyeon Jeong Park, Cornell U.; Kang-Sung Lee, Sahmyook U.

CM: No Deal: Negotiation Impasses and Disputant Self-Efficacy, Kathleen O'Connor, Cornell U.; Josh Arnold, California State U., Long Beach

CM: Seeing through the Client's Eyes: The Role of Perspective Taking in Generating Interpersonal Cooperation Across Organizational Boundaries, Michele Williams, U. of Michigan

CM: First offers as anchors: Debiasing by considering the opponent's alternatives, Adam Galinsky, Northwestern U.; Thomas Mussweiler, Northwestern U.

307. Paper Session: **Management Trends Over Time and Their Influences**
- 12:20- 2:10 Royal York: Canadian 10

Facilitator: Leliani Baumanis, Nova Southeastern U.

MH: Formative Influences of Scientific Meta-Paradigms on Management Thought and Practice, Jim Paul, U. of New Mexico

📖☯**MH:** Frederick Winslow Taylor and Citizenship Behaviors: A Non-Spurious Correlation?, Satyanarayana Parayitam, Oklahoma State U.

MH: The Role of Scientific Management in Rural Electrification: Morris L. Cooke's Quest for a Better Society, Randall L. DuPont, U. of Mobile

⧖**MH:** A Look Back at Five Management Fads of the Late Twentieth Century: Their Roots, Their Evolution and Their Influence on Management Today, Jane Whitney Gibson, Nova Southeastern U.; Dana V. Tesone, U. of Hawaii, Manoa

308. ✈Paper Session: **The Enterprise: Evolving through Crises**
- 12:20- 2:10 Royal York: Canadian 11

Facilitator: Cheryl B. Richardson, Benedictine U.

🕮✈**MH:** Understanding the Growth of Firms in a Bounded Market Economy: Structural Changes in the Chinese Enterprise System, Seungwha Chung, Yonsei U.

MH: Diversity and Effectiveness in the Roman and Persian Empires, Daniel J. Svyantek, U. of Akron; Linda L. Brown, U. of Akron; Kevin T. Mahoney, U. of Akron

🕮☯**MH:** Business Groups as Organizations: Rise, Fall, ... and Rise of a Mexican Conglomerate (1974-1998), Anabella Davila, ITESM/EGADE

✈**MH:** Multinational Trade and Enterprise in Republican Rome, Karl Moore, Templeton College, Oxford U.; David Charles Lewis, KM & Associates

309. Paper Session: **Cognition and its Effects in Organizations**
- 12:20- 2:10 Royal York: Canadian 12

Facilitators: David R. Schwandt, George Washington U.; Leyland M. Lucas, Rutgers U.

☯**MOC:** Information and Noise: Towards an Organizational Cognitive Thermodynamics, Eli Berniker, Pacific Lutheran U.

MOC: Using Humor to Restore Order in Groups, Prasad Balkundi, Pennsylvania State U.; Barbara Gray, Pennsylvania State U.

☯**MOC:** Capturing Knowledge and Knowing: What Managers Can Learn from the Thoracic Surgery Board Certification Process , Adelaide Wilcox King, U. of Virginia; Annette L. Ranft, Wake Forest U.

Published in Conference Proceedings

MOC: In Sync: Synchronicity, Creativity, and Meaningful Paradox, Rita Anne Durant, U. of Alabama

OB: The Bulls, the Bears, and the Self-deprecators: Predicting Stock Prices from Organizational Attributions, Fiona Lee, U. of Michigan; Yao Wang, U. of Michigan; Brenda Gillespie, U. of Michigan; Christopher Peterson, U. of Michigan

MOC: Assessment of Ingratiation in the Organization: The Peer-Review Ingratiation Behavior Scales [PRIBS], David J. Gustafson, Florida State Hospital; David A. Ralston, U. of Oklahoma

310. Paper Session: **Stakeholder Relationships & the Natural Environment**
- 12:20- 2:10 Royal York: Canadian 13

Facilitator: Stephanie Welcomer, U. of Maine

ONE: Environmental Performance and Multistakeholder Participation: The Case of the Canadian Forest Products Industry, Leslee Patriquin, Saint Mary's U.; Cathy Driscoll, Saint Mary's U.

ONE: A Stakeholder Theory Approach to Explaining Corporate Environmental Management: An Empirical Analysis for the Hotel Industry , Jeronimo De Burgos, U. of Almeria; Jose J. Cespedes Lorente, U. of Almeria; M. Jose Alvarez, Carlos III U.

ONE: Sustainability Strategies in the Canadian Forest Products Industry: An Exploration, Sanjay Sharma, Saint Mary's U.

ONE: Trans-Sectoral Initiatives: Successful Organizing In Pursuit Of Whole Systems Change, Hilary Bradbury, Case Western Reserve U.; Kathryn M. Kaczmarski, Case Western Reserve U.

ONE: A Theoretical Investigation into the Brent Spar Controversy, Stelios C. Zyglidopoulos, Erasmus U.

311. ✈Paper Session: **The Effect of HRM on MNCs**
- 12:20- 2:10 Royal York: Canadian 7

Facilitator: Nakiye Boyacigiller, San Jose State U.

✈**IM:** Aligning Performance Measures and Incentives in European Companies, Stephen Robert Gates, The Conference Board

☯✈**IM:** The Effect of Human Resource Management Practices on MNC Subsidiary Performance in Russia, Carl Fey, Stockholm School of Economics; Ingmar Bjorkman, Swedish School of Economics

✈**IM:** Testing the Influence of Countries and National Culture on Compensation Policies, Bruno Sire, U. of Toulouse 1/LIRHE; Michel Tremblay, HEC/CIRANO, Montreal

✈**IM:** Impact of Strategic and Organizational Context on the Job Satisfaction of Subsidiary General Managers within MNCs, Anil K. Gupta, U. of Maryland, College Park; Vijay Govindarajan, Dartmouth College; Vincent J. Duriau, U. of Maryland

Monday 2:30PM

312. Paper Session: **The Affective Side of Learning**
- 2:30- 3:50 Royal York: Canadian 1

Facilitators: Amy Hietapelto, Michigan Technological U.; Martin J. Hornyak, United States Air Force Academy/U. of West Florida

🕮⧖**MED:** Must See TV: The Timelessness of Television as a Teaching Tool, Courtney Shelton Hunt, Northern Illinois U.

MED: Adventure Learning: Collectivism and Consequent Impact, H. Alvin Ng, Massey U., Wellington

Winner of MED Division Best Paper in Management Development
Published in Conference Proceedings

🕮☯**MED:** The Effectiveness of Humor for Persuasion in Training and Education, Jim Lyttle, York U.

MED: The Study of Spirituality at Work: From Providing Answers to Asking Critical Questions, Marjolein Silvia Lips-Wiersma, U. of Canterbury

313. Paper Session: **Today's Careers - Fluid, Not Solid**
- 2:30- 3:50 Royal York: Canadian 2

Facilitator: Sherry E. Sullivan, Bowling Green State U.

✈**CAR:** Towards a Habitus Based Concept of Managerial Careers, Wolfgang Mayrhofer, Wirtschafts U., Wien; Johannes Steyrer, Wirtschafts U., Wien; Michael Meyer, Wirtschafts U., Wien; Christiane Erten, Wirtschafts U., Wien; Anett Hermann, Wirtschafts U., Wien; Alexandre Iellatchitch, Wirtschafts U., Wien; Christine Mattl, Wirtschafts U., Wien; Guido Strunk, Wirtschafts U., Wien

CAR: Follow the Leader? The Effects of Social Influence on Employer Choice, Monica C. Higgins, Harvard U.

CAR: The Use of Metaphor in Career Theory, Kerr Inkson, Massey U., New Zealand

314. Paper Session: **Fairness, Trust, Cooperation, Competition**
- 2:30- 3:50 Royal York: Canadian 4

Facilitator: Jacques Rojot, U. of Paris, Sorbonne

CM: Treating Subordinates with Dignity and Respect: Does it Always Matter? The Moderating Effect of Power Distance, Grant Ackerman, Rutgers U.

CM: Leaving A Legacy: The Allocation of Benefits and Burdens in Intergenerational Decisions, Kimberly A. Wade-Benzoni, New York U.; Harris Sondak, U. of Utah

CM: The Impediments to Cooperation: Fear or Greed?, Peter Hwang, National U. of Singapore

CM: Is Virtue Its Own Reward? Self-Sacrificial Decisions for the Sake of Fairness, Carmen Joseph Turillo, Tulane U.; Robert Folger, Tulane U.

315. Paper Session: **The Importance of Gender Effects in Management and Organizations**
- 2:30- 3:50 Royal York: Canadian 5

Facilitator: Jennifer Palthe, Michigan State U.

GDO: Individual Technology Adoption in the Workplace: The Role of Gender as a Psychological Construct, Viswanath Venkatesh, U. of Maryland; Michael G. Morris, Air Force Institute of Technology; Tracy Ann Sykes, U. of Maryland; Phillip L. Ackerman, Georgia Institute of Technology

GDO: The Importance of Protégé Gender in the Realization of Mentoring Functions: Who Should Initiate Mentoring? , Terri A. Scandura, U. of Miami/Hong Kong U. of Science and Technology; Ethlyn A. Williams, U. of Colorado, Colorado Springs

GDO: The Effect of Performance-Feedback and Gender on Personal Goals, Heh Jason Huang, National Sun Yat-Sen U.; Daniel M. Eveleth, U. of Idaho

GDO: Dissemination of 'The Feminine' in Mamagement via the Op-Ed Pages of the Wall Street Journal, Linda A. Krefting, Texas Tech U.

GDO: Changing Times for Senior Female International Managers: Evidence from Western Europe, Margaret Linehan, Cork Institute of Technology

316. Paper Session: **Compensation and Gainsharing**
- 2:30- 3:50 Royal York: Canadian 6

Facilitator: Cynthia Fukami, U. of Denver

HR: Broad-Based Employee Stock Options In The U.S.: Do They Impact Company Performance?, James Sesil, Rutgers U.; Maya Kroumova, New York Institute of Technology; Douglas L. Kruse, Rutgers U.; Joseph R. Blasi, Rutgers U.

Published in Conference Proceedings

HR: Differential Effects of Group Pay on Intrinsic Motivation: An Exploratory Study of Three Pay Conditions, Elaine Cahalan Hollensbe, U. of Kansas; James P. Guthrie, U. of Kansas; Ronald A. Ash, U. of Kansas

HR: Incorporating the Element of Time in Incentive Compensation: A Longitudinal Examination of the Impact of Gain Sharing on Quality, Melissa Waite, State U. of New York, Brockport

317. Paper Session: **Performance Appraisal and Feedback**
- 2:30- 3:50 Royal York: Canadian 7

Facilitator: James A. Breaugh, U. of Missouri, St. Louis

HR: Validating a 360 Degree Feedback Program Against Assessment Center Data, Paul William Bamkin Atkins, Australian Graduate School of Management; Robert E. Wood, U. of NSW

HR: Attitudes and Appraisal Behaviors: A Test of the Moderating Influence of Self-Monitoring, I.M. Jawahar, Illinois State U.

HR: The Effects of Multi-Source Feedback Interventions on Affect and Performance: A Social Cognitive Analysis, Suzanne J. Peterson, U. of Nebraska, Lincoln; Alexander Stajkovic, U. of Wisconsin, Madison; Fred Luthans, U. of Nebraska

HR: Self-Monitoring and Appraisal Satisfaction: An Exploratory Field Study, Janice S. Miller, U. of Wisconsin, Milwaukee

HR: A Model of the Direct Determinants of Performance Outcomes, Kevin D. Carlson, Virginia Polytechnic Institute and State U.

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318. Paper Session: **Examining Change Management Issues: Readiness, Coping, and Barriers toCollaboration**
- 2:30- 3:50 Royal York: Canadian 8

Facilitator: Lynda Kilbourne, Xavier U.

ODC: Studying Organizational Change: A Change Response Model with Readiness Factors, Christie J. Kennedy, State U. of New York, Binghamton; David J. Gonsiorowski, Webraiser

Best Interactive Paper Award

ODC: Anatomy of Collaboration: Identification of the Facilitators and Barriers to the Collaboration Process in a Virtual Team, Lisa A. Horvath, George Washington U.; Timothy J. Tobin, George Washington U.

ODC: Focused Diagnostic Intervention: A Longitudinal Experiment on Employee Coping, Zipi Shperling, Carnegie Mellon U.; Arie Shirom, Tel-Aviv U.

ODC: The Part and the Whole: Reductionism and Complex Thinking in ERP Systems Implementations, Miguel P. Caldas, EAESP-FGV, Sao Paulo, Brazil; Thomaz Wood, EAESP-FGV

319. Paper Session: **Psychological and Relational Dynamics in Managing Change**
- 2:30- 3:50 Royal York: Canadian 9

Facilitator: Jeff W. Trailer, Pennsylvania State U., Erie

ODC: The Dynamics of Transitional Space, Robrecht Overlaet, Catholic U. of Leuven; Frank J. Barrett, Naval Postgraduate School

ODC: Perceived Organizational Support and Leader Member Exchange Facilitating Change Message Acceptance: An Empirical Exploration, William S. Schaninger, Auburn U.; Dennis R. Self, Auburn U.; Robert E. Niebuhr, Auburn U.

ODC: Internal Consulting Practices and the Credibility Chain, Lynn Matlock, Duke Energy Corporation; Miriam Y. Lacey, Pepperdine U.

ODC: Prospecting for Continuous Organizational Change: The Role of the Psychological Contract, Jill R. Kickul, DePaul U.; Scott W. Lester, U. of Wisconsin, Eau Claire

Monday 6:30PM

320. Caucus: **Meditation and Management**
- 6:30- 8:30 Royal York: Canadian 1

Presenters: Jane Schmidt-Wilk, Maharishi U. of Management; Dennis P. Heaton, Maharishi U. of Management

321. Caucus: **Research Methods in MSR**
- 6:30- 8:30 Royal York: Canadian 2

Presenters: Kathy Lund Dean, Saint Louis U.; Scott Safranski, Saint Louis U.

322. Caucus: **East Asian Religions and Management**
- 6:30- 8:30 Royal York: Canadian 3

This caucus focuses on the impact of Confucianism on East Asian managerial behaviour.
Presenter: Kun-Jang Kim, California State U.

323. Caucus: **The Role of Religion in Business Ethics**
- 6:30- 8:30 Royal York: Canadian 4

Presenter: Leigh Lawton, U. of St. Thomas

324. Caucus: **The Cracker Barrel Controversy: The Rights of Shareholders in the Corporate Governance of HR**
- 6:30- 8:30 Royal York: Canadian 5

Presenter: Leonard Bierman, Texas A&M U.

325. Caucus: **Perspectives on Social Issues in Management: A "Binary Dilemma?"**
- 6:30- 8:30 Royal York: Canadian 6

Presenters: Marc O. Orlitzky, AGSM; Diane Swanson, Kansas State U.

326. Caucus: **To Create a Service Organization Which Provides Quality Services**
- 6:30- 8:30 Royal York: Canadian 7

Presenters: Zena Burgess, Swinburne U. of Technology; Fay Oberklaid, Swinburne U. of Technology

327. Caucus: **Spirituality and Leadership**
- 6:30- 8:30 Royal York: Canadian 8

This caucus will address the relationship between spirituality and leadership. Among issues to be considered are the types of spirituality most relevant to leadership and the comparison of spiritual leadership models and traditional leadership models.
Presenter: Paul Gibbons, U. of London/Pricewaterhouse

328. Caucus: **Management and Christian Spirituality**
- 6:30- 8:30 Royal York: Canadian 9

Presenter: Barbara Keats, Marquette U.

329. Caucus: **Spirituality and Religion in the Workplace**
- 6:30- 8:30 Royal York: Canadian 10

Presenter: Nicholas Twigg, Louisiana Tech U.

330. Caucus: **Religion in the Non-Profit/Public Sector**
- 6:30- 8:30 Royal York: Canadian 11

Socially-oriented functions in non-profit and public sector organizations often mean spiritual or religious motivations are paramount in these organizations. Thus they may provide their members with additional opportunities to integrate purpose and meaning into their work lives.
Presenter: Roe Goddard, Thunderbird

331. Caucus: **Multi-Party Collaborative Settings: Leadership Roles and Required Competencies**
- 6:30- 8:30 Royal York: Canadian 12

Presenter: Sandra Schruijer, Tilburg U.

332. Caucus: **Workspace Design: Catalyst for Innovation and Change**
- 6:30- 8:30 Royal York: Canadian 13

The purpose of this caucus is to provide a forum for and to stimulate conversation on workplace design. It is an opportunity to compare perspectives, raise formal research questions, and to flesh out an agenda to more fully explore the issues involved in the workspace design.
Presenter: Jon W. Beard, Southern Illinois U., Edwardsville

333. Caucus: **Islam and Management**
- 6:30- 8:30 Royal York: Canadian 14

Presenter: Abbass Alkhafaji, Slippery Rock U.

334. Caucus: **Environmental and International Business Ethics**
- 6:30- 8:30 Royal York: Canadian 15

Presenter: Carolyn Erdener, Stuttgart Institute of Management and Technology

335. Caucus: **Spirituality in Rational Economic Decision-Making**
- 6:30- 8:30 Royal York: Canadian 16

Presenter: Barbara Keats, Marquette U.

336. Caucus: **Top Management Team Cognition in Organizational Innovation**
- 6:30- 8:30 Royal York: Canadian 17

Presenters: Ben Bryant, London Business School ; Jennifer Bogdanny, London Business School

Tuesday 8:30AM

337. Paper Session: **Integration and Interdependencies**
- 8:30- 10:10 Royal York: Canadian 5

Facilitators: Hale Kaynak, U. of Texas, Pan American; Daniel R. Krause, Utah State U.

OM: Individual Differences, Interdependence and Group Performance in the Context of Flow Lines, Kenneth Howard Doerr, U. of Miami; Terence R. Mitchell, U. of Washington; Chester A. Schriesheim, U. of Miami; Tali Freed, U. of Miami; Xiaohua Zhou, U. of Miami

OM: Purchasing's Strategic Role and Team Usage, P. Fraser Johnson, U. of Western Ontario; Robert Klassen, U. of Western Ontario; Michiel R. Leenders, U. of Western Ontario; Harold E. Fearon, Center for Advanced Purchasing Studies

☯**OM:** The Influence of an Integration Strategy on Competitive Capabilities and Business Performance: An Exploratory Study of Consumer Products Manufacturers, Eve D. Rosenzweig, U. of North Carolina, Chapel Hill; Aleda V. Roth, U. of North Carolina, Chapel Hill; James W. Dean, Jr., U. of North Carolina, Chapel Hill

OM: The Impact of the ISO 14001 Environmental Management System on Plant Operations, Gyula Vastag, Michigan State U.; Dennis A. Rondinelli, U. of North Carolina, Chapel Hill

338. Paper Session: **Managing Trust**
- 8:30- 10:10 Royal York: Canadian 1

Facilitator: Deborah L. Kidder, U. of Connecticut

OMT: So Many Ties, So Little Time: A Task Contingency Perspective on The Value of Social Capital in Organizations, Morten Hansen, Harvard U.; Joel Podolny, Stanford U.; Jeffrey Pfeffer, Stanford U.

OMT: Trust, Positional Security, and Information Transfer in Four Network Ideal-Types: Exploring the Linkages Between Forms of Social Capital, Geoffrey G. Bell, Concordia U.; Marc H. Anderson, U. of Minnesota

✈**OMT:** Alliances as Social Facts, Mark de Rond, Oxford U./ESSEC; Hamid Bouchikhi, ESSEC, France; Valerie Leroux, ESSEC, France

OMT: Know Thy Partner: Alliance History, Trust and Trustworthiness in Strategic Alliances, Rebecca E. Weems, Transylvania U.

OMT: Shareholder Activism as Symbolic Voice: The Effect of Organizational and Managerial Characteristics on the Incidence of Shareholder Resolutions, Yuri Mishina, U. of Illinois; Tim G. Pollock, U. of Wisconsin; Joseph F. Porac, Emory U.; Hayagreeva Rao, Emory U.; James Wade, U. of Wisconsin, Madison

339. Paper Session: **Cognition, Values and Environmental Decision Making**
- 8:30- 10:10 Royal York: Canadian 2

Facilitator: Mark Cordano, Wright State U.

ONE: From Green-blindness to the Pursuit of Eco-sustainability: An Empirical Investigation of the Cognitive Frames of CEOs and Environmental Specialists and Corporate Environmental Strategy Choices, Oana Branzei,

U. of British Columbia; Ilan B. Vertinsky, U. of British Columbia; Charlene E. Zietsma, U. of British Columbia

Published in Conference Proceedings

ONE: Gaia Rising: A Jungian Look at the Environmental Consciousness, Elisabeth K. Ryland, California State U.

✈**ONE:** The Constraint of Single-Loop Change Strategies: Joe Chemco and Environmental Management, Gregory R. Berry, Oakwood College; Karen S. Whelan-Berry, Samford U.

ONE: A Cognition View of Corporate Environmental Management, Jorge Rivera, Duke U.

ONE: Organizational Membership and Environmental Ethics: A Comparison of Managers in State-owned Enterprises, Collectives, Private Firms and Joint Ventures in the PRC, Gerald Erick Fryxell, Hong Kong Polytechnic U.; Carlos W.H. Lo, Hong Kong Polytechnic U.

340. Paper Session: **Developing Research Methods: Q&A**

- 8:30- 10:10 Royal York: Canadian 3

Facilitator: Anshuman Prasad, U. of New Haven

✈**RM:** A Methodological Investigation of the Validity of Self-Report Data in the Study of Group Behavior, Lillian T. Eby, U. of Georgia; Dirk Baxter, U. of Georgia; Jailza Cader, U. of Georgia; Adam Wesley Meade, U. of Georgia

☯⌛**RM:** Assessing Variation in Communication Across Different Times of Day, Steve Duck, U. of Iowa; Liliana Cirstea, U. of Iowa; Lise VanderVoort, U. of Iowa

RM: Improving Firm-Level Response Rates: Do Individual-Level Findings Generalize to Surveys of Executives?, Cynthia S. Cycyota, U. of Texas, Arlington; David A. Harrison, U. of Texas, Arlington; Angela L. Stahl, D.D.B. Needham Chicago

RM: Withholding Effort in Work Groups: Toward Development and Validation of a Measure, Roland E. Kidwell, Niagara U.

Tuesday 10:30AM

341. Paper Session: **Individual and Organizational Perspectives in SIM Research**

- 10:30- 11:50 Royal York: Canadian 1

Facilitator: Diane Swanson, Kansas State U.

SIM: Stakeholder Theory 'Off the Veranda' in the Context of Family Firms, Pramodita Sharma, Dalhousie U.

SIM: Exploring the Dimensionality of the Protestant Work Ethic: The Ethical Implications of Personal Asceticism, Peter Eric Mudrack, Kansas State U.; Sharon Mason, Brock U.

SIM: Spirituality in Management: A Worldview Framework, Denise Daniels, Seattle Pacific U.

SIM: MBA Student Opinion About the Teaching of Business Ethics Across the Curriculum, Sally J. Power, U. of St. Thomas

☯**SIM:** Ethical Issues in the Maquiladora Industry of Mexico: Practical Decision-Making for Managers, Mindy S. West, U. of Nevada, Las Vegas; Joseph T. Gilbert, U. of Nevada, Las Vegas

SIM: The Impact of Accidents on Corporate Reputations, Stelios C. Zyglidopoulos, Erasmus U.

342. Paper Session: **Entrepreneurship: Theory and Models**

- 10:30- 11:50 Royal York: Canadian 2

Facilitator: George S. Vozikis, U. of Tulsa

ENT: An Activity-based Definition of Entrepreneurship and its Implications for the Entrepreneurship/Firm Performance Relationship, Charlene E. Zietsma, U. of British Columbia; Julie M. Hite, Brigham Young U.

ENT: Do Entrepreneurs Dream of Black Sheep?: Toward a Structural Inquiry into the Entrepreneur's Position in the Social System, Gokce Sargut, Columbia U.; Rita Gunther McGrath, Columbia U.

✈**ENT:** Is Entrepreneurship Learned? Influence of Mental Models on Growth Motivation, Strategy, and Growth, Jussi Autere, Helsinki U. of Technology; Erkko Autio, Helsinki U. of Technology

ENT: Entrepreneurship: The Mother of all Organizational Disciplines, Melissa Cardon, Columbia U.; Charlene E. Zietsma, U. of British Columbia; Patrick Saparito, Rutgers U.; Carolyn D. Davis, Georgia Institute of Technology; Carl J. Kock, U. of Pennsylvania; Brett Paul Matherne, Georgia State U.

343. Paper Session: **Groups**

- 10:30- 11:50 Royal York: Canadian 3

Facilitator: Susan Cohen, U. of Southern California

OB: Team Dispersion: The Effect of Geographical Dispersion on Team Process and Effectiveness, Sheira Ariel, Stanford U.

OB: Assessing the Relationship of Team Composition to Integrative Behavior and Team Performance: Refining the Use of Steiner's Task Taxonomy, Simon Taggar, Memorial U. of Newfoundland; Mitchell J. Neubert, Bowling Green State U.

OB: Dominating Interpersonal Behavior and Perceived Victimization in Groups: Evidence for a Curvilinear Relationship, Karl Aquino, U. of Delaware; Kristin Byron, Georgia State U.

OB: When Similarities Evoke Differences: Personality, Work Context, and Conflict in Problem Solving Groups, Chantell E. Nicholls, U. of Western Ontario

OB: Informal Leaders and the Development of Group Efficacy, A. T. Pescosolido, Case Western Reserve U.

OB: Collectivism and Cooperation in Teams, Tracey Honeycutt Sigler, Western Washington U.; Matthew R. Roelofs, Western Washington U.

344. Paper Session: **New Product Development**

- 10:30- 11:50 Royal York: Canadian 4

This session features the winner of the Operations Management Division's Chan Hahn Best Paper Award.

Facilitators: Anil Khurana, Boston U.; Mohan V. Tatikonda, U. of North Carolina, Chapel Hill

⌛**OM:** When Every Day Is a New Time: Changing Operations in a Manufacturing Firm, Jill Woodilla, Central Connecticut State U.; D. Anthony Butterfield, U. of Massachusetts

OM: NPD Complexity and Technology Novelty as Antecedents of Design-Manufacturing Integration: Effects on Product Design Quality, Morgan Lee Swink, Michigan State U.; Dongsong Zeng, Michigan State U.

Winner of Chan Hahn Best Paper Award
Published in Conference Proceedings

OM: Maturity and New Product Development Project Performance, Kevin Dooley, Arizona State U.; Anand Subra, IBM Consulting; John Anderson, U. of Minnesota

345. 🕮Paper Session: **Management Development and Curriculum Innovations**

- 10:30- 11:50 Royal York: Canadian 6

Facilitators: Kathy Monks, Dublin City U.; James A. F. Stoner, Fordham U.; Mary C. Meisenhelter, York College of Pennsylvania

🕮**MED:** Teaching MBA And Other Graduate Students How To Work Effectively In Project Groups, Peter McGraw, Macquarie U.; Alan Tidwell, Macquarie U.

☯**MED:** A Competency-based MBA Rooted in the Competing Values Framework: One Institutional Response to Failures

of Traditional Management Education, Michael V. Fortunato, Williams College; Alan T. Belasen, State U. of New York, Empire State College

📖☯**MED:** Examination of the Ethics Education Effectiveness on Working Adult Students, Raymond Ho, U. of Phoenix

📖☯✈**MED:** Modeling Management Development: What are the Critical Factors for Success?, Christopher Mabey, Open U. Business School

MED: The Disempowered: Part-Time and Adjunct Faculty in Adult Management Education Programs, Jim Paul, U. of New Mexico; Mark Nolan, Seton Hill College

346. Paper Session: **Decisions on Mentoring and Moving**

- 10:30- 11:50 Royal York: Canadian 7

Facilitator: Ellen A. Ensher, Loyola Marymount U.

☯**CAR:** Team Mentoring: New Directions for Research on Employee Development in Organizations, Ethlyn A. Williams, U. of Colorado, Colorado Springs

CAR: Saying "No" to Being Uprooted: The Impact of Family and Gender on Willingness to Relocate, David C. Baldridge, U. of Connecticut; Kimberly A. Eddleston, U. of Connecticut; Timothy D. Golden, U. of Connecticut; John F. Veiga, U. of Connecticut

Winner of Careers Division Applied Paper Award

☯**CAR:** Marginal Mentoring: An Examination of the Effects of Type of Mentor, Gender, and Program Design on Work and Career Attitudes, Belle Rose Ragins, U. of Wisconsin, Milwaukee; John L. Cotton, Marquette U.

CAR: Job Relocation Decisions in the Service Sector: A Qualitative and Quantitative Study, David J. Kennedy, U. of New South Wales, Australia; Timothy A. Judge, U. of Iowa

347. Paper Session: **Minority and Majority Employees in Organizational Settings**

- 10:30- 11:50 Royal York: Canadian 8

Facilitator: Brooke Harrington, Brown U.

GDO: Workforce Diversity and Organizational Performance: A Two-Study Firm-Level Investigation of Gender Effects, Dwight D. Frink, U. of Mississippi; Gerald R. Ferris, U. of Mississippi; Robert K. Robinson, U. of Mississippi; David M. Kaplan, U. of Illinois, Urbana-Champaign; Michelle M. Arthur, U. of Illinois, Urbana-Champaign

☯✈**GDO:** Behavioral Goals for a Diverse Workforce: The Effects of Attitudes, Social Norms, and Racial Identity, Frank Linnehan, Drexel U.; Alison M. Konrad, Temple U.; Frieda Reitman, Pace U.; Anne Greenhalgh, U. of Pennsylvania; Michael London, U. of Pennsylvania

GDO: White Male Backlash in the Workplace: An Exploratory Study of Practitioner Perspectives, Martin B. Kormanik, Organization Development Systems, Inc.

GDO: Keeping the Promise: Violations of the Psychological Contract for Minority Employees, Donna Chrobot-Mason, U. of Colorado, Denver; Rachel Zeman, U. of Colorado, Denver

GDO: Predicting Activism in Minority Employee Network Groups, Ray Friedman, Vanderbilt U.; Kellina M. Craig, Howard U.

348. Paper Session: **Influencing Behavior in Health Care Organizations: Patient, Nurse, Physician & Manager Levels**

- 10:30- 11:50 Royal York: Canadian 9

Facilitators: Diane Irvine, U. of Toronto; Joanne McGlown, Jacksonville State U.

☯**HCM:** A Comparison of SNF Rehabilitation Treatment and Outcomes under Medicare MCO and Medicare FFS Reimbursement, Joseph J. Angelelli, Brown U.; Kathleen H. Wilber, U. of Southern California; Robert C. Myrtle, U. of Southern California

HCM: Chemical Dependency Treatment Organizations: Effects of Age and Profit Status on the Leader Style - Performance Relationship, Terry C. Blum, Georgia Institute of Technology; Carolyn D. Davis, Georgia Institute of Technology; Paul M. Roman, U. of Georgia

☯✈**HCM:** The Impact of Workplace Empowerment and Organizational Trust on Staff Nurses' Work Satisfaction and Organizational Commitment, Heather K. Spence Laschinger, U. of Western Ontario; Joan Ellen Finegan, U. of Western Ontario; Judith Shamian, Health Canada

Winner of HCM Division Best Theory-to-Practice Paper

☯**HCM:** Keeping Healthy:Physician Behavior and Clinical Practice Decisions , Avi Kirschenbaum, Technion; Rita Mano-Negrin, U. of Haifa; Brian Mittman, RAND Corporation

349. Paper Session: **Four Approaches to Strategic Change in Health Care Organizations**

- 10:30- 11:50 Royal York: Canadian 10

Facilitators: Louise Lemieux-Charles, U. of Toronto; Christopher Shook, U. of Texas, Arlington

HCM: An Investigation of Resource-based and Strategic Group Influences on Hospital Performance Using Hierarchical Linear Modeling, Jeremy Collin Short, Portland State U.; Timothy B. Palmer, Western Michigan U.; David J. Ketchen, Florida State U.

HCM: Changes in Supplier Relationships after the Implementation of PPS for SNFs: A Transaction Cost Economics Approach, Jacqueline S. Zinn, Temple U.; Vincent Mor, Brown U.; Joseph J. Angelelli, Brown U.; Ann Petrisek, Brown U.

☯**HCM:** The Impact of Strategic Planning on Consolidation and Vertical Integration of Medical Group Practices, Beth Woodard, Belmont U.; Myron D. Fottler, U. of Central Florida; John D. Blair, Texas Tech U.

HCM: Strategic Change in Hospital Organizations - The Role of Actors' Way-of-thinking, Thomas Ericson, Jönköping International Business School; Leif Melin, Jönköping International Business School

350. Paper Session: **Reengineering, Change and Consulting Effectivness**

- 10:30- 11:50 Royal York: Canadian 12

Facilitator: Rickie Moore, E.M. Lyon/ISEOR

☯✈**MC:** Resistance to Change: If we know so much, why does it still threaten effective consulting?, Miguel P. Caldas, EAESP-FGV, Sao Paulo, Brazil; Jose Mauro C. Hernandez, EAESP-FGV, Fundação Getúlio Vargas

☯**MC:** Institutionalization of Values: A Reengineering Case Study, Donald Dale Marple, Marple Consulting; Gordon Ray Simerson, U. of New Haven

Published in Conference Proceedings

☯✈**MC:** Reengineering Between Acceptance and Organizational Tensions : A Case Study in Europe, Christian Marc Defélix, Universite Grenoble, France

Tuesday 2:00PM

351. Paper Session: **Strategic Change, Learning, and Context**

- 2:00- 3:20 Royal York: Canadian 8

Facilitator: Steven W. Floyd, U. of Connecticut

✈**BPS:** The Phoenix of Manufacturing Employment in the Midwest: Organizational Learning Under Duress, Anne S. Miner, U. of Wisconsin, Madison; Andreas Schwab, U. of Mississippi; Craig A. Olson, U. of Wisconsin, Madison; David F. Robinson, Texas Tech U.; Susan J. Moeser, U. of Wisconsin, Madison

BPS: Antecedents of Strategic Change: The Role of the CEO's Personal Goals, Lucy A. Arendt, U. of Wisconsin, Milwaukee

⧖**BPS:** How Do Large Firms Renew Over Time? Analyzing Trajectories of Change of Large Established Dutch Financial Service Firms, Charles Baden-Fuller, City U., London; Frans A. J. Van Den Bosch, Erasmus U.; Bert Flier, Erasmus U.; Eric R. Gedajlovic, Erasmus U.; Henk W. Volberda, Erasmus U.

BPS: Nonlinear and Interaction Effects of Top Management Team Experience Heterogeneity on Firm Performance: The Case of IPOs in Medical and Surgical Instruments Industry, Yasemin Y. Kor, U. of Illinois, Urbana-Champaign; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign

BPS: Contextuality within Activity Systems, Michael E. Porter, Harvard U.; Nicolaj Siggelkow, U. of Pennsylvania

Published in Conference Proceedings

352. Paper Session: **Diverse Perspectives on Firm Growth**
◆ 2:00- 3:20 Royal York: Canadian 1
Facilitator: Hugh O'Neill, U. of North Carolina

BPS: Chandler on Growth, Denise Lima Fleck, McGill U./Coppead/UFRJ

BPS: The Inside Track - On the Neglected Role of Customers in Strategy and Firm Growth, Udo Zander, Stockholm School of Economics

BPS: A Resource-Based View of Firm Growth: Managerial Capability, Diversification, and Organizational Learning, Douglas R. Johnson, Purdue U.; Donald E. Hatfield, Virginia Polytechnic Institute and State U.; Carl Voigt, U. of Southern California

☯✈**BPS:** A Longitudinal Study of Organizational Slack and Performance Implications: Evidence from a Transitional Economy, Justin Tan, California State U., San Marcos

353. Paper Session: **Technology and Strategy**
◆ 2:00- 3:20 Royal York: Canadian 2
Facilitator: Ranjay Gulati, Northwestern U.

BPS: Emerging Institutions: Transactional Integrity in E-Commerce, Joanne E. Oxley, U. of Michigan; Bernard Yeung, New York U.; Randall Morck, U. of Alberta

BPS: What's in a Name.com?: The Effects of Dot-Com Name Changes on Stock Prices and Trading Activity, Peggy M. Lee, Emory U.

BPS: Signaling the Quality of High Technology Ventures, Timothy B. Folta, Purdue U.; Terry L. Amburgey, U. of Toronto; Jay J. Janney, Ball State U.

BPS: What Influences the Decision to Establish a Web Site: An Empirical Analysis, Daniel Simon, Texas A&M U.

BPS: Strategic Assets, Interdependence and Technological Change: An Empirical Investigation of Complementarity in Pharmaceutical Drug Discovery, Stefan Thomke, Harvard U.; Walter Kuemmerle, Harvard U.

Published in Conference Proceedings

354. Paper Session: **Resources and Strategy**
◆ 2:00- 3:20 Royal York: Canadian 4
Facilitator: Gabriel Szulanski, U. of Pennsylvania

BPS: Individual Level Cooperation and Knowledge Sharing for a Competitive Advantage in Organizations, Nicole N. Nolan, U. of Western Ontario

BPS: Portable Ties and a Knowledge-based Advantage in Investment Banking: Rent Generation and Appropriation from External Social Networks, Aya S. Chacar, London Business School ; Russell W. Coff, Emory U.

☯**BPS:** An Empirically Derived Taxonomy of Organisational Routines, Veronique Ambrosini, Cranfield School of Management; Cliff Bowman, Cranfield School of Management

BPS: Bricolage During Implementation of Strategies: Effects on Flexibility, Johannes M. Lehner, U. of Linz

BPS: The Valuation of Goods: A Resource-based Perspective, Edward Levitas, U. of Wisconsin, Milwaukee; Richard J. Martinez, Baylor U.

355. ✈Paper Session: **Globalization and Localization**
◆ 2:00- 3:20 Royal York: Canadian 5
Facilitator: Stephen B. Tallman, U. of Utah

☯✈**IM:** Country Risk Measures: How Risky Are They?, Jennifer M. Oetzel, U. of North Carolina, Chapel Hill; Richard A. Bettis, U. of North Carolina; Marc Zenner, U. of North Carolina, Chapel Hill

✈**IM:** The Stucture and Determinants of Global Corporate Reputations, James J. Cordeiro, State U. of New York; Joachim Schwalbach, Humboldt-U.

✈**IM:** Predictors of Successful Localization Programs: An Empirical Study of Multinational Operations in the PRC, Gerald Erick Fryxell, Hong Kong Polytechnic U.; John Edward Butler, Hong Kong Polytechnic U.; Amanda Choi, Sun Vigor Blister Co. Ltd.

✈**IM:** The Internationalization Process of Chase Manhattan Bank, Adrian E. Tschoegl, U. of Pennsylvania; Gino Cattani, U. of Pennsylvania

✈**IM:** Do Global Groups Exist?, Lena Zander, Stockholm School of Economics; Laurence Romani, Stockholm School of Economics

356. ✈Paper Session: **Culture and Work**
◆ 2:00- 3:20 Royal York: Canadian 6
Facilitator: Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign

✈**IM:** Do Social Institutions Affect Work Centrality? A Study of 27 Nations, K. Praveen Parboteeah, U. of Wisconsin, Whitewater; John B. Cullen, Washington State U.

✈**IM:** In the Line of Duty: A Cross-Cultural Comparison of Aggressive Encounters in the Workplace, Janice R. Joplin, Southern Illinois U.; Margaret A. Shaffer, Hong Kong Polytechnic U.

✈**IM:** Cross-National Differences in Attitudes toward Women's Employment: A 22-Nation Study, Gordon W. Cheung, Chinese U. of Hong Kong; Roger B. Rensvold, City U. of Hong Kong

☯✈**IM:** A Cross-Cultural Longitudinal Analysis of the Meaning of Work and the Socialization Process of Career Starters, Itzhak Harpaz, U. of Haifa; Benson Honig, U. of Haifa

✈**IM:** A three-country study of beliefs about work in the Middle East, Christopher John Robertson, Northeastern U.; Jamal A. Al-Khatib, James Madison U.; Mohammed Al-Habib, King Abdul Aziz U.; Darryl Lanoue, United States Coast Guard Academy

357. ✈Paper Session: **Doing Business in Transition Economies**
◆ 2:00- 3:20 Royal York: Canadian 7
Facilitator: Douglas Nigh, U. of South Carolina

✈**IM:** Organizational Transformation in Transition Economies: Resource-Based and Organizational Learning Perspectives, Klaus T. Uhlenbruck, Texas A&M U.; Klaus Meyer, U. of Copenhagen

✈**IM:** Business Goals in Market Versus Transition Economies: A Comparative Study of Hungarian and U.S. Managers, Wade M. Danis, Indiana U.; Andrew V. Shipilov, International Management Center

✈**IM:** The Impact of Environmental and Personal Variables on Entrepreneurship in Transitionary Economies: An Empirical Analysis, Elina Ibrayeva, Southwest State U.; Fred Luthans, U. of Nebraska; Alexander Stajkovic, U. of Wisconsin, Madison

✈**IM:** Export Orientation, Strategic Choices and Corporate Governance in Privatized Firms in Russia, Ukraine and Belarus: Theory & Practice, Igor Filatotchev, U. of London; Natalya Dyomina, U. of Nottingham; Mike Wright, U. of Nottingham; Trevor Buck, De Montfort U., Leicester

✈**IM:** The Impact of Different Sources of International Experience on the Performance of Western Firms' Ventures in Central and Eastern Europe, Rian Drogendijk, Tilburg U.; Harry G. Barkema, Tilburg U.

358. Paper Session: **Selection and Recruitment**
- 2:00- 3:20 Royal York: Canadian 3

Facilitator: Talya N. Bauer, Portland State U.

⧖**HR:** Using Paradox to Resolve Temporal and Non-temporal Theoretical Tensions in Realistic Job Preview and Expectations Research: A Theoretical Development, Jon C. Carr, U. of Southern Mississippi; Allison W. Pearson, Mississippi State U.

HR: Do Capable Managers have High Tacit Knowledge?, Raymond Gordon, Queensland U. of Technology; Kathryn Gow, Queensland U. of Technology

HR: Utility analysis acceptance research: A review and analysis, Philip L. Roth, Clemson U.; Albert H. Segars, U. of North Carolina, Chapel Hill

HR: Can Job Search Influence Work Adjustment? It All Depends on the Fit, Alan M. Saks, York U.; Blake E. Ashforth, Arizona State U.

☯**HR:** Are the 100 Best Better? An Empirical Investigation of the Relationship Between Being a "Great Place to Work" and Firm Performance, Ingrid Smithey Fulmer, Vanderbilt U.; Barry Gerhart, Vanderbilt U.; Kimberly S. Scott, Hewitt Associates, LLC

359. Paper Session: **Leadership from the Frontline: 20th Century Lessons to Remember**
- 2:00- 3:20 Royal York: Canadian 9

Facilitator: William Kohley, Benedictine U.

☯**MH:** "What the Hell Do We Do Now, Sir?": Lessons on Planning and Leadership from Omaha Beach, Thomas J. Hench, U. of Wisconsin, La Crosse

⧖**MH:** Leadership Theories are a Product of their Time: A Historical Review of 20th Century Leadership Theories, Mark M. Suazo, U. of Kansas

MH: The Problems and Prospects of Professionalization In Management History, Omid Nodoushani, U. of New Haven; Patricia Ann Nodoushani, U. of Hartford

360. Paper Session: **Uncertainty, Technology, and Activism: New Challenges for a New Time**
- 2:00- 3:20 Royal York: Canadian 10

Facilitator: Terrell Manyac, Nova Southeastern U.

MH: Clearing up the Uncertainty about Uncertainty: A New Classification Scheme for Research on Environmental Uncertainty, Patrick Kreiser, U. of Alabama; Louis Marino, U. of Alabama

⧖**MH:** Technological Epochs, Organizations & Markets, Janice A. Black, New Mexico State U.; Charles Hermans, New Mexico State U.

MH: Constellations of Conflict: Investor Mobilization in the United States, 1934-1997, W. Trexler Proffitt Jr., Northwestern U.

Ronald B. Shuman Best Graduate Student Paper Award

361. Paper Session: **Building Theory**
- 2:00- 3:20 Royal York: Canadian 12

Facilitator: Candace Jones, Boston College

OMT: Firm Interaction and Herd Behavior in Foreign Direct Investment: Linking the Science of Complexity, Jeho Lee, Korea Advanced Institute of Science & Technology; Jaeyong Song, Columbia U.

OMT: Losing the Game: The Failure of Professional Sports Leagues, Michael E. Dobbs, Arkansas State U.; J. Richard Harrison, U. of Texas, Dallas

OMT: On the Origin of Organizational Populations, Todd H. Chiles, U. of Delaware; Alan D. Meyer, U. of Oregon

OMT: The Liabilities of Newness, Oldness, and Smallness in the Management Consulting Industry: Complementary or Competing Processes?, Robert J. David, Cornell U.

⧖**OMT:** Complexifying Organizational Theory: Illustrations Using Research on Time, Joseph Ofori-Dankwa, Saginaw Valley State U.; Scott D. Julian, Saginaw Valley State U.

Tuesday 3:40PM

362. ✈Paper Session: **Cross Cultural Organizational Behavior**
- 3:40- 5:20 Royal York: Canadian 1

Facilitator: Kathleen Dechant, U. of Connecticut, Stamford

OB: Linguistic Effects on Translated Organizational Measures: A Study of Bilinguals, Juan I. Sanchez, Florida International U.; Alex Alonso, Florida International U.; Paul E. Spector, U. of South Florida; Chockalingam Viswesvaran, Florida International U.

OB: One Leader, Two Images: Cultural Differences in Leaders' Social Construction, Cheryl Tay, Nanyang Business School; Christine Koh, Nanyang Business School; James R. Meindl, State U. of New York, Buffalo

✈**OB:** Individual-Collective Primacy and Ingroup Favoritism: Enhancement and Protection Effects, Ya-ru Chen, New York U.; Joel Brockner, Columbia U.; Xiao-Ping Chen, U. of Washington

OB: Self Before Others or Others Before Self: A Pancultural Study of Individualism-Collectivism and Decision Criticality on Group Influence, K. Yee Ng, Michigan State U./Nanyang Business School, Singapore; Mei Ling Tan, Nanyang Business School; Soon Ang, Nanyang Business School

363. Paper Session: **Motivation**
- 3:40- 5:20 Royal York: Canadian 2

Facilitator: Scott Seibert, Cleveland State U.

OB: Money and Mental Health: It's not the Money, it's the Motives, Abhishek Srivastava, U. of Maryland, College Park; Edwin A. Locke, U. of Maryland, College Park; Kathryn M. Bartol, U. of Maryland, College Park

🕮**OB:** Predicting Team Performance and Viability: The Mediating Role of Efficacy Beliefs, Leisa D. Sargent, Queensland U. of Technology; Christina Sue-Chan, U. of Manitoba

⧖**OB:** Time, Justice and Expectancy in the Grievance Appeals Process , Juliana Durr Lilly, U. of Texas, Arlington; Joanne H. Gavin, U. of Texas, Arlington

⌛**OB:** Time Urgency and Job Performance: Field Experimental Evidence for Person-Job Fit, Jerald Greenberg, Ohio State U.

OB: Equity Sensitivity and Job Performance in Teamwork-Based Organizations, Mark N. Bing, U. of Tennessee, Chattanooga; Susan M. Burroughs, Roosevelt U.

OB: Towards a Theory of Psychological Ownership in Organizations, Jon L. Pierce, U. of Minnesota; Tatiana Kostova, U. of South Carolina

☯**OB:** An Experimental Evaluation of an Empowerment Intervention, Mary S. Logan, London School of Economics; Daniel C. Ganster, U. of Arkansas

364. Paper Session: **Relationships**
- 3:40- 5:20 Royal York: Canadian 3

Facilitator: Michael K. Moch, Michigan State U.

OMT: On the Cost of Price Adjustment: An Organizational Study of Economic Variables, Mark J. Zbaracki, U. of Pennsylvania; Mark Ritson, London Business School ; Daniel Levy, Bar-Ilan U.; Shantanu Dutta, U. of Southern California; Mark Bergen, U. of Minnesota

OMT: Supervision, Group Process and Performance, Jody Hoffer Gittell, Harvard U.

OMT: Restructuring Perrow's Technology Construct, Thorvald Haerem, Norwegian School of Management

OMT: Leader-Member Exchange Theory: A Deconstruction, Arzu Ilsev, U. of South Carolina

365. Paper Session: **Decision Making Systems**
- 3:40- 5:20 Royal York: Canadian 4

Facilitator: John W. Selsky, U. of Melbourne

📖☯**OMT:** Still Dark, Still Tangled, Not Yet Through: An Organizational Process Reanalysis of the Cuban Missile Crisis, Graham T. Allison, Harvard U.; James Douglas Orton, U. of Nevada, Las Vegas

OMT: Strategic Knowledge Management: A Research Agenda, Bo Bernhard Nielsen, U. of Copenhagen

OMT: Buyer-Supplier Cooperation: The Role of Information Technology, Hazel Kerwood, York U.

OMT: The Dichotomy of Organizational Values and Decision-Making, Karen Yuan Wang, U. of Technology, Sydney; Stewart Clegg, U. of Technology, Sydney

366. Paper Session: **Individual Attitudes and HRM Issues**
- 3:40- 5:20 Royal York: Canadian 6

Facilitator: James Kent, Marist College

PNP: School Climate and Cross-Constituency Differences in Climate and Student Outcomes, Jennifer Zophy Carr, Michigan State U.; Neal Schmitt, Michigan State U.

📖☯**PNP:** Charismatic Leadership in the Public Sector: A Canadian Study, Mansour Javidan, U. of Calgary; Ali Dastmalchian, U. of Lethbridge

PNP: HRM Roles and Strategic Integration During Commercialization, Stephen T. T. Teo, U. of Technology, Sydney

☯**PNP:** Job attitudes of paid and unpaid workers: Are volunteers really that different?, Matthew Liao-Troth, DePaul U.

367. Paper Session: **A Cacophony of Strategic Perspectives on Public and NonProfit Management and Policy**
- 3:40- 5:20 Royal York: Canadian 7

Facilitator: Sue R. Faerman, State U. of New York, Albany

☯**PNP:** Corporatisation of the Nonprofit Sector: Strategic Planning and Organisational Performance in Disability-based Organisations, Harvey Edward Griggs, U. of Tasmania

✈**PNP:** Ecology of Chinese Clan Association Foundings in Singapore, 1819-1998, Albert Chu-Ying Teo, National U. of Singapore; Li-Hong Yu, Media Corporation of Singapore

✈**PNP:** Do Government Incentives Attract and Retain International Investment: A Study of Foreign Owned Firms in North Carolina, William James Burpitt, Meredith College; Dennis A. Rondinelli, U. of North Carolina, Chapel Hill

PNP: Making Sense of Institutional Change: Narratives of De-institutionalization, Bien Baez, State U. of New York, Albany; Mitchel Y. Abolafia, State U. of New York, Albany

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☯**PNP:** Efficiency and Strategy in the Marketplace for Nonprofit Contributions, Peter Frumkin, Harvard U.; Mark T. Kim, Harvard U.

Wednesday 8:30AM

368. Paper Session: **Organizing for Innovation**
- 8:30- 10:20 Royal York: Canadian 1

Facilitator: Anthony Townsend, U. of Delaware

📖☯**TIM:** From Buyer to Integrator: The Transformation of the Supply Chain Manager in the Vertically Disintegrating Firm, Geoffrey G. Parker, Tulane U.; Edward G. Anderson, U. of Texas, Austin

☯**TIM:** Subcontracting in Information Technology: An Empirical Evaluation, Kyle J. Mayer, U. of Southern California

✈⌛**TIM:** Intervention Strategies for Innovation: Understanding and Utilizing Time, Patrick Reinmoeller, Japan Advanced Institute of Science & Technology; Li-Choy Chong, U. of Saint Gallen

TIM: Pursuing Collective Returns in a Strategic Alliance: The Influence of Formation Process Activities on Performance Criteria Preferences, Paul M. Olk, U. of Denver

369. Paper Session: **Conversations in Technology and Innovation Management**
- 8:30- 10:20 Royal York: Canadian 2

Facilitator: Rita Vick, U. of Hawaii

☯⌛**TIM:** From an Old Time to a New Time: The Modularisation of Technology from Beretta to Sun Microsystems, Peter Cebon, U. of Melbourne; Oscar Hauptman, Melbourne Business School; Chander Shekhar, Melbourne Business School

TIM: Managing and Distributing Knowledge in University-Industry Relationships: A Research Ethics Perspective, Teresa Isabelle Daza Campbell, Pima Community College

TIM: Market Convergence & Firm Strategies: Towards a Systematic Analysis , Johannes M. Pennings, U. of Pennsylvania; Phanish Puranam, U. of Pennsylvania

☯**TIM:** User Involvement in Software Development Projects: How Users Can Sometimes Lead You Down the Wrong Path, Mike Gallivan, Georgia State U.; Mark Keil, Georgia State U.

370. Paper Session: **Health Related Issues in OB**
- 8:30- 10:20 Royal York: Canadian 3

Facilitator: James Campbell Quick, U. of Texas, Arlington

☯✈**OB:** Psychological and Immunological Effects of Worker Control on Coping with Job Demands: A Longitudinal Study, Jia Lin Xie, U. of Toronto/City U. of Hong Kong; John Schaubroeck, Drexel U.; Simon Lam, U. of Hong Kong

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OB: Interactive Effects of Spatial Privacy and Workplace Incivility on Employee Reactions: An Exploratory Study, Yitzhak Fried, Wayne State U.; Linda Haynes Slowik, Wayne State U.; Zipi Shperling, Carnegie Mellon U.

OB: Negative Affectivity, Role Stress, and Work-Family Conflict, Albena Z. Stoeva, Drexel U.; Randy Chiu, Hong Kong Baptist U.; Jeffrey H. Greenhaus, Drexel U.

OB: Putting Job Insecurity in Context: A Study of Perceived Insecurity in a Downsizing Environment, Brenda A. Lautsch, Simon Fraser U.; Gil A. Preuss, Case Western Reserve U.

371. Paper Session: **Voice**
- 8:30- 10:20 Royal York: Canadian 4

Facilitator: Frederick Morgeson, Michigan State U.

OB: Pursuing the Good, the Known, or the Unknown: Antecedents of Feedback Seeking Motives, Gary Stark, U. of Minnesota, Duluth; Steven M. Sommer, U. of Nebraska

☯⧖**OB:** Time, the Impact of Voting, and Majority/Minority Subgroup Membership in a Majority Rule Decision , Kenneth H. Price, U. of Texas; Juliana Durr Lilly, U. of Texas, Arlington

✈**OB:** The Impact of Repeated Impression Management on Performance Appraisal and Feedback, Denise Daniels, Seattle Pacific U.; Jane George-Falvy, U. of Washington

372. Paper Session: **Current Theoretical Trends in OCIS**
- 8:30- 10:20 Royal York: Canadian 5

Facilitator: Carol Stoak Saunders, U. of Oklahoma

OCIS: The Structuration Theory in IS: Usage Patterns and Methodological Issues, Marlei Pozzebon, McGill U.; Alain Pinsonneault, McGill U.

⧖**OCIS:** A Theory of Technology and Depth of Meaning: Focusing on Dynamic Reorganization of Time, Associations, and Concepts, Shaila Maria Miranda, Florida Atlantic U.

☯✈**OCIS:** The Virtual Corporation: Empirical Evidences to a Three Dimensional Model, Christian Scholz, U. of Saarland

373. Paper Session: **New Empirical Directions in OCIS**
- 8:30- 10:20 Royal York: Canadian 6

Facilitator: George M. Marakas, Indiana U.

✈**OCIS:** Does Experience Counteract the Effects of Dispositions to Trust and Distrust on Cooperation in Project Teams?, John E. Galvin, Florida State U.; D. Harrison McKnight, Florida State U.; Manju K. Ahuja, Florida State U.

OCIS: Intention to Explore Information Technology: An Examination of the Effects of Task Environment and Differences Across Genders, Jason Bennett Thatcher, Florida State U.; Manju K. Ahuja, Florida State U.

OCIS: Group History, Media, Group Process, and Group Outcomes in Computer-Mediated Communication Environments: A Process Analysis, Youngjin Yoo, Case Western Reserve U.; Elizabeth M. Essex, Case Western Reserve U.

OCIS: Factors Influencing the Frequency of Information Solicitation at Work: The Test of a Theoretical Model, Daniel F. Michael, Auburn U., Montgomery; Stanley G. Harris, Auburn U.; William F. Giles, Auburn U.

374. 🕮✈Paper Session: **International, Comparative Perspectives in Learning and Development**
- 8:30- 10:20 Royal York: Canadian 7

Facilitators: Suzyn Ornstein, Suffolk U.; Alberto Zanzi, Suffolk U.

🕮☯**MED:** Globalization of business and definition of success, Richard Weaver, National U.; Iraj Mahdavi, National U.

☯✈**MED:** A Cross-Cultural, Multi-Dimensional, Nonlinear Examination of Managerial Skills and Effectiveness, Frank Shipper, Salisbury State U.

MED: The Cost for Negating Theoria in the State of Collective Myopia: Distorted Management Education and Development behind the Scene of Ethical Bankruptcy in Japanese Business, Nobuyuki Chikudate, U. of Southern California

🕮**MED:** Measuring Emotional Intelligence: The Impact on Management Education, Elizabeth J. Rozell, Southwest Missouri State U.; Charles E. Pettijohn, Southwest Missouri State U.; R. Stephen Parker, Southwest Missouri State U.

375. Paper Session: **Legal, Institutional, and Arbitration Perspectives on Discrimination**
- 8:30- 10:20 Royal York: Canadian 8

Facilitator: Beverly J. DeMarr, Michigan State U.

GDO: Vicarious Liability in Sexual Harassment Cases: An Analysis of the First 53 Motions for Summary Judgment Based on the New Affirmative Defense, David Sherwyn, Cornell U.; J Bruce Tracey, Cornell U.; Michael Heise, Case Western Reserve U.

GDO: Employer Compliance with Human/Civil Rights Legislation: Job Application Forms, Sondra Louise Harcourt, Waikato U., New Zealand; Mark Lawrence Harcourt, Waikato U., New Zealand

☯**GDO:** The Relationship Between Contextual Factors and Responses to Sexual Harassment: Evidence From Arbitration, Karen L. Middleton, Oklahoma City U.; Margaret A Lucero, U. of Wyoming; Sue Stewart-Belle, Texas A&M U.

GDO: An Examination of Gender and Occupational Biases in Jurors' Evaluations of Sex Discrimination Claims, Teri Elkins, U. of Houston; James S. Phillips, U. of Houston; Rob Konopaske, U. of Houston

GDO: The Synthesis of Marginalized Labor and Professional Norms in the Rejuvenation of an Institution: A Comparative Case Analysis of Farmers' Markets, David Deephouse, Louisiana State U.; Joan E. Manley, Louisiana State U.; Chris Campany, Baton Rouge Economic and Agricultural Development Alliance; Richard McCarthy, Economics Institute

376. Paper Session: **New Directions in Health Care Research: Cognitive Maps, Instrumentation Issues and Managerial Profiling**
- 8:30- 10:20 Royal York: Canadian 9

Facilitators: Elizabeth Goodrick, Florida Atlantic U.; Christopher Johnson, U. of Florida

☯**HCM:** Comparison of Older Adult Subject and Proxy Responses on the SF-36 Health Related Quality of Life Instrument, Kathleen H. Wilber, U. of Southern California; Judy Yun Yip, U. of Southern California; Robert C. Myrtle, U. of Southern California; David Neal Grazman, U. of Southern California

HCM: Health Care Organizational Research: What Does It Mean to Us?, Richard M. Shewchuk, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Wisconsin, Milwaukee; Myron D. Fottler, U. of Central Florida; Hanh Q. Trinh, U. of Wisconsin, Milwaukee

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☯**HCM:** Differences in Management "Profiles" at Public and Privately Owned Homes for the Mentally Retarded, Gila Keinan, Tel-Aviv U.; Ran Lachman, Tel-Aviv U.

377. Paper Session: **Exploring Consulting Concepts**
- 8:30- 10:20 Royal York: Canadian 10

Facilitator: Aaron J. Nurick, Bentley College

✈**MC:** Transforming Consulting Knowledge into Business Fads, Bertrand Venard, ESSCA

🕮☯⍰**MC:** A New Time: Evaluation is Valued Added in Management Consulting, Marilyn E. Harris, Central Michigan U.; Henri Savall, E.M. Lyon/ISEOR; Marc Bonnet, E.M. Lyon/ISEOR

MC: The Relationship Between Employee Engagement and Leader Effectivenes: The Mediating Role of Self-Efficacy, Fred Luthans, U. of Nebraska; Suzanne J. Peterson, U. of Nebraska, Lincoln

378. Paper Session: **Cognitive Foundations of Decision-Making**

- 8:30- 10:20 Royal York: Canadian 11

Facilitators: Colin Eden, U. of Strathclyde; Camille Jackson, U. of Queensland, Australia

🕮☯**MOC:** Cheating at Solitaire: Self-deception, Executive Mental Health and Organizational Performance, Reginald A. Litz, U. of Manitoba

MOC: Behavioral Option Theory: Foundations and Evidence, Kent Miller, Purdue U.; Zur Shapira, New York U.

OB: Attributional Style in Work Settings: Development of a Measure, Blake E. Ashforth, Arizona State U.; Mel Fugate, Arizona State U.

MOC: Evaluation of a Typology of Implicit Theories for Effective Management Decision Making, Bernard Goitein, Bradley U.

MOC: Goals and Risky Choice: Choice Behavior Above a Goal, Scott Allister Jeffrey, U. of Chicago

☯**MOC:** Complex or Unitary? A Critique and Empirical Reassessment of the Allinson-Hayes Cognitive Style Index, Gerard Hodgkinson, U. of Leeds; Eugene Sadler-Smith, U. of Plymouth

379. Paper Session: **Strategies & Tools for Environmental Management**

- 8:30- 10:20 Royal York: Canadian 12

Facilitator: Bruce Paton, U. of California, Santa Cruz

ONE: Considering Some Preconditions of Regional Industrial Ecology, Jouni Antero Korhonen, U. of Jyvaskyla

☯**ONE:** Strategic Process and Global Sustainability, Stuart L. Hart, U. of North Carolina, Chapel Hill; Mark B. Milstein, U. of North Carolina, Chapel Hill

ONE: Different Strokes: Differences in Regulatory Styles and Environmental Strategy in the Canadian and U.S. Energy Sectors, Sanjay Sharma, Saint Mary's U.

ONE: Voluntary Agreements for the Environment: Dynamic Capabilities and Transaction Costs, Magali A. Delmas, U. of California, Santa Barbara; Ann Terlaak, U. of California, Santa Barbara

☯⍰**ONE:** New Tools for New Times: Using Real Options to Identify Value in Strategies for Sustainable Development, Mark B. Milstein, U. of North Carolina, Chapel Hill; Todd Alessandri, U. of North Carolina, Chapel Hill

ONE: Corporate Architectures for Sustainability, Andrew Brent Griffiths, Queensland U. of Technology; Joseph A. Petrick, Wright State U.

Wednesday 10:40AM

380. Paper Session: **Complexity, Change, and Vision in the Entrepreneurial Process**

- 10:40- 12:00 Royal York: Canadian 1

Facilitator: Jacqueline N. Hood, U. of New Mexico

ENT: The Non-Linear Dynamics of Change: A Self-Organization Based Theory of Transitions, Benyamin Bergmann Lichtenstein, U. of Hartford

🕮☯**ENT:** What Makes the Vision Work? How Entrepreneurs' Motives and Goals Impact Venture Growth, Shelley A. Kirkpatrick, American Institutes for Research; J. Robert Baum, U. of Maryland

ENT: Applying Complexity Theory to The Study of Rapid Growth: An Agenda for Future Research, Charlene Linda Nicholls-Nixon, U. of Western Ontario; Niels Billou, U. of Western Ontario

381. Paper Session: **Entrepreneurs' Behavior**

- 10:40- 12:00 Royal York: Canadian 2

Facilitator: Benson Honig, U. of Haifa

ENT: Entrepreneurial Interest of University Students in Singapore, Clement Wang, National U. of Singapore; Poh Kam Wong, National U. of Singapore

ENT: The Domestic Division of Labor and the Effects of Self-Employment on Work/Home Conflicts, Earnings, and Psychological Well Being, Greg S. Hundley, Purdue U.

ENT: A Model of Entrepreneurial Team Performance, Maw-Der Foo, National U. of Singapore

ENT: Exit Strategies of Venture Capital-backed Companies in Singapore, Clement Wang, National U. of Singapore; Valerie Y.L. Sim, National U. of Singapore

ENT: Perceptions of Female Entrepreneurs: Evidence for the Beneficial Effects of Attributional Augmenting, Robert A. Baron, Rensselaer Polytechnic Institute; Azita Hirsa, Rensselaer Polytechnic Institute; Gideon D. Markman, Rensselaer Polytechnic Institute

382. Paper Session: **Conflict, Culture and Gender**

- 10:40- 12:00 Royal York: Canadian 3

Facilitator: Deborah L. Kidder, U. of Connecticut

CM: Motivation to Search: Communication, Culture, and Electronic Media, Ashleigh Shelby Rosette, Northwestern U.; Jeanne M. Brett, Northwestern U.; Zoe Barsness, Texas A&M U.; Anne Lytle, Hong Kong U. of Science and Technology

CM: Upward Conflict Management Syles by Men and Women Subordinates: Measurement Equivalence of the ROCI-II, Roya Ayman, Illinois Institute of Technology; Scott B. Morris, Illinois Institute of Technology; Karen Korabik, U. of Guelph

CM: Reciprocity Of Information Sharing And Persuasive Behaviors In Same-Culture Negotiations, Wendi L. Adair, Northwestern U.

383. Paper Session: **Brain Drain, AIDS and Organizational Outcomes**

- 10:40- 12:00 Royal York: Canadian 4

Facilitator: Mary A. Gowan, U. of Central Florida

☯**HR:** Aids and the Human Resource Managers: The Effects of Individual Differences on Fear of AIDs and Organizational Outcomes, Vivien KG Lim, National U. of Singapore; Geok Leng Loo, National U. of Singapore

☯**HR:** Brain Drain in Declining Organizations: Toward a Research Agenda, Zehava Rosenblatt, U. of Haifa; Zachary Sheaffer, U. of Haifa

384. Paper Session: **Perceptions and Their Implications**

- 10:40- 12:00 Royal York: Canadian 5

Facilitator: William B. Stevenson, Boston College

OMT: Institutional Influences in Competitive Fields: The Case of Layoffs, Sheila Taylor Goins, U. of Chicago

OMT: Managerial Ideologies as Rationalizers: The Moderating Effects of Managerial Ideologies on the Relationship between Profitability and Downsizing, Kathleen Garrett Rust, Elmhurst College; William McKinley, Southern Illinois U., Carbondale

OMT: From Statistical Quality Control, via Quality Systems to Total Quality Management: The Institutionalization of a New Management Approach, Peter Walgenbach, U. of Erfurt, Germany; Nikolaus Beck, U. of Mannheim, Germany

🕮**OMT:** Firms, Bureaucracies, Institutions, and Networks, James Douglas Orton, U. of Nevada, Las Vegas

385. Paper Session: **Research Methods - an Overview and Details**

- 10:40- 12:00 Royal York: Canadian 6

Facilitator: Jodi S. Goodman, Purdue U.

RM: Meta-Analytic Studies in OB/HRM Research: A Decade in Review (1988 - 1998), Dennis P. Bozeman, U. of Houston; Rob Konopaske, U. of Houston; Brian K. Miller, U. of Houston

RM: Content Analysis of Firms' Web Sites: Methodological Foundations, Software Solutions, and Implementation Issues, Vincent J. Duriau, U. of Maryland; Rhonda K. Reger, U. of Maryland, College Park; Hermann Achidi Ndofor, U. of Maryland, College Park

RM: An Analysis of the Policy-Capturing Method: Issues and Suggestions, Ronald Jay Karren, U. of Massachusetts; Melissa W. Barringer, U. of Massachusetts

⧖**RM:** Using Item Response Theory to Identify Beta Change over Time in Likert-Scale Job Satisfaction Data, Adam Wesley Meade, U. of Georgia; Janet Elaine Hecht, U. of Georgia; Gary J. Lautenschlager, U. of Georgia; Claudia R. Barroso, U. of Georgia; Garnett S. Stokes, U. of Georgia

Art and Poetry: Images of a New Time

Program Chair: J. Keith Murnighan, Northwestern U.

	Start	Division Program
Sun	7:00pm	**386.** Art/Poetry #1 ◆ RY:Ballroom 2
		387. The Village Square ◆ RY:Ballroom 1
Mon	9:00am	**388.** The Village Square ◆ RY:Ballroom 1
	4:10pm	**389.** Art/Poetry #2 ◆ RY:Ballroom 2
Tues	9:00am	**390.** The Village Square ◆ RY:Ballroom 1
	3:40pm	**391.** Art/Poetry #3 ◆ RY:Ballroom 2
W	9:00am	**392.** The Village Square ◆ RY:Ballroom 1

Sunday 7:00PM

386. ⧖Images of a New Time, Opening #1

◆ 7:00- 8:30 Royal York: Ballroom 2

Chair: J Keith Murnighan, Northwestern U.

Seven Haiku to the Research Enterprise, Stephen G. Green, Purdue U.

Island Rock Wall, William Paul Ferris, Western New England College

What Is Time?, Mark P. Kriger, Norwegian School of Management

Make it Count, Jeri-Elayne Goosby, Case Western Reserve U.

Seeing Time: Different Forms, Different Places - An Exhibition of Photography, Chris Poulson, California Polytechnic State U., Pomona

2 Be Continued - A Collaborative Journey in Time, Jane E. Salk, ESSEC, France; Jean-Paul Savignac, Artist

A Clockwork Postmodern, Steven S. Taylor, Boston College

☯Transitional Times: A Creative Exploration of Organisational Life, Laura Christine Brearley, RMIT U.

Tidy Lives, faye l. smith, Emporia State U.

Cleaning the Office, Teresa M. Amabile, Harvard U.

Bark Jug, Michelle Amy Lougee, Boston U.; Linda C. Angell, Pennsylvania State U.

Chip, Michelle Amy Lougee, Boston U.; Linda C. Angell, Pennsylvania State U.

The Balancing Act: An Illustration of a Polyrhythmic Workplace, Jeri Ripley King, U. of Missouri

Jion, Pieter Van Houte, GRID; Steven A.Y. Poelmans, IESE, U. of Navarra, Spain.

"Images of a New Time" Expressed in Stained Glass Art (Using Art to Facilitate the Materialization of Ideas), Nick Nissley, Antioch U.; Kirk Hummer, St. Ann's Hospital, Columbus, Ohio

My Neighbor's Porch Light, Robert Harrington, Washington State U.

☯Making Time in a New Time, Patricia Rowe, U. of Queensland, Australia; Michael D. Bishop, U. of Queensland, Australia

Times on My Mind, Joy E. Beatty, Boston College; John C. Beatty, Diamond Chrome Plating, Inc.

Downsized: Time to Take Huelita's Advice, Ana Sierra Leonard, U. of Cincinnati

Rebuilding Time: Bosnia and Herzegovina, Summer 1999, Eric Martin, State U. of New York, Albany

Transition to a New Time: From Industrial Age to Information Age, Dennis A. Gioia, Pennsylvania State U.

✈Antichronism, Rebecca E. Weems, Transylvania U.

Exploring the Dynamic Edge of Knowledge: The Joy and Challenge of Scholarship (Handbuilt Ceramic Sculpture), Karen Bishop, U. of Louisville

Redefining Organizational Identity in the New Millennium, Joanna Leapheart Newman, U. of Arkansas; John L. Newman, U. of Arkansas

387. The Village Square

◆ 7:00- 10:00 Royal York: Ballroom 1

Chair: J Keith Murnighan, Northwestern U.

Monday 9:00AM

388. The Village Square

◆ 9:00- 10:00 Royal York: Ballroom 1

Chair: J Keith Murnighan, Northwestern U.

Monday 4:10PM

389. ⧖Images of a New Time, Opening #2

◆ 4:10- 5:20 Royal York: Ballroom 2

Chair: J Keith Murnighan, Northwestern U.

Lumia for a New Time, Fred Collopy, Case Western Reserve U.; Richard J. Boland, Jr., Case Western Reserve U.

Freeing Up: Creating Images of Living in Time, Catherine E. Schwoerer, U. of Kansas

Time as a Signal, Gail H. McKee, Roanoke College

✈Changing Times, Jamie L. Moore, Chase Manhattan Bank

✈Ivory and Avarice, Jamie L. Moore, Chase Manhattan Bank

Time on the Lake, Kelly Strong, Michigan Technological U.

Dancing with Time, Keith James, Colorado State U.

Eternal Horizons, Allen C. Bluedorn, U. of Missouri, Columbia

Evolving Organizational Mindset, Robert W. Keidel, Drexel U.

Man, Special Offer, Denilson Rugsvann, Escola Guignard/UEMG; Luiz Alex Silva Saraiva, U. Federal de Minas Gerais

The Silent Touches of Time, Nancy J. Adler, McGill U.

Time Bill, Carl Ralph Sinclair, Management Consultant

Time is the Soul of the World, Nancy J. Adler, McGill U.

Postmodern Gas, Jim Paul, U. of New Mexico

The Research U. Early Career Blues, Teresa J. Rothausen, U. of St. Thomas

Management of Musical Elements in Time (from Arnold Schoenberg's Madonna in Pierrot Lunaire, Op. 12, 1912)., CheeKong Ho, National U. of Singapore; Chay Hoon Lee, Nanyang Technological U.

Flexibility in Group and Management in DS-2 for 4 Percussionists, CheeKong Ho, National U. of Singapore; Chay Hoon Lee, Nanyang Technological U.

Imagining a New Time: A Fairy Tale, Gail Whiteman, Queen's U.

Patterns of Organized Activity: Ancient Times to Postmodern Times (1st Millennium BCE to 3rd Millennium CE), Dennis A. Gioia, Pennsylvania State U.

Poetic Time, Michel Avital, Case Western Reserve U.

Tuesday 9:00AM

390. The Village Square
- 9:00- 10:00 Royal York: Ballroom 1

Chair: J Keith Murnighan, Northwestern U.

Tuesday 3:40PM

391. ⧖Images of a New Time, Opening #3
- 3:40- 5:00 Royal York: Ballroom 2

Chair: J Keith Murnighan, Northwestern U.

Waters of Time, Cheryl L. Adkins, Louisiana State U.

The Meaning, or Measure, of Time, Debra L. Shapiro, U. of North Carolina, Chapel Hill

It's A New Time, William McKinley, Southern Illinois U., Carbondale

Lost in Time..., Hal B. Gregersen, Brigham Young U.

Alpha or Omega?, Hal B. Gregersen, Brigham Young U.

Ribbons of Times Tied in (K)nots, Gabe Buntzman, Western Kentucky U.

Timeless Classics: Musings on Freewill and Management, Sally E. Riad, Victoria U. of Wellington, New Zealand; Sherif Millad, National Institutes of Health and Safety

On the Hill in Sefad, Jacob Eisenberg, Colorado State U.

☯Time, Work, and Intimacy: The Psychospiritual Infrastructure of Organizations, Joel Bruce Bennett, Texas Christian U.

Memory, Time, and Self, Paul James Forte, U. of Rhode Island

Management Time, Rado P. Kotorov, Bowling Green State U.

Psyche's Clock: Changing Images of Woman at Work 1, Roz Chattaway, U. of Wollongong, Australia; Michael Zanko, U. of Wollongong, Australia

The Burlington Northern and Santa Fe at the Tehachapi Loop in California 1999, Alexis Downs, U. of Central Oklahoma

The Fullness of Time, Susan Mohammed, Pennsylvania State U.

Images of Time, Paul S. Goodman, Carnegie Mellon U.

Time Gradients, Charmine E. J. Hartel, U. of Queensland, Australia; Gunter Hartel, U. of Queensland, Australia

✈Time. Every Direction, Charmine E. J. Hartel, U. of Queensland, Australia

☯Managing With Horse Sense, Grace Ann Rosile, New Mexico State U.

Speeding Snowflakes, Erika L. Ringseis, U. of Calgary

The Challenge of Time, Todd Dewett, Texas A&M U.

Wednesday 9:00AM

392. The Village Square
- 9:00- 12:00 Royal York: Ballroom 1

Chair: J Keith Murnighan, Northwestern U.

Business Policy and Strategy

Program Chair: Albert A. Cannella Jr., Texas A&M U.
Professional Development Workshop Chair: Ranjay Gulati, Northwestern U.

	Start	Division Program	Shared Program
Friday	1:00pm		**30.** SPDW: Global Management and the Science of Time ◆ Off:Ontario Science Centre **81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	5:00pm	**393.** BPS Doctoral Consortium-Friday ◆ SC:Wentworth	
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**394.** New Faculty Consortium - Saturday ◆ SC:Conference Room C **395.** BPS Doctoral Consortium - Saturday ◆ SC:Wentworth	**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am		**96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am		**97.** SPDW: Bringing Complexity Theory to Bear ◆ SC:Elgin **98.** SPDW: Three Conversations on Org. Knowledge ◆ SC:Ballroom Centre
	10:00am		**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm		**104.** SPDW: Quantitative Methods and Complexity Theory ◆ SC:Conference Room E **107.** SPDW: Case Critique Colloquium ◆ SC:Norfolk
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**396.** Design as Pathway to Strat. Innovations ◆ RY:Quebec **397.** Strategy and Context-Dependence ◆ RY:Alberta **398.** Economic Sociology Meets Strategy ◆ SC:Essex **399.** BPS Doctoral Consortium-Sunday ◆ SC:Wentworth **400.** New Faculty Consortium-Sunday ◆ SC:Conference Room C	**121.** SPDW: Strategic E-Business Opportunities ◆ H:McDonald **122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am		**124.** SPDW: Three Conversations -- Conclusion ◆ SC:Ballroom West **127.** SPDW: Organizational Research and Methods ◆ RY:Ontario
	9:00am	**401.** Case Teaching PDW ◆ RY:York **402.** Managing Your Dissertation ◆ RY:Confederation 6	
	10:00am	**403.** The Craft of Reviewing ◆ SC:Conference Room E	
	10:30am		**133.** SPDW: Practical Insights for E-business Transformations ◆ H:McDonald **134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:30am	**404.** BPS Welcome and Dragnet Movie ◆ H:Tom Thomson	**175.** SHCS: Boundaries in Tech. Industries ◆ SC:Ballroom West **206.** JS: Complexity and Complementarities ◆ SC:Conference Room D&E **269.** SIT: Outsourcing ◆ RY:Saskatchewan
	9:00am	**405.** Boards of Directors ◆ H:Tom Thomson **406.** RBV Theory Development ◆ H:Varley **407.** Mergers & Acquisitions ◆ H:Casson	
	10:40am	**408.** Executive Compensation ◆ H:Casson **409.** KBV: Change & Innovation ◆ H:Varley **410.** Strategic Alliances ◆ H:Tom Thomson	**210.** JS: HRM and Performance ◆ SC:Civic Ballroom
	12:20pm		**181.** SHCS: Role of Government ◆ SC:Ballroom East **183.** SHCS: Dynamic, Pluralistic Strategy ◆ SC:Ballroom West **219.** JS: Commercializing Research ◆ SC:Conference Room D&E **297.** IP: Trust, Mergers & Acquisitions ◆ RY:Canadian 1 **298.** IP: Views: Strategy & Competition ◆ RY:Canadian 3 **299.** IP: Diverse Views of Corp. Strategy ◆ RY:Canadian 4 **300.** IP: Business-Level Strategy ◆ RY:Canadian 15
	2:30pm	**411.** A New Time for BPS ◆ H:Tom Thomson **412.** Strategic Decision Making ◆ H:Casson **413.** RBV Competitive Advantage ◆ H:Varley	**186.** SHCS: Firm Globalization & Structure ◆ SC:Ballroom East **188.** SHCS: Science-Based Competition ◆ SC:Ballroom West **220.** JS: Learning, Knowledge, Performance ◆ SC:Civic Ballroom
	4:10pm	**414.** Fundamentals of the RBV ◆ H:Tom Thomson **415.** Risk Taking ◆ H:Casson **416.** International Strategy ◆ H:Varley	**189.** SHCS: Evolutionary Theory ◆ SC:Ballroom East **191.** SHCS: External Knowledge Sourcing ◆ SC:Ballroom West **279.** SIT: Ownership Make a Difference? ◆ RY:Saskatchewan
T	8:30am		**229.** JS: Board Room Diversity ◆ H:McDonald

	8:40am	**417.** CEO Succession ◆ H:Casson **418.** RBV: Reputation and Innovation ◆ H:Varley **419.** Alliances and Governance ◆ H:Tom Thomson	
	10:30am	**420.** Competing on the Arrow of Time ◆ H:Varley **421.** Corporate Governance ◆ H:Casson **422.** Diversification ◆ H:Tom Thomson	**280.** SIT: Cooperating when Competing ◆ RY:New Brunswick **281.** SIT: New Institutions:Theory & Econ ◆ RY:Saskatchewan **283.** SIT: Organizational Learning ◆ SC:Windsor East
	2:00pm	**423.** RBV: Uniqueness & Imitation ◆ H:Casson	**195.** SHCS: Intellectual Property ◆ RY:Concert Hall **242.** JS: Agent-Based Computational Models ◆ H:McDonald **284.** SIT: Ambivalence and Ambiguity ◆ RY:New Brunswick **285.** SIT: Electronic Media Effects ◆ SC:Windsor West **286.** SIT: Hazards of Political Power ◆ SC:Windsor East **351.** IP: Strategic Change, Learning & Context ◆ RY:Canadian 8 **352.** IP: Div. Perspectives-Firm Growth ◆ RY:Canadian 1 **353.** IP: Technology and Strategy ◆ RY:Canadian 2 **354.** IP: Resources and Strategy ◆ RY:Canadian 4
	3:40pm	**424.** Teaching Strategy ◆ H:Varley **425.** Risk Taking and Real Options ◆ H:Tom Thomson **426.** KBV: Learning ◆ H:Casson	**288.** SIT: Inventiveness and Innovation ◆ RY:New Brunswick
	5:30pm	**427.** BPS Business & Awards ◆ H:Tom Thomson	
	6:30pm	**428.** BPS Social ◆ H:Tom Thomson	
Wednesday	8:30am		**250.** JS: Strategic Use of the Past ◆ H:McDonald **291.** SIT: Interorganizational Networks ◆ SC:Windsor West **292.** SIT: The Value of Social Capital ◆ SC:Windsor East
	8:40am	**429.** TMT Processes & Outcomes ◆ H:Tom Thomson **430.** Strategy and Competition ◆ H:Casson **431.** Firm Boundaries/Contracts ◆ H:Varley	
	10:40am	**432.** Corporate Governance ◆ H:Casson **433.** Control & Reward Systems ◆ H:Tom Thomson **434.** KBV & Competitive Advantage ◆ H:Varley	**202.** SHCS: Knowledge Transfer ◆ SC:Ballroom East **203.** SHCS: Embeddedness ◆ SC:Ballroom West **257.** JS: Modularity in Organizations ◆ SC:Conference Room D&E **293.** SIT: Knowledge: Flows and Absorption ◆ RY:New Brunswick **294.** SIT: Architypes and Cognitions ◆ RY:Saskatchewan
	12:20pm	**435.** Integrating Management and Economics ◆ H:Tom Thomson **436.** Making Strategy for a New Time ◆ H:Varley **437.** Alliances and Performance ◆ H:Casson	**260.** JS: Management in Transition Economies ◆ SC:Dominion Ballroom N **263.** JS: Compensation Design ◆ SC:Conference Room D&E **264.** JS: Competition in the Airline Industry ◆ SC:Civic Ballroom

Friday 1:00PM

80. 🕮☯✈⧖SPDW:*(IM, MOC, OMT, BPS, OB)* **Chronos and Kairos: Global Management and the Science of Time**
- 1:00- 8:00 Off Site: Ontario Science Centre

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 5:00PM

393. **BPS Doctoral Consortium-Friday**
- 5:00- 9:00 Sheraton Centre: Wentworth

This runs on Friday, Saturday, and Sunday.
Chairs: Anita McGahan, Harvard U.; Todd Zenger, Washington U.
Panel: Raphael Amit, U. of Pennsylvania; Nicholas Samuel Argyres, U. of Southern California; Paul Ingram, Columbia U.; William G. Mitchell, U. of Michigan; Joanne E. Oxley, U. of Michigan; Brian S. Silverman, Harvard U.; Scott Stern, Massachusetts Institute of Technology; Edward Zajac, Northwestern U.

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

394. **New Faculty Consortium - Saturday**
- 8:00- 5:00 Sheraton Centre: Conference Room C

Chairs: Thomas Brush, Purdue U.; Akbar Zaheer, U. of Minnesota
Panel: Michael V. Russo, U. of Oregon; Carolyn Y. Woo, U. of Notre Dame; Jaideep Anand, U. of Michigan; Carlo A. Carnevale-Maffe, SDA Bocconi Graduate School of Management; Sam Hariharan, U. of Southern California; Rebecca Henderson, Massachusetts Institute of Technology; Idalene F. Kesner, Indiana U.; Michael Lubatkin, U. of Connecticut; Rita Gunther McGrath, Columbia U.

395. **BPS Doctoral Consortium - Saturday**
- 8:00- 5:00 Sheraton Centre: Wentworth

This runs on Friday, Saturday, and Sunday
Chairs: Anita McGahan, Harvard U.; Todd Zenger, Washington U.
Panel: Raphael Amit, U. of Pennsylvania; Nicholas Samuel Argyres, U. of Southern California; Paul Ingram, Columbia U.; William G. Mitchell, U. of Michigan; Joanne E. Oxley, U. of Michigan; Brian S. Silverman, Harvard U.; Scott Stern, Massachusetts Institute of Technology; Edward Zajac, Northwestern U.

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

97. SPDW:*(OMT, BPS, TIM, RM)* **Bringing Complexity Theory to Bear on Organizations: Work in Progress**
- 9:00- 12:00 Sheraton Centre: Elgin

98. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge**
- 9:00- 5:00 Sheraton Centre: Ballroom Centre

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

104. SPDW:*(OMT, BPS, TIM, RM)* **Quantitative Methods for Applying Complexity Theory to Organizations**
- 1:00- 3:00 Sheraton Centre: Conference Room E

107. 🕮SPDW:*(BPS, MED)* **Case Critique Colloquium**
- 1:00- 5:00 Sheraton Centre: Norfolk

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

396. 🕮☯**Design as a New Pathway to Strategic Innovations and Entrepreneurship: Exploring Research Challenges and Teaching Opportunities**
- 8:00- 12:00 Royal York: Quebec

Organizers: Nirmal Sethia, California State Polytechnic U.; Arvind Bhambri, U. of Southern California
Panel: Richard Buchanan, Carnegie Mellon U.; Gary Cantu, Phor Max Corp; Robert W. Fee, Savannah College of Art and Design; Andrew Hargadon, U. of Florida; Birgit Helene Jevnaker, Norwegian School of Management; Uday Karmarkar, U. of California, Los Angeles; Peter Lawrence, Corporate Design Foundation; David A. Owens, Vanderbilt U.; Patrick Reinmoeller, Japan Advanced Institute of Science & Technology; Jeff Smith, Lunar Design; Phil Swift, Corporate Design Group

397. **Strategy and Context-Dependence**
- 8:00- 12:00 Royal York: Alberta

Chair: Tarun Khanna, Harvard U.
Organizers: Mauro F. Guillen, U. of Pennsylvania; Witold Jerzy Henisz, U. of Pennsylvania; Bernard Yeung, New York U.

398. **Economic Sociology Meets Strategy: The Moral Basis of Competition**
- 8:00- 12:00 Sheraton Centre: Essex

This is a continuation of last year's workshop on "Economic Sociology Meets Strategy and Management." Last year, the workshop focused on broad differences between the perspectives of economic sociology, on the one hand, and strategy and the management disciplines, on the other. This year's workshop will focus on the ethical, moral, and normative bases of competition.
Organizer: Marshall W. Meyer, U. of Pennsylvania
Panel: Kim Cameron, Case Western Reserve U.; Amitai Etzioni, George Washington U.; Andrew H. Van de Ven, U. of Minnesota

399. **BPS Doctoral Consortium-Sunday**
- 8:00- 12:00 Sheraton Centre: Wentworth

This runs on Friday, Saturday, and Sunday
Chairs: Anita McGahan, Harvard U.; Todd Zenger, Washington U.
Panel: Raphael Amit, U. of Pennsylvania; Nicholas Samuel Argyres, U. of Southern California; Paul Ingram, Columbia U.; William G. Mitchell, U. of Michigan; Joanne E. Oxley, U. of Michigan; Brian S. Silverman, Harvard U.; Scott Stern, Massachusetts Institute of Technology; Edward Zajac, Northwestern U.

400. **New Faculty Consortium-Sunday**
- 8:00- 12:00 Sheraton Centre: Conference Room C

This runs on Saturday and Sunday.
Chairs: Akbar Zaheer, U. of Minnesota; Thomas Brush, Purdue U.
Panel: Jaideep Anand, U. of Michigan; Carlo A. Carnevale-Maffe, SDA Bocconi Graduate School of Management; Sam Hariharan, U. of Southern California; Rebecca Henderson, Massachusetts Institute of Technology; Idalene F. Kesner, Indiana U.; Michael Lubatkin, U. of Connecticut; Rita Gunther McGrath, Columbia U.; Michael V. Russo, U. of Oregon; Carolyn Y. Woo, U. of Notre Dame

121. ☯SPDW:*(BPS, OCIS)* **E-Business Opportunities: Implications for Strategy, Policy, and Change Management**
- 8:00- 10:00 Hilton: McDonald

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

124. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge -- Conclusion**
- 8:30- 9:30 Sheraton Centre: Ballroom West

127. ⧖SPDW:*(OB, BPS, HR, ODC, OMT, RM)* **All Times Are Not The Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them**
- 8:30- 12:00 Royal York: Ontario

Sunday 9:00AM

401. 🕮**Case Teaching Professional Development Workshop**
- 9:00- 12:00 Royal York: York

Organizer: Jay Dial, Case Western Reserve U.
Panel: Brian R. Golden, U. of Western Ontario; Neil Jones, U. of Western Ontario

402. **Managing Your Dissertation**
- 9:00- 12:00 Royal York: Confederation 6

Organizer: Maurizio Zollo, INSEAD
Panel: Witold Jerzy Henisz, U. of Pennsylvania; Constance R. James, Pepperdine U.; Harbir Singh, U. of Pennsylvania; Edward Zajac, Northwestern U.; Udo Zander, Stockholm School of Economics

Sunday 10:00AM

403. **The Craft of Reviewing**
- 10:00- 12:00 Sheraton Centre: Conference Room E

Organizers: Barbara A. Ribbens, Western Illinois U.; Hettie A. Richardson, U. of Georgia
Panel: Allen C. Amason, U. of Georgia; David Chan Chintuong, National U. of Singapore; Thomas W. Lee, U. of Washington; Thomas W. Lee, U. of Washington; Linn Van Dyne, Michigan State U.

Sunday 10:30AM

133. ☯SPDW:*(BPS, OCIS)* **E-Business Challenges: Insights from Practice**
- 10:30- 12:00 Hilton: McDonald

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:30AM

404. **BPS Division Welcome and Movie - DRAGNET: The Story of BPS 2000**
- 8:30- 9:00 Hilton: Tom Thomson

175. SHCS:*(BPS, OMT, TIM)* **Firm Boundaries in Technology-Based Industries**
- 8:30- 10:20 Sheraton Centre: Ballroom West

206. JS:*(OMT, BPS, TIM)* **Complexity and Complementarities: Differences and Similarities. An Organizational Perspective on the Effects of Interactions**
- 8:30- 10:20 Sheraton Centre: Conference Room D&E

269. SIT: **Outsourcing and Human Resources Management**
- 8:30- 10:20 Royal York: Saskatchewan

Monday 9:00AM

405. Paper Session: **Corporate Governance: Boards of Directors**
- 9:00- 10:20 Hilton: Tom Thomson

Chair: Karin Jonnergard, Lund U.
Signaling Firm Value Through Board Structure: An Investigation of Initial Public Offerings, S. Trevis Certo, Indiana U.; Catherine M. Daily, Indiana U.; Dan R. Dalton, Indiana U.
☯Outside Directors With a Stake: Evidence of Beneficial Effects on Subsequent Firm Performance, Donald C. Hambrick, Columbia U.; Eric M. Jackson, Columbia U.
☯A New Look at Board Processes: A Model of the Intervening Activities and Exchange Context in the Boardroom, Holly H. Brower, Purdue U.; David Schoorman, Purdue U.
Exploring the Theoretical Links Between Social Capital, Board Roles and Firm Performance, Gavin John Nicholson, U. of Queensland, Australia; Geoffrey Kiel, U. of Queensland, Australia; Malcolm Alexander, Griffith U.
Discussant: Amy J. Hillman, U. of Western Ontario

406. Paper Session: **The Resource-Based View: Theory Development**
- 9:00- 10:20 Hilton: Varley

Chair: John A. Mathews, Macquarie U.
Organizational Social Capital and Theories of Competitive Advantage: The Positional View, Douglas Y. Park, Hong Kong U. of Science and Technology
A General Theory of Rent Creation, Richard Makadok, Emory U.
Published in Conference Proceedings
Business Excellence and the Acquisition of Social Competence, Alfred Marcus, U. of Minnesota; Marc H. Anderson, U. of Minnesota; Brian Spielmann, Garuda Resource Group, Inc.
Dynamic Capabilities and Schumpeterian Rents: A Postscript to the Resource-Based View, Sendil K. Ethiraj, U. of Pennsylvania; Gino Cattani, U. of Pennsylvania
Discussant: Michael J. Leiblein, Ohio State U.

407. Paper Session: **Mergers and Acquisitions**
- 9:00- 10:20 Hilton: Casson

Chair: Margaret A. McFadyen, Texas A&M U.
Rethinking M&A for the High Technology Context, Phanish Puranam, U. of Pennsylvania; Harbir Singh, U. of Pennsylvania
The Role of Knowledge-Based Resources in Acquisition Valuation and Performance: Evidence from the Health Care Industry, Todd Alessandri, U. of North Carolina, Chapel Hill; Anne Ilinitch, U. of North Carolina, Chapel Hill; Linda McDaniel, U. of North Carolina, Chapel Hill; Richard A. Bettis, U. of North Carolina
☯Merger and Acquisition Strategies in the US Software Industry, Daniel Rodriguez, Emory U.
☯Doomed to Fail: Context and Process Effects on Merger Longevity, Virgil O. Smith, Biola U.; Kimberly B. Boal, Texas Tech U.
Discussant: Gautam Ahuja, U. of Texas, Austin

Monday 10:40AM

408. Paper Session: **Executive Compensation**
- 10:40- 12:00 Hilton: Casson

Chair: Urs Daellenbach, Victoria U. of Wellington, New Zealand

☯Linking Top Executive Pay, Cognition and Strategic Change: A Study of Deregulated Firms, Theresa S. Cho, Rutgers U.

☯Incentive Compensation and Firm R&D Intensity: An Empirical Test of the Principal Agent Model, Daniel Rodriguez, Emory U.

Managerial Incentives and Research and Development Intensity: The Moderating Effect of Firm Growth Potential, Jean McGuire, Concordia U.

☯Executive Stock Option Repricing: A Symptom of Managerial Opportunism or a Value Enhancing Strategy?, Christopher M. Cassidy, Texas A&M U.; Asghar Zardkoohi, Texas A&M U.

Discussant: Wm Gerard Sanders, Brigham Young U.

409. Paper Session: **The Knowledge-Based View: Organizational Change and Innovation**
- 10:40- 12:00 Hilton: Varley

Chair: Carl Bronn, Agricultural U. of Norway

Search for Greener Pastures: The Effects of Performance and Organizational Structure on Entrepreneurial Search, Jeffery W. Bernicke, U. of Michigan

All Change is Not Created Equal: When a Firm Decides to Use a Flexible Investment Strategy, Karen L. Belanger, Columbia U.

☯How Companies Begin Innovating , Robert Chapman Wood, Boston U.; Kenneth J. Hatten, Boston U.; Peter J. Williamson, INSEAD

International Market Diversity and Organizational Experience as Buffers Against the Dark Side of Organizational Change: Which Matters More?, Yangmin Kim, Texas A&M U.; David W. Loree, U. of Western Ontario; Eui Jeong, Texas A&M U.

Discussant: Raymond Van Wijk, Erasmus U.

410. Paper Session: **Strategic Alliances: Partner Characteristics and Alliance Formation**
- 10:40- 12:00 Hilton: Tom Thomson

Chair: Manuel Becerra, Instituto De Empresa

Formation of R&D Consortia: Industry and Company Effects, Mariko Sakakibara, U. of California, Los Angeles

Is It Better to Be Talented, Popular, or Nice? The Role of Experiential and Non-Experiential Information Interorganizational Partner Selection, Stan Xiao Li, U. of Toronto; Timothy J. Rowley, U. of Toronto

Published in Conference Proceedings

Ties that Bind Business Groups: Evidence from Chile, Tarun Khanna, Harvard U.; Jan W. Rivkin, Harvard U.

✈Effect of Strategic Alliances on Partner Firms' Productivity, Pricing, and Profitability, Tae H. Oum, U. of British Columbia; Jong-Hun Park, City U. of Hong Kong; Kwangsoo Kim, City U. of Hong Kong; Chunyan Yu, U. of British Columbia

Discussant: Klaus T. Uhlenbruck, Texas A&M U.

210. ☯✈JS:*(HR, BPS, OB)* **New Perspectives on HRM and Performance**
- 10:40- 12:00 Sheraton Centre: Civic Ballroom

Monday 12:20PM

181. ✈SHCS:*(IM, BPS, OMT)* **Toward an Understanding of the Role of Government in Strategy and Organization**
- 12:20- 2:10 Sheraton Centre: Ballroom East

183. SHCS:*(HCM, BPS)* **Strategy as Dynamic and Pluralistic**
- 12:20- 2:10 Sheraton Centre: Ballroom West

219. JS:*(TIM, BPS)* **The Shifting Landscape for Commercializing Research**
- 12:20- 2:10 Sheraton Centre: Conference Room D&E

297. IP: **Trust, Mergers, and Acquisitions**
- 12:20- 2:10 Royal York: Canadian 1

298. IP: **Dynamic Views of Strategy and Competition**
- 12:20- 2:10 Royal York: Canadian 3

299. IP: **Diverse Views of Corporate Strategy**
- 12:20- 2:10 Royal York: Canadian 4

300. IP: **Business-Level Strategy**
- 12:20- 2:10 Royal York: Canadian 15

Monday 2:30PM

411. ⧖Theme: **A New Time for BPS: Celebrating the Past and Looking to the Future**
- 2:30- 3:50 Hilton: Tom Thomson

Organizers: Dawn Harris, Loyola U., Chicago; Constance E. Helfat, Dartmouth College

Yesterday, Today, and Tomorrow: Reflections of a BPS Time Traveler, Irene M. Duhaime, Georgia State U.

Strategic Flexibility and the Internet: The New Shape of Vertical Relations, Kathryn Rudie Harrigan, Columbia U.

Strategy: Paradigms for All Seasons?, Cynthia Montgomery, Harvard U.

The Rhythms of an Academic Career: A Twenty Year Perspective, Carolyn Y. Woo, U. of Notre Dame

412. Paper Session: **Strategic Decision Making**
- 2:30- 3:50 Hilton: Casson

Chair: Beverly B. Tyler, North Carolina State U.

✈Strategic Decision Making: Opportunities for Research, Martha Mador, Kingston U.

Strategic Decision Making and Performance: Decision Process and Environmental Effects, George C. Mueller, U. of Wisconsin, Milwaukee; Mark A. Mone, U. of Wisconsin, Milwaukee; Vincent L. Barker III, U. of Wisconsin, Milwaukee

Published in Conference Proceedings

⧖Strategic Decision Change: Process and Timing, Katsuhiko Shimizu, Texas A&M U.

☯Strategic Decision-Making Processes: Moving Beyond Painful Trade-offs, Michael A. Roberto, Harvard U.

Published in Conference Proceedings

Discussant: Susan Martin Houghton, Georgia State U.

413. Paper Session: **The Resource-Based View: Competitive Advantage**
- 2:30- 3:50 Hilton: Varley

Chair: Linda F. Edelman, U. of Warwick

☯Competitive Advantage from Intellectual Capital: The Case of Cholesterol Ethical Drugs, Allan Afuah, U. of Michigan

An Examination of Resource-Based, Strategic Group, and Industry Influences on Firm Performance Using Hierarchical Linear Modeling, Jeremy Collin Short, Portland State U.; Timothy B. Palmer, Western Michigan U.; David J. Ketchen, Florida State U.

Sustainable Competitive Advantage Through Information Technology, Steven C. Michael, U. of Illinois, Urbana-Champaign

The Resource-Based and Relational Views: Complementary Perspectives of Competitive Advantage, Joel Ryman, U. of North Carolina, Wilmington; William Q. Judge, U. of Tennessee
Discussant: Mary M. Crossan, U. of Western Ontario

186. ✈SHCS:*(OMT, BPS, IM)* **Financial Globalization and Social Structure: How Organizations Adapt to Socio-Political Changes**
- 2:30- 3:50 Sheraton Centre: Ballroom East

188. ☯SHCS:*(BPS, TIM)* **Managing Under Science-Based Competition**
- 2:30- 3:50 Sheraton Centre: Ballroom West

220. JS:*(BPS, TIM)* **Research on Technological Learning, Knowledge Management, and Corporate Performance: Perspectives from Strategy, Organization Theory, and Management of Technology**
- 2:30- 3:50 Sheraton Centre: Civic Ballroom

Monday 4:10PM

414. Symposium: **Why Resources? Examining the Fundamentals of the Resource-Based View**
- 4:10- 5:30 Hilton: Tom Thomson

Chairs: David Hoopes, Southern Methodist U.; Tammy L. Madsen, Santa Clara U.

Note On Implementation Phases In Flow Manufacturing for Multiple Plants in a Diversified Company, Thomas Brush, Purdue U.; Catherine Maritan, State U. of New York, Buffalo

On the Strategic Accumulation of Intangible Assets, Anne Marie Knott, U. of Pennsylvania; David J. Bryce, U. of Pennsylvania

Managerial Cognition, Rivalry, and Firm Performance, Doug Johnson, U. of Illinois/Purdue U.; David Hoopes, Southern Methodist U.

Discussant: Philip C. Anderson, Dartmouth College

415. Paper Session: **Risk Taking: Managerial and Behavioral Approaches**
- 4:10- 5:30 Hilton: Casson

Chair: Shawn M. Lofstrom, U. of Maryland

CEO Characteristics and Firm R&D Spending, Vincent L. Barker III, U. of Wisconsin, Milwaukee; George C. Mueller, U. of Wisconsin, Milwaukee

A Behavioral Model of Decision Making: The Contingent Relationship Between Risk and Return, Ananda Mukherji, Texas A&M International U.

✈Understanding Managerial Risk Taking: An Empirical Analysis, Martin Larraza-Kintana, U. Publica de Navarra

☯The Commitment Dilemma: Managerial Strategic Choice between Asset Specificity and Flexibility, Dante Di Gregorio, U. of Maryland

Discussant: Gerry M. McNamara, Michigan State U.

416. ✈Paper Session: **International Strategy**
- 4:10- 5:30 Hilton: Varley

Chair: Dong-Sung Cho, Seoul National U.

✈Legitimacy and Mortality in Overseas Subsidiaries: A Longitudinal Analysis of Japanese Foreign Direct Investment, Charles Dhanaraj, Indiana U.; Paul W. Beamish, U. of Western Ontario

Food Multinational Enterprise Investment Strategies: An Option Theory Approach, Felipe Ravara, Nova U. of Lisbon; Roberto Vassolo, Purdue U.; John Connor, Purdue U.

☯Fungibility of Firm Capabilities and the Build-or-Buy Decision, Jaideep Anand, U. of Michigan

✈The Influence of National Context on Firm Innovation Strategy and Performance, Brent B. Allred, College of William & Mary

Discussant: Augustine A. Lado, Cleveland State U.

189. 🕮☯SHCS:*(BPS, ENT, OMT)* **Evolutionary Theory in Management and Organization Theory at the Beginning of a New Millennium: A Symposium on the State of the Art and Opportunities for Future Research**
- 4:10- 6:00 Sheraton Centre: Ballroom East

191. ✈SHCS:*(BPS, TIM, IM)* **Modes of External Knowledge Sourcing**
- 4:10- 5:20 Sheraton Centre: Ballroom West

279. SIT: **Does Ownership Make a Difference?**
- 4:10- 5:30 Royal York: Saskatchewan

Tuesday 8:30AM

229. ☯✈JS:*(BPS, GDO, IM)* **Board Room Diversity: The Case of Women Directors**
- 8:30- 10:10 Hilton: McDonald

Tuesday 8:40AM

417. Paper Session: **CEO Succession: Causes and Consequences**
- 8:40- 10:10 Hilton: Casson

Chair: Pedro Ortin-Angel, U. Autónoma de Barcelona.

☯CEO Dynamism and Post-Succession Strategic Change: Moderating Effects of Industry Characteristics, Deepak K. Datta, U. of Kansas; Nandini Rajagopalan, U. of Southern California; Yan Zhang, U. of Southern California

How New CEOs Lead: The Interaction of Power and Job Preview Experience in Predicting Corporate Strategic Refocusing, Gregory A. Bigley, U. of Cincinnati; Margarethe F. Wiersema, U. of California, Irvine

Revisiting the Performance Consequences of CEO Succession: The Impacts of Successor Type, Post-Succession Senior Executive Turnover, and Departing CEO Tenure, Wei Shen, Rutgers U.

Political Dynamics within Corporate Upper Echelons and Their Impacts on Contender versus Outsider Succession, Wei Shen, Rutgers U.

Published in Conference Proceedings

Discussant: Andrew Ward, Emory U.

418. Paper Session: **The Resource-Based View: Reputation, Innovation, and Entrepreneurship**
- 8:40- 10:10 Hilton: Varley

Chair: Colin Campbell-Hunt, Victoria U.

Entrepreneurship and the Development of Competitive Advantage, Terence T. Rock, U. of Calgary

☯Reputation Building and Firm Performance: An Empirical Analysis of the Top-50 Pure Internet Firms, Suresh B. Kotha, U. of Washington; Shivaram Rajgopal, U. of Washington; Violina Rindova, U. of Washington

☯The Dynamics of Product Innovation and Firm Competences, Erwin Danneels, Worcester Polytechnic Institute

Published in Conference Proceedings

Reputation and Sustained Superior Financial Performance, Peter W. Roberts, Carnegie Mellon U.; Grahame R. Dowling, U. of New South Wales, Australia

Published in Conference Proceedings

Discussant: Richard Makadok, Emory U.

419. Paper Session: **Strategic Alliances: Governance Issues**
- 8:40- 10:10 Hilton: Tom Thomson

Chair: Cristina Boari, U. of Bologna, Italy

Self-Enforcing Versus Enforceable Agreements and Their Effects on Supplier Performance, Raji G. Srinivasan, Cleveland State U.; Thomas Brush, Purdue U.

☯A Theory of Interaction Costs and Hybrid Governance Failure, Steven White, Chinese U. of Hong Kong; Kentaro Nobeoka, Kobe U.; Shin'ichi Ishii, Osaka U. of Commerce

Competition Between Alliance Blocks: The Case of the RISC-Microprocessor Technology, Wim Vanhaverbeke, Maastricht U.; Niels George Noorderhaven, Tilburg U.

Creating and Protecting Resources: Formation and Governance of Scale and Link Alliances between Competitors, William G. Mitchell, U. of Michigan; Pierre Dussauge, HEC Management School; Bernard Garrette, HEC Management School

Discussant: Melissa A. Schilling, Boston U.

Tuesday 10:30AM

420. ⧖Symposium: **Competing on the Arrow of Time**
- 10:30- 11:50 Hilton: Varley

Chair: Colin Campbell-Hunt, Victoria U.

The Bow that Shot the Arrow of Time: Technology as the Source of Competitive Discontinuity, Sally Davenport, Victoria U. of Wellington, New Zealand

Time and Coherence in Strategic Resource Accumulation, Colin Campbell-Hunt, Victoria U.

The Arrow of Time: An Operations Management Perspective, Lawrence M. Corbett, Victoria U. of Wellington, New Zealand

A Lifetime to Build, A Moment to Lose: Employment Relations as a Source of Advantage, Pat Walsh, Victoria U. of Wellington, New Zealand

National Culture as Competitive Advantage and the Arrow of Time: A Systems Perspective on the Role of Knowledge in Managing the Organisation-Environment Interface, Deborah Jones, Victoria U. of Wellington, New Zealand; John Brocklesby, Victoria U. of Wellington, New Zealand

421. Paper Session: **Corporate Governance: The Effects of Ownership Structure and Boards of Directors**
- 10:30- 11:50 Hilton: Casson

Chair: Simon Peck, City U., London

The Impact of Family Ownership on Performance In Public Corporations: A Study of the U.S. Fortune 500, 1982-1994, David L. Kang, Harvard U.

☯The Impact of Board Vigilance on Top Management Team Conflict, Ann K. Buchholtz, U. of Georgia; Matthew A. Rutherford, U. of Georgia

✈The Value of Good Governance: Board Reputation Effects on Shareholder Wealth, Jonathan Johnson, U. of Arkansas; Dan R. Dalton, Indiana U.; Catherine M. Daily, Indiana U.; Alan E. Ellstrand, California State U., Long Beach

Do Pfeffer's (1972) Findings on the Service Role of Boards of Directors Generalize Across Contexts and Analytical Techniques? The Case of Dutch Boards of Directors, Erwin H.M. van Gulik, Erasmus U.; Eric R. Gedajlovic, Erasmus U.; Gregory F. Maassen, Erasmus U.; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.

Discussant: Parthiban David, U. of Notre Dame

422. Paper Session: **Corporate Strategy: Diversification**
- 10:30- 11:50 Hilton: Tom Thomson

Chair: Hao Ma, Bryant College

Determinants of Diversification in an Emerging Economy: How Unique is the Resource-Diversification Link?, Ishtiaq P. Mahmood, National U. of Singapore

Unraveling the Related Diversification Performance Paradox: A Crucial Role for Managerial Policies in Resource Sharing, Shayne Gary, London Business School

Does Diversification Cause the 'Diversification Discount'?, Belen Villalonga, U. of California, Los Angeles

✈Relatedness and Firm Performance in European Firms: A Comparison between Related Entropy and Resource-Based Relatedness, Georg Szeless, U. of Saint Gallen; Margarethe F. Wiersema, U. of California, Irvine; Guenter Mueller-Stewens, U. of Saint Gallen

Discussant: Irene M. Duhaime, Georgia State U.

280. SIT: **Cooperating when Competing**
- 10:30- 11:50 Royal York: New Brunswick

281. SIT: **New Institutional Understandings: Theory and Economics**
- 10:30- 11:50 Royal York: Saskatchewan

283. SIT: **Facilitating Organizational Learning**
- 10:30- 11:50 Sheraton Centre: Windsor East

Tuesday 2:00PM

423. Paper Session: **The Resource-Based View: Uniqueness and Imitation in Strategy**
- 2:00- 3:20 Hilton: Casson

Chair: Jay J. Janney, Ball State U.

☯Signal Victories: Should Firms Emulate Their Own or Their Rival's Most Successful Products?, Danny Miller, Ecole des Hautes Etudes Commerciales; Jamal Shamsie, U. of California, Los Angeles; Xavier Martin, New York U.

📖☯A Second Look at First Movement: Developing a Resource Based Framework, Jamal Shamsie, U. of California, Los Angeles

A Threatening Continuum: Internal and External Influences on Threats from Imitation and Substitution within the Resource-Based View of the Firm, Jay J. Janney, Ball State U.; Gregory G. Dess, U. of Kentucky

Discussant: Susan K. McEvily, U. of Pittsburgh

195. 📖☯SHCS:*(BPS, TIM)* **Strategic Management of Intellectual Property**
- 2:00- 3:20 Royal York: Concert Hall

242. 📖JS:*(RM, BPS, OMT)* **Agent-Based Computational Models: Why They Are Important! What They Are! Making Them Better! Connecting Them to Reality!**
- 2:00- 3:40 Hilton: McDonald

284. SIT: **Legitimating Ambivalence and Ambiguity**
- 2:00- 3:20 Royal York: New Brunswick

285. SIT: **Effects of Electronic Media on Strategy and Individuals**
- 2:00- 3:20 Sheraton Centre: Windsor West

286. ✈SIT: **Hazards of Political Power**
- 2:00- 3:20 Sheraton Centre: Windsor East

351. IP: **Strategic Change, Learning, and Context**
- 2:00- 3:20 Royal York: Canadian 8

352. IP: **Diverse Perspectives on Firm Growth**
- 2:00- 3:20 Royal York: Canadian 1

353. IP: **Technology and Strategy**
- 2:00- 3:20 Royal York: Canadian 2

354. IP: **Resources and Strategy**
- 2:00- 3:20 Royal York: Canadian 4

Tuesday 3:40PM

424. 🕮Division: **From the Tried and True to the Very New: Sharing Expertise in Teaching Strategic Management**
- 3:40- 5:00 Hilton: Varley

Organizers: Sylvia Sloan Black, U. of North Carolina, Chapel Hill; Ann K. Buchholtz, U. of Georgia; Marta Geletkanycz, Boston College; Dawn Harris, Loyola U., Chicago

Teaching Strategy Over the Web: How and When it Works and What Are the Costs and Benefits, Allen C. Amason, U. of Georgia

Case Development and the Paper Case in an Electronic World, Steve Gove, Arizona State U.

Advice from BPS Teaching Award Experts, Arnold C. Cooper, Purdue U.; David B. Jemison, U. of Texas, Austin

425. Paper Session: **Risk Taking and Real Options**
- 3:40- 5:00 Hilton: Tom Thomson

Chair: Ananda Mukherji, Texas A&M International U.

⧖The Evolution of Risk and Return: Modeling the Temporal Unfolding of Gains and Losses, Andrew D. Henderson, U. of Texas, Austin; Mary J. Benner, Columbia U.

Published in Conference Proceedings

Business Risk, Risk Management, and a Rationale for Unrelated Diversification, Heli Wang, Ohio State U.; Jay B. Barney, Ohio State U.

Temporary Employees as Real Options, Timothy B. Folta, Purdue U.; David A. Foote, Middle Tennessee State U.

Using Real Options to Create Value in Risky Projects: Levers for Organization Renewal, Charles Baden-Fuller, City U., London; Alison Dean, U. of Kent, Canterbury; Peter McNamara, City U., London

Discussant: Philip Bromiley, U. of Minnesota

426. Paper Session: **The Knowledge-Based View: Organizational Learning and Knowledge Transfer**
- 3:40- 5:00 Hilton: Casson

Chair: Norman T. Sheehan, Norwegian School of Management

Human Capital and Competitive Advantage through Learning by Doing: Effective Use of Strategic Resources, Nile W. Hatch, U. of Illinois

Strategic Leadership and Organizational Learning, Dusya Vera, U. of Western Ontario

A Dynamic Model of Knowledge Transfer and Firm Retention, Tammy L. Madsen, Santa Clara U.; Elaine M. Mosakowski, Purdue U.; Srilata Zaheer, U. of Minnesota

☯Strategic Renewal as Improvisation: Reconciling the Tension Between Exploration and Exploitation, Mary M. Crossan, U. of Western Ontario; David K. Hurst, U. of Western Ontario

Discussant: Eleanor O'Higgins, U. College, Dublin

288. SIT: **Inventiveness and Innovation**
- 3:40- 5:20 Royal York: New Brunswick

Tuesday 5:30PM

427. Meeting: **BPS Business Meeting and Awards Ceremony**
- 5:30- 6:30 Hilton: Tom Thomson

Tuesday 6:30PM

428. **BPS Social**
- 6:30- 7:30 Hilton: Tom Thomson

Wednesday 8:30AM

250. ⧖JS:*(MOC, BPS, OMT)* **The Strategic Use of the Past for the Present and Future: Organizational History and Changes in Image, Identity, & Reputation**
- 8:30- 10:20 Hilton: McDonald

291. SIT: **Interorganizational Networks**
- 8:30- 10:20 Sheraton Centre: Windsor West

292. SIT: **The Value of Social Capital**
- 8:30- 10:20 Sheraton Centre: Windsor East

Wednesday 8:40AM

429. Paper Session: **Top Management Teams: Process and Organizational Outcomes**
- 8:40- 10:20 Hilton: Tom Thomson

Chair: Nandini Sethumadhavan, Indian Institute of Management, Calcutta, India

The Effects of Top Executive Team Composition and Attention on Strategic Change Following an Environmental Shift, Theresa S. Cho, Rutgers U.

Do Top Management Teams Matter? The Relationship of Financial Resources to CEO Power Sharing, Hettie A. Richardson, U. of Georgia; Allen C. Amason, U. of Georgia; Ann K. Buchholtz, U. of Georgia; Joseph G. Gerard, U. of Georgia

Bridging Resource-Based and Upper-Echelons Perspectives: An Empirical Examination of Effects of Top Management on R&D Strategy and Firm Performance of IPO Firms, Yasemin Y. Kor, U. of Illinois, Urbana-Champaign

☯Interdependence Within Top Management Groups, Donald C. Hambrick, Columbia U.; Phyllis Anne Siegel, Rutgers U.

Discussant: Chamu Sundaramurthy, U. of Cincinnati

430. Paper Session: **Strategy and Competition**
- 8:40- 10:20 Hilton: Casson

Chair: Kulwant Singh, National U. of Singapore

☯✈Are There Advantages to Being the First to Manufacture in a Foreign Market?, Danchi Tan, U. of Illinois, Urbana-Champaign; Jean-Francois Hennart, Tilburg U.

Market Share Race of Multi-Unit Firms: Establishing the Linkage between Hypercompetitive Strategic Actions and Firm Performance, Stan Xiao Li, U. of Toronto; You-Ta Chuang, U. of Toronto

The Effects of Competencies, Information Asymmetry, and Competitive Positioning on the Performance of Service Firms: A Contingency Approach, Bruce Skaggs, U. of Kentucky; Charles C. Snow, Pennsylvania State U.

A Demand-based View of Technology Strategy, Ron Adner, INSEAD

Discussant: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign

431. Paper Session: **Firm Boundaries and Interfirm Contractual Arrangements**
- 8:40- 10:20 Hilton: Varley

Chair: Anna Maj Stafsudd, Lund U.

Commercializing Innovations in Systems Products Industries: A Comparative Contractual Perspective, Deepak Somaya, U. of California, Berkeley; David J. Teece, U. of California, Berkeley

Substitutes or Complements? Exploring the Relationship between Formal Contracts and Relational Governance, Laura Poppo, Virginia Polytechnic Institute and State U.; Todd Zenger, Washington U.

Contractual Agreements and Outsourcing: A Modified Transaction-Cost Analysis, Jerome Barthelemy, ESCNA; Bertrand V. Quelin, HEC Management School

☯An Empirical Examination of Transaction- and Firm-Level Influences on the Vertical Boundaries of the Firm, Michael J. Leiblein, Ohio State U.; Doug J. Miller, Ohio State U.

Discussant: Donald E. Hatfield, Virginia Polytechnic Institute and State U.

Wednesday 10:40AM

432. Paper Session: **Corporate Governance: Incentives, Ties, and Organizational Outcomes**

- 10:40- 12:00 Hilton: Casson

Chair: Rosario Faraci, U. of Catania

⌧To File or Not to File? Systemic Incentives, Corporate Control, and the Timing of the Bankruptcy Decision, William J. Donoher, Valdosta State U.

Published in Conference Proceedings

The Effects of IPO Team Ties on Investment Bank Affiliation and IPO Success, Monica C. Higgins, Harvard U.; Ranjay Gulati, Northwestern U.

The Role of Institutional Investors in the Governance of Firms: A Test of Competing Power and Agency Models, Stephen Bowden, U. of Waikato, New Zealand

The Effect of Institutional Investors on Corporate Restructuring, Parthiban David, U. of Notre Dame; Rahul Kochhar, Purdue U.; Michael A. Hitt, Texas A&M U.

Discussant: Ann K. Buchholtz, U. of Georgia

433. Paper Session: **Strategic Control and Reward Systems**

- 10:40- 12:00 Hilton: Tom Thomson

Chair: Aswin A.C.J. van Oijen, Tilburg U.

☯Standardized versus Differentiated Management Control Styles in Multibusiness Firms, Wenyi Chu, National Taiwan U.

Evidence of the Strategic Use of Debt From a Sample of Italian Firms, Claudio A. Piga, U. of Nottingham

☯Corporate Strategy and Structure as Contingencies for Division Managers' Compensation, Jaume Franquesa, Western Michigan U.

☯Pay Equity and Corporate Performance, Jaume Franquesa, Western Michigan U.; K. C. O'Shaughnessy, Western Michigan U.

Discussant: Jaideep Anand, U. of Michigan

434. Paper Session: **The Knowledge-Based View and Competitive Advantage**

- 10:40- 12:00 Hilton: Varley

Chair: Michel Claessens, Nantes School of Management

Absorptive Capacity: A Review and Reconceptualization, Shaker A. Zahra, Georgia State U.; Gerard George, Syracuse U.

Published in Conference Proceedings

☯Knowledge Clusters and Competitive Advantage in Global Industries, Stephen B. Tallman, U. of Utah; Mark Jenkins, Cranfield School of Management; Nick Henry, U. of Birmingham, UK; Steven Pinch, U. of Southampton, UK

Knowledge Inventories and Managerial Myopia, Kent Miller, Purdue U.

Published in Conference Proceedings

Opportunism and Knowledge-Based Assets: Human Capital, Management Buyouts and the Market for Corporate Control, Russell W. Coff, Emory U.

Published in Conference Proceedings

Discussant: Joyce Falkenberg, Norwegian School of Economics and Business Administration

202. ☯SHCS:*(BPS, ENT)* **Entrepreneurship Through Knowledge Transfer**

- 10:40- 12:00 Sheraton Centre: Ballroom East

203. ☯SHCS:*(BPS, OMT)* **The Embeddedness of Competitive Behavior: Emerging Perspectives**

- 10:40- 12:00 Sheraton Centre: Ballroom West

257. JS:*(TIM, BPS)* **Modularity in Products, Processes, and Organizational Forms**

- 10:40- 12:00 Sheraton Centre: Conference Room D&E

293. SIT: **Knowledge: Flows and Absorption**

- 10:40- 12:00 Royal York: New Brunswick

294. SIT: **Mapping Archetypes and Cognitions**

- 10:40- 12:00 Royal York: Saskatchewan

Wednesday 12:20PM

435. ☯Symposium: **Integrating Management and Economics Perspectives on Competitive Strategy: An Oasis or a Mirage?**

- 12:20- 2:10 Hilton: Tom Thomson

Organizers: J. Rajendran Pandian, U. of Wollongong, Australia; Paul L. Robertson, U. of Wollongong, Australia

Chair: Paul L. Robertson, U. of Wollongong, Australia

Presenters: Russell W. Coff, Emory U.; Richard N. Langlois, U. of Connecticut; Margaret Peteraf, U. of Minnesota; Daniel F. Spulber, Northwestern U.; J. Rajendran Pandian, U. of Wollongong, Australia

Discussants: Ron Sanchez, International Institute for Management Development (IMD); Jay B. Barney, Ohio State U.

436. ☯⌧Symposium: **Making Strategy for a New Time: Conceptual Challenges and Directions**

- 12:20- 2:10 Hilton: Varley

Organizer: Steven W. Floyd, U. of Connecticut

Building Strategy from the Middle, Bill Wooldridge, U. of Massachusetts; Steven W. Floyd, U. of Connecticut

A Cognitive Model of Strategic Change, Anne S. Huff, U. of Colorado

Dynamic Creative Processes Associated with Effective Strategy, Cameron M. Ford, U. of Central Florida

An Evolutionary Theory Perspective on Micro-Strategy, Gerry Johnson, Cranfield U.; Jill Shepherd, Cranfield U.

Discussant: Gregory G. Dess, U. of Kentucky

437. Paper Session: **Strategic Alliances: Performance-Related Outcomes**

- 12:20- 2:10 Hilton: Casson

Chair: Mzamo P. Mangaliso, U. of Massachusetts, Amherst

Alliance Capability, Stock Market Response and Long Term Alliance Success, Prashant V. Kale, U. of Michigan; Jeff H. Dyer, Brigham Young U.

Partner Capabilities and Alliance Performance: An Empirical Examination of Innovative Performance in R&D Alliances, Rachelle Sampson, New York U.

Termination Outcomes of High-Tech Alliances: Bridging Firm- and Transaction-Specific Antecedents, Jeffrey J.

Reuer, INSEAD; Maurizio Zollo, INSEAD; Harbir Singh, U. of Pennsylvania

Incumbent's Advantage Through Exploiting Complementary Assets via Interfirm Cooperation: Evidence from the Biopharmaceutical Industry, Frank T. Rothaermel, U. of Washington

Discussant: Melissa Appleyard, U. of Virginia

260. ☯✈⧖JS:*(IM, BPS)* **Management and Organization in Transition Economies: A Focus on a New Time**

- 12:20- 2:10 Sheraton Centre: Dominion Ballroom N

263. ⧖JS:*(HR, BPS)* **Compensation Design: New Directions for the New Times**

- 12:20- 2:10 Sheraton Centre: Conference Room D&E

264. JS:*(BPS, OMT)* **"Flying in Formation" or "Collision Course"?: Alternative Perspectives on Competition in the Context of the Airline Industry**

- 12:20- 2:10 Sheraton Centre: Civic Ballroom

Careers

Program Chair: Maury A. Peiperl, London Business School
Professional Development Workshop Chair: Gayle M. Baugh, U. of West Florida
Professional Development Workshop Chair: Shawn M. Carraher, Texas A&M U.

	Start	Division Program	Shared Program
Fri	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**438.** Where Have We Come From? ◆ H:Jackson	**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am		**96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:30am	**439.** Break 1 ◆ H:Jackson	
	10:00am		**100.** SPDW: 4 Perspectives on Careers ◆ H:Jackson **101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	**440.** Where Are We Going? ◆ H:Jackson	
	2:00pm		**110.** SPDW: Nonprofit Management Education ◆ RY:British Columbia
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm		**114.** SPDW: Roundtables with editors ◆ H:Tom Thomson
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**441.** Talent Pool Development ◆ RY:Prince Edward Island	**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:15am	**442.** Assessment of Capability ◆ RY:Newfoundland	
	10:00am		**130.** SPDW: How International Members Can Become Leaders in AoM ◆ SC:Conference Room G
	10:30am		**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:00am	**443.** Division Welcome and Breakfast ◆ SC:Elgin	
	8:30am	**444.** Continuing Evolution of Career Paths ◆ SC:Elgin	**207.** JS: Leadership as Vocation or Calling: Management and Spirituality ◆ SC:Civic Ballroom **266.** SIT: Predicting with Personality ◆ RY:New Brunswick
	10:40am		**213.** JS: Organizational Mentoring and Time ◆ SC:Conference Room D&E **270.** SIT: Supportive Organizations ◆ RY:New Brunswick
	12:20pm	**445.** Time to Work, Time to Live: Balance and Imbalance Revisited ◆ SC:Elgin	
	2:30pm		**273.** SIT: Perceiving Justice ◆ SC:Windsor East **313.** IP: Today's Careers ◆ RY:Canadian 2
Tuesday	8:30am	**446.** Perspectives on Loyalty & Job Change ◆ SC:Elgin	
	10:30am		**346.** IP: Mentoring and Moving ◆ RY:Canadian 7
	3:40pm	**447.** From Deprivation to Well-Being in Career Transitions ◆ SC:Elgin	**246.** JS: Transformation and the Search for Meaning at Work ◆ H:McDonald **287.** SIT: Extending the Psych Contract ◆ RY:Saskatchewan
	5:30pm	**448.** Division Business Meeting ◆ SC:Elgin	
	7:00pm	**449.** Careers Division Social "Hour" ◆ SC:Elgin	
Wed	8:30am	**450.** Re-Integrating Careers Research ◆ SC:Elgin	**199.** SHCS: Challenging Structure ◆ SC:Ballroom West **289.** SIT: Promoting Women ◆ RY:New Brunswick
	10:40am		**295.** SIT: Efficacy and its Effects ◆ SC:Windsor West **296.** SIT: Identification and Identity ◆ SC:Windsor East
	12:20pm		**261.** JS: Women, Careers, Transitions and Growth ◆ H:McDonald

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**

- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**

- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

438. ⧖**Where We Have Come From: History of the Careers Division and Careers Research**
- 8:00- 9:30 Hilton: Jackson

This session will explore the development of careers as a field of inquiry and of the Careers Division as the "home" for researchers in that field. Contributions of the field and the division to the development of management theory and practice will be emphasized. Pre-registration is appreciated but not required. Contact Gayle Baugh at (850) 474-2206 or gbaugh@uwf.edu or Shawn Carraher at (219) 980-6646 or shawn@iunbus1.iun.indiana.edu.
Professional Development Workshop Chairs: Gayle M. Baugh, U. of West Florida; Shawn M. Carraher, Texas A&M U.
Panel: Michael B. Arthur, Suffolk U.; Ronald J. Burke, York U.; C. Brooklyn Derr, U. of Utah; Barbara Lawrence, U. of California, Los Angeles; Samuel Rabinowitz, Rutgers U.; Jeffrey Sonnenfeld, The Chief Exec. Leadership Inst.

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:30AM

439. **Break 1**
- 9:30- 10:00 Hilton: Jackson

Hosts: Gayle M. Baugh, U. of West Florida; Shawn M. Carraher, Texas A&M U.

Saturday 10:00AM

100. ☯SPDW:*(CAR, MH)* **Four Perspectives on Careers**
- 10:00- 12:00 Hilton: Jackson

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

440. ⧖**Where Are We Going? The Future of the Careers Division and Careers Research**
- 1:00- 3:00 Hilton: Jackson

This session will focus on the future of career theory and the Careers Division. Current developments and potential for contribution to management theory and practice will be discussed. Pre-registration is appreciated but not required. Contact Gayle Baugh at (850) 474-2206 or gbaugh@uwf.edu or Shawn Carraher at (219) 980-6646 or shawn@iunbus1.iun.indiana.edu.
Professional Development Workshop Chairs: Gayle M. Baugh, U. of West Florida; Shawn M. Carraher, Texas A&M U.
Panel: Michael B. Arthur, Suffolk U.; C. Brooklyn Derr, U. of Utah; Barbara Lawrence, U. of California, Los Angeles; Samuel Rabinowitz, Rutgers U.; Jeffrey Sonnenfeld, The Chief Exec. Leadership Inst.

Saturday 2:00PM

110. 🕮☯SPDW:*(PNP, CAR, HCM, MED)* **Creating Nonprofit Management Curriculum to Meet the Realities of Practice: An Academic - Executive Dialogue**
- 2:00- 5:00 Royal York: British Columbia

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:00PM

114. SPDW:*(CAR, RM)* **Careers & Theory: Open Rountables with Editors**
- 3:00- 5:00 Hilton: Tom Thomson

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

441. ☯**A Science Base for the Art of Talent Pool and Career Development**
- 8:00- 12:00 Royal York: Prince Edward Island

Chairs: Shawn M. Carraher, Texas A&M U.; Gayle M. Baugh, U. of West Florida
Facilitator: Bonnie S. O'Neill, Marquette U.
Welcome: Shawn M. Carraher, Texas A&M U.
Keynote Speaker: Elliott Jaques, George Washington U.

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:15AM

442. ☯ **Assessment of Capability of Graduate Recruits**
- 8:15- 10:00 Royal York: Newfoundland

Chairs: Shawn M. Carraher, Texas A&M U.; Gayle M. Baugh, U. of West Florida
Facilitator: Cuthbert Scott, Indiana U.
Keynote Speaker: Kathryn Cason, Cason Hall & Co.

Sunday 10:00AM

130. ✈SPDW:*(IM, MED, CAR)* **How International Members Can Become Leaders in the Academy of Management**
- 10:00- 12:00 Sheraton Centre: Conference Room G

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:00AM

443. **Division Welcome and Breakfast**
- 8:00- 8:30 Sheraton Centre: Elgin

For Division Members, Prospective Members, and Friends
Division Chair: Hugh Gunz, U. of Toronto
Program Chair: Maury A. Peiperl, London Business School

Monday 8:30AM

444. Paper Session: **The Continuing Evolution of the Career Path**
- 8:30- 10:10 Sheraton Centre: Elgin

Chair: Veronica M. Godshalk, Pennsylvania State U., Great Valley
☯Is the Traditional Career Path for Managers Really Gone? Evidence from a Longitudinal Study of MBAs, Frieda Reitman, Pace U.; Joy A. Schneer, Rider U.
Organizational and Individual Determinants of Atypical Employment: The Case of Multiple Jobholding and Self-employment, Gilles Simard, U. du Québec à Montreal; Denis Chênevert, U. du Québec à Montreal; Michel Tremblay, HEC/CIRANO, Montreal
Correlates and Consequences of Job Changes: An Examination of Executive Career Migration, Robin A. Cheramie, Louisiana State U.; Michael C. Sturman, Louisiana State U.
Who Gets Ahead? A Longitudinal Study of Biodata, Personality, and Career Success, Christine Marie Riordan, U. of Georgia; Robert D. Gatewood, U. of Georgia; Mark A. Ciavarella, U. of Georgia; Joseph G. Gerard, U. of Georgia; Matthew A. Rutherford, U. of Georgia; Bryan S. Schaffer, U. of Georgia; Garnett S. Stokes, U. of Georgia
Discussant: Kerr Inkson, Massey U., New Zealand

207. ☯JS:*(CAR, MED)* **The New Leadership Career as Vocation or Calling: A Conversation between Management and Spirituality**
- 8:30- 10:20 Sheraton Centre: Civic Ballroom

266. SIT: **Predicting with Personality**
- 8:30- 10:20 Royal York: New Brunswick

Monday 10:40AM

213. ⧖JS:*(CAR, HR)* **Organizational Mentoring Relationships: Multiple Perspectives on the Role of Time**
- 10:40- 12:00 Sheraton Centre: Conference Room D&E

270. SIT: **When Organizations are Perceived as Supportive**
- 10:40- 12:00 Royal York: New Brunswick

Monday 12:20PM

445. ⧖Paper Session: **Time to Work, Time to Live: Balance and Imbalance Revisited**
- 12:20- 2:10 Sheraton Centre: Elgin

Chair: Fiona A. E. McQuarrie, U. College Fraser Valley
When Work and Family Collide: Choices and Conflict Between Competing Role Demands, Jeffrey H. Greenhaus, Drexel U.; Gary N. Powell, U. of Connecticut
Published in Conference Proceedings
⧖Work-nonwork Conflict and the Phenomenology of Time: Beyond the Balance Metaphor, Jeffrey Thompson, Miami U. of Ohio; J. Stuart Bunderson, Washington U.
Workaholism in Organizations and Emotional Well-being: Testing a Comprehensive Model, Ronald J. Burke, York U.
⧖The Times of Our Lives: Where We Work, Learn, and Play , Jane V. Wheeler, Bowling Green State U.
Discussant: Lillian T. Eby, U. of Georgia

Monday 2:30PM

273. ✈SIT: **Perceiving Justice**
- 2:30- 3:50 Sheraton Centre: Windsor East

313. IP: **Today's Careers - Fluid, Not Solid**
- 2:30- 3:50 Royal York: Canadian 2

Tuesday 8:30AM

446. Paper Session: **Should I Stay or Should I Go: Perspectives on Loyalty and Job Change**
- 8:30- 10:10 Sheraton Centre: Elgin

Chair: Barbara A. Ribbens, Western Illinois U.
The Importance of Organizational Justice in Career Decisions, Silvia Bagdadli, Bocconi U. ; Francesco Giovanni Paoletti, U. of Macerata
Winner of Careers Division Best Paper Award
Published in Conference Proceedings
The Paradox of the New Employment Relationship: an Empirical Investigation of Executive Commitment, Elizabeth A. Craig, U. of Pennsylvania; John R. Kimberly, U. of Pennsylvania/INSEAD; Hamid Bouchikhi, ESSEC, France
Careerism: Function of Age or an Adaptive Response to Organisational Career Development Systems?, Krystyna Joanna Zaleska, London Business School ; Lynda Gratton, London Business School

Antecedents of Employee Professional Participation and Its Relationship to Organizational Withdrawal Intent, Gary Blau, Temple U.
Discussant: Gayle M. Baugh, U. of West Florida

Tuesday 10:30AM

346. IP: **Decisions on Mentoring and Moving**
- 10:30- 11:50 Royal York: Canadian 7

Tuesday 3:40PM

447. Paper Session: **From Deprivation to Well-Being in Career Transitions: Unemployment, Underemployment and Contingent Employment**
- 3:40- 5:00 Sheraton Centre: Elgin

Chair: Jay Mahoney, Montclair State U.
The Benefits of Meaningful Leisure Activity in Coping with Unemployment, Lea Waters, U. of Melbourne
Underemployment Among Downsized Executives: Test of a Mediated Effects Model, Daniel C. Feldman, U. of South Carolina; Carrie R. Leana, U. of Pittsburgh; Mark C. Bolino, U. of Notre Dame
Contingent Employment in Academe: A Field Study of How Adjunct Faculty Experience Their Careers, Daniel C. Feldman, U. of South Carolina; William H. Turnley, Kansas State U.
Discussant: Romila Singh, Drexel U.

246. ☯⧖JS:*(MED, SIM, CAR)* **Personal and Organizational Transformation and the Search for Meaning at Work in Turbulent Times**
- 3:40- 5:20 Hilton: McDonald

287. SIT: **Extending the Psychological Contract**
- 3:40- 5:20 Royal York: Saskatchewan

Tuesday 5:30PM

448. Meeting: **Division Business Meeting**
- 5:30- 7:00 Sheraton Centre: Elgin

Including presentation of Division awards followed by food and festivities
Division Chair: Hugh Gunz, U. of Toronto
Division Chair-Elect.: Jay Mahoney, Montclair State U.

Tuesday 7:00PM

449. **Division Social "Hour"**
- 7:00- 9:00 Sheraton Centre: Elgin

Chair: Maury A. Peiperl, London Business School

Wednesday 8:30AM

450. Division: **Dreaming, Teaming and Mainstreaming: Re-integrating Careers Research**
- 8:30- 10:20 Sheraton Centre: Elgin

Careers research continues to grow and expand. But what are researchers from other fields doing that relates to careers (answer: more and more) and how can, or should, we link with them?
Moderator: Maury A. Peiperl, London Business School
Participants: Hugh Gunz, U. of Toronto; Douglas T. Hall, Boston U.; Monica C. Higgins, Harvard U.; Cherlyn S. Granrose, Berry College
Discussant: Phillip H. Mirvis, Independent Consultant

199. ☯⧖SHCS:*(OB, HR, CAR)* **Time Use, Flexibility, and Identity: Challenging Traditional Schedules and Career Structures in Organizations**
- 8:30- 10:20 Sheraton Centre: Ballroom West

289. SIT: **Promoting Women**
- 8:30- 10:20 Royal York: New Brunswick

Wednesday 10:40AM

295. SIT: **Types of Efficacy and their Effects**
- 10:40- 12:00 Sheraton Centre: Windsor West

296. SIT: **Identification and Identity**
- 10:40- 12:00 Sheraton Centre: Windsor East

Wednesday 12:20PM

261. ☯JS:*(GDO, CAR)* **Women, Dual Careerists, Copreneurs and Entrepreneurs: Careers, Transitions, Negotiating Strategies and Growth**
- 12:20- 2:10 Hilton: McDonald

Conflict Management

Program Chair: Judi McLean Parks, Washington U.
Professional Development Workshop Chair: Karen A. Jehn, U. of Pennsylvania

	Start	Division Program	Shared Program
Fri	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am	**451.** Doctoral Consortium ◆ RY:Prince Edward Island	
	10:00am		**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**452.** Interaction Processes in Conflict ◆ RY:New Brunswick	
	10:00am	**453.** Teaching Negotiations ◆ RY:New Brunswick	
	10:30am		**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	10:40am		**179.** SHCS: Organizational Justice Research ◆ SC:Ballroom Centre **209.** JS: Gender in Negotiation ◆ RY:Territories **212.** JS: Pace in Org'l Interfaces ◆ RY:Confederation 3
	12:20pm	**454.** Time waits for no one ◆ RY:Confederation 4	**306.** IP: Negotiator Cognition & Behavior ◆ RY:Canadian 2
	2:30pm		**185.** SHCS: Frames & Environmental Conflicts ◆ RY:Concert Hall **187.** SHCS: Potential of Cultural Differences ◆ SC:Ballroom Centre **273.** SIT: Perceiving Justice ◆ SC:Windsor East **314.** IP: Fairness, Trust, Coop., Compet. ◆ RY:Canadian 4
	4:10pm	**455.** Justice in the Balance ◆ RY:Confederation 4	**190.** SHCS: Ethics in Conflict ◆ SC:Ballroom Centre **227.** JS: Demographics in Work Groups ◆ RY:Alberta
	5:30pm	**456.** CM Business Meeting ◆ RY:Confederation 4	
	6:35pm	**457.** Conflict Management Division Social ◆ RY:Confederation 4	
Tuesday	8:30am		**231.** JS: Conflict in Diverse Work Groups ◆ RY:Alberta
	10:30am	**458.** Trust: Create, Maintain & Destroy ◆ RY:Confederation 4	**238.** JS: Trustworthiness at Work ◆ RY:Alberta **280.** SIT: Cooperating when Competing ◆ RY:New Brunswick
	2:00pm	**459.** Conflict in Groups ◆ RY:Confederation 4	**240.** JS: Justice in Employees' Eyes ◆ RY:Alberta **244.** JS: Workplace Aggression Patterns ◆ SC:Conference Room D&E **286.** SIT: Hazards of Political Power ◆ SC:Windsor East
	3:40pm	**460.** Teaching Negotiations ◆ RY:Confederation 4	
Wed	8:30am		**253.** JS: Negative Relations in Social Networks ◆ RY:Alberta
	10:40am	**461.** In One Way and Out the Other II:The Nego... ◆ RY:Confederation 4	**294.** SIT: Architypes and Cognitions ◆ RY:Saskatchewan **382.** IP: Conflict, Culture & Gender ◆ RY:Canadian 3

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**

- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**

- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**

- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**

- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**

- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

451. **CM Doctoral Consortium**

- 8:30- 5:00 Royal York: Prince Edward Island

To register please email jehn@wharton.upenn.edu
Panel: Donald E. Conlon, Michigan State U.; Martin N. Davidson, U. of Virginia; Karen A. Jehn, U. of Pennsylvania; Margaret A. Neale, Stanford U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Laurie R. Weingart, Carnegie Mellon U.

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

452. **Studying Interaction Processes In Conflict**
- 8:30- 10:00 Royal York: New Brunswick

Moderator: Catherine Tinsley, Georgetown U.
Panel: Zoe Barsness, Texas A&M U.; Carsten K.W. De Dreu, U. of Amsterdam; Ray Friedman, Vanderbilt U.; Linda L. Putnam, Texas A&M U.; Laurie R. Weingart, Carnegie Mellon U.; Stephen E. Weiss, York U.

Sunday 10:00AM

453. **Teaching Negotiations**
- 10:00- 12:00 Royal York: New Brunswick

Moderator: Max H. Bazerman, Northwestern U./Harvard U.
Presenter: Leonard Greenhalgh, Dartmouth College

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 10:40AM

179. SHCS:*(CM, HR, OB)* **Puzzles and Paradoxes in Organizational Justice Research**
- 10:40- 12:00 Sheraton Centre: Ballroom Centre

209. JS:*(GDO, CM)* **Gender in Negotiation**
- 10:40- 12:00 Royal York: Territories

212. ⧖JS:*(MOC, CM, OB)* **Examining Pace Within and Across Organizational Interfaces**
- 10:40- 12:00 Royal York: Confederation 3

Monday 12:20PM

454. ⧖Paper Session: **Time Waits For No One: The Impact Of Time & Timing On Negotiation Process and Outcomes**
- 12:20- 2:10 Royal York: Confederation 4

Facilitator: Donald E. Conlon, Michigan State U.

☯⧖The Unexpected Benefits of Revealing Time Pressure in Negotiation, Don A. Moore, Northwestern U.
Winner of CM Division Best Student Paper Award
Published in Conference Proceedings

When You Get a Unilateral Concession from the Other Party: Concession Behavior, Attribution, and Negotiation Judgments, Seungwoo Kwon, Carnegie Mellon U.; Laurie R. Weingart, Carnegie Mellon U.

⧖The "Delay-of-Game" Effect: The Self-imposed Costs of Impatient Responses to Negotiation Slowdowns, Gregory A. Janicik, New York U.; Sally Blount, U. of Chicago
Winner of CM Division Best Paper Award
Published in Conference Proceedings

Dynamic Valuation: Preference Change in the Context of Face-to-face Negotiations, Jared R. Curhan, Stanford U.; Andrew Ward, Swarthmore College

306. IP: **Negotiator Cognitions and Behaviors**
- 12:20- 2:10 Royal York: Canadian 2

Monday 2:30PM

185. ☯SHCS:*(CM, ONE)* **The Influence of Identity, Characterization and Conflict Management Frames on the Perpetuation of Environmental Conflicts**
- 2:30- 3:50 Royal York: Concert Hall

187. ☯✈SHCS:*(CM, IM, HR)* **How Can the Innovative Potential of Cultural Differences Be Realized? Perspectives Across Culture and Across Management Contexts**
- 2:30- 3:50 Sheraton Centre: Ballroom Centre

273. ✈SIT: **Perceiving Justice**
- 2:30- 3:50 Sheraton Centre: Windsor East

314. IP: **Fairness, Trust, Cooperation, Competition**
- 2:30- 3:50 Royal York: Canadian 4

Monday 4:10PM

455. Paper Session: **Justice in the Balance: The Differential Impact of Distributive, Procedural and Interactional Justice**
- 4:10- 5:20 Royal York: Confederation 4

Facilitator: Kathleen O'Connor, Cornell U.

Emloyees' Desire to Commit to, and Stay With, Organizations: Does the 'Three-Way Justice Interaction Effect' Influence This?, M. Afzalur Rahim, Western Kentucky U.; Nace Magner, Western Kentucky U.

Organization Structure as a Moderator of the Relationship between Procedural/Interactional Justice and Overall Fairness Judgments , Maureen L. Ambrose, U. of Central Florida; Marshall J. Schminke, U. of Central Florida

Allocation Criterion Preferences and Organizational Justice Perceptions of Collective Bargaining, Janice M. Paterson, U. of Queensland, Australia; Andrea Green, U. of Queensland, Australia

190. SHCS:*(CM, OB, SIM)* **Ethics in Conflict and Negotiation**
- 4:10- 6:00 Sheraton Centre: Ballroom Centre

227. ☯JS:*(GDO, CM, OB)* **The Enduring Effects of Demographics: Investigations of Hierarchy, Expertise, Conflict, and Performance in Work Groups**
- 4:10- 5:20 Royal York: Alberta

Monday 5:30PM

456. Meeting: **Conflict Management Division Business Meeting**
- 5:30- 6:30 Royal York: Confederation 4

Chair: Ray Friedman, Vanderbilt U.

Monday 6:35PM

457. **Party Time! Conflict Management Division Social**
- 6:35- 8:00 Royal York: Confederation 4

Division Chair: Ray Friedman, Vanderbilt U.

Tuesday 8:30AM

231. JS:*(GDO, CM, OB)* **Exploring the Conflict Dynamics of Faultline Structures in Diverse Work Groups**
- 8:30- 10:10 Royal York: Alberta

Tuesday 10:30AM

458. Paper Session: **Trust -- But Verify? The Creation, Maintenance and Destruction Of Trust**
- 10:30- 11:50 Royal York: Confederation 4

Facilitator: Michael Gross, Arizona State U.

Trust, Monitoring, and Cooperative Behavior in Mixed-Motive Intergroup Negotiations, Donald L. Ferrin, State U. of New York, Buffalo; Michelle C. Bligh, State U. of New York, Buffalo; Jeffrey C. Kohles, State U. of New York, Buffalo
Published in Conference Proceedings

Negotiating Electronically versus Face to Face: An Analysis of the Negotiation Task, Trust, and Deception, Annetta Fortune, Duke U.; Susan E. Brodt, Duke U.

The Ugly Consequences of Contracts on Trust, Deepak K. Malhotra, Northwestern U.; J Keith Murnighan, Northwestern U.

The Dissatisfaction of Having Your First Offer Accepted: The Role of Counterfactual Thinking in Negotiations, Vanessa L. Seiden, Northwestern U.

238. JS:*(CM, OB, HR)* **Trustworthiness at Work: Its Nature, Antecedents, and Consequences**
- 10:30- 11:50 Royal York: Alberta

280. SIT: **Cooperating when Competing**
- 10:30- 11:50 Royal York: New Brunswick

Tuesday 2:00PM

459. Paper Session: **Conflict in Groups: The Impact of Group Characteristics & Processes on Fairness and Group Outcomes**
- 2:00- 3:20 Royal York: Confederation 4

Facilitator: William Bottom, Washington U.

Are Work Teams Fair? An Empirical Examination of Team Self-Management, Individual Self-Management, and Team Effectiveness from an Organizational Fairness Perspective, Jasmine Tata, Loyola U., Chicago

Heads or Tails? Winner-Take-All Solutions to Group Conflict, Stephen Michael Garcia, Princeton U.; Dale T. Miller, Princeton U.

Group Conflict Handling: Effects on Group Conflict Type-Group Outcome Relationships, Leslie A. DeChurch, Florida International U.; Michelle A. Marks, Florida International U.

Milked for All Their Worth: Competitive Arousal and Escalation in the Chicago Cow Auctions, Deepak K. Malhotra, Northwestern U.; J Keith Murnighan, Northwestern U.

240. ☯JS:*(CM, OB)* **Images of Justice in the Eyes of Employees: What Makes a Process Fair in Work Settings?**
- 2:00- 3:20 Royal York: Alberta

244. ☯✈JS:*(HR, CM)* **Exploring Persistent Patterns in Workplace Aggression**
- 2:00- 3:20 Sheraton Centre: Conference Room D&E

286. ✈SIT: **Hazards of Political Power**
- 2:00- 3:20 Sheraton Centre: Windsor East

Tuesday 3:40PM

460. 🕮✈⌛Division: **Teaching Negotiations in a New Time: Sharing our Expertise for the Millennium**
- 3:40- 5:20 Royal York: Confederation 4

Come share your favorite cases, exercises, syllabi, books, course ideas, and techniques for teaching negotiations. Negotiations experts will be on hand to share ideas and expertise, with free handouts and even books! Please participate by bringing copies of your favorite materials for teaching negotiations in the new millennium.
Hosts: Richard Shell, U. of Pennsylvania; Roy J. Lewicki, Ohio State U.

Wednesday 8:30AM

253. JS:*(CM, OB, OMT)* **Negative Relationships in Social Networks in the Workplace**
- 8:30- 10:20 Royal York: Alberta

Wednesday 10:40AM

461. Symposium: **In One Way and Out the Other II:The Negotiation Process as a Site for Transformation**
- 10:40- 12:00 Royal York: Confederation 4

Chairs: Deborah M. Kolb, Simmons College; Kathleen Valley, Harvard U.

In One Way and Out the Other II: An Improvisational Perspective, Kathleen Valley, Harvard U.

In One Way and Out the Other II: A Perspective of Ethics,

In One Way and Out the Other II: A Decision-Analysis Perspective, Max H. Bazerman, Northwestern U./Harvard U.

In One Way and Out the Other II:A Co-Constructionist Perspective, Deborah M. Kolb, Simmons College; Linda L. Putnam, Texas A&M U.

Discussant: Sara Cobb, Harvard U.

294. SIT: **Mapping Archetypes and Cognitions**
- 10:40- 12:00 Royal York: Saskatchewan

382. IP: **Conflict, Culture and Gender**
- 10:40- 12:00 Royal York: Canadian 3

Entrepreneurship

Program Chair: Thomas J. Dean, U. of Colorado, Boulder
Professional Development Workshop Chair: Alex Stewart, Texas Tech U.

	Start	Division Program	Shared Program
Friday	1:00pm	**462.** Entrep. Doctoral Consortium ◆ RY:Manitoba	**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	2:00pm	**463.** Diversity of Endowed Positions ◆ RY:York	
	3:00pm	**464.** Snacks ◆ RY:York	**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	3:30pm	**465.** History of the Entrep. Field ◆ RY:York	
	4:30pm	**466.** NSF Funding Opportunities ◆ RY:York	
	5:00pm	**467.** Entrep. New Faculty Consortium ◆ RY:Manitoba	
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**468.** Ph.D. Ed. in Entrepreneurship ◆ RY:York **469.** U.S. Nat. Survey of Entrep. Ed. ◆ RY:Salon A	**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am	**470.** Entrep. Doctoral Consortium ◆ RY:Confederation 4 **471.** Entrep. New Faculty Consortium ◆ RY:Saskatchewan	
	9:00am	**472.** Exemplary Teaching Programs ◆ RY:York	
	10:00am	**473.** McGraw-Hill Irwin Winner ◆ RY:York	**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	11:00am	**474.** Int. Entrep. Finance: HBS Course ◆ RY:Nova Scotia	
	12:00pm	**475.** Endowed Chairs Luncheon ◆ RY:New Brunswick	
	1:00pm	**476.** Math. Approaches to Entrep. Res. ◆ RY:Jasper 1-266	
	1:30pm	**477.** Nat. Culture & Ent. in Est. Firms ◆ RY:Nova Scotia	
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm	**478.** Strat. Alliances for X-Nat. Res. ◆ RY:Jasper 1-266	**113.** SPDW: Structural Hole Opportunities ◆ RY:Confederation 5
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:30pm	**479.** Entrep. Social Event ◆ Off:Bata Shoe Museum	
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**480.** Entrep. Doctoral Consortium ◆ RY:Confederation 4	**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**481.** Non-traditional Faculty ◆ RY:Library **482.** Entrep. New Faculty Consortium ◆ RY:Saskatchewan	
	9:00am	**483.** Award-winning Disser's & Careers ◆ RY:Jasper 1-266	
	10:30am		**132.** SPDW: Aldrich as Author Meets Critics ◆ RY:Territories **134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:30am	**484.** Ent'ship Division Welcome ◆ RY:Confederation 6	**269.** SIT: Outsourcing ◆ RY:Saskatchewan
	9:00am	**485.** New Venture Globalization ◆ RY:Confederation 6	
	10:40am	**486.** Strategy, Environ. & Performance ◆ RY:Confederation 6	**271.** SIT: Uncertain Environments ◆ SC:Windsor West **272.** SIT: Ethics and Integrity? ◆ SC:Windsor East
	12:20pm		**218.** JS: Chinese Family Businesses ◆ H:McDonald **305.** IP: Issues of Entry ◆ RY:Canadian 9
	12:30pm	**487.** Entrepreneurship and the Internet ◆ RY:Confederation 6	
	2:30pm	**488.** Academy Paper Review Process ◆ RY:Confederation 6	**224.** JS: Fast Growth Firms ◆ RY:Alberta
	4:10pm	**489.** Determinants of New Firm Failure ◆ RY:Confederation 6	**189.** SHCS: Evolutionary Theory ◆ SC:Ballroom East **279.** SIT: Ownership Make a Difference? ◆ RY:Saskatchewan
	5:30pm	**490.** Entrep. Business Meeting ◆ RY:Confederation 6	
	6:30pm	**491.** Entrepreneurship Social Hour ◆ RY:Upper Canada	
Tuesday	8:50am	**492.** Ent'ship in Existing Firms ◆ RY:Confederation 6	
	10:30am	**493.** Alliance Partners and Structures ◆ RY:Confederation 6	**282.** SIT: Husbands and Wives ◆ SC:Windsor West **342.** IP: Theory and Models ◆ RY:Canadian 2
	2:00pm	**494.** New Venture Formation ◆ RY:Confederation 6	**286.** SIT: Hazards of Political Power ◆ SC:Windsor East
	3:40pm	**495.** Opportunity Recognition ◆ RY:Confederation 6	**247.** JS: Sustainable Entrepreneurship ◆ RY:Tudor 7 **288.** SIT: Inventiveness and Innovation ◆ RY:New Brunswick
Wednesday	8:30am		**290.** SIT: Shared Cognition and Sensemaking ◆ RY:Saskatchewan **291.** SIT: Interorganizational Networks ◆ SC:Windsor West
	8:50am	**496.** Entrepreneurial Decision- Making ◆ RY:Confederation 6	
	10:40am	**497.** VC- Entrepreneur Relationship ◆ RY:Confederation 6	**202.** SHCS: Knowledge Transfer ◆ SC:Ballroom East **380.** IP: Complexity, Change & Vision ◆ RY:Canadian 1 **381.** IP: Entrepreneurs' Behavior ◆ RY:Canadian 2
	12:30pm	**498.** Social Capital, Networks & Ent'ship ◆ RY:Confederation 6	

Friday 1:00PM

462. **Entrepreneurship Division Doctoral Consortium**
- 1:00- 5:00 Royal York: Manitoba

Organizer: Timothy M. Stearns, California State U., Fresno
Coordinator: Candida G. Brush, Boston U.

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 2:00PM

463. **The Diversity of Approaches to Endowed Chairs**
- 2:00- 3:00 Royal York: York

Organizer: Jerome A. Katz, Saint Louis U.
Presenter: Max Wortman, Iowa State U.

Friday 3:00PM

464. **Refreshment Break 1**
- 3:00- 3:30 Royal York: York

Welcome: Alex Stewart, Texas Tech U.

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 3:30PM

465. **An Historical Perspective on the Entrepreneurship Field**
- 3:30- 4:30 Royal York: York

Coordinator: Arnold C. Cooper, Purdue U.
Presenters: Charles W. Hofer, U. of Georgia; Donald L. Sexton, Kaufman Foundation

Friday 4:30PM

466. **Why Not Give It a Try? NSF Funding Opportunities for Entrepreneurship Researchers**
- 4:30- 5:30 Royal York: York

Presenter: Mariann Jelinek, NSF

Friday 5:00PM

467. **Entrepreneurship Division New Faculty Consortium**
- 5:00- 7:00 Royal York: Manitoba

Organizer: Patricia G. Greene, U. of Missouri, Kansas City
Presenters: Myra M. Hart, Harvard U.; Phillip H. Phan, Rensselaer Polytechnic Institute

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

468. 🕮**Task Force on Doctoral Education in Entrepreneurship: An Update**
- 8:00- 9:00 Royal York: York

Chair: Candida G. Brush, Boston U.
Panel: G. Dale Meyer, U. of Colorado, Boulder; Sharon A. Alvarez, Ohio State U.; Michael A. Hitt, Texas A&M U.
Presenter: Irene M. Duhaime, Georgia State U.

469. 🕮**Preliminary Results of the 1999-2000 National Survey of Entrepreneurship Education**
- 8:00- 9:00 Royal York: Salon A

Organizer: George Solomon, George Washington U.

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

470. **Entrepreneurship Doctoral Consortium**
- 8:30- 4:30 Royal York: Confederation 4

Organizer: Timothy M. Stearns, California State U., Fresno
Coordinator: Candida G. Brush, Boston U.

471. **Entrepreneurship New Faculty Consortium**
- 8:30- 5:00 Royal York: Saskatchewan

Organizer: Patricia G. Greene, U. of Missouri, Kansas City
Presenters: Myra M. Hart, Harvard U.; Phillip H. Phan, Rensselaer Polytechnic Institute

Saturday 9:00AM

472. 🕮**Common and Uncommon Features of Exemplary Teaching Programs in Entrepreneurship: Lessons from Award Winners**
- 9:00- 10:00 Royal York: York

Organizer: Connie Marie Gaglio, San Francisco State U.

Saturday 10:00AM

473. 🕮**The McGraw-Hill Irwin Innovation in Entrepreneurship Pedagogy Award Winner**
- 10:00- 11:30 Royal York: York

Organizer: Connie Marie Gaglio, San Francisco State U.

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 11:00AM

474. 🕮✈**International Entrepreneurial Finance: Conceptual and Pedagogic Foundations of a New Course**
- 11:00- 12:00 Royal York: Nova Scotia

Facilitator: A. Rebecca Reuber, U. of Toronto
Presenter: Walter Kuemmerle, Harvard U.

Saturday 12:00PM

475. **Council of Endowed Chairs Annual Luncheon**
- 12:00- 1:30 Royal York: New Brunswick

Organizer: Jerome A. Katz, Saint Louis U.

Saturday 1:00PM

476. Mathematical Approaches to Entrepreneurship Research
- 1:00- 2:30 Royal York: Jasper 1-266

Organizer: Moren Levesque, Rensselaer Polytechnic Institute
Presenters: Sharon Gifford, Rutgers U.; Maria Minniti, Babson College; Gilles Reinhardt, U. of Alberta; Michael Armstrong, Royal Military College of Canada

Saturday 1:30PM

477. ✈The Effects of National Culture on Entrepreneurial Activities in Established Companies
- 1:30- 3:00 Royal York: Nova Scotia

Chair: Shaker A. Zahra, Georgia State U.
Presenters: Heike Bruch, London Business School ; Bahman Ebrahimi, U. of Denver; Gerard George, Syracuse U.; Miri Lerner, Tel-Aviv U.; Per Davidsson, Jonkoping International Business School

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:00PM

478. ✈Building Strategic Alliances for Cross-National Entrepreneurship Research
- 3:00- 4:30 Royal York: Jasper 1-266

Organizer: K. Mark Weaver, U. of Alabama, Tuscaloosa
Presenters: Pat H. Dickson, U. of Louisville; William E. During, U. of Twente; Frank Hoy, U. of Texas, El Paso; Claes Hultman, Orebro U.; Dianne L. Wingham, Edith Cowan U.

113. SPDW:*(ENT, OMT)* **Structural Holes Analysis of Entrepreneurial Opportunities: A Workshop**
- 3:00- 4:30 Royal York: Confederation 5

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:30PM

479. Entrepreneurship Division PDW Social Event
- 6:30- 10:00 Off Site: Bata Shoe Museum

Organizer: Alex Stewart, Texas Tech U.

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

480. Entrepreneurship Division Doctoral Consortium - Sunday
- 8:00- 12:00 Royal York: Confederation 4

Organizer: Timothy M. Stearns, California State U., Fresno
Coordinator: Candida G. Brush, Boston U.

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

481. 🕮☯Non-Traditional Faculty and the Growing Action Orientation of Schools of Business
- 8:30- 10:00 Royal York: Library

Chair: Norris F. Krueger Jr, Boise State U.
Presenters: Pat H. Dickson, U. of Louisville; Robert James Tosterud, U. of South Dakota

482. Entrepreneurship Division New Faculty Consortium - Sunday
- 8:30- 12:00 Royal York: Saskatchewan

Organizer: Patricia G. Greene, U. of Missouri, Kansas City
Presenters: Myra M. Hart, Harvard U.; Phillip H. Phan, Rensselaer Polytechnic Institute

Sunday 9:00AM

483. Outstanding Dissertations and Early Career Experiences: Lessons from Award Winners
- 9:00- 10:00 Royal York: Jasper 1-266

Organizer: Charles W. Hofer, U. of Georgia
Presenter: Ken Robinson, Kennesaw State U.
Discussants: G. Dale Meyer, U. of Colorado, Boulder; Anne M. McCarthy, Colorado State U.

Sunday 10:30AM

132. SPDW:*(ENT, OMT)* **Organizations Evolving: The Author Meets the Critics**
- 10:30- 12:00 Royal York: Territories

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:30AM

484. Entrepreneurship Division Welcome
- 8:30- 9:00 Royal York: Confederation 6

269. SIT: **Outsourcing and Human Resources Management**
- 8:30- 10:20 Royal York: Saskatchewan

Monday 9:00AM

485. ✈Paper Session: **New Venture Globalization: Drivers and Consequences**

- 9:00- 10:20 Royal York: Confederation 6

Chair: Leo-Paul Dana, Nanyang Business School

Internationalization of Small Companies: Personal Factors Revisited, Tatiana S. Manolova, Boston U.; Candida G. Brush, Boston U.; Linda F. Edelman, U. of Warwick; Patricia G. Greene, U. of Missouri, Kansas City

The Influence of Learning on the Export Decision: a Longitudinal Study, William James Burpitt, Meredith College

Internationalization of Born Global and Gradual Globalizating Firms: The Impact of Firm Strategy, Technology Intensity and International Entrepreneurial Orientation, Paula D. Harveston, Berry College; Ben L. Kedia, U. of Memphis

An Industry-Based Contingency Perspective on Small Firm International Growth and Overall Firm Growth: The Moderating Role of Management Team, A. Rebecca Reuber, U. of Toronto; Eileen Fischer, York U.

Discussant: Frank Hoy, U. of Texas, El Paso

Monday 10:40AM

486. Paper Session: **Strategy, Environment and Performance of Entrepreneurial Ventures**

- 10:40- 12:00 Royal York: Confederation 6

Chair: Moren Levesque, Rensselaer Polytechnic Institute

Firm Location, Research Productivity, and Wealth Creation in Newly Public Firms, Joseph E. Coombs, James Madison U.; David L. Deeds, Case Western Reserve U.

☯✈How Does New Venture Strategy Matter in The Environment-Performance Relationship?, Haiyang Li, Lingnan U.; Kwaku Atuahene-Gima, City U. of Hong Kong; Yan Zhang, U. of Southern California

Published in Conference Proceedings

Exploring a Typology of Technology Intensive Firms: When is a Rose a Great Rose?, Linda F. Tegarden, Virginia Polytechnic Institute and State U.; Yolanda A. Sarason, Colorado State U.

Published in Conference Proceedings

Responding to Industry Consolidation in Fragmented Industries: Which Distinctive Competencies Matter?, Jeffrey E. McGee, U. of Texas, Arlington; Christopher Shook, U. of Texas, Arlington

Discussant: Arnold C. Cooper, Purdue U.

271. SIT: **Succeeding in Uncertain Environments**

- 10:40- 12:00 Sheraton Centre: Windsor West

272. SIT: **When do Ethics and Integrity Matter?**

- 10:40- 12:00 Sheraton Centre: Windsor East

Monday 12:20PM

218. ✈⧖JS:*(IM, ENT)* **Old Chinese Family Businesses in a New Time**

- 12:20- 2:10 Hilton: McDonald

305. ⧖IP: **Invention, Discovery, and Timing of Entry**

- 12:20- 2:10 Royal York: Canadian 9

Monday 12:30PM

487. Paper Session: **Entrepreneurship and the Internet: Models, Processes and Outcomes**

- 12:30- 2:10 Royal York: Confederation 6

Chair: Rodney C. Shrader, U. of Illinois, Chicago

"Can't Buy Me Love" (But I Know Where You Can Rent It): The Emerging Organizational Community Around Web-based Application Service Providers, Howard E. Aldrich, U. of North Carolina, Chapel Hill; Annetta Fortune, Duke U.

New and Small E-Commerce Ventures: The Importance of Legitimacy and Trust, Gregory B. Murphy, U. of Nebraska, Omaha; Dennis L. Smart, U. of Nebraska, Omaha

Niche Portals: Internet Oxymoron or Brave New Entrepreneurial Strategy?, G. T. Lumpkin, U. of Illinois, Chicago; Robert P. Singh, U. of the Pacific

The Impact of Internet Usage and Technology Involvement on Internationalization among Entrepreneur-Led Family Businesses: A Multi-Industry Perspective, Peter S. Davis, U. of Memphis; Paula D. Harveston, Berry College

Discussant: Robert Hill, California State U., Fresno

Monday 2:30PM

488. Division: **Understanding the Academy Paper Review Process: An Empirical Analysis and Discussion**

- 2:30- 3:50 Royal York: Confederation 6

Presenters: Thomas J. Dean, U. of Colorado, Boulder; Keith H. Brigham, U. of Colorado, Boulder; G. Dale Meyer, U. of Colorado, Boulder; Nancy Upton, Baylor U.

224. 🕮☯⧖JS:*(ENT, HR)* **Studying Speed (Rate of Growth) and Fuel (Energy) in Fast Growth Firms: e-Research, e-Business, and e-Teaching Outcomes**

- 2:30- 3:50 Royal York: Alberta

Monday 4:10PM

489. Paper Session: **Determinants of New Firm Failure: Liability of Newness, Human Capital and Real Options**

- 4:10- 5:20 Royal York: Confederation 6

Chair: Keith H. Brigham, U. of Colorado, Boulder

Learning from Failure: A Firm-level Analysis of the Liability of Newness, Stewart Thornhill, York U.; Raphael Amit, U. of Pennsylvania

Published in Conference Proceedings

⧖A New Venture's Honeymoon Period: Knowledge, Resources and Real Options Reasoning, Young-Rok Choi, Rensselaer Polytechnic Institute; Mark T. Shanley, Purdue U.

Published in Conference Proceedings

⧖The Persistence Over Time of the Effect of Founder's Human Capital on the Survival of New Small Firms , Thomas Astebro, U. of Waterloo; Gongyue Chen, U. of Waterloo

Discussant: Charles E. Bamford, Texas Christian U.

189. 🕮☯⧖SHCS:*(BPS, ENT, OMT)* **Evolutionary Theory in Management and Organization Theory at the Beginning of a New Millennium: A Symposium on the State of the Art and Opportunities for Future Research**

- 4:10- 6:00 Sheraton Centre: Ballroom East

279. SIT: **Does Ownership Make a Difference?**

- 4:10- 5:30 Royal York: Saskatchewan

Monday 5:30PM

490. Meeting: **Business Meeting**

- 5:30- 6:30 Royal York: Confederation 6

Organizer: Thomas J. Dean, U. of Colorado, Boulder

Monday 6:30PM

491. **Entrepreneurship Social Hour**

- 6:30- 8:00 Royal York: Upper Canada

Tuesday 8:50AM

492. Paper Session: **Entrepreneurship in Existing Firms: Issues and Outcomes**
- 8:50- 10:10 Royal York: Confederation 6

Chair: Thomas Douglas, Clemson U.

☯The Successful Product Pioneer: Maintaining Commitment While Adapting To Change, Mark Simon, Oakland U.; B. Elango, Illinois State U.; Susan Martin Houghton, Georgia State U.; Sonia Savelli, Oakland U.

Impacts of Corporate Entrepreneurship-related Contingencies on Organizational Wealth Creation, Growth, and Profitability: An Empirical Investigation, Bostjan Antoncic, U. of Ljubljana/Case Western Reserve U. ; Robert D. Hisrich, Case Western Reserve U.

Privatization Process and Corporate Entrepreneurship in Former Monopolies: A Model for Developed Countries, Jean-Philippe Bonardi, Tulane U.; Bertrand V. Quelin, HEC Management School

☯✈New Ownership, Entrepreneurial Orientation and Performance, Hans Bruining, Erasmus U.; Remco Berrevoets, IKON Strategy Consultants

Discussant: Hugh O'Neill, U. of North Carolina

Tuesday 10:30AM

493. Paper Session: **Determinants of Alliance Partners and Structures**
- 10:30- 11:50 Royal York: Confederation 6

Chair: Sharon A. Alvarez, Ohio State U.

An Examination of the Antecedents of Equity and Non-Equity Investments in US Biotechnology Firms by Foreign and Domestic Corporate Partners , Joseph E. Coombs, James Madison U.; David L. Deeds, Case Western Reserve U.; Shreeram Mudambi, Case Western Reserve U.

Firm Legitimacy and Cooperative Agreements: Evidence From Initial Public Stock Offerings, Timothy S. Reed, U. of Colorado, Boulder; Kurt Heppard, United States Air Force Academy

Predicting the Choice of Alliance Structure: A Cross-National Exploration of the Role of Technological and Environmental Uncertainty, K. Mark Weaver, U. of Alabama, Tuscaloosa; Pat H. Dickson, U. of Louisville

The Evolution of Incumbent-New Entrant Relations in the Biotechnology Industry, Ha Hoang, Case Western Reserve U.

Discussant: R. Duane Ireland, Baylor U.

282. SIT: **Husbands and Wives**
- 10:30- 11:50 Sheraton Centre: Windsor West

342. IP: **Entrepreneurship: Theory and Models**
- 10:30- 11:50 Royal York: Canadian 2

Tuesday 2:00PM

494. Paper Session: **New Venture Formation: Determinants and Processes**
- 2:00- 3:20 Royal York: Confederation 6

Chair: David L. Deeds, Case Western Reserve U.

Entrepreneurship Research: An Investigation of the Early Stages of Business Development at the Individual and Firm Level of Analysis, Charles E. Bamford, Texas Christian U.; Dean Andrew Shepherd, U. of Colorado, Boulder

☯✈The Role of Social and Human Capital Among Nascent Entrepreneurs, Benson Honig, U. of Haifa; Per Davidsson, Jonkoping International Business School

Published in Conference Proceedings

How do Organzations Come into Existence? Towards an Evolutionary Theory of Entrepreneurship, Gomez Pierre-Yves, E.M. Lyon/London Business School; Thierry Volery, E.M. Lyon; Meeta Sengupta, London Business School

☯The Role of Cognitive Mechanisms for Predicting New Venture Formation, Gideon D. Markman, Rensselaer Polytechnic Institute; David B. Balkin, U. of Colorado, Boulder; Robert A. Baron, Rensselaer Polytechnic Institute

Discussant: G. T. Lumpkin, U. of Illinois, Chicago

286. ✈SIT: **Hazards of Political Power**
- 2:00- 3:20 Sheraton Centre: Windsor East

Tuesday 3:40PM

495. Paper Session: **Opportunity Recognition: The Role of Information, Competitive Intelligence, and Entrepreneurial Capital**
- 3:40- 5:10 Royal York: Confederation 6

Chair: Heidi M. Neck, U. of Colorado, Boulder

📖☯Entrepreneurial Competence as Knowledge, James Owen Fiet, Jonkoping International Business School

Acquiring and Using Competitive Intelligence in Entrepreneurial Firms, Patricia M. Norman, Baylor U.; R. Duane Ireland, Baylor U.; Kendall W. Artz, Baylor U.; Michael A. Hitt, Texas A&M U.

📖☯✈Entrepreneurial "Capital" in Times of Turbulent Change: A Case Study , Maria Aggestam, Lund U.; James Joseph Keenan, Fairfield U.

Entrepreneurship and Information Through the Lens of the Efficient Market Theory, Dawn DeTienne, U. of Colorado, Boulder; Julio O. De Castro, U. of Colorado, Boulder

Discussant: Rita Gunther McGrath, Columbia U.

247. ☯JS:*(ONE, ENT, PNP)* **A New Time and New Directions for Sustainable Entrepreneurship: Seeking and Acting on 'Triple Bottom Line' Opportunities**
- 3:40- 5:20 Royal York: Tudor 7

288. SIT: **Inventiveness and Innovation**
- 3:40- 5:20 Royal York: New Brunswick

Wednesday 8:30AM

290. SIT: **Shared Cognition and Sensemaking**
- 8:30- 10:20 Royal York: Saskatchewan

291. SIT: **Interorganizational Networks**
- 8:30- 10:20 Sheraton Centre: Windsor West

Wednesday 8:50AM

496. Paper Session: **Entrepreneurial Cognition, Discretion and Decision-Making**
- 8:50- 10:20 Royal York: Confederation 6

Chair: Craig Turner, Melbourne U. of Technology

Strategic Theories of Entrepreneurs and Executives: Comparisons, Consequences, Covariates and Contingencies of Executives' Theories of Firm Performance, Cynthia S. Cycyota, U. of Texas, Arlington; David A. Harrison, U. of Texas, Arlington

✈Entrepreneurial Decision-Making and Risk Assessment in the Midst of Environmental Uncertainty: The Everest Disaster, Jeffery S. McMullen, U. of Colorado, Boulder; Julio O. De Castro, U. of Colorado, Boulder

Published in Conference Proceedings

Taming the Beast or Running Wild?: An Exploration of Entrepreneurial Discretion, Mark A. Ciavarella, U. of Georgia

Cognitive Fit and Misfit and New Venture Growth: A Theoretical Framework and Research Agenda, Keith H. Brigham, U. of Colorado, Boulder; Julio O. De Castro, U. of Colorado, Boulder

Discussant: Robert A. Baron, Rensselaer Polytechnic Institute

Wednesday 10:40AM

497. Paper Session: **The Venture Capitalist - Entrepreneur Relationship and Impacts on the Entrepreneurial Process**

- 10:40- 12:00 Royal York: Confederation 6

Chair: Mary Kay Sullivan, Maryville College

When Adaptation Fails: A Genetic Algorithm Perspective on Negotiating Financial Contracts for Entrepreneurial Ventures, Christoph Zott, INSEAD

The Venture Capitalist-Entrepreneur Relationship: The Creation of Relational Rents, Dirk Karel DeClercq, U. of South Carolina; Harry Jack Sapienza, U. of South Carolina

☯The Changing Levers of Venture Capitalist/Entrepreneur Negotiations: Drivers of Valuation of New Ventures Seeking Capital, Andrew Zacharakis, Babson College; Dean Andrew Shepherd, U. of Colorado, Boulder

Venture Capital and the Birth of the Local Area Networking Industry, Urs von Burg, U. of Saint Gallen; Martin Kenney, U. of California, Davis

Discussant: Douglas Dean Moesel, U. of Missouri, Columbia

202. ☯SHCS:*(BPS, ENT)* **Entrepreneurship Through Knowledge Transfer**

- 10:40- 12:00 Sheraton Centre: Ballroom East

380. IP: **Complexity, Change, and Vision in the Entrepreneurial Process**

- 10:40- 12:00 Royal York: Canadian 1

381. IP: **Entrepreneurs' Behavior**

- 10:40- 12:00 Royal York: Canadian 2

Wednesday 12:30PM

498. Paper Session: **Social Capital, Networks and Entrepreneurship**

- 12:30- 2:10 Royal York: Confederation 6

Chair: Andrew C. Corbett, U. of Colorado, Boulder

Social Capital and Fundability of High Potential New Ventures, Juan Florin, U. of Connecticut; William S. Schulze, U. of Connecticut

Patterns of Multidimensionality in Embedded Network Ties of Emerging Entrepreneurial Firms, Julie M. Hite, Brigham Young U.

Published in Conference Proceedings

Railbirds, Scouts, and Independent Booksellers: The Role of Social Community in New Business Creation, Marc Weinstein, U. of Oregon

The US SME Network Experience: The Role of the Entrepreneur in Network Legitimacy Building, Resource Acquisition and Persistence, Sherrie E. Human, Xavier U.; Charles Matthews, U. of Cincinnati; Keith G. Provan, U. of Arizona

Discussant: Lene Foss, Norwegian Institute of Fisheries and Aquaculture Ltd.

Gender and Diversity in Organizations

Program Chair: Ellen Ernst Kossek, Michigan State U.
Professional Development Workshop Chair: Audrey Murrell, U. of Pittsburgh

	Start	Division Program	Shared Program
Friday	1:00pm		**79.**SPDW: Successful Women Worldwide: A New Time for Understanding ◆ SC:Conference Room G **81.**SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.**SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	5:00pm	**499.**The MIT Study: Lessons Learned ◆ RY:Quebec	
	6:00pm		**85.**SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
	8:00pm	**500.**Social Hour and Networking ◆ RY:Quebec	
Saturday	7:30am		**86.**SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**501.**GDO Doctoral Consortium Breakfast ◆ RY:Nova Scotia	**90.**SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am		**96.**SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am	**502.**Alternative Careers within Academia ◆ RY:Nova Scotia	
	10:00am		**101.**SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.**SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	10:30am	**503.**Finding the "Right" Journal ◆ RY:Library	
	12:30pm	**504.**GDO Doctoral Consortium Networking Lunch ◆ RY:Library	
	2:30pm		**111.**SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.**SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm	**505.**Networking and Diversity ◆ RY:Library	
	5:30pm	**506.**GDO Preconference Reception ◆ RY:Nova Scotia	**115.**SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.**SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.**SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.**SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**122.**SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.**SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	10:00am		**129.**SPDW: Backlash, Academia and Change ◆ RY:Tudor 7
	10:30am		**134.**SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	7:00am	**507.**GDO Division Welcome Breakfast ◆ RY:York	
	8:30am	**508.**Identity Orientation and Stigmatization ◆ RY:York	**208.**JS: Reaching for the Rainbow ◆ RY:Alberta **267.**SIT: Diversity and Identity in Teams ◆ SC:Windsor West **268.**SIT: The Power of Time ◆ SC:Windsor East
	10:40am	**509.**The Social Construction of Difference ◆ RY:York	**180.**SHCS: 1904 Westinghouse Films ◆ SC:Dominion Ballroom N **209.**JS: Gender in Negotiation ◆ RY:Territories
	12:20pm	**510.**Understanding Gender in Managerial Contexts ◆ RY:York	
	2:30pm		**274.**SIT: Advancing Culture ◆ RY:Saskatchewan **315.**IP: Importance of Gender Effects ◆ RY:Canadian 5
	4:10pm	**511.**Distinguished GDO Research Panel Reflections ◆ RY:York	**227.**JS: Demographics in Work Groups ◆ RY:Alberta **276.**SIT: Why Work-Family Conflict? ◆ SC:Windsor West
	5:30pm	**512.**GDO Division Business Meeting ◆ RY:York	
	6:30pm	**513.**GDO Division Social Hour ◆ RY:York	
Tuesday	8:30am	**514.**Lucent Technologies Executive Speech ◆ RY:York	**229.**JS: Board Room Diversity ◆ H:McDonald **231.**JS: Conflict in Diverse Work Groups ◆ RY:Alberta **234.**JS: Sexual Harassment Policy Effects ◆ RY:Territories
	10:30am	**515.**Organizational Diversity ◆ RY:York	**193.**SHCS: Gente del Corazon ◆ SC:Dominion Ballroom N **282.**SIT: Husbands and Wives ◆ SC:Windsor West **347.**IP: Minority & Majority Employees ◆ RY:Canadian 8
	2:00pm	**516.**Persistence of Discrimination in Employment ◆ RY:York	
	3:40pm	**517.**Cultural Influences on Work and Family ◆ RY:York	**248.**JS: Multicultural Teams in MNCs ◆ RY:Territories **249.**JS: U.S. Companies and Work/Life Strategies ◆ RY:Alberta
Wednesday	8:30am	**518.**Beautyism, Stigma, and Discrimination ◆ RY:York	**254.**JS: Workplace Romance ◆ RY:Territories **289.**SIT: Promoting Women ◆ RY:New Brunswick **375.**IP: Perspectives on Discrimination ◆ RY:Canadian 8
	10:40am	**519.**Gender and Racioethinic Differences in Psychological Responses ◆ RY:York	**201.**SHCS: Mging Multicult. Organizations ◆ SC:Ballroom Centre **258.**JS: Status Hierarchies in Orgs. ◆ RY:Alberta **295.**SIT: Efficacy and its Effects ◆ SC:Windsor West **296.**SIT: Identification and Identity ◆ SC:Windsor East
	12:20pm		**261.**JS: Women, Careers, Transitions and Growth ◆ H:McDonald

Friday 1:00PM

79. ✈SPDW:*(ITC, IM, GDO)* **Successful Women Worldwide: A New Time for Understanding**
- 1:00- 4:00 Sheraton Centre: Conference Room G

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 5:00PM

499. **GDO Doctoral Consortium**
- 5:00- 8:00 Royal York: Quebec

Pre-registration is required. Contact session or PDW chairs for more information.
Organizers: Stacy Blake-Beard, Harvard U.; Regina O'Neill, Suffolk U.
Keynote Speaker: Lotte Bailyn, Massachusetts Institute of Technology

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Friday 8:00PM

500. **GDO Doctoral Consortium - Social Hour**
- 8:00- 9:00 Royal York: Quebec

Pre-registration is required. Contact session or PDW chairs for more information.
Organizers: Stacy Blake-Beard, Harvard U.; Regina O'Neill, Suffolk U.

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

501. **GDO Doctoral Consoritum Continential Breakfast**
- 8:00- 9:00 Royal York: Nova Scotia

Pre-registration is required. Contact the session or PDW chairs for more information.
Organizers: Stacy Blake-Beard, Harvard U.; Regina O'Neill, Suffolk U.

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

502. **Doctoral Consortium - Alternative Career Tracks**
- 9:00- 10:30 Royal York: Nova Scotia

Pre-registration strongly encouraged. Contact session or PDW chairs for more information.
Organizers: Stacy Blake-Beard, Harvard U.; Regina O'Neill, Suffolk U.
Panel: Daria Kirby, U. of Pittsburgh; Orlando Richards, Louisiana Tech U.; Valerie I. Sessa, Center for Creative Leadership; Christine Smith, Sausalito Group

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 10:30AM

503. **GDO Doctoral Consortium - Publishing Research on Race and Gender**
- 10:30- 12:30 Royal York: Library

Pre-registration is strongly encouraged. Contact session or PDW chairs for more information.
Organizers: Stacy Blake-Beard, Harvard U.; Regina O'Neill, Suffolk U.
Panel: George Dreher, Indiana U.; Bernardo M. Ferdman, CSPP, San Diego; Karen L. Proudford, Morgan State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

Saturday 12:30PM

504. **GDO Doctoral Consortium - Lunch and Networking**
- 12:30- 2:00 Royal York: Library

Pre-registration is required. Contact session or PDW chairs for more information.
Organizers: Stacy Blake-Beard, Harvard U.; Regina O'Neill, Suffolk U.

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:00PM

505. **GDO Networking: Establishing Partnerships, Forming Collaborations**
- 3:00- 5:00 Royal York: Library

Organizers: Ellen Fagenson-Eland, George Mason U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

Saturday 5:30PM

506. **GDO Preconference Reception**
- 5:30- 7:00 Royal York: Nova Scotia

Organizers: Ellen Fagenson-Eland, George Mason U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 10:00AM

129. SPDW:*(GDO, MED)* **Backlash in Academia: Let's Talk About It!**
- 10:00- 12:00 Royal York: Tudor 7

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 7:00AM

507. **GDO Division Welcome Breakfast**
- 7:00- 8:15 Royal York: York

Monday 8:30AM

508. Paper Session: **Identity Orientation and Stigmatization in Organizations: New Frontiers**
- 8:30- 10:20 Royal York: York

Chair: Diana Reed, Drake U.

☯Re-assessing the Standard: How Understanding Identity Orientation Informs - and Improves - Intergroup Relations Interventions, Shelley Laureen Brickson, Harvard U.
Published in Conference Proceedings

Stigma: Its Effect on the Aquisition of Power in Organizational Settings, Elizabeth Simnons, Texas A&M U.

☯Pink Triangles: Antecedents and Consequences of Heterosexism in the Workplace , Belle Rose Ragins, U. of Wisconsin, Milwaukee; John M. Cornwell, Loyola U.
Winner of Dorothy Harlow Award

Does Disclosure of Same-Sex Orientation Impact Perceptions of Service Quality?, Carolyn Wiethoff, Ohio State U.

Discussant: David Porter, U. of California, Los Angeles

208. ☯JS:*(GDO, ODC)* **Reaching for the Rainbow: Empirical Research and Critical Inquiry into Managing Diversity**
- 8:30- 10:20 Royal York: Alberta

267. SIT: **Diversity and Identity in Teams**
- 8:30- 10:20 Sheraton Centre: Windsor West

268. ⧖SIT: **The Power of Time**
- 8:30- 10:20 Sheraton Centre: Windsor East

Monday 10:40AM

509. Paper Session: **The Social Construction of Difference: New Theory and Approaches**
- 10:40- 12:00 Royal York: York

Chair: Robin Johnson, U. of California, Los Angeles

Wouldn't It Be Nice: In Pursuit of Inter-Group Equality, Alison M. Konrad, Temple U.; Gerald Ross, III, Temple U.

You May Find What You Seek: The Effect of Researcher's Focus on Interpretation of Diversity Data, Joseph Ofori-Dankwa, Saginaw Valley State U.; Andrew Tierman, Saginaw Valley State U.

How do Members of Groups Diverse on Multiple Dimensions Conceptualize One Another? Social Contextual Triggers and Work Group Conflict Implications of Identity Salience, Amy Randel, Wake Forest U.
Winner of GDO Division Best Paper Based on a Dissertation
Published in Conference Proceedings

Horizontal Hostility: Evaluations of Groups Along a Distinctiveness Continuum, Judith B. White, Northwestern U.; Ellen J. Langer, Harvard U.

Discussant: Ann C. Baker, George Mason U.

180. ⧖SHCS:*(MH, GDO)* **Relating a New Time to an Old Time: Presenting 1904 Films from Westinghouse Companies with Discussion on Observed Work Issues**
- 10:40- 12:00 Sheraton Centre: Dominion Ballroom N

209. JS:*(GDO, CM)* **Gender in Negotiation**
- 10:40- 12:00 Royal York: Territories

Monday 12:20PM

510. Paper Session: **Understanding Gender in Managerial and Organizational Contexts**
- 12:20- 2:10 Royal York: York

Chair: Mary Fambrough, Case Western Reserve U.

The Impact of Gender-Typed Contexts on Leadership Styles: A Field Study, Marloes van Engen, Tilburg U.; Rien van der Leeden, Leiden U.; Tineke M. Willemsen, Tilburg U.

Effects of Doctoral Experience, Academic Affiliation, and Sex Differences on Research Productivity and Where Organizational Scientists Hold Tenure, Teresa J. Rothausen, U. of St. Thomas

☯Opposite Sex Supervisors and Employee Satisfaction Moderating Effects of Employee Sex, Work Group Composition and Job Strain, Dail Fields, Regent U.; Terry C. Blum, Georgia Institute of Technology

☯Managers' Gender Roles Across Career Experiences: Evidence for the Plaster vs Plasticity Debate, Catherine Kirchmeyer, Wayne State U.

Discussant: Terri A. Scandura, U. of Miami/Hong Kong U. of Science and Technology

Monday 2:30PM

274. ✈SIT: **Advancing Our Understanding of Culture: Mobility, Schemas and Similarity**
- 2:30- 3:50 Royal York: Saskatchewan

315. IP: **The Importance of Gender Effects in Management and Organizations**
- 2:30- 3:50 Royal York: Canadian 5

Monday 4:10PM

511. ⧖Division: **Distinguished GDO Research Panel: Reflections on Research on Gender, Racioethnicity, and Diversity in a New Time**
- 4:10- 5:20 Royal York: York

Organizer: Ellen Ernst Kossek, Michigan State U.
Presenters: Nancy J. Adler, McGill U.; Taylor Cox, U. of Michigan; Stella M. Nkomo, U. of South Africa

227. ☯JS:*(GDO, CM, OB)* **The Enduring Effects of Demographics: Investigations of Hierarchy, Expertise, Conflict, and Performance in Work Groups**
- 4:10- 5:20 Royal York: Alberta

276. SIT: **Why Work-Family Conflict?**
- 4:10- 5:30 Sheraton Centre: Windsor West

Monday 5:30PM

512. Meeting: **GDO Division Business Meeting**
- 5:30- 6:30 Royal York: York

Moderator: Laura Graves, Clark U.

Monday 6:30PM

513. **GDO Division Social Hour**
- 6:30- 7:30 Royal York: York

Tuesday 8:30AM

514. ☯⧖Theme: **Lucent Technologies Executive Speech: The Transformation of the Workplace**
- 8:30- 10:10 Royal York: York

Organizer: Hazel M. Rosin, York U.
Keynote Speaker: Carol Stephenson, President and CEO, Lucent Technologies, Inc. Canada
Introduction: Hazel M. Rosin, York U.

229. ☯✈JS:*(BPS, GDO, IM)* **Board Room Diversity: The Case of Women Directors**
- 8:30- 10:10 Hilton: McDonald

231. JS:*(GDO, CM, OB)* **Exploring the Conflict Dynamics of Faultline Structures in Diverse Work Groups**
- 8:30- 10:10 Royal York: Alberta

234. ☯JS:*(GDO, HR, SIM)* **Sexual Harassment Policy Effects: Implications for Theory, Research, and Practice**
- 8:30- 10:10 Royal York: Territories

Tuesday 10:30AM

515. Paper Session: **Organizational Diversity: Implications for Effectiveness and Performance**
- 10:30- 11:50 Royal York: York

Chair: Miguel Olivas, U. of Pittsburgh/ITESM, Monterrey
Cultural Diversity: A Configurational Theory for Overcoming the Negative Consequences, Amy L. McMillan, Louisiana Tech U.
☯Perceived Fairness and Effectiveness of Organizational Opportunity Structures: Situational Moderators and Perceptual Consistency, David L. Ford, Jr., U. of Texas, Dallas; Rabi S. Bhagat, U. of Memphis
When Race Matters: Exploring Key Contingencies of the Racial Diversity-Firm Performance Relationship, Orlando C. Richard, U. of Texas, Dallas; Amy L. McMillan, Louisiana Tech U.; Ken Chadwick, Louisiana State U., Shreveport; Sean Dwyer, Louisiana Tech U.
Being in the Spotlight: How Firms Respond to Public Diversity Crises, Erika Hayes James, Emory U.; Lynn Perry Wooten, U. of Michigan
Discussant: Suzanne C. de Janasz, James Madison U.

193. ✈SHCS:*(GDO, HR, OB)* **Gente del Corazon: The Influence of Hispanic Culture on Organizational Culture and Practices**
- 10:30- 11:50 Sheraton Centre: Dominion Ballroom N

282. SIT: **Husbands and Wives**
- 10:30- 11:50 Sheraton Centre: Windsor West

347. IP: **Minority and Majority Employees in Organizational Settings**
- 10:30- 11:50 Royal York: Canadian 8

Tuesday 2:00PM

516. ✈Paper Session: **The Persistence of Discrimination in Employment Systems Around the Globe**
- 2:00- 3:20 Royal York: York

Chair: Jon Werner, U. of Wisconsin, Whitewater
Still Judging the Book by the Cover? Perceptions of Hispanic Ethnicity and Accent in the Employment Interview and the Effects of Interviewer Training, Sharon Larisa Segrest, California State U., Fullerton
The Impact of Legal Age Discrimination on Women in Professional Occupations, Nancy B. Kurland, U. of Southern California
✈The Persistence of Gender Inequality in Management Over Time: Evidence from Senior Women Managers in Europe, Margaret Linehan, Cork Institute of Technology; James S. Walsh, U. College, Cork, Ireland
Gender-based Employment Discrimination and Multinational Firms: A Study of Job Announcements in Taiwan and Thailand, Ju-Chien Wu, U. of Illinois, Urbana-Champaign; Xiang Yi, U. of Illinois, Urbana-Champaign; John J. Lawler, U. of Illinois, Urbana-Champaign
Discussant: Ben Wolkinson, Michigan State U.

Tuesday 3:40PM

517. ✈Paper Session: **Cultural and Organizational Influences on the Work-Family Interface**
- 3:40- 5:20 Royal York: York

Chair: Laura Beauvais, U. of Rhode Island
Linking Work-to-Family and Family-to-Work Conflict: An Assessment of Formal and Informal Work-Family Supports and Job-Related Outcomes, Stella E. Anderson, Appalachian State U.; Betty S. Coffey, Appalachian State U.; Robin M. Taylor, Appalachian State U.
Organizational Work-Family Practices and Work Processes: A Multi-Theoretical Lens, Elizabeth Anne Bardoel, Monash U.; Phyllis Tharenou, Monash U.; Simon Moss, Monash U.

✈Work-Family Conflict in Contemporary China: An Alternative to the Western Model, Yan Ling, U. of Connecticut; Gary N. Powell, U. of Connecticut

Informal Work Accommodations to Family: A Potential Coping Strategy for Reducing the Stress Associated with Work-Family Conflict among Professional Employees, Scott J. Behson, Fairleigh Dickinson U.

Discussant: Karen Crooker, U. of Wisconsin, Milwaukee

248. ✈JS:*(GDO, IM, OB)* **Multicultural Teams within Multinational Corporations**
- 3:40- 5:20 Royal York: Territories

249. JS:*(GDO, HR)* **U.S. Companies and Work/Life Strategies: Their Diffusion and Effects**
- 3:40- 5:20 Royal York: Alberta

Wednesday 8:30AM

518. 🕮☯Symposium: **Beautyism, Stigma, and Discrimination In A New Time: On Occupational and Organizational Appearance and Attractiveness Requirements**
- 8:30- 10:20 Royal York: York

Chair: Cliff Cheng, U. of Southern California

Appearance Requirements Are in the Eye of the Beholder: The Role of Image Norms in Recruitment, Cristina M. Giannantonio, Chapman U.; Amy E. Hurley, Chapman U.

Unattractiveness As the Basis for Stigmas Related to Race, Disability, and Age, Dianna L. Stone, U. of Central Florida; Eugene F. Stone-Romero, U. of Central Florida

Who Will Fare Better in Employment-Related Decisions?: A Meta-Analytic Review of Physical Attractiveness Research in Work Settings, Megumi Hosoda, San Jose State U.; Gwen Coats, State U. of New York, Albany; Eugene F. Stone-Romero, U. of Central Florida; Cheryl A. Backus, State U. of New York, Albany

Old Ideas About Appearance and Sex/Gender Identities in a New Time: Order and the Sexuality Diversity Case of Transsexual School Teacher, Ms. Dana Rivers, Cliff Cheng, U. of Southern California

Discussant: Richard J. Klimoski, George Mason U.

254. ☯JS:*(GDO, HR, MC)* **Frisky Business: Issues and Consequences of Workplace Romance**
- 8:30- 10:20 Royal York: Territories

289. SIT: **Promoting Women**
- 8:30- 10:20 Royal York: New Brunswick

375. IP: **Legal, Institutional, and Arbitration Perspectives on Discrimination**
- 8:30- 10:20 Royal York: Canadian 8

Wednesday 10:40AM

519. Paper Session: **Gender and Racioethnic Differences in Psychological Responses to the Workplace**
- 10:40- 12:00 Royal York: York

Chair: Michàl E. Mor Barak, U. of Southern California

☯Gender-Based Sensitivity to Disempowering Behavior in Organizations: Exploring an Expanded Concept of Hostile Working Environment, Charles M. Vance, Loyola Marymount U.; Ellen A. Ensher, Loyola Marymount U.; Frederica M. Hendricks, Loyola Marymount U.

Gender Differences and the Behavior of Targets of Workplace Incivility: He 'Dukes' It Out, She 'Disappears' Herself, Christine L. Porath, U. of North Carolina; Christine M. Pearson, U. of North Carolina

Is Emotional Intelligence a Culturally-Specific Skill? A Meta-Analysis of Ethnic Differences in Emotion Recognition, Hillary Anger Elfenbein, Harvard U.; Nalini Ambady, Harvard U.

I'll Take Your Word For It, But Not His...: An Examination of Minority Recipient Reactions to Negative Feedback., Marcus M. Stewart, U. of Georgia; Richard S. Blackburn, U. of North Carolina; Ben Rosen, U. of North Carolina, Chapel Hill

Discussant: Chris Mahoney, U. of Minnesota

201. ☯✈SHCS:*(IM, GDO, OB)* **Managing Multicultural Organizations: A Meeting of the Minds**
- 10:40- 12:00 Sheraton Centre: Ballroom Centre

258. JS:*(GDO, OMT)* **The Staying Power of Status Hierarchies and Their Effects in Organizations**
- 10:40- 12:00 Royal York: Alberta

295. SIT: **Types of Efficacy and their Effects**
- 10:40- 12:00 Sheraton Centre: Windsor West

296. SIT: **Identification and Identity**
- 10:40- 12:00 Sheraton Centre: Windsor East

Wednesday 12:20PM

261. ☯JS:*(GDO, CAR)* **Women, Dual Careerists, Copreneurs and Entrepreneurs: Careers, Transitions, Negotiating Strategies and Growth**
- 12:20- 2:10 Hilton: McDonald

Health Care Management

Program Chair: Sharon Topping, U. of Southern Mississippi
Professional Development Workshop Chair: Kathleen Montgomery, U. of California, Riverside

	Start	Division Program	Shared Program
Fri	6:00pm	**520.** Reception and Welcome to HCMD ◆ SC:Kenora	
	7:30pm	**521.** Navigating Your Professional Environment ◆ SC:Kenora	
Saturday	8:00am	**522.** Coffee and Croissants Networking Forum ◆ SC:Kenora	
	8:30am		**95.** SPDW: Designing HCM Courses ◆ SC:Kenora **96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	10:30am	**523.** The Research Environment ◆ SC:Kenora	
	12:00pm	**524.** Lunch with HCMD Friends and Colleagues ◆ SC:Kenora	
	1:30pm	**525.** Publishing Workshop ◆ SC:Kenora	
	2:00pm		**110.** SPDW: Nonprofit Management Education ◆ RY:British Columbia
	6:00pm		**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
Sunday	8:00am	**526.** Coffee, Croissants, and Conversation ◆ SC:Kenora	
	9:00am	**527.** Faculty Research Forum ◆ SC:Kenora	
	10:30am	**528.** Research Idea Exchange ◆ SC:Kenora	
Monday	8:15am	**529.** Welcome ◆ SC:City Hall	
	8:30am	**530.** How Change Has Changed ◆ SC:City Hall	
	10:40am	**531.** Coordination & Collaboration in Health Care Institutions ◆ SC:City Hall	**272.** SIT: Ethics and Integrity? ◆ SC:Windsor East
	12:20pm	**532.** Long-Term Care in New Millennium ◆ SC:City Hall	**183.** SHCS: Dynamic, Pluralistic Strategy ◆ SC:Ballroom West
	2:30pm	**533.** Organizational Learning & Innovation ◆ SC:City Hall	
	4:10pm	**534.** Distinguished Speaker Presentation ◆ SC:City Hall	
	5:30pm	**535.** Business Meeting ◆ SC:City Hall	
	6:30pm	**536.** Social ◆ SC:City Hall	
Tuesday	8:30am	**537.** Professionals as Knowledge Assets ◆ SC:City Hall	
	10:30am	**538.** Human Resource Management in Health Care ◆ SC:City Hall	**348.** IP: Influence in Health Care Org. ◆ RY:Canadian 9 **349.** IP: Approaches to Strategic Change ◆ RY:Canadian 10
	2:00pm	**539.** The Rhythm of Organizational Responses to Their Environments ◆ SC:City Hall	
	3:40pm	**540.** Symposium on Telehealth ◆ SC:City Hall	
Wed	8:30am	**541.** Using Qualitative Methods:Avoid at Your Own Risk ◆ SC:City Hall	**376.** IP: New Direction in HC Research ◆ RY:Canadian 9
	10:40am		**204.** SHCS: Integrating Healthcare Systems ◆ RY:Concert Hall
	12:20pm	**542.** Structure, Strategy, & Performance ◆ SC:City Hall	

Friday 6:00PM

520. Reception and Welcome to the HCM Division

◆ 6:00- 7:30 Sheraton Centre: Kenora

Preregister for PDW program with Kathleen Montgomery at kmont@mail.ucr.edu
Program Chair: Sharon Topping, U. of Southern Mississippi
Division Chair: Barbara Bigelow, Clark U.
Professional Development Workshop Chair: Kathleen Montgomery, U. of California, Riverside

Friday 7:30PM

521. Navigating Your Professional Environment

◆ 7:30- 9:00 Sheraton Centre: Kenora

Preregistration required
Coordinator: Kathleen Montgomery, U. of California, Riverside
Program Chair: Sharon Topping, U. of Southern Mississippi
Division Chair: Barbara Bigelow, Clark U.
Facilitators: Margarete Arndt, Clark U.; John D. Blair, Texas Tech U.; Jon A. Chilingerian, Brandeis U; Myron D. Fottler, U. of Central Florida; Bruce J. Fried, U. of North Carolina, Chapel Hill; Leonard H. Friedman, Oregon State U.; John C. Hyde, U. of Mississippi Medical Center; Donna Malvey, U. of South Florida; Stephen J. O'Connor, U. of Wisconsin, Milwaukee; Neill F. Piland, Medical Group Management Association; Christopher Shook, U. of Texas, Arlington; Donna J. Slovensky, U. of Alabama, Birmingham; Eric S. Williams, U. of Alabama, Tuscaloosa; Jacqueline S. Zinn, Temple U.

Saturday 8:00AM

522. Coffee and Croissants Networking Forum

◆ 8:00- 8:30 Sheraton Centre: Kenora

Facilitators: All panelists, presenters, & chairs. Preregistration required
Coordinator: Kathleen Montgomery, U. of California, Riverside

Saturday 8:30AM

95. 🕮☯SPDW:*(HCM, MED)* Designing and Delivering Courses for Students in Health Care Management

◆ 8:30- 10:30 Sheraton Centre: Kenora

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* New Doctoral Students Consortium

◆ 8:30- 5:00 Royal York: Upper Canada

Saturday 10:30AM

523. The Research Environment: Centers and Institutes for Health Care Research and Sabbaticals

◆ 10:30- 12:00 Sheraton Centre: Kenora

Preregister with Kathleen Montgomery at kmont@mail.ucr.edu
Chair: Christy Harris Lemak, U. of Florida
Panel: Gloria Bazzoli, Northwestern U.; Bruce J. Fried, U. of North Carolina, Chapel Hill; Keith G. Provan, U. of Arizona; Franz J. Schmidthaler, INSEAD Healthcare Management Initiative; Gary J. Young, Boston U.

Saturday 12:00PM

524. Lunch with HCMD Friends and Colleagues

- 12:00- 1:30 Sheraton Centre: Kenora

Facilitators: All panelists, presenters, & chairs. Preregistration required
Coordinator: Kathleen Montgomery, U. of California, Riverside

Saturday 1:30PM

525. **Publishing Workshop: The Role of the Editor, the Referee, and the Author in the Publishing Process**
- 1:30- 5:00 Sheraton Centre: Kenora

Preregister with Kathleen Montgomery at kmont@mail.ucr.edu
Coordinator: Kathleen Montgomery, U. of California, Riverside
Facilitators: Christy Harris Lemak, U. of Florida; Stephen J. O'Connor, U. of Wisconsin, Milwaukee; Jacqueline S. Zinn, Temple U.
Panel: Margarete Arndt, Clark U.; Gloria Bazzoli, Northwestern U.; Barbara Bigelow, Clark U.; John D. Blair, Texas Tech U.; Thomas D'Aunno, U. of Chicago; Myron D. Fottler, U. of Central Florida; Robert Fromberg, American College of Healthcare Executives

Saturday 2:00PM

110. 🕮☯SPDW:*(PNP, CAR, HCM, MED)* **Creating Nonprofit Management Curriculum to Meet the Realities of Practice: An Academic - Executive Dialogue**
- 2:00- 5:00 Royal York: British Columbia

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Sunday 8:00AM

526. **Coffee, Croissants, and Conversation**
- 8:00- 9:00 Sheraton Centre: Kenora

Facilitators: All panelists, presenters, & chairs. Preregistration required
Coordinator: Kathleen Montgomery, U. of California, Riverside

Sunday 9:00AM

527. **Faculty Research Forum: Cutting-Edge Research in Health Care**
- 9:00- 10:30 Sheraton Centre: Kenora

Preregister with Kathleen Montgomery at kmont@mail.ucr.edu
Chair: Bryan J. Weiner, U. of North Carolina, Chapel Hill
Presenters: Lawton R. Burns, U. of Pennsylvania; Heather Elms, U. of Florida; Martin Kitchener, U. of California, Berkeley; Michael John Powell, U. of Auckland

Sunday 10:30AM

528. **Networking Forum to Exchange Research Ideas**
- 10:30- 12:00 Sheraton Centre: Kenora

Facilitators: All panelists, presenters, & chairs. Preregistration required
Coordinator: Kathleen Montgomery, U. of California, Riverside

Monday 8:15AM

529. **Division Welcome**
- 8:15- 8:30 Sheraton Centre: City Hall

Program Chair: Sharon Topping, U. of Southern Mississippi

Monday 8:30AM

530. 🕮☯Symposium: **How Change Has Changed**
- 8:30- 10:20 Sheraton Centre: City Hall

Chairs: Leonard H. Friedman, Oregon State U.; James B. Goes, Walden U.
Organizers: Barbara Bigelow, Clark U.; Leonard H. Friedman, Oregon State U.

A Framework for Understanding Theory, Research, and Practice on Organizational Change in Healthcare, James B. Goes, Walden U.

Trends, Dead Ends, and the Future of Organizational Change in Healthcare, Leonard H. Friedman, Oregon State U.

Transformation: the Promise of Reengineering, Barbara Bigelow, Clark U.; Margarete Arndt, Clark U.

Viewing Organizational Change from the Perspective of Choas and Complexity: Implications for Healthcare, Donde P. Ashmos, U. of Texas, San Antonio

Discussants: Bruce J. Fried, U. of North Carolina, Chapel Hill; Alan D. Meyer, U. of Oregon

Monday 10:40AM

531. Paper Session: **Coordination and Collaboration in Health Care Institutions: A Changing Perspective**
- 10:40- 12:00 Sheraton Centre: City Hall

Chair: John Valentine, Florida Atlantic U.

☯Impact of Relational Coordination on Service Quality, Length of Stay, Post-Operative Pain and Mobility: A Nine Hospital Study of Surgical Patients, Jody Hoffer Gittell, Harvard U.; Thomas Thornhill, Harvard Medical School; Joseph Zuckerman, Hospital for Joint Diseases; Kathleen M. Fairfield, Harvard Medical School; Benjamin Bierbaum, New England Baptist Hospital; William Head, Presbyterian Plano Hospital; Robert Jackson, Baylor U. Medical Center; Michael Kelly, Beth Israel Hospital; Richard Laskin, Hospital for Special Surgery; Stephen Lipson, Harvard Medical School; John Siliski, Harvard Medical School

Physicians and Government: Key Actors in an Organizational Field, Trish Reay, U. of Alberta
Winner of HCM Division Best Paper Based on a Dissertation Award

☯A Theoretical Exploration of Coordination as a Complicating Mechanism for Adaptive Survival, Charlene Ann Allred, Duke U.; Ruth A. Anderson, Duke U.; Reuben R. McDaniel, U. of Texas, Austin

Discussants: David Neal Grazman, U. of Southern California; Martin Kitchener, U. of California, Berkeley

272. SIT: **When do Ethics and Integrity Matter?**
- 10:40- 12:00 Sheraton Centre: Windsor East

Monday 12:20PM

532. ☯⧖Symposium: **Long-Term Care in the New Millennium: Perspectives on Time and Quality**
- 12:20- 2:10 Sheraton Centre: City Hall

Chair: Mark Alan Davis, U. of North Texas

Relationships Among Time Management, Control, and Work-Related Outcomes in Nursing Homes, Mark Alan Davis, U. of North Texas

A Framework for Understanding Conflicting Norms Guiding Temporal Orientation in Long-Term Care, Eric G. Kirby, Southwest Texas State U.

Demographic Trends and Their Impact on Turnover Within Long-Term Care Facilities: Doing More with Less in the New Millennium, Charles Braun, Marshall U.

Chronicity and Organizational Effectiveness in the Long-Term Sector, Julie G. Sebastian, U. of Kentucky

Discussant: Jeff Tschetter, U. of Sioux Falls

183. SHCS:*(HCM, BPS)* **Strategy as Dynamic and Pluralistic**
- 12:20- 2:10 Sheraton Centre: Ballroom West

Monday 2:30PM

533. ✈Paper Session: **Organizational Learning and Innovation in the Health Care Context**
- 2:30- 3:50 Sheraton Centre: City Hall

Chair: Debra Herold Tennyson, Birmingham-Southern College

Organizational Learning from Medication Mishaps: A Study of Hospital Pharmacies, Michal Tamuz, U. of Texas, Houston; Eric J. Thomas, U. of Texas, Houston Medical School

✈Strategy & Organizational Effectiveness: A Case Study of Health Care Service Change, Mattia Jean Gilmartin, Cambridge U.

☯✈Is the Transformational Leadership Style Related to Actual Workplace Innovation?, Elisabeth Wilson-Evered, U. of Queensland, Australia

☯⧖Timing the Intervention of Opinion Leaders in Innovation Projects, Louise Locock, U. of Oxford; Sue Dopson, U. of Oxford; David Chambers, U. of Oxford; John Gabbay, U. of Southampton, UK

Discussants: Michele Issel, U. of Illinois, Chicago; John C. Hyde, U. of Mississippi Medical Center

Monday 4:10PM

534. ☯✈Division: **HCMD Distinguished Speaker Presentation**
- 4:10- 5:20 Sheraton Centre: City Hall

The speakers, two key architects of major health care reform, are at the forefront of research, policy, and management developments in Canadian healthcare

Chair: Jacqueline S. Zinn, Temple U.

Introduction: Bruce J. Fried, U. of North Carolina, Chapel Hill

Keynote Speakers: Peggy Leatt, Chief Executive Officer, Ontario Health Services Restructuring Commission; Jeffrey C. Lozon, Ontario Deputy Minister of Health & Long Term Care

Monday 5:30PM

535. Meeting: **HCMD Business Meeting**
- 5:30- 6:30 Sheraton Centre: City Hall

Chair: Barbara Bigelow, Clark U.

Monday 6:30PM

536. **HCMD Social**
- 6:30- 7:30 Sheraton Centre: City Hall

Sponsored by the Department of Health Administration, University ofToronto

Host: Sharon Topping, U. of Southern Mississippi

Tuesday 8:30AM

537. ⧖Symposium: **Professionals as Knowledge Assets in Organisations - Reality, Time and Power**
- 8:30- 10:10 Sheraton Centre: City Hall

Chair: Ewan Ferlie, Imperial School of Management

Professionals as Knowledge Assets in Organizations: Overview Paper, Louise Fitzgerald, De Montfort U., Leicester; Ewan Ferlie, Imperial School of Management

Different Things to Different People: What It Means Being a "Physician" in the United States, Timothy Hoff, State U. of New York, Albany

Professions and Change: A Study through Time, Ann Casebeer, U. of Calgary

The Emerging Shape of Professional Organization in Health Care, Jean-Louis Denis, Gris/U. De Montreal; Lise Lamothe, U. Laval; Ann Langley, U. du Québec à Montreal

Discussant: C. R. Hinings, U. of Alberta

Tuesday 10:30AM

538. ☯Paper Session: **Human Resource Management: Practices, Benefits, & Employee Satisfaction**
- 10:30- 11:50 Sheraton Centre: City Hall

Chair: Robert Hernandez, U. of Alabama, Birmingham

☯✈Human Resource Management Practices, Workplace Climate, and Organizational Performance: Exploring the Relationships in Canadian Nursing Homes, Kent Rondeau, U. of Alberta; Terry H. Wagar, Saint Mary's U.

☯The Effects of Job Satisfaction and Perceived Stress on the Physical and Mental Health and Withdraw Intentions of Physicians, Eric S. Williams, U. of Alabama, Tuscaloosa; Thomas R. Konrad, U. of North Carolina, Chapel Hill; William E. Scheckler, U. of Wisconsin; Donald E. Pathman, U. of North Carolina, Chapel Hill; Mark Linzer, U. of Wisconsin; Julia McMurray, U. of Wisconsin; Martha Gerrity, Oregon Health Sciences U. ; Mark D. Schwartz, New York U.

Winner of HCM Division Best Paper Award
Published in Conference Proceedings

☯Determinants of the Use of Health Plan Information in Health Plan Selection, Dawn M. Oetjen, U. of Central Florida; Myron D. Fottler, U. of Central Florida

☯A Longitudinal Assessment of the Introduction of an Open Access Plan: An Effective Competitive Weapon for HMOs in the Managed Care Environment?, Marjorie L. Icenogle, U. of South Alabama; John E. Gamble, U. of South Alabama; Norman B. Bryan, Georgia State U.; Wanda Brettel, PrimeHealth, Inc.

Discussants: Bruce J. Fried, U. of North Carolina, Chapel Hill; Donna Malvey, U. of South Florida

348. IP: **Influencing Behavior in Health Care Organizations: Patient, Nurse, Physician & Manager Levels**
- 10:30- 11:50 Royal York: Canadian 9

349. IP: **Four Approaches to Strategic Change in Health Care Organizations**
- 10:30- 11:50 Royal York: Canadian 10

Tuesday 2:00PM

539. ⧖Symposium: **The Rhythm of Organizational Responses to Their Environments**
- 2:00- 3:20 Sheraton Centre: City Hall

This symposium was selected as HCMD's Theme session.

Chairs: Christy Harris Lemak, U. of Florida; Christopher Johnson, U. of Florida

Multi-Faceted Threat and Dual Responses: Litigation and Florida's Nursing Homes , Christopher Johnson, U. of Florida

Contingent Staffing as a Response to Economic and Institutional Environments, Christy Harris Lemak, U. of Florida; Jeffrey A. Alexander, U. of Michigan

Withdrawing from Managed Care: An Organizational Response to External Threat, Thomas D'Aunno, U. of Chicago

Organizational Discretion in Responding to Institutional Change: The Deinstitutionalization of the Medical Dictum "Once a Cesarean, Always a Cesarean", Elizabeth Goodrick, Florida Atlantic U.

Discussant: Diane Brannon, Pennsylvania State U.

Tuesday 3:40PM

540. ☯Symposium: **Symposium on Telehealth**
- 3:40- 5:20 Sheraton Centre: City Hall

Chair: Kathryn H. Dansky, Pennsylvania State U.

Cost-Benefit of Telemedicine and Telehealth: A Review and Value-Chain Analysis of a Rural Health Network, John E. Gamble, U. of South Alabama; Marjorie L. Icenogle, U. of South Alabama

One Canadian Organization's Experience: The Opportunity to Revolutionize Home Care and Our Health System, Lesley Larsen, Saint Elizabeth Health Care

Stakeholder Relationships: How They Influence Telehealth Adoption Decisions , Kathryn H. Dansky, Pennsylvania State U.

Communication Implications of TeleMedicine on the Doctor-Patient Interaction, Jeanine W. Turner, Georgetown U.; Pamela Whitten, Michigan State U.

Organizational Learning and the Adoption of TeleMedicine Capabilities Over Time, David F. Robinson, Texas Tech U.

Discussant: Grant T. Savage, U. of Alabama, Tuscaloosa

Wednesday 8:30AM

541. Symposium: **Avoid at Your Own Risk: How Health Care Research and Researchers Benefit From Using Qualitative Methods**

- 8:30- 10:20 Sheraton Centre: City Hall

Chair: Timothy Hoff, State U. of New York, Albany

Practicing for a Paycheck: What I Learned Talking With and Observing Doctors Over Time, Timothy Hoff, State U. of New York, Albany

The Use of Qualitative Research: A Personal Journey, Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.

Understanding Key Stakeholders Through a Constructivist Approach, Richard M. Shewchuk, U. of Alabama, Birmingham; Stephen J. O'Connor, U. of Wisconsin, Milwaukee

Discussant: Kimberly D. Elsbach, U. of California, Davis

376. IP: **New Directions in Health Care Research: Cognitive Maps, Instrumentation Issues and Managerial Profiling**

- 8:30- 10:20 Royal York: Canadian 9

Wednesday 10:40AM

204. SHCS:*(HCM, ODC, OMT)* **Comparative Practices and Temporal Processes of Integrating Physicians and Clinics in Healthcare Systems**

- 10:40- 12:00 Royal York: Concert Hall

Wednesday 12:20PM

542. Paper Session: **Structure, Strategy, & Performance in Health Care Organizations: A Multi-Theoretic Approach**

- 12:20- 2:10 Sheraton Centre: City Hall

Chair: Heather Elms, U. of Florida

The Relationship of Nursing Facility Strategy and Structure with Performance, Jullet A. Davis, U. of Alabama, Tuscaloosa

Winner of HCM Division Best Paper Based on a Dissertation Award

Integration as Networks and Systems: A Strategic Stakeholder Analysis, Grant T. Savage, U. of Alabama, Tuscaloosa; Alison Roboski, U. of Alabama, Tuscaloosa

Published in Conference Proceedings

Helpful or Harmful? The Impact of Strategic Change on the Performance of U.S. Urban Hospitals, Hanh Q. Trinh, U. of Wisconsin, Milwaukee; Stephen J. O'Connor, U. of Wisconsin, Milwaukee

Causes and Consequences of Chain Acquisitions: Health Performance and Operating Strategy of U.S. Nursing Homes, 1991-1997, Jane Banaszak-Holl, U. of Michigan; Whitney B. Berta, U. of Toronto; Dilys Bowman, U. of Michigan; Joel A.C. Baum, U. of Toronto; William G. Mitchell, U. of Michigan

Discussants: John F. Newman, Georgia State U.; Jonathon S. Rakich, Indiana U., Southeast

Human Resources

Program Chair: Lois E. Tetrick, U. of Houston
Professional Development Workshop Chair: Timothy A. Judge, U. of Iowa

	Start	Division Program	Shared Program
Friday	1:00pm		81.SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		82.SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		85.SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		86.SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	543.HR Junior Faculty Consortium ◆ SC:Windsor East 544.HR Doctoral Consortium ◆ SC:Windsor West	90.SPDW: CMSW: What's Critical? ◆ RY:Ontario
	10:00am	545.Roundtable: Jr. Faculty and Doctoral Consortia ◆ SC:Essex	101.SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario 102.SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	546.Dialogue on Teaching International HRM ◆ SC:Essex	
	2:30pm		111.SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario 112.SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:30pm	547.Academia and Practice in HR Research ◆ SC:Dufferin	
	5:30pm	548.HR Division Reception ◆ SC:Essex	115.SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	7:30pm		117.SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		118.SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	549.HR Junior Faculty Consortium ◆ SC:Windsor East	122.SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom 123.SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	550.HR Doctoral Consortium ◆ SC:Windsor West	127.SPDW: Organizational Research and Methods ◆ RY:Ontario
	10:00am	551.Technology and HRM Change ◆ RY:Nova Scotia	
	10:30am		134.SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:30am	552.Expatriate Adjustment in Asia ◆ SC:Simcoe 553.Flexible Work ◆ SC:Dufferin	266.SIT: Predicting with Personality ◆ RY:New Brunswick 269.SIT: Outsourcing ◆ RY:Saskatchewan
	10:40am	554.Strategic Human Resources ◆ SC:Dufferin 555.Work Attitudes ◆ SC:Simcoe	179.SHCS: Organizational Justice Research ◆ SC:Ballroom Centre 210.JS: HRM and Performance ◆ SC:Civic Ballroom 213.JS: Organizational Mentoring and Time ◆ SC:Conference Room D&E 214.JS: New Directions in International HRM ◆ H:McDonald 270.SIT: Supportive Organizations ◆ RY:New Brunswick
	12:20pm	556.Black Box of Strategic HRM Research ◆ SC:Dufferin 557.Compensation ◆ SC:Simcoe	
	2:30pm	558.Organizational Citizenship Behavior ◆ SC:Dufferin 559.Turnover and Job Loss ◆ SC:Simcoe	187.SHCS: Potential of Cultural Differences ◆ SC:Ballroom Centre 223.JS: International HR and Global Leaders ◆ H:McDonald 224.JS: Fast Growth Firms ◆ RY:Alberta 273.SIT: Perceiving Justice ◆ SC:Windsor East 316.IP: Compensation and Gainsharing ◆ RY:Canadian 6 317.IP: Appraisal & Feedback ◆ RY:Canadian 7
	4:10pm		278.SIT: Revolu'ary & Continuous Change ◆ SC:Windsor East
	5:30pm	560.Ice Cream Social ◆ SC:Dominion Ballroom N	
Tuesday	8:30am	561.HRM and Firm Performance ◆ SC:Dufferin 562.Psychological Contracts ◆ SC:Simcoe	233.JS: Group Transactive Memory: Measurement ◆ SC:Dominion Ballroom N 234.JS: Sexual Harassment Policy Effects ◆ RY:Territories
	10:30am	563.Organizational Performance ◆ SC:Dufferin 564.Stress and Health ◆ SC:Simcoe	193.SHCS: Gente del Corazon ◆ SC:Dominion Ballroom N 237.JS: Importance of Management History ◆ RY:Territories 238.JS: Trustworthiness at Work ◆ RY:Alberta 239.JS: Work-Family Conflict in 21st Century ◆ SC:Civic Ballroom
	2:00pm	565.Leadership and Occupational Safety ◆ SC:Simcoe 566.Training ◆ SC:Dufferin	241.JS: Social Capital in Organizations ◆ SC:Civic Ballroom 244.JS: Workplace Aggression Patterns ◆ SC:Conference Room D&E 358.IP: Selection and Recruitment ◆ RY:Canadian 3
	3:40pm	567.HR Business Meeting ◆ SC:Simcoe	249.JS: U.S. Companies and Work/Life Strategies ◆ RY:Alberta 288.SIT: Inventiveness and Innovation ◆ RY:New Brunswick
	5:30pm	568.HR Social Hour ◆ SC:Dominion Ballroom N	
Wednesday	8:30am	569.Teamworking and Well-Being ◆ SC:Simcoe 570.Diversity ◆ SC:Dufferin	199.SHCS: Challenging Structure ◆ SC:Ballroom West 251.JS: Strategic HR Architecture ◆ SC:Civic Ballroom 254.JS: Workplace Romance ◆ RY:Territories 290.SIT: Shared Cognition and Sensemaking ◆ RY:Saskatchewan 291.SIT: Interorganizational Networks ◆ SC:Windsor West
	10:40am	571.Work and Family in a New Age ◆ SC:Dufferin 572.Selection - Interviews ◆ SC:Simcoe	383.IP: Brain Drain, AIDS & Org. Outcomes ◆ RY:Canadian 4
	12:20pm	573.Benefits ◆ SC:Simcoe	263.JS: Compensation Design ◆ SC:Conference Room D&E

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

543. **HR Junior Faculty Consortium**
- 8:00- 5:30 Sheraton Centre: Windsor East

Organizer: Patrick Wright, Cornell U.
Coordinators: Edilberto Montemayor, Michigan State U.; Stella M. Nkomo, U. of South Africa
Presenters: Mark Roehling, Western Michigan U.; Donald P. Schwab, U. of Wisconsin; Theresa Welbourne, U. of Michigan; John W. Boudreau, Cornell U.; Linda A. Cyr, Harvard U.; Ellen Ernst Kossek, Michigan State U.

544. **HR Doctoral Consortium**
- 8:00- 5:30 Sheraton Centre: Windsor West

Organizer: Joseph J. Martocchio, U. of Illinois
Coordinators: John E. Delery, U. of Arkansas; Ann Marie Ryan, Michigan State U.
Keynote Speaker: Kevin R. Murphy, Pennsylvania State U.
Presenters: Jeanette N. Cleveland, Pennsylvania State U.; Paul E. Levy, U. of Akron; Mark Huselid, Rutgers U.; John Paul MacDuffie, U. of Pennsylvania; Russell Cropanzano, Colorado State U.; Robert D. Gatewood, U. of Georgia; Herbert G. Heneman III, U. of Wisconsin; Kenneth G. Brown, U. of Iowa; Eduardo Salas, U. of Central Florida; John R. Hollenbeck, Michigan State U.; Susan Mohammed, Pennsylvania State U.; Randall S. Schuler, Rutgers U.; James (Ben) Shaw, Bond U.; Wendy R. Boswell, Texas A&M U.; David P. Lepak, U. of Maryland; Charlie Trevor, Pennsylvania State U.; Michael Wesson, Michigan State U.; Wayne F. Cascio, U. of Colorado, Denver; Mary A. Gowan, U. of Central Florida; Robert L. Heneman, Ohio State U.; Chip Hunter, U. of Pennsylvania; Scott A. Snell, Pennsylvania State U.; Luis R. Gomez-Mejia, Arizona State U./Iberoamerican Academy of Management; Nancy H. Leonard, Lewis-Clark State College

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 10:00AM

545. **Editors' Roundtable: Joint Session Junior Faculty and Doctoral Consortia**
- 10:00- 12:00 Sheraton Centre: Essex

Organizers: Joseph J. Martocchio, U. of Illinois; Patrick Wright, Cornell U.
Panel: Maureen L. Ambrose, U. of Central Florida; Edward J. Conlon, U. of Notre Dame; Rodger W. Griffeth, Georgia State U.; K. Michelle Kacmar, Florida State U.; James A. Breaugh, U. of Missouri, St. Louis; John R. Hollenbeck, Michigan State U.; Mark Huselid, Rutgers U.; Paul Swiercz, George Washington U.

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

546. ✈**A Dialogue Among Experts in Teaching International HRM: Crossing Geographic and Cultural Space through Innovative Methods**
- 1:00- 3:00 Sheraton Centre: Essex

No pre-registration required; open to all Academy members
Organizers: Debra Cohen, George Washington U.; Diana L. Deadrick, Old Dominion U.
Facilitators: Elizabeth F. Cabrera, U. Carlos III de Madrid, Spain; Paula M. Caligiuri, Rutgers U.; Heh Jason Huang, National Sun Yat-Sen U.; Henrik Holt Larsen, U. of Copenhagen; Kathy Monks, Dublin City U.; Randall S. Schuler, Rutgers U.; Mary Ann Von Glinow, Florida International U.; Mary R. Watson, Vanderbilt U.; Steve Werner, U. of Houston; Carolyn Wiley, U. College, Dublin

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:30PM

547. ☯⧖**Who Cares? Who Benefits? Who's Doing It? A New Time in HR Research: The Link Between Academia and Practice**
- 3:30- 5:30 Sheraton Centre: Dufferin

No pre-registration required; open to all Academy members
Organizers: Debra Cohen, George Washington U.; Diana L. Deadrick, Old Dominion U.
Facilitators: John Burdett, Orxestra Consulting; Debra Cohen, George Washington U.; Charles Fay, Rutgers U.; Mark Huselid, Rutgers U.; Susan Meisinger, Society for Human Resource Management; Sara L. Rynes, U. of Iowa; Mary R. Watson, Vanderbilt U.

Saturday 5:30PM

548. **HR Division Reception**
- 5:30- 7:30 Sheraton Centre: Essex

Organizer: Timothy A. Judge, U. of Iowa

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

549. **HR Junior Faculty Consortium**
- 8:00- 12:00 Sheraton Centre: Windsor East

Organizer: Patrick Wright, Cornell U.
Coordinators: Edilberto Montemayor, Michigan State U.; Stella M. Nkomo, U. of South Africa
Presenters: Deborah F. Crown, U. of Alabama; Robert D. Gatewood, U. of Georgia; Marcie A. Cavanaugh, Cornell U.; Susan E. Jackson, Rutgers U.; Wayne Hochwarter, U. of Alabama; Gary C. McMahan, U. of Texas, Arlington

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

550. **HR Doctoral Consortium**
- 8:30- 12:00 Sheraton Centre: Windsor West

Organizer: Joseph J. Martocchio, U. of Illinois
Coordinators: John E. Delery, U. of Arkansas; Ann Marie Ryan, Michigan State U.
Presenters: Cynthia Kay Stevens, U. of Maryland; Adrienne J. Colella, Texas A&M U.; Ellen Ernst Kossek, Michigan State U.; John Mathieu, U. of Connecticut; M. Susan Taylor, U. of Maryland; Connie Wanberg, U. of Minnesota; Jason Colquitt, U. of Florida; Daniel G. Gallagher, James Madison U.; Jing Zhou, Texas A&M U.; Kenneth G. Brown, U. of Iowa; Ann Marie Ryan, Michigan State U.; Talya N. Bauer, Portland State U.; Daniel M. Cable, U. of North Carolina; Sara L. Rynes, U. of Iowa

127. ⧖SPDW:*(OB, BPS, HR, ODC, OMT, RM)* **All Times Are Not The Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them**
- 8:30- 12:00 Royal York: Ontario

Sunday 10:00AM

551. 🕮**How Technology is Changing the World of HRM and What We Teach**
- 10:00- 12:00 Royal York: Nova Scotia

No pre-registration required; open to all Academy members
Organizers: Debra Cohen, George Washington U.; Diana L. Deadrick, Old Dominion U.
Facilitators: Maria Engleleit, People Soft; Mary A. Gowan, U. of Central Florida; Hal Gordon Gueutal, State U. of New York, Albany; Jodi Littlestone, iXL.com; Kimberly Lukaszewski, State U. of New York, Albany; Dianna L. Stone, U. of Central Florida

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:30AM

552. ☯✈Symposium: **Low Context Assumptions, High Context Solutions: Contingencies for Predicting Expatriate Adjustment in Asia**
- 8:30- 10:20 Sheraton Centre: Simcoe

The Theory of Met Expectations Applied to the Cross-cultural Adjustment of Expatriates in Asia, Paula M. Caligiuri, Rutgers U.; Jean Phillips, Rutgers U.; Mila Borislavova Lazarova, Rutgers U.; Ibraiz Tarique, Rutgers U.

Geographical Contingencies: The Expatriate's Experience of Cross-Cultural Adjustment in China, Katherine Hutchings, Queensland U. of Technology; Mark Shadur, Queensland U. of Technology; Robert McEllister, Queensland U. of Technology

Cross-cultural Training: Predeparture or Postarrival?, Jan Selmer, Hong Kong Baptist U.

Selecting Expatriate Managers: Singaporeans' Views, Kathleen M. Campbell, College of Saint Elizabeth; Mary Carmen Jacintia Wong, Singapore Telecoms; Donald J. Campbell, United States Military Academy

Discussant: Donald J. Campbell, United States Military Academy

553. Paper Session: **Flexible Work**
- 8:30- 10:20 Sheraton Centre: Dufferin

Chair: Brian Loher, Mansfield U.

⧖A New Place for a New Time: Organizational Antecedents and Individual Outcomes of Control Over the Where and When of Work, Dilene Crockett, U. of Texas, Arlington; Rusty Lee Juban, Dallas Baptist U.

☯Adjustment to Telecommuting: Role of Self-efficacy and Structuring Behavior, Sumita Raghuram, Fordham U.; Batia Mishan Wiesenfeld, New York U.; Raghu Garud, New York U.
Published in Conference Proceedings

☯Determinants of Preference for Contingent Employment, Janet H. Marler, State U. of New York, Albany

Flexibility in Work Arrangements: How Availability, Preferences, and Use Affect Business Outcomes, MaryAnne M. Hyland, Adelphi U.

Discussant: Tammy D. Allen, U. of South Florida

266. SIT: **Predicting with Personality**
- 8:30- 10:20 Royal York: New Brunswick

269. SIT: **Outsourcing and Human Resources Management**
- 8:30- 10:20 Royal York: Saskatchewan

Monday 10:40AM

554. Paper Session: **Strategic Human Resources**
- 10:40- 12:00 Sheraton Centre: Dufferin

Chair: Lucy McClurg, Georgia State U.

Dynamic Investments in Human Capital and Risk Management: An Empirical Analysis of Real Options

Theory, Mousumi Bhattacharya, Syracuse U.; Kathleen Wheatley, Syracuse U.; Bivash Bhattacharya, CES Computers Solutions

☯Turning Employees into Competitive Advantages: A Strategic View of Human Resources, Long W. Lam, U. of Houston, Clear Lake

✈Adding Value through Integration and Involvement: A Qualitative Study about Management's Perception of the Added Value of the HR Function, Dirk Buyens, U. of Gent; Ans De Vos, Vlerick Leuven Gent Management School

Strategic Human Resource Management: HR Function Flexibility, Sharyn Gardner, U. of Maryland

Discussant: Charles-Henri Besseyre des Horts, HEC, France

555. Paper Session: **Work Attitudes**
- 10:40- 12:00 Sheraton Centre: Simcoe

Chair: Joseph J. Martocchio, U. of Illinois

☯Does Job Satisfaction Moderate the Relationship Between Conscientiousness and Job Performance?, Michael K. Mount, U. of Iowa; James K. Harter, The Gallup Organization; Murray R. Barrick, Michigan State U.; Amy Colbert, U. of Iowa

⌛Temporal Effects of Goal Orientations: The Honeymoon Effect Revisited, Lucinda Lawson, Texas A&M U.; Robert R. Hirschfeld, U. of Georgia

☯✈Realistic Job Preview, Social Exchange and Organizational Commitment, Yoav Ganzach, Tel-Aviv U.; Asya Pazy, Tel-Aviv U.; Yehudith Ohayun, Tel-Aviv U.; Braynin Esther, IDF

Published in Conference Proceedings

Intelligence Education and Facets of Job Satisfaction, Yoav Ganzach, Tel-Aviv U.

Discussant: Adrienne J. Colella, Texas A&M U.

179. SHCS:*(CM, HR, OB)* **Puzzles and Paradoxes in Organizational Justice Research**
- 10:40- 12:00 Sheraton Centre: Ballroom Centre

210. ☯✈JS:*(HR, BPS, OB)* **New Perspectives on HRM and Performance**
- 10:40- 12:00 Sheraton Centre: Civic Ballroom

213. ⌛JS:*(CAR, HR)* **Organizational Mentoring Relationships: Multiple Perspectives on the Role of Time**
- 10:40- 12:00 Sheraton Centre: Conference Room D&E

214. ✈JS:*(IM, HR)* **Exploring New Directions in International Human Resource Management**
- 10:40- 12:00 Hilton: McDonald

270. SIT: **When Organizations are Perceived as Supportive**
- 10:40- 12:00 Royal York: New Brunswick

Monday 12:20PM

556. Symposium: **Unlocking the Black Box of Strategic Human Resource Management Research**
- 12:20- 2:10 Sheraton Centre: Dufferin

Chair: Patrick Wright, Cornell U.
Organizer: Tim Gardner, Cornell U.

Unlocking the Black Box: Examining the Processes Through Which Human Resource Practices Impact Business Performance, Patrick Wright, Cornell U.; Tim Gardner, Cornell U.; Lisa M. Moynihan, Cornell U.; Hyeon Jeong Park, Cornell U.

Variations in Employment Mode Usage and Firm Performance: An Empirical Examination, David P. Lepak, U. of Maryland; Riki Takeuchi, U. of Maryland, College Park

The Impact of High Commitment Work Systems on IPOs: Additive or Multiplicative Effects? , M. Diane Burton, Harvard U.; Charles A. O'Reilly III, Stanford U.

Empirical Insights on the Origins of Synergies in Strategic Human Resource Systems, Clinton Doyle Chadwick, U. of Illinois, Urbana-Champaign

Discussant: Lee D. Dyer, Cornell U.

557. Paper Session: **Compensation**
- 12:20- 2:10 Sheraton Centre: Simcoe

Chair: Allen D. Engle, Eastern Kentucky U.

Discretionary Decisions in Market Wage Derivation: What do Compensation Professionals Rely Upon and does it Really Matter?, Charlie Trevor, Pennsylvania State U.; Mary E. Graham, George Washington U.

☯Survival of Skill-Based Pay Plans, Jason D. Shaw, U. of Kentucky; Nina Gupta, U. of Arkansas; Gerald E. Ledford, Sibson & Company; Atul Mitra, Lyon College

Income Sensitive Consumption: A Conceptualization of Spending Behavior Patterns and Compensation Preferences, John Schaubroeck, Drexel U.; Jason D. Shaw, U. of Kentucky

Learning About Managers' Abilities: Implications for Compensation Policies, Pedro Ortin, U. Autónoma de Barcelona.; Vicente Salas-Fumas, U. of Zaragoza, Spain

Discussant: Nicholas S. Miceli, Morgan State U.

Monday 2:30PM

558. Paper Session: **Organizational Citizenship Behavior**
- 2:30- 3:50 Sheraton Centre: Dufferin

Chair: Kelly Mollica, Wake Forest U.

Three Dimensions of Perceived Beneficiary of Post-Feedback Employee Development Activity and Organizational Citizenship Behavior: A Social Exchange Model Utilizing Leader-Member Exchange and Perceived Organizational Support, Todd J. Maurer, Georgia Institute of Technology; Heather R. Pierce, Georgia Institute of Technology; Lynn M. Shore, Georgia State U.

☯The Psychological Consequences of Self-Reported Organizational Citizenship Behaviors: Does Organizational Rank Matter?, Steve Werner, U. of Houston; Richard S. DeFrank, U. of Houston

✈The Interactive Effects of General Mental Ability and Personality on Contextual Job Performance, L. A. Witt, U. of New Orleans; K. Michelle Kacmar, Florida State U.; Michael K. Mount, U. of Iowa

Discussant: Daniel G. Gallagher, James Madison U.

559. Paper Session: **Turnover and Job Loss**
- 2:30- 3:50 Sheraton Centre: Simcoe

Chair: Cheryl L. Adkins, Louisiana State U.

☯Psychological Well-Being and Reemployment Outcomes Following Involuntary Job Loss: Results of a Six-Year Study, Mary A. Gowan, U. of Central Florida

⌛Job Performance and Voluntary Turnover: An Examination of Linearity, Curvilinearity, and the Moderators of Time, Unemployment Rate, and Perceived Ease of Movement Using Event History Analysis, Roderick D. Iverson, U. of Melbourne; Stephen J. Deery, U. of Melbourne

Winner of HR Division Best Paper Award
Published in Conference Proceedings

Post-retrenchment Experiences of Unemployment and Re-employment: A Comparison of Voluntarily Retrenched

and Involuntarily Retrenched Participants, Lea Waters, U. of Melbourne
Discussant: Stephen J. Havlovic, U. of Wisconsin, Whitewater

187. ☯✈SHCS:*(CM, IM, HR)* **How Can the Innovative Potential of Cultural Differences Be Realized? Perspectives Across Culture and Across Management Contexts**
- 2:30- 3:50 Sheraton Centre: Ballroom Centre

223. ☯✈JS:*(IM, HR)* **International HR Strategies for Developing and Retaining Global Leaders**
- 2:30- 3:50 Hilton: McDonald

224. 🕮☯⧖JS:*(ENT, HR)* **Studying Speed (Rate of Growth) and Fuel (Energy) in Fast Growth Firms: e-Research, e-Business, and e-Teaching Outcomes**
- 2:30- 3:50 Royal York: Alberta

273. ✈SIT: **Perceiving Justice**
- 2:30- 3:50 Sheraton Centre: Windsor East

316. IP: **Compensation and Gainsharing**
- 2:30- 3:50 Royal York: Canadian 6

317. IP: **Performance Appraisal and Feedback**
- 2:30- 3:50 Royal York: Canadian 7

Monday 4:10PM

278. SIT: **Revolutionary and Continuous Change**
- 4:10- 5:30 Sheraton Centre: Windsor East

Monday 5:30PM

560. **Human Resources Division Ice Cream Social**
- 5:30- 6:30 Sheraton Centre: Dominion Ballroom N

Recipient of the Heneman Career Achievement Award, sponsored by Irwin-McGraw Hill, will be announced.,

Tuesday 8:30AM

561. Symposium: **Human Resource Management and Firm Performance**
- 8:30- 10:10 Sheraton Centre: Dufferin

Chair: David P. Lepak, U. of Maryland
Human Resource Practices and the Development of Organizational Social Capital, Christopher Collins, U. of Maryland
Human Resource Configurations and Value Creation: The Mediating Role of Intellectual Capital, Mark Youndt, Skidmore College
The Design of Human Resource Management Systems: An Examination Within and Across Organizations, John E. Delery, U. of Arkansas; Patrick Wright, Cornell U.
Human Resource Configurations, Employment Modes, and Firm Performance, David P. Lepak, U. of Maryland; Scott A. Snell, Pennsylvania State U.
Discussant: M. Susan Taylor, U. of Maryland

562. Paper Session: **Psychological Contracts**
- 8:30- 10:10 Sheraton Centre: Simcoe

Chair: Greg Irving, Wilfrid Laurier U.
The "Anticipatory Psychological Contract": Employer/Employee Obligations and Job Choice, Donna Maria Blancero, Arizona State U.; Glen E. Kreiner, Arizona State U.
Organizational Promissory Contracts: Changes in the Promises between Organizations and their Employees, Lisa Schurer Lambert, U. of North Carolina
The Role of Justice and Psychological Contract on Compensation Satisfaction, Amanuel G. Tekleab, U. of Maryland; Kathryn M. Bartol, U. of Maryland, College Park
Easing the Pain: Determinants and Effects of Psychological Contract Violations, Amanuel G. Tekleab, U. of Maryland; M. Susan Taylor, U. of Maryland
Winner of HR Division's Best Student Paper Award
Discussant: Rene Schalk, Tilburg U.

233. JS:*(MOC, OB, HR)* **Investigating Group Transactive Memory in Field Settings: Empirical Examinations and Measurement Approaches**
- 8:30- 10:10 Sheraton Centre: Dominion Ballroom N

234. ☯JS:*(GDO, HR, SIM)* **Sexual Harassment Policy Effects: Implications for Theory, Research, and Practice**
- 8:30- 10:10 Royal York: Territories

Tuesday 10:30AM

563. Paper Session: **Human Resources Management and Organizational Performance**
- 10:30- 11:50 Sheraton Centre: Dufferin

Chair: Judy Tansky, Ohio State U.
Examining Non-Linear Relationships Between Human Resource Systems and Organizational Performance, Clinton Doyle Chadwick, U. of Illinois, Urbana-Champaign
☯✈The Impact of Administrative and Strategic HRM Practices on Performance: A Proposal and Test of a Causal Model, Mohamed Bayad, ESM/IAE U. of Metz; Jacques Liouville, Robert Schuman U. of Strasbourg
The Impact of High Performance Work Systems on Mergers, Acquisitions, and Bankruptcies, Jane E. Barnes, Rutgers U.; Mark Huselid, Rutgers U.
✈The Performance Effects of Human Resource Managers' and Other Middle Managers' Involvement in Strategy Making Under Different Business-Level Strategies: The Case in Hong Kong, Felix Wai-Kwong Yip, Hong Kong Polytechnic U.; Richard L. Priem, U. of Texas, Arlington; Cynthia S. Cycyota, U. of Texas, Arlington
Discussant: Edward W. Rogers, Cornell U.

564. Paper Session: **Stress and Health**
- 10:30- 11:50 Sheraton Centre: Simcoe

Chair: Joseph G. Rosse, U. of Colorado
Investigation of the Relationship Between Work-Related Stress and Work Outcomes: The Role of Felt-Challenge, Psychological Strain, and Job Control, Wendy R. Boswell, Texas A&M U.; Julie B. Olson-Buchanan, California State U., Fresno; Marcie A. Cavanaugh, Cornell U.
☯Prediction of Work Injury Frequency and Duration Among Firefighters, Hui Liao, U. of Minnesota; Richard Arvey, U. of Minnesota; Richard Butler, U. of Minnesota; Steven Nutting, Human Resources Department, City of Minneapolis
⧖Work Time, Work Interference with Family, and Employee Well-being, Virginia L. Smith-Major, U. of Maryland; Katherine J. Klein, U. of Maryland; Mark G. Ehrhart, U. of Maryland
Published in Conference Proceedings
Sexual Harassment Labeling v. Cognitive Appraisal: Employing a Stress-Strain Model to Resolve the Theoretical Tension, Paul H. Jacques, State U. of New York,

Binghamton; Nagaraj Sivasubramaniam, State U. of New York, Binghamton; William D. Murry, State U. of New York, Binghamton
Discussant: Ricky W. Griffin, Texas A&M U.

193. ✈SHCS:*(GDO, HR, OB)* **Gente del Corazon: The Influence of Hispanic Culture on Organizational Culture and Practices**
- 10:30- 11:50 Sheraton Centre: Dominion Ballroom N

237. ☯JS:*(MH, HR)* **On the Importance of Studying Management History: Four Perspectives**
- 10:30- 11:50 Royal York: Territories

238. JS:*(CM, OB, HR)* **Trustworthiness at Work: Its Nature, Antecedents, and Consequences**
- 10:30- 11:50 Royal York: Alberta

239. JS:*(HR, OB)* **Moving the Study of Work-Family Conflict into the 21st Century: A Multi-Level, Multi-Disciplinary Approach**
- 10:30- 11:50 Sheraton Centre: Civic Ballroom

Tuesday 2:00PM

565. ☯✈Symposium: **Taking the Lead on Safety: The Role of Leadership in Improving Occupational Safety**
- 2:00- 3:20 Sheraton Centre: Simcoe

Chairs: Nick Turner, U. of Sheffield, UK; Anthea Zacharatos, Queen's U.

Site Managers, Supervisors, and Safety in the Offshore Oil and Gas Industry, Angela O'Dea, U. of Aberdeen, UK; Rhona Flin, U. of Aberdeen, UK

The Compensatory Role of Transformational Leadership in Promoting Safety Behaviors, Helen Williams, U. of Sheffield, UK; Nick Turner, U. of Sheffield, UK; Sharon K. Parker, U. of New South Wales, Australia

The Impact of Supportive Leadership and Conscientiousness on Safety Behavior at Work, Mark Anthony Griffin, Queensland U. of Technology; Iain Burley, U. of Queensland, Australia; Andrew Neal, U. of Queensland, Australia

Safety Climate and Leadership Factors as Predictors of Injury Records in Work Groups, Dov Zohar, Israel Institute of Technology, Israel

Discussant: Julian Barling, Queen's U.

566. Paper Session: **Training**
- 2:00- 3:20 Sheraton Centre: Dufferin

Chair: Elizabeth Ravlin, U. of South Carolina

Company-Based Continuous Education: What's the Pay-off for Employers?, Graeme Martin, U. of Abertay Dundee; Judy Pate, U. of Abertay Dundee; Phil Beaumont, U. of Glasgow

Theoretical and Practical Implications of Biodata Prediction Patterns, Michelle Ann Dean, U. of North Texas; Craig J. Russell, U. of Oklahoma; Eric P. Braverman, AT&T

The Effects of Training in Verbal Self-Guidance and Goal Setting on Team-Playing Behavior: A Field Experiment, Travor C. Brown, Memorial U. of Newfoundland; Gary P. Latham, U. of Toronto

Does Training Improve Organizational Effectiveness? A Review of the Evidence, Phyllis Tharenou, Monash U.

Discussant: Debra Cohen, George Washington U.

241. JS:*(HR, OB, OMT)* **Social Capital in Organizations: Examining Individual and Communal Models**
- 2:00- 3:20 Sheraton Centre: Civic Ballroom

244. ☯✈JS:*(HR, CM)* **Exploring Persistent Patterns in Workplace Aggression**
- 2:00- 3:20 Sheraton Centre: Conference Room D&E

358. IP: **Selection and Recruitment**
- 2:00- 3:20 Royal York: Canadian 3

Tuesday 3:40PM

567. Meeting: **HR Business Meeting**
- 3:40- 5:00 Sheraton Centre: Simcoe

Division Chair: Luis R. Gomez-Mejia, Arizona State U./Iberoamerican Academy of Management

249. JS:*(GDO, HR)* **U.S. Companies and Work/Life Strategies: Their Diffusion and Effects**
- 3:40- 5:20 Royal York: Alberta

288. SIT: **Inventiveness and Innovation**
- 3:40- 5:20 Royal York: New Brunswick

Tuesday 5:30PM

568. **HR Social Hour**
- 5:30- 7:30 Sheraton Centre: Dominion Ballroom N

Wednesday 8:30AM

569. ☯✈Symposium: **Teamworking and Well-Being: Empirical Evidence from Public and Private Sector Work Organizations**
- 8:30- 10:20 Sheraton Centre: Simcoe

Chair: Angela Joy Carter, U. of Sheffield, UK

Teamwork and Mental Health: A Multi-Sample and Multi-Level Study, Michael A. West, Aston U., Birmingham, England; Angela Joy Carter, U. of Sheffield, UK; Carol S. Borrill, Aston U., Birmingham, England; Malcolm Patterson, U. of Sheffield, UK

Group Processes and Individual Well-Being in a Production Company, Sabine Sonnentag, U. of Konstanz; Maria Dijstra, U. of Amsterdam; Arne Evers, U. of Amsterdam; Daan L. van Knippenberg, U. of Amsterdam; Annelies E. M. van Vianen, U. of Amsterdam

Team Viability, Group Processes and Well-Being in Secondary Healthcare Teams, Angela Joy Carter, U. of Sheffield, UK

Discussant: Michael A. West, Aston U., Birmingham, England

570. Paper Session: **Diversity**
- 8:30- 10:20 Sheraton Centre: Dufferin

Chair: Caren Goldberg, George Washington U.

Ethnic Group Differences in Cognitive Ability in Employment and Educational Settings: A Meta-analysis, Philip L. Roth, Clemson U.; Craig A. BeVier, Clemson U.; Philip Bobko, Gettysburg College; Fred S. Switzer, Clemson U.; Peggy Tyler, Clemson U.

☯A Comparison of Behavioral and Legal Perspectives on Age-Related Differences in Training and Development Opportunities at Work, Todd J. Maurer, Georgia Institute of Technology; Nancy E. Rafuse, Paul, Hastings, Janofsky, and Walker, LLP

Integrating Research and Practice: Toward a Theory of Diversity Management , Dharm Prakash Sharma Bhawuk, U. of Hawaii, Manoa

☯Why are Women Paid Less, But Given Higher Raises?, Michael Harris, U. of Missouri, St. Louis; Brad Gilbreath, Indiana U./Purdue U., Fort Wayne; James Sunday, Westinghouse Electric Corporation, Retired

Discussant: David Kravitz, George Mason U.

199. ☯⧖SHCS:*(OB, HR, CAR)* **Time Use, Flexibility, and Identity: Challenging Traditional Schedules and Career Structures in Organizations**
- 8:30- 10:20 Sheraton Centre: Ballroom West

251. ☯JS:*(HR, OB, ODC)* **Employment Relationships, Culture, and Work Modes Within the Strategic Human Resource Architecture**
- 8:30- 10:20 Sheraton Centre: Civic Ballroom

254. ☯JS:*(GDO, HR, MC)* **Frisky Business: Issues and Consequences of Workplace Romance**
- 8:30- 10:20 Royal York: Territories

290. SIT: **Shared Cognition and Sensemaking**
- 8:30- 10:20 Royal York: Saskatchewan

291. SIT: **Interorganizational Networks**
- 8:30- 10:20 Sheraton Centre: Windsor West

Wednesday 10:40AM

571. ⧖Symposium: **Work and Family in a New Age**
- 10:40- 12:00 Sheraton Centre: Dufferin

Chair: Shelley M. MacDermid, Purdue U.
Organizers: Ellen Galinsky, Families and Work Institute; James T. Bond, Families and Work Institute

Does the Presence of Family-friendly and Flexible Scheduling Human Resource Practices Alleviate Work-family Conflict?, Karen S. Markel, Michigan State U.

Strategic Investments in Family-friendly Work Environments: Linking Practices to Human Resource Management Performance, Lynn Perry Wooten, U. of Michigan; Joycelyn Finley-Hervey, Jackson State U.

Occupational Segregation and Gender Differences in Work-family Conflict, David J. Maume, Jr., Kunz Center for the Study of Work and Family; Paula Houston, Kunz Center for the Study of Work and Family

The Role of Organizational Size and Industry in Workers Experiences, Shelley M. MacDermid, Purdue U.; Jodie Hertzog, Purdue U.; Katherine Kensinger, Purdue U.; John L. Zipp, U. of Akron

Discussants: Ellen Ernst Kossek, Michigan State U.; Ellen Galinsky, Families and Work Institute

572. Paper Session: **Selection - Interviews**
- 10:40- 12:00 Sheraton Centre: Simcoe

Chair: Robert Jones, Southwest Missouri State U.

Developing a Nomological Network for Interview Structure: Antecedents and Consequences of the Structured Selection Interview, Derek Chapman, U. of Waterloo

☯Effects of Procedural and Outcome Accountability on Interview Validity, Mary Brtek, Auburn U., Montgomery; Stephan J. Motowidlo, U. of Florida

The Effects of Employment Equity Program and Interview Structure on Perceptions of Fairness and Perceived Qualifications of Aboriginal Job Applicants, Gerard H. Seijts, U. of Manitoba; Shannan E. Jackson, U. of Manitoba

Discussant: Arup Varma, Ihrir/Loyola U.

383. IP: **Brain Drain, AIDS and Organizational Outcomes**
- 10:40- 12:00 Royal York: Canadian 4

Wednesday 12:20PM

573. Paper Session: **Benefits**
- 12:20- 2:10 Sheraton Centre: Simcoe

Chair: Janet H. Marler, State U. of New York, Albany

Reluctance to Request Assistance: When Family-Friendly Programs Miss the Mark, David C. Baldridge, U. of Connecticut; Kimberly A. Eddleston, U. of Connecticut; John F. Veiga, U. of Connecticut

An Exploratory Investigation of The Determinants of Investment Risk Behavior in Employer Sponsored Pension Plans, James Hamilton Dulebohn, Georgia State U.

Basic and Career Enrichment Benefit Satisfaction: Scale Development and Initial Evidence of Their Discriminant Validity, Gary Blau, Temple U.; Kimberly Merriman, Temple U.; Sally Rudmann, Ohio State U.

Published in Conference Proceedings

Discussant: MaryAnne M. Hyland, Adelphi U.

263. ⧖JS:*(HR, BPS)* **Compensation Design: New Directions for the New Times**
- 12:20- 2:10 Sheraton Centre: Conference Room D&E

International Management

Program Chair: Srilata Zaheer, U. of Minnesota

Professional Development Workshop Chair: Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign

	Start	Division Program	Shared Program
Friday	1:00pm	**574.** Designing and Conducting Large Multi-Country Research Projects ◆ SC:Conference Room E	**79.** SPDW: Successful Women Worldwide: A New Time for Understanding ◆ SC:Conference Room G **80.** SPDW: Global Management and the Science of Time ◆ Off:Ontario Science Centre **81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	4:00pm	**575.** Studying Recent Changes in the Japanese Business System ◆ SC:Conference Room D	
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**89.** SPDW: Social Networks Research ◆ SC:York **90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am	**576.** Doctoral Consortium-Saturday ◆ SC:Conference Room G **577.** Junior Faculty Consortium-Saturday ◆ SC:Conference Room F	
	9:00am	**578.** International Management Teaching Workshop ◆ SC:Conference Room D	
	10:00am		**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	**579.** Your Career as an IM Researcher ◆ SC:Dominion Ballroom S	**105.** SPDW: Structural Equation Modeling in Cross-Cultural Research ◆ SC:Elgin
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	4:30pm	**580.** Strategies For Publishing International Management Research ◆ SC:Dominion Ballroom N	
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:30pm	**581.** Professional Development Workshops Reception ◆ SC:Dominion Ballroom S	
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**582.** Doctoral Consortium-Sunday ◆ SC:Conference Room G	**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**583.** Junior Faculty Consortium ◆ SC:Conference Room F	
	10:00am		**130.** SPDW: How International Members Can Become Leaders in AoM ◆ SC:Conference Room G
	10:30am	**584.** Richman Dissertation Award Finalists ◆ SC:Dominion Ballroom N	**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:25am	**585.** Division Welcome ◆ H:Carmichael, Jackson	
	8:30am		**173.** SHCS: Virtual Teams vs Traditional Teams ◆ SC:Dominion Ballroom N **267.** SIT: Diversity and Identity in Teams ◆ SC:Windsor West **268.** SIT: The Power of Time ◆ SC:Windsor East
	8:50am	**586.** Distinguished Scholar Forum ◆ H:Carmichael, Jackson	**176.** SHCS: Rigor and Relevance in Research ◆ SC:Ballroom Centre
	9:00am		**177.** SHCS: Suppressing Business Bribery ◆ SC:Ballroom East
	10:40am		**214.** JS: New Directions in International HRM ◆ H:McDonald
	11:00am	**587.** Revisiting Individualism and Collectivism ◆ H:Lismer **588.** Innovation in MNCs ◆ H:Carmichael, Jackson	
	12:20pm		**181.** SHCS: Role of Government ◆ SC:Ballroom East **182.** SHCS: The University in New Times ◆ RY:Concert Hall **218.** JS: Chinese Family Businesses ◆ H:McDonald **301.** IP: Japanese Firm Strategies ◆ RY:Canadian 5 **302.** IP: Expatriates and Locals ◆ RY:Canadian 6 **303.** IP: Cooperative Arrangements ◆ RY:Canadian 14 **311.** IP: The Effect of HRM on MNCs ◆ RY:Canadian 7
	2:30pm	**589.** Global Integration: Promise and Perception ◆ H:Carmichael, Jackson **590.** Culture Shock and All That ◆ H:Lismer	**186.** SHCS: Firm Globalization & Structure ◆ SC:Ballroom East **187.** SHCS: Potential of Cultural Differences ◆ SC:Ballroom Centre **223.** JS: International HR and Global Leaders ◆ H:McDonald **274.** SIT: Advancing Culture ◆ RY:Saskatchewan
	4:10pm	**591.** Creating Value Through R&D and Franchising ◆ H:Carmichael, Jackson **592.** The Institutional Story ◆ H:Lismer	**191.** SHCS: External Knowledge Sourcing ◆ SC:Ballroom West **226.** JS: Social Capital and Its Buzzwords ◆ H:McDonald **277.** SIT: Leadership: History, Culture & Info ◆ RY:New Brunswick **279.** SIT: Ownership Make a Difference? ◆ RY:Saskatchewan

Tuesday	8:30am		**229.**JS: Board Room Diversity ◆ H:McDonald
	8:50am	**593.**Culture and the Psychological Contract ◆ H:Lismer **594.**Foreignness as Asset and Liability ◆ H:Carmichael, Jackson	
	10:30am	**595.**Confucian Values and Organizational Behavior ◆ H:Lismer **596.**Theme: Timing in Internationalization ◆ H:Carmichael, Jackson	**280.**SIT: Cooperating when Competing ◆ RY:New Brunswick
	2:00pm	**597.**Global Monoculture or Multiculture? ◆ H:Lismer **598.**Alliance/JV Governance ◆ H:Carmichael, Jackson	**284.**SIT: Ambivalence and Ambiguity ◆ RY:New Brunswick **355.**IP: Globalization & Localization ◆ RY:Canadian 5 **356.**IP: Culture and Work ◆ RY:Canadian 6 **357.**IP: Doing Business in Transition Econs ◆ RY:Canadian 7
	3:40pm	**599.**CEOs,TMTs and International Performance ◆ H:Lismer **600.**Multinationality and Performance ◆ H:Carmichael, Jackson	**248.**JS: Multicultural Teams in MNCs ◆ RY:Territories
	5:30pm	**601.**IM Business Meeting ◆ H:Lismer	
	6:30pm	**602.**IM Division Social ◆ H:Carmichael, Jackson	
Wednesday	8:50am	**603.**Knowledge Search and Transfer ◆ H:Carmichael, Jackson **604.**Entering Foreign Markets ◆ H:Lismer	**200.**SHCS: Transition in Central & Eastern Europe ◆ SC:Dominion Ballroom N
	10:30am	**605.**Navel-gazing, Globalization and a New World Order? ◆ H:Carmichael, Jackson **606.**Value Creation in JVs/Alliances ◆ H:Lismer	
	10:40am		**201.**SHCS: Mging Multicult. Organizations ◆ SC:Ballroom Centre **259.**JS: Applying Institutional Theory to IM ◆ SC:Dominion Ballroom N
	12:10pm	**607.**International Careers of Female Managers ◆ H:Lismer	
	12:20pm		**260.**JS: Management in Transition Economies ◆ SC:Dominion Ballroom N
	1:30pm	**608.**Member Feedback and Reflection ◆ H:Carmichael, Jackson	

Friday 1:00PM

574. ✈**Designing and Conducting Large Multi-Country Research Projects: Lessons from the GLOBE Research Program**
- 1:00- 5:00 Sheraton Centre: Conference Room E

Organizer: Mansour Javidan, U. of Calgary
Panel: Charlos Altscha, U. de Buenos Aires; Felix C. Brodbeck, U. of Munich; Paul Hanges, U. of Maryland; Robert J. House, U. of Pennsylvania

79. ✈⧖SPDW:*(ITC, IM, GDO)* **Successful Women Worldwide: A New Time for Understanding**
- 1:00- 4:00 Sheraton Centre: Conference Room G

80. 🕮☯✈⧖SPDW:*(IM, MOC, OMT, BPS, OB)* **Chronos and Kairos: Global Management and the Science of Time**
- 1:00- 8:00 Off Site: Ontario Science Centre

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 4:00PM

575. ☯✈**Studying Recent Changes in the Japanese Business System: What Can We Learn for Theory?**
- 4:00- 6:00 Sheraton Centre: Conference Room D

Organizer: Tom Roehl, Western Washington U.
Panel: Christina L. Ahmadjian, Columbia U.; Michael Gerlach, U. of California, Berkeley; James R. Lincoln, U. of California, Berkeley

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

89. ☯✈SPDW:*(IM, RM)* **Social Networks Research**
- 8:00- 5:00 Sheraton Centre: York

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

576. ✈**IMD Doctoral Consortium-Saturday**
- 8:30- 6:30 Sheraton Centre: Conference Room G

By invitation only; Breakfast sponsored by NYU Stern School of Business.
Organizer: Myles Shaver, New York U.
Panel: Harry G. Barkema, Tilburg U.; Julian M. Birkinshaw, London Business School ; Ya-ru Chen, New York U.; Susan Feinberg, U. of Maryland; Stewart Miller, Michigan State U.; Joan Penner-Hahn, U. of Michigan

577. ✈**IMD Junior Faculty Consortium-Saturday**
- 8:30- 6:30 Sheraton Centre: Conference Room F

Registration fee $30; By invitation only; Breakfast and refreshments provided.
Organizer: Schon Beechler, Columbia U.
Panel: Ben L. Kedia, U. of Memphis; Vladimir Pucik, IMD; Alan M. Rugman, U. of Oxford; Susan C. Schneider, U. of Geneva; Sully Taylor, Portland State U.; Mary Ann Von Glinow, Florida International U.; Srilata Zaheer, U. of Minnesota

Saturday 9:00AM

578. 🕮✈**International Management Teaching Workshop**
- 9:00- 1:00 Sheraton Centre: Conference Room D

Preregistration with Jeanne McNett (jmcnett@assumption.edu) required. Lunch and refreshments sponsored by Blackwell Publishers.

Organizers: Jeanne McNett, Assumption College; Colette Frayne, California Polytechnic State U.
Panel: Allan Bird, California Polytechnic State U.; Mike Geringer, California Polytechnic State U.; Carol Harvey, Assumption College; Anne-Wil Harzing, U. of Bradford; Henry Lane, Northeastern U.; Martha L. Maznevski, U. of Virginia; Yim-Yu Wong, San Francisco State U.; Lena Zander, Stockholm School of Economics

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

579. ✈**Navigating Your Career as an International Management Researcher: Dilemmas, Trade-offs, and Strategies**
- 1:00- 4:00 Sheraton Centre: Dominion Ballroom S

Organizer: Tailan Chi, U. of Illinois
Panel: Michael A. Hitt, Texas A&M U.; Stefanie A. Lenway, U. of Minnesota; Oded Shenkar, Ohio State U./Tel-Aviv U.; Bernard Yeung, New York U.

105. ✈SPDW:*(IM, RM)* **Structural Equation Modeling in Cross-Cultural Research**
- 1:00- 4:30 Sheraton Centre: Elgin

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 4:30PM

580. ✈**Strategies For Publishing International Management Research in Mainstream vs. Specialized Journals**
- 4:30- 6:30 Sheraton Centre: Dominion Ballroom N

Organizer: Rosalie L. Tung, Simon Fraser U.
Panel: Harry G. Barkema, Tilburg U.; Thomas L. Brewer, U. of Copenhagen; Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign; William G. Mitchell, U. of Michigan; John Slocum, Southern Methodist U.

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:30PM

581. ✈**IMD Professional Development Workshops Reception**
- 6:30- 8:00 Sheraton Centre: Dominion Ballroom S

New international members are invited; For IMD Junior Faculty/Doctoral Consortium, and PDW participants; Sponsored by Blackwell Publishers.
Organizer: Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

582. ✈**IMD Doctoral Consortium-Sunday**
- 8:00- 10:00 Sheraton Centre: Conference Room G

By invitation only; Breakfast sponsored by NYU Stern School of Business.
Organizer: Myles Shaver, New York U.
Panel: Harry G. Barkema, Tilburg U.; Julian M. Birkinshaw, London Business School ; Ya-ru Chen, New York U.; Susan Feinberg, U. of Maryland; Stewart Miller, Michigan State U.; Joan Penner-Hahn, U. of Michigan

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

583. ✈**IMD Junior Faculty Consortium-Sunday**
- 8:30- 12:00 Sheraton Centre: Conference Room F

Registration fee $30; By invitation only; Breakfast and refreshments provided.
Organizer: Schon Beechler, Columbia U.
Panel: Ben L. Kedia, U. of Memphis; Vladimir Pucik, IMD; Alan M. Rugman, U. of Oxford; Susan C. Schneider, U. of Geneva; Sully Taylor, Portland State U.; Mary Ann Von Glinow, Florida International U.; Srilata Zaheer, U. of Minnesota

Sunday 10:00AM

130. ✈SPDW:*(IM, MED, CAR)* **How International Members Can Become Leaders in the Academy of Management**
- 10:00- 12:00 Sheraton Centre: Conference Room G

Sunday 10:30AM

584. ✈**Barry M Richman Dissertation Award Finalists Presentations**
- 10:30- 12:00 Sheraton Centre: Dominion Ballroom N

Chair: Stephen B. Tallman, U. of Utah
Organizer: Myles Shaver, New York U.
Presenters: Alvaro Cuervo, U. of Minnesota; Donald L. Ferrin, State U. of New York, Buffalo; Rachelle Sampson, New York U.

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:25AM

585. ✈**IM Division Welcome**
- 8:25- 8:45 Hilton: Carmichael, Jackson

Welcomes: Douglas Nigh, U. of South Carolina; Srilata Zaheer, U. of Minnesota; Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign; Farok Contractor, Rutgers U.; Stephen B. Tallman, U. of Utah

Monday 8:30AM

173. ☯✈SHCS:*(OB, IM, ODC)* **Virtual Teams: A New Team Form for the New Century? A Multi-disciplinary Scholar-Practitioner Debate Exploring How Different Virtual Teams are From Traditional Teams**
- 8:30- 10:20 Sheraton Centre: Dominion Ballroom N

267. SIT: **Diversity and Identity in Teams**
- 8:30- 10:20 Sheraton Centre: Windsor West

268. ⧖SIT: **The Power of Time**
- 8:30- 10:20 Sheraton Centre: Windsor East

Monday 8:50AM

586. ✈Division: **AICM-IMD Distinguished Scholar Forum: "Theorizing About Organization Cross-Nationally"**
- 8:50- 10:50 Hilton: Carmichael, Jackson

Chair: Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign
Keynote Speaker: John Child, Cambridge U./Hong Kong U.
Panel: John R. Kimberly, U. of Pennsylvania/INSEAD; Oded Shenkar, Ohio State U./Tel-Aviv U.; Gordon Redding, INSEAD
Discussant: Michael A. Hitt, Texas A&M U.

176. ✈SHCS:*(RM, IM, OMT)* **Rigor and Relevance in Organization and Management Research**
- 8:50- 10:20 Sheraton Centre: Ballroom Centre

Monday 9:00AM

177. ☯✈SHCS:*(SIM, IM)* **International Cooperation for the Suppression of Business Bribery in the Global Economy**
- 9:00- 10:20 Sheraton Centre: Ballroom East

Monday 10:40AM

214. ✈JS:*(IM, HR)* **Exploring New Directions in International Human Resource Management**
- 10:40- 12:00 Hilton: McDonald

Monday 11:00AM

587. ✈Paper Session: **Revisiting Individualism and Collectivism**
- 11:00- 12:20 Hilton: Lismer

Chair: Daniel A. Ondrack, U. of Toronto

✈The Correspondence Between Relational Models and Individualism and Collectivism: Evidence from Groups, Markus Vodosek, U. of Michigan

✈Culture and Career Commitment, Fauziah Noordin, MARA Institute of Technology, Selangor, Malaysia; Cathy Zimmer, North Carolina State U.; Trevor Williams, Queensland U. of Technology

✈Individualism, Collectivism and Groupthink: The Effect of Culture on Janis's Theory of Flawed Decision Making in Groups, Dharm Prakash Sharma Bhawuk, U. of Hawaii, Manoa; David J. Bechtold, U. of Hawaii, Manoa

✈Toward a Model of Cross-Cultural Business Ethics: The Impact of Individualism and Collectivism on the Ethical Decision-Making Process, Bryan W. Husted, ITESM/Instituto de Empresa

Published in Conference Proceedings

Discussant: Donald L. Ferrin, State U. of New York, Buffalo

588. ✈Paper Session: **Innovation in MNCs**
- 11:00- 12:20 Hilton: Carmichael, Jackson

Chair: Esmeralda Garbi, Florida Atlantic U.

✈External Knowledge, Internal Capabilities and Multinational Subsidiary Innovation, Anupama Phene, U. of Utah; Paul Almeida, Georgetown U.

✈The Effect of International and Product Diversification on MNCs' Innovation, Shaker A. Zahra, Georgia State U.; Rakesh B. Sambharya, Rutgers U., Camden; Jooh Lee, Rowan U.

✈Are All Your Eggs in One Basket? Diversified Knowledge Networks and Firm Performance, Anupama Phene, U. of Utah; Chad Nehrt, Quinnipiac College

✈Chaebols Meet Schumpeter: The Effects of Group Structure on Innovation, Ishtiaq P. Mahmood, National U. of Singapore

Published in Conference Proceedings

Discussant: Rajan R. Kamath, U. of Cincinnati

Monday 12:20PM

181. ✈SHCS:*(IM, BPS, OMT)* **Toward an Understanding of the Role of Government in Strategy and Organization**
- 12:20- 2:10 Sheraton Centre: Ballroom East

182. 🕮☯✈⧖SHCS:*(OMT, IM, MED)* **The University in New Times: The House of Knowledge in the Age of Globalization and the Market Economy**
- 12:20- 2:10 Royal York: Concert Hall

218. ✈⧖JS:*(IM, ENT)* **Old Chinese Family Businesses in a New Time**
- 12:20- 2:10 Hilton: McDonald

301. ✈IP: **Japanese Firm Strategies**
- 12:20- 2:10 Royal York: Canadian 5

302. ✈IP: **The Use and Misuse of Expatriates and Locals**
- 12:20- 2:10 Royal York: Canadian 6

303. ✈IP: **Joint Ventures, Alliances, and Cooperative Arrangements**
- 12:20- 2:10 Royal York: Canadian 14

311. ✈IP: **The Effect of HRM on MNCs**
- 12:20- 2:10 Royal York: Canadian 7

Monday 2:30PM

589. ✈Paper Session: **Global Integration: The Promise and the Perception**
- 2:30- 3:50 Hilton: Carmichael, Jackson

Chair: Joseph Lampel, U. of Nottingham

✈Predicting Shared Integration and Responsiveness Perceptions in a Multinational Corporation, William Newburry, Rutgers U.

✈Global Culture as Competitive Advantage? Corporate Learning from Germany and Japan in Alabama and Austria, Gerhard Apfelthaler, FHS KufsteinTirol; Helen J. Muller, U. of New Mexico; Robert R. Rehder, U. of New Mexico

✈Global Account Management in Multinational Corporations: Theory and Evidence, Julian M. Birkinshaw, London Business School ; Omar Toulan, McGill U.; David Arnold, Harvard U.

✈The Impact of Global Integration on MNE Performance: Evidence From Global Industries, Alfredo J. Mauri, Baruch College; Rakesh B. Sambharya, Rutgers U., Camden

Discussant: Monisha Das, U. of Maryland, Eastern Shore

590. ✈Paper Session: **Culture Shock and All That: Expatriate Adjustment Challenges**
- 2:30- 3:50 Hilton: Lismer

Chair: Jeanne McNett, Assumption College

✈An Empirical Test of a Cross-Level Model of Multinational Strategic Posture and Expatriate Manager Adjustment , Jeffrey Shay, U. of Montana

☯✈⌛As Time Goes By: Does Previous International Experience Facilitate Expatriate Adjustment?, Jan Selmer, Hong Kong Baptist U.

✈The Role of Expatriate Adjustment in Understanding International Assignments, Riki Takeuchi, U. of Maryland, College Park; Seokhwa Yun, U. of Maryland, College Park; Joyce E.A. Russell, U. of Maryland, College Park

☯✈Between Ethnocentrism and Assimilation: An Exploratory Study of the Challenges and Coping Strategies of Expatriate Managers, Günter Klaus Stahl, U. of Bayreuth

Published in Conference Proceedings

Discussant: Jane E. Salk, ESSEC, France

186. ✈SHCS:*(OMT, BPS, IM)* **Financial Globalization and Social Structure: How Organizations Adapt to Socio-Political Changes**
- 2:30- 3:50 Sheraton Centre: Ballroom East

187. ☯✈SHCS:*(CM, IM, HR)* **How Can the Innovative Potential of Cultural Differences Be Realized? Perspectives Across Culture and Across Management Contexts**
- 2:30- 3:50 Sheraton Centre: Ballroom Centre

223. ☯✈JS:*(IM, HR)* **International HR Strategies for Developing and Retaining Global Leaders**
- 2:30- 3:50 Hilton: McDonald

274. ✈SIT: **Advancing Our Understanding of Culture: Mobility, Schemas and Similarity**
- 2:30- 3:50 Royal York: Saskatchewan

Monday 4:10PM

591. ✈Paper Session: **Creating Value Through International R&D and Franchising**
- 4:10- 5:30 Hilton: Carmichael, Jackson

Chair: Anju Seth, U. of Illinois

✈R&D Internationalization, Structural Shift, and Organizational Tension: Evidence from the Perception Gap Analysis of the Japanese Multinationals, Kazuhiro Asakawa, Keio U.

✈The International R&D Location Choices of U.S. Multinationals, Susan Feinberg, U. of Maryland

Winner of IM Division Best Paper Award
Published in Conference Proceedings

✈International Multi-Unit Franchising: An Agency Theoretic Explanation, Vinay K. Garg, U. of Texas, San Antonio; Abdul A. Rasheed, U. of Texas, Arlington

✈International Franchising: Evidence from U.S. and Canadian Franchisors in Mexico, Francine Lafontaine, U. of Michigan; Joanne E. Oxley, U. of Michigan

Discussant: Michael D. Lord, Wake Forest U.

592. ✈Paper Session: **The Institutional Story: The Effects of National Institutions on Strategy, Organization and Performance**
- 4:10- 5:30 Hilton: Lismer

Chair: D. Eleanor Westney, Massachusetts Institute of Technology

☯✈National Corporate Governance Systems: Effects of Capital and Labor Market Congruency on Corporate Innovation and Global Competitiveness, Robert E. Hoskisson, U. of Oklahoma; Daphne Wing-Yee Yiu, U. of Oklahoma; Hicheon Kim, Hanyang U., Korea

✈Which Corporate Governance System is Best? An Analysis of Investment Behaviour in the Global Petrochemical Industry, 1975-1995, James Henderson, Babson College; Karel Cool, INSEAD

✈Corporate Governance Changes Accompanying the Metamorphosis from State-Owned Enterprise to Shareholding Corporation: A Case Study of Two Chinese Airlines, Pamela Mar, The World Economic Forum; Michael N. Young, Chinese U. of Hong Kong

✈Social Embeddedness of Internationalization Strategies and Corporate Control: World-Wide and European Close-Quarter Perspectives, Anne-Wil Harzing, U. of Bradford

Discussant: Witold Jerzy Henisz, U. of Pennsylvania

191. ✈SHCS:*(BPS, TIM, IM)* **Modes of External Knowledge Sourcing**
- 4:10- 5:20 Sheraton Centre: Ballroom West

226. ✈JS:*(IM, OB)* **Social Capital and its Buzzwords, Bandwagons, and Boundaries: Critique and Theory Development from Multidisciplinary and Multinational Perspectives**
- 4:10- 5:20 Hilton: McDonald

277. SIT: **Leadership: History, Culture and Information**
- 4:10- 5:30 Royal York: New Brunswick

279. SIT: **Does Ownership Make a Difference?**
- 4:10- 5:30 Royal York: Saskatchewan

Tuesday 8:30AM

229. ☯✈JS:*(BPS, GDO, IM)* **Board Room Diversity: The Case of Women Directors**
- 8:30- 10:10 Hilton: McDonald

Tuesday 8:50AM

593. ✈Paper Session: **Does Culture Influence the Psychological Contract?**
- 8:50- 10:10 Hilton: Lismer

Chair: Mary Lippitt Nichols, U. of Minnesota

✈Cultural Variation in the Psychological Contract, David C. Thomas, Simon Fraser U.; Kevin Au, Chinese U. of Hong Kong

Published in Conference Proceedings

☯✈The Role of Procedural Justice, Perceived Organizational Support, and Individualism-Collectivism in Motivating Organizational Citizenship Behavior of Employees in the People's Republic of China, Bradley L. Kirkman, U. of North Carolina, Greensboro; Kevin B. Lowe, U. of North Carolina, Greensboro; Danyang Peng, Wachovia Bank

✈An Examination of Procedural Justice Principles in China and the U.S., Jasmine Tata, Loyola U., Chicago; Ping Ping Fu, Chinese U. of Hong Kong; Rongxian Wu, Suzhou U., China

✈Strategic Decision-Making, Procedural Justice, and Team Commitment in International Joint Ventures: A Path Model Assessment of Relationships, James Patrick Johnson, Old Dominion U.

Discussant: Rabi S. Bhagat, U. of Memphis

594. ✈Paper Session: **Foreignness as Asset and Liability: The Challenges of Doing Business Abroad**

- 8:50- 10:10 Hilton: Carmichael, Jackson

Chair: Yair Aharoni, Tel-Aviv U.

☯✈Challenges Faced by Small and Medium Sized Japanese Companies Investing Abroad, Sushil Vachani, Boston U.

✈Globalization of Domestic Firms in Emerging Market Economies: The Role That Foreign Ownership Plays, Pradeep Chhibber, U. of Michigan; Sumit Majumdar, Imperial College of Science, Technology and Medicine

☯✈Managing Country of Origin: How Country of Design and Country of Assembly Affect Consumer Attitudes, Glen H. Brodowsky, California State U., San Marcos; Justin Tan, California State U., San Marcos

✈Do Labor Lawsuits Represent a Liability of Foreignness for Foreign Subsidiaries Operating in the United States?, John Mezias, U. of Miami

Winner of IM Division Best Paper Award
Published in Conference Proceedings

Discussant: Stewart Miller, Michigan State U.

Tuesday 10:30AM

595. ✈Paper Session: **Confucian Values and Organizational Behavior: Are China and Taiwan Any Different?**

- 10:30- 11:50 Hilton: Lismer

☯✈Employee Involvement Antecedents of Job Satisfaction, Employee Cooperation and Intention-to-Quit in U.S. Invested Enterprises in China, Dow Scott, Loyola U., Chicago; James W. Bishop, U. of Tampa; Xiangming Chen, U. of Illinois, Chicago

☯✈Employee Reactions to Supervisory Directions in Four Types of Firms in Taiwan: The Effects of Company Policies, Peer Consensus and Independent Assessment, Nailin Bu, Queen's U.; T.K. Peng, I-Shou U.; Timothy J. Craig, U. of Victoria

✈The Influence of Power Distance on the Relationship between Participation and Attitudinal and Performance Outcomes in the People's Republic of China, Anne Marie Francesco, Hong Kong Baptist U.; Zhen Xiong Chen, Hong Kong Baptist U.

☯✈The Influence of Confucian Ideology on Conflict Management, Jun Yan, Texas Tech U.; Ritch L. Sorenson, Texas Tech U.

Discussant: Diane Liang Rulke, U. of London

596. ✈⧖Paper Session: **Theme Session: The Effects of Time and Timing in Internationalization**

- 10:30- 11:50 Hilton: Carmichael, Jackson

Chair: Stephen E. Weiss, York U.

✈⧖Pace, Rhythm, and Scope: Path Dependencies in Benefiting From Internationalization, Freek Vermeulen, Tilburg U.; Harry G. Barkema, Tilburg U.

Published in Conference Proceedings

✈Tacitness, Learning and International Expansion in a Knowledge-Intensive Industry, Xavier Martin, New York U.; Robert Salomon, New York U.

✈Competitive Reaction, Imitation and Bunching in Foreign Entry Decisions, Shige Makino, Chinese U. of Hong Kong; Andrew Delios, Hong Kong U. of Science and Technology

Published in Conference Proceedings

✈⧖The Determinants of Timing in Sequential Entry Decisions: An Exploratory Analysis, Vibha Gaba, U. of Oregon; Michael V. Russo, U. of Oregon; Gerardo Rivera Ungson, U. of Oregon

Discussant: Alvaro Cuervo, U. of Minnesota

280. SIT: **Cooperating when Competing**

- 10:30- 11:50 Royal York: New Brunswick

Tuesday 2:00PM

597. ✈Symposium: **Global Monoculture or Multiculture? Will the Next Century Bring Standards or Variation in Organizational Practice?**

- 2:00- 3:20 Hilton: Lismer

Chair: Christopher McKenna, Johns Hopkins U.
Presenters: Lars Engwall, Uppsala U.; Philip Scranton, Rutgers U.; Richard Whittington, U. of Oxford

598. ✈Paper Session: **Running the Show: The Whys and Wherefores of Alliance Governance**

- 2:00- 3:20 Hilton: Carmichael, Jackson

Chair: Tom Murtha, U. of Minnesota

☯✈Which Alliance Organizational Form is Best? An Empirical Study of the Acquisition of Technology By U.S. Firms From Foreign Partners, Farok Contractor, Rutgers U.; Wonchan Ra, Korea Institute for Industrial Economics

✈The Impacts of Alliance Purpose and Partner Similarity on Alliance Governance, Nitin Pangarkar, National U. of Singapore; Saul Klein, U. of Witwatersrand

✈Knowledge Search and Governance Choice in International Joint Ventures, Jiatao Li, Hong Kong U. of Science and Technology

✈The Governance Structure of IJVs: A Comparison of Manufacturing and Service IJVs, Louis Hebert, U. of Western Ontario; Cyril D. Bouquet, U. of Western Ontario

Discussant: Ruth Aguilera, U. of Illinois, Urbana-Champaign

284. SIT: **Legitimating Ambivalence and Ambiguity**

- 2:00- 3:20 Royal York: New Brunswick

355. ✈IP: **Globalization and Localization**

- 2:00- 3:20 Royal York: Canadian 5

356. ✈IP: **Culture and Work**

- 2:00- 3:20 Royal York: Canadian 6

357. ✈IP: **Doing Business in Transition Economies**

- 2:00- 3:20 Royal York: Canadian 7

Tuesday 3:40PM

599. ✈Paper Session: **Role Plays: CEOs,TMTs and International Performance**

- 3:40- 5:00 Hilton: Lismer

Chair: Deborah Francis, Auburn U., Montgomery

✈ Role Conflict and Role Ambiguity of International Joint Ventures' CEOs: A Transaction Cost Perspective, Yaping Gong, Ohio State U.; Yadong Luo, U. of Hawaii, Manoa; Mee-Kau Nyaw, Lingnan College

✈ Social Embeddedness, Overt and Covert Power, and their Effects on CEO Pay: An Empirical Examination Among Family Businesses in India, Rajaram .. Veliyath, Kennesaw State U.; Kannan Ramaswamy, Thunderbird-AGSIM

✈ The Influence of CEO Characteristics on International Diversification, Pol Herrmann, Iowa State U.

☯ ✈ The Impact of Top Management Team Characteristics on Strategic Flexibility and Firm Performance in International Environments, Ho-uk Lee, Texas A&M U.

Discussant: Joseph A. Petrick, Wright State U.

600. ✈ Paper Session: **Multinationality and Performance**

- 3:40- 5:00 Hilton: Carmichael, Jackson

Chair: Sumit Kundu, Saint Louis U.

✈ What Determines the Profitability of Foreign Direct Investment? A Subsidiary-Level Analysis of Japanese Multinationals, Mariko Sakakibara, U. of California, Los Angeles; Hideki Yamawaki, Claremont Graduate U.

Published in Conference Proceedings

✈ Internationalization and Performance: An Examination of the Differential Effects of Exporting and FDI, Jane Wenzhen Lu, U. of Western Ontario; Paul W. Beamish, U. of Western Ontario

✈ Is the Multinationality-Performance Relationship U-Shaped?, Lorraine Eden, Texas A&M U.; Douglas E. Thomas, Texas A&M U.

✈ Internationalization and Performance - An Organizational Learning Perspective, Winfried Ruigrok, U. of Saint Gallen; Hardy Wagner, U. of Saint Gallen

Discussant: Karen Schnatterly, U. of Minnesota

248. ✈ JS: *(GDO, IM, OB)* **Multicultural Teams within Multinational Corporations**

- 3:40- 5:20 Royal York: Territories

Tuesday 5:30PM

601. ✈ Meeting: **IM Business Meeting**

- 5:30- 6:15 Hilton: Lismer

Barry Richman Dissertation Award; Best Paper Award; Distinguished Reviewer Awards; AICM-IMD Distinguished Scholar Award; Review of Division Finances

Chair: Douglas Nigh, U. of South Carolina

Facilitators: Stephen B. Tallman, U. of Utah; Srilata Zaheer, U. of Minnesota; Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign; Farok Contractor, Rutgers U.

Tuesday 6:30PM

602. ✈ **IM Division Social**

- 6:30- 8:30 Hilton: Carmichael, Jackson

Delicious snacks and great conversation!

Chair: Srilata Zaheer, U. of Minnesota

Wednesday 8:50AM

603. ✈ Paper Session: **Knowledge Search and Transfer: Macro and Micro Approaches**

- 8:50- 10:10 Hilton: Carmichael, Jackson

Chair: Charles-Henri Besseyre des Horts, HEC, France

✈ International Knowledge Transfer: Firms' Responses to Government Policy Liberalizations, Stanley D. Nollen, Georgetown U.; Thomas L. Brewer, U. of Copenhagen

☯ ✈ Knowledge Search and Knowledge Acceptance: Often Overlooked Preludes to Successful Knowledge Transfer, James Nebus, U. of South Carolina

✈ Shukko (Employee Transfers) and Tacit Knowledge Exchange in Japanese Supply Networks: The Electronics Industry Case , James R. Lincoln, U. of California, Berkeley; Christina L. Ahmadjian, Columbia U.

Published in Conference Proceedings

✈ Trust, Organizational Controls, Knowledge Acquisition from the Foreign Parents, and Performance in Vietnamese IJVs, Marjorie A. Lyles, Indiana U.; Jeffrey Q. Barden, Duke U.

Discussant: Fernando Olivera, U. of Western Ontario

604. ✈ Paper Session: **Entering Foreign Markets: Where, Why and How ?**

- 8:50- 10:10 Hilton: Lismer

Chair: David Shaw, U. of Macau

✈ CEO Successor Characteristics and the Choice of Foreign Market Entry Mode: An Empirical Study, Pol Herrmann, Iowa State U.; Deepak K. Datta, U. of Kansas

✈ U.S. Firms' Entry into the European Telecommunications Market: A Question of Modality Choice, Cliff Wymbs, Baruch College

✈ Why MNCs Enter Central and Eastern Europe: Strategic Motivation and Entry Mode Choice, Keith D. Brouthers, U. of East London; Lance E. Brouthers, U. of Texas, San Antonio; George Nakos, Clayton College and State U.

✈ Internationalization Revisited: The 'Big Step' Hypotheses, Torben Pedersen, U. of Copenhagen; Myles Shaver, New York U.

Discussant: David M. Berg, U. of Texas, Dallas

200. ☯ ✈ SHCS: *(IM, OMT, MH)* **Heralding a New Time: Transition Issues in Central and Eastern Europe**

- 8:50- 10:20 Sheraton Centre: Dominion Ballroom N

Wednesday 10:30AM

605. ✈ Paper Session: **Navel-Gazing, Globalization and a New World Order?**

- 10:30- 11:50 Hilton: Carmichael, Jackson

Chair: Bernard Wolf, York U.

✈ In Search of Understanding: Contrasting Views on the Domain of International Management, Zaida L. Martinez, St. Mary's; Brian Toyne, Saint Mary's U.

☯ ✈ Global Competition, Institutions, and Organizational Change: The International Diffusion of the ISO 9000 Quality Standards, Mauro F. Guillen, U. of Pennsylvania; Isin Guler, U. of Pennsylvania

✈ When Muhammed Goes to the Mountain: Globalization, Cathedrals of Modernity, and a New World Order, Udo Zander, Stockholm School of Economics

Published in Conference Proceedings

✈ The Downward Spiral and U.S. Model Business Principles: Why MNEs Should Take Responsibility for the Improvement of World-Wide Social and Environmental Conditions, Andreas Georg Scherer, U. of Erlangen, Nuremberg; Marc Smid, U. of Erlangen, Nuremberg

Discussant: Nitin Nohria, Harvard U.

606. ✈ Paper Session: **Control and Value Creation in Joint Ventures and Alliances**

- 10:30- 11:50 Hilton: Lismer

Chair: Jonathan P. Doh, American U.

✈The Determinants of Value Creation for Partner Firms in the Global Alliance Context, Jong-Hun Park, City U. of Hong Kong; Kwangsoo Kim, City U. of Hong Kong

✈Contingent Ownership and Control in International Joint Ventures, Jeffrey J. Reuer, INSEAD

📖☯✈Partners' Credible Threat in the International Joint Venture Game -- A Game Theoretic Approach to the Control-Performance Relationship, Yan Zhang, U. of Southern California; Haiyang Li, Lingnan U.

✈Failure of Cooperation: A Socio-Political Perspective of International Joint Ventures, Soo Min Toh, Texas A&M U.; Yangmin Kim, Texas A&M U.

Discussant: Carlos Garcia-Pont, IESE, U. of Navarra, Spain.

Wednesday 10:40AM

201. ☯✈SHCS:*(IM, GDO, OB)* **Managing Multicultural Organizations: A Meeting of the Minds**

- 10:40- 12:00 Sheraton Centre: Ballroom Centre

259. ✈JS:*(IM, OMT)* **Applying Institutional Theory in International Contexts**

- 10:40- 12:00 Sheraton Centre: Dominion Ballroom N

Wednesday 12:10PM

607. ☯✈Symposium: **Untapped Global Leadership: International Careers of Female Managers**

- 12:10- 1:30 Hilton: Lismer

Chair: Yongsun Paik, Loyola Marymount U.

Evidence of Back-home Selection Bias Against Female Expatriates: Comparing Perceptions from Host Country and Parent Company Work Environments, Charles M. Vance, Loyola Marymount U.; Yongsun Paik, Loyola Marymount U.

Women as Global Leaders: The Role of Leader-Member Exchange, Linda K. Stroh, Loyola U., Chicago; Arup Varma, Ihrir/Loyola U.

Female Expatriates: The Model Global Manager?, Rosalie L. Tung, Simon Fraser U.

Advances in Global Leadership: The Women's Global Leadership Forum, Nancy J. Adler, McGill U.

Wednesday 12:20PM

260. ☯✈⧖JS:*(IM, BPS)* **Management and Organization in Transition Economies: A Focus on a New Time**

- 12:20- 2:10 Sheraton Centre: Dominion Ballroom N

Wednesday 1:30PM

608. ✈Meeting: **IM Member Feedback and Reflection**

- 1:30- 2:10 Hilton: Carmichael, Jackson

Members of the IM Division are urged to provide feedback and suggestions for organizing the next meeting, as well as comments on the overall running of the division. We depend on member ideas and initiatives to develop our mission.

Chair: Douglas Nigh, U. of South Carolina

Facilitators: Farok Contractor, Rutgers U.; Srilata Zaheer, U. of Minnesota; Joseph L. C. Cheng, U. of Illinois, Urbana-Champaign

Management Consulting

Program Chair: William Vroman, U. of Baltimore/Strategic Planning, Inc.
Professional Development Workshop Chair: Kurt Motamedi, Pepperdine U.

	Start	Division Program	Shared Program
Fri/Sat	1:00pm	**609.** Essentials of Effective Consulting ◆ SC:Kent	
	8:00am	**610.** Advanced Consulting Competencies ◆ SC:Conference Room B	
	1:00pm		**108.** SPDW: Wrkshp:Studnt Consultg Projcts ◆ SC:Kent
Sun	8:00am	**611.** Michael Beer-- Consulting to Build Organization Fitness ◆ RY:Concert Hall	
Monday	8:30am	**612.** Academic Consulting- Complementary or Contradictionary? ◆ RY:Nova Scotia	
	12:20pm	**613.** The Age of Consulting ◆ RY:Nova Scotia	**216.** JS: Emotional Intelligence ◆ RY:Territories
	2:30pm		**221.** JS: Whole Systems Change ◆ RY:Territories
	4:10pm	**614.** Mastering the Digital Marketplace- Distinguished Speaker ◆ RY:Nova Scotia	
	5:30pm	**615.** Management Consulting Division Business Meeting ◆ RY:Nova Scotia	
	6:30pm	**616.** MC Social Hour ◆ RY:Nova Scotia	
	7:30pm	**617.** MC's Member and Friends Dinner ◆ RY:Nova Scotia	
Tuesday	8:30am	**618.** Knowledge Management and Effective Consulting ◆ RY:Nova Scotia	
	10:30am		**350.** IP: Consulting Effectiveness ◆ RY:Canadian 12
	2:00pm	**619.** Consulting and Professional Service Firms ◆ RY:Nova Scotia	
	3:40pm	**620.** Consulting in Internet Time ◆ RY:Nova Scotia	
Wed	8:30am		**198.** SHCS: Resistance & Readiness for Chg. ◆ RY:Concert Hall **254.** JS: Workplace Romance ◆ RY:Territories **377.** IP: Exploring Consulting Concepts ◆ RY:Canadian 10

Friday 1:00PM

609. 📖☯✈⧖ **High Impact Consulting in a New Time (PDW-I) - Essentials of Effective Consulting: Critical Concepts and Skills**

- 1:00- 10:00 Sheraton Centre: Kent

Please pre-register before 7/15/00 ($50 fee) to Marjorie.Walsleben@pepperdine.edu -- Check www.uwf.edu/mcd/
Welcome: Jeff Kerr, U. of Miami
Organizer: Rickie Moore, E.M. Lyon/ISEOR
Coordinator: Suzanne Geigle, PricewaterhouseCoopers
Facilitator: Tracey Roll, Experian
Introduction: Kurt Motamedi, Pepperdine U.
Presenters: Terry R. Armstrong, Emerson College; Richard Dunford, Macquarie U.; Suzanne Geigle, PricewaterhouseCoopers; Jeannie Innis, Litton-PRC; Geraldine A. Kisiel, AK Research and Training, Inc.; Tom Olson, U. of Southern California; Diana Page, Page Consulting
Discussant: Joseph W. Weiss, Bentley College

Saturday 8:00AM

610. 📖☯✈⧖ **High Impact Consulting in a New Time (PDW-II) - Advanced and Emerging Consulting Competencies**

- 8:00- 6:00 Sheraton Centre: Conference Room B

Pre-register before 7/15/00 (Fee $50; late $65): Marjorie.Walsleben@pepperdine.edu -- Check www.uwf.edu/mcd
Welcome: Jeff Kerr, U. of Miami
Organizer: Rickie Moore, E.M. Lyon/ISEOR
Facilitator: Alyson Parham, Partec Enterprise
Introduction: Kurt Motamedi, Pepperdine U.
Presenters: Marc Bonnet, E.M. Lyon/ISEOR; André L. Delbecq, Santa Clara U.; Robert T. Golembiewski, U. of Georgia; Tom Housel, U. of Southern California; Ravi Kumar, U. of Southern California; Rickie Moore, E.M. Lyon/ISEOR; Kurt Motamedi, Pepperdine U.; Tom Olson, U. of Southern California; Georges Trepo, HEC, France; Jim Warren, Center for Collaborative Management
Discussant: Joseph W. Weiss, Bentley College

Saturday 1:00PM

108. 📖SPDW:*(MED, MC)* **Workshop on Student Consulting Projects**

- 1:00- 4:00 Sheraton Centre: Kent

Sunday 8:00AM

611. 📖☯⧖ **High Impact Consulting in a New Time (PDW-III) - Michael Beer on Consulting to Build Organization Fitness**

- 8:00- 12:00 Royal York: Concert Hall

Pre-registration before 7/15/00 for case material; (Marjorie.Walsleben@pepperdine.edu.)
Introduction: Kurt Motamedi, Pepperdine U.
Keynote Speaker: Michael Beer, Harvard U.

Monday 8:30AM

612. 📖☯Symposium: **Management Academics and Consulting: Complementary or Contradictory?**

- 8:30- 10:20 Royal York: Nova Scotia

Solutions are provided to Academic/Consulting role conflicts.
Welcome: Jeff Kerr, U. of Miami
Moderator: William B. Werther, Jr., U. of Miami
Presenters: Robert T. Golembiewski, U. of Georgia; Larry Greiner, U. of Southern California; Robert Jenefsky, Ecole Hoteliere de Lausanne, Switzerland; Ken Weidner, Saint Joseph's U.

Monday 12:20PM

613. ☯✈⧖Paper Session: **The Age of Consulting-Consulting's Role in the Development of Modern Enterprise**

- 12:20- 2:10 Royal York: Nova Scotia

The ubiquity of consulting makes this an important session.
Chair: James J. Carroll, Georgian Court College

☯✈In Search of Explanations for the Consulting Explosion, Berit Ernst, U. of Mannheim, Germany; Alfred Kieser, U. of Mannheim, Germany

✈Corporate Consulting - A Wellspring of Knowledge?, Robert Sandberg, Fenix Program, Stockholm School of Economics; Andreas Werr, Fenix Program, Stockholm School of Economics

☯✈Corporate Superstars and Consultancies, Lars Engwall, Uppsala U.; Carin Eriksson, Uppsala U.

✈Outsourcing of Decision Making: A Theoretical Perspective, Ginka Nikova-Toegel, London Business School

Program Coordinator: William Vroman, U. of Baltimore/Strategic Planning, Inc.
Discussants: Alberto Zanzi, Suffolk U.; Julia Christine Balogun, Cranfield U.

216. ☯JS:*(MOC, MC)* **Emotional Intelligence at Work: Does it Make a Difference?**
- 12:20- 2:10 Royal York: Territories

Monday 2:30PM

221. ☯JS:*(ODC, MC)* **Whole Systems Change: How Far Can We Go ?**
- 2:30- 3:50 Royal York: Territories

Monday 4:10PM

614. ☯⧖Division: **Doug Aldrich-- MC's Distinguished Speaker--Mastering the Digital Marketplace**
- 4:10- 5:20 Royal York: Nova Scotia

Welcome: William Vroman, U. of Baltimore/Strategic Planning, Inc.
Presenter: Doug Aldrich, A.T. Kearney

Monday 5:30PM

615. Meeting: **Management Consulting Division Business Meeting**
- 5:30- 6:15 Royal York: Nova Scotia

Division Chair: Jeff Kerr, U. of Miami

Monday 6:30PM

616. **Management Consulting Division Social Hour**
- 6:30- 7:30 Royal York: Nova Scotia

We'd like to invite members to come for an hour of chat and drink.

Monday 7:30PM

617. **Management Consulting Friends and Members Dinner**
- 7:30- 11:00 Royal York: Nova Scotia

Contact Bill Vroman (bvroman@home), or see www.uwf.edu/mcd for details.
Host: William Vroman, U. of Baltimore/Strategic Planning, Inc.

Tuesday 8:30AM

618. ☯Paper Session: **Knowledge Management- A Key Attribute of Successful Consulting Organizations**
- 8:30- 10:10 Royal York: Nova Scotia

Chair: Andreas Werr, Fenix Program, Stockholm School of Economics

The Effect of Uncertainty on the Consultant's Role in an Organization, Robin K. Sronce, Southern Illinois U., Carbondale

The Arbitrage of Knowledge: The Process of Client Knowledge Arbitrage by Management Consulting Firms, Matthew Semadeni, Texas A&M U.

Winner of the Bentley College/Copenhagen Business School Best Student Paper Award

Published in Conference Proceedings

✈A Knowledge-Based Perspective on Employment Externalizaton: Effects of Personal Interaction and Knowledge Complexity on the Outcome of a Knowledge Transfer Process, Helge Dahl-Joergensen, U. of Queensland, Australia; Elizabeth George, U. of Queensland, Australia

✈Key Challenges in the Search for the Effective Management of Knowledge in Management Consulting Firms, Richard Dunford, Macquarie U.

Published in Conference Proceedings

Discussants: David Jamieson, Pepperdine U.; Jim Warren, Center for Collaborative Management

Tuesday 10:30AM

350. IP: **Reengineering, Change and Consulting Effectivness**
- 10:30- 11:50 Royal York: Canadian 12

Tuesday 2:00PM

619. ☯✈Paper Session: **Professional Services and Networks-- Managing Consulting Firms**
- 2:00- 3:20 Royal York: Nova Scotia

Chair: Anthony F. Buono, Bentley College

Relational Expertise and Professional Service Delivery, Kate Walsh, Boston College

Winner of the Bentley College/Copenhagen Business School Best Student Paper Award

✈The Anatomy of Network Building in Management Consulting Firms, Kari Lilja, Helsinki School of Economics; Flemming Poulfelt, U. of Copenhagen

☯"It's What You Know and Who You Know": The Importance of Technical Skills and Connections in Making Promotion Decisions within Professional Service Firms, Cheryl C. McLean, U. of Massachusetts, Amherst

Winner of the Bentley College/Copenhagen Business School Best Paper Award

✈Managerial Challenges of Five Management Consulting Firms Operating in Norway , Carsten Syvertsen, Lillehammer College; Joaquim Vilà, IESE, U. of Navarra, Spain.

Discussants: Georges Trepo, HEC, France; Richard Dunford, Macquarie U.

Tuesday 3:40PM

620. 🕮☯✈⧖Theme: **The New Rules--Consulting in Internet Time**
- 3:40- 5:20 Royal York: Nova Scotia

Panel captures dynamics of consulting in 21st Century.
Panel: William Vroman, U. of Baltimore/Strategic Planning, Inc.; Jeff Kerr, U. of Miami; Anthony F. Buono, Bentley College; Kurt Motamedi, Pepperdine U.

Wednesday 8:30AM

198. SHCS:*(ODC, MC)* **The Evolution and Current Status of Resistance and Readiness in Organizational Change: Theory, Process, and Practice**
- 8:30- 10:20 Royal York: Concert Hall

254. ☯JS:*(GDO, HR, MC)* **Frisky Business: Issues and Consequences of Workplace Romance**
- 8:30- 10:20 Royal York: Territories

377. IP: **Exploring Consulting Concepts**
- 8:30- 10:20 Royal York: Canadian 10

Management Education and Development

Program Chair: Robert DeFillippi, Suffolk U.
Professional Development Workshop Chair: Elena P. Antonacopoulou, U. of Manchester

	Start	Division Program	Shared Program
Friday	9:00am		**78.**SPDW: Service-Learning Community Service Project ◆ Off:Toronto Covenant House
	1:00pm	**621.**MED/OBTS Management 101: Bucknell's Course ◆ SC:Windsor West	**81.**SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	1:30pm	**622.**Classroom Defensiveness as a Vaccine ◆ SC:Windsor East	
	2:30pm	**623.**Overcoming Barriers to Spirituality ◆ SC:Windsor West	
	3:00pm		**82.**SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.**SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.**SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**90.**SPDW: CMSW: What's Critical? ◆ RY:Ontario **91.**SPDW: Making Learning Real: The Ohio Model. ◆ SC:Dufferin **92.**SPDW: Making Time to Talk ◆ SC:Conference Room D
	8:30am		**93.**SPDW: Teaching OB with Technology ◆ Off:Ryerson Polytechnic U. **95.**SPDW: Designing HCM Courses ◆ SC:Kenora **96.**SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am	**624.**Breaking Through Time Constraints ◆ SC:Simcoe **625.**Diversity in 'Classroom' 2000 ◆ SC:Kent	
	9:30am		**99.**SPDW: Stakeholder Learning Dialogs ◆ SC:Norfolk
	10:00am		**101.**SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.**SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	11:00am	**626.**Mindsets for the World ◆ SC:Dominion Ballroom N **627.**Critical approaches for teaching Strat. & Mgmnt ◆ SC:Simcoe	
	1:00pm		**103.**SPDW: Teaching Cognition ◆ RY:York **106.**SPDW: Problem-Based Learning in Business Schools ◆ RY:Salon A **107.**SPDW: Case Critique Colloquium ◆ SC:Norfolk **108.**SPDW: Wrkshp:Studnt Consultg Projcts ◆ SC:Kent
	1:30pm	**628.**Critical Management Pedagogy (1) ◆ SC:Dufferin **629.**Cinema & Theatre as Teaching Tools ◆ SC:Simcoe	**109.**SPDW: Reflecting on & Applying Learning ◆ SC:Conference Room D
	2:00pm		**110.**SPDW: Nonprofit Management Education ◆ RY:British Columbia
	2:30pm		**111.**SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.**SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:30pm	**630.**Critical Management Pedagogy (2) ◆ SC:Conference Room E **631.**Management Education at the Movies ◆ SC:Simcoe	
	5:00pm	**632.**Improvisation in Management Education ◆ SC:Conference Room D	
	5:30pm		**115.**SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.**SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.**SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am	**633.**Using Internet Portals to Facilitate Mgt Edu. ◆ SC:Conference Room E	**118.**SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**634.**2000 MED Doctoral Consortium ◆ SC:Conference Room B **635.**MED/OBTS Teaching in a New Time ◆ SC:Dominion Ballroom S	**119.**SPDW: Statistical Software for Data Analysis ◆ H:Varley **122.**SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.**SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**636.**Future Dimensions of the Academy's E-media ◆ SC:Conference Room D **637.**Know time just-in-time ◆ SC:Conference Room E	
	9:30am		**128.**SPDW: Re-Creating Time for Teaching OMT ◆ SC:Ballroom West
	10:00am	**638.** An Exercise in Critical Thinking ◆ SC:Dominion Ballroom S	**129.**SPDW: Backlash, Academia and Change ◆ RY:Tudor 7 **130.**SPDW: How International Members Can Become Leaders in AoM ◆ SC:Conference Room G
	10:30am	**639.**Management Educators in the New Millennium ◆ SC:Huron **640.**Outside of Time: Making a Virtual Community ◆ SC:Conference Room D	**134.**SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:00am	**641.**MED Division Welcome ◆ RY:British Columbia	
	8:30am	**642.**Management Education in Turkey ◆ RY:British Columbia	**174.**SHCS: Kairos in Management Education ◆ RY:Quebec **205.**JS: Spirituality in Mgmt. Education ◆ RY:Territories **207.**JS: Leadership as Vocation or Calling: Management and Spirituality ◆ SC:Civic Ballroom
	10:40am	**643.**Learning as a Developmental Process ◆ RY:British Columbia	
	12:20pm	**644.** A New Time For Distance Learning ◆ RY:British Columbia **645.**Past MED Chairs ◆ RY:Tudor 9	**182.**SHCS: The University in New Times ◆ RY:Concert Hall
	2:30pm	**646.**Multi-Media and Global Business ◆ RY:British Columbia	**312.**IP: The Affective Side of Learning ◆ RY:Canadian 1

	4:10pm	**647.** Library Time: Literacy ◆ RY:British Columbia	
Tuesday	8:30am	**648.** Cognitive Models for Assessing Learning ◆ RY:British Columbia	
	10:30am	**649.** Outcomes Assessment Tools ◆ RY:British Columbia	**236.** JS: Civic Engagement & Service Learning ◆ H:McDonald **345.** IP: Mgmt Devlp. & Curric. Innovations ◆ RY:Canadian 6
	2:00pm	**650.** Multiple Perspectives on Learning ◆ RY:British Columbia	
	3:40pm	**651.** The Ohio Model for Problem-Based Learning ◆ RY:British Columbia	**245.** JS: Cognitive Style in Europe ◆ SC:Conference Room D&E **246.** JS: Transformation and the Search for Meaning at Work ◆ H:McDonald
	5:30pm	**652.** MED Business Meeting ◆ RY:British Columbia	
	7:00pm	**653.** MED Social ◆ RY:British Columbia	
Wednesday	7:00am	**654.** MED Exe. Comm. Breakfast ◆ RY:Nova Scotia	
	8:30am	**655.** Leadership: A Fresh Look ◆ RY:British Columbia	**289.** SIT: Promoting Women ◆ RY:New Brunswick **374.** IP: Internat'l & Comparative Perspectives ◆ RY:Canadian 7
	10:40am	**656.** The Accreditation Process ◆ RY:British Columbia	**255.** JS: AOM Past Presidents Speak ◆ RY:Territories **256.** JS: Cinema & Fiction in Mgmt. ◆ H:McDonald
	12:20pm	**657.** Teaching Strategic Management ◆ RY:British Columbia	
	2:30pm	**658.** Time to Think Out of the Box? ◆ RY:British Columbia	

Friday 9:00AM

78. SPDW:*(SIM, ONE, MED, PNP)* **Service-Learning Community Service Project**
- 9:00- 8:00 Off Site: Toronto Covenant House

Friday 1:00PM

621. 🕮☯**MED/OBTS Management 101: Breakthrough Lessons from Bucknell's Comprehensive Experiential Course**
- 1:00- 2:30 Sheraton Centre: Windsor West

Pre-registration requested but not required. Please contact John A. Miller - jmiller@bucknell.edu
Organizers: John A. Miller, Bucknell U.; Tammy B. Hiller, Bucknell U.
Presenters: John A. Miller, Bucknell U.; Tammy B. Hiller, Bucknell U.

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 1:30PM

622. 🕮**Classroom Defensiveness as a Vaccine**
- 1:30- 3:00 Sheraton Centre: Windsor East

Organizer: Abdelmagid Mazen, Suffolk U.
Presenter: Abdelmagid Mazen, Suffolk U.

Friday 2:30PM

623. 🕮☯**Overcoming Barriers to Teaching Spirituality in a Business Classroom: A Soulful Strategy**
- 2:30- 4:30 Sheraton Centre: Windsor West

Organizer: Gerald Biberman, U. of Scranton
Presenters: Michael Whitty, U. of Detroit, Mercy; Sandra King, California State Polytechnic U.

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

91. 🕮SPDW:*(MED, ODC)* **Making Learning Real: The Ohio Model. Workshop on Integrated, Problem-based Learning**
- 8:00- 12:00 Sheraton Centre: Dufferin

92. 🕮⧖SPDW:*(MED, MOC, ODC, ONE, SIM)* **Making Time to Talk: Stakeholder Learning Dialogs**
- 8:00- 9:00 Sheraton Centre: Conference Room D

Saturday 8:30AM

93. 🕮⧖SPDW:*(OB, MED)* **Transcending Temporal Boundaries in Teaching OB: Employing Technology to Change the Ways Students and Professors Use and Experience Technology**
- 8:30- 4:30 Off Site: Ryerson Polytechnic U.

95. 🕮☯SPDW:*(HCM, MED)* **Designing and Delivering Courses for Students in Health Care Management**
- 8:30- 10:30 Sheraton Centre: Kenora

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

624. ⧖**Vehicles for Breaking Through Time Constraints: The Power of Dialogue**
- 9:00- 10:30 Sheraton Centre: Simcoe

Pre-registration is preferred to optimize participation. Contact Christophe Roux-Dufort rouxdufort.ch@edu.edhec.asso.fr or Liz Borredon borredon.li@edu.edhec.asso.fr.
Organizers: Christophe Roux-Dufort, HEC Management School; Liz Borredon, HEC Management School
Presenters: Mario Cayer, Laval U.; Bill Isaacs, Massachusetts Institute of Technology

625. 🕮⧖**Bringing Diversity into 'Classroom' 2000: Tense Past, Present and Future**
- 9:00- 10:30 Sheraton Centre: Kent

Organizers: Anna M. Lorbiecki, Lancaster U.; Bogdan Costea, Lancaster U.
Facilitator: Bogdan Costea, Lancaster U.
Presenter: Anna M. Lorbiecki, Lancaster U.

Saturday 9:30AM

99. ☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Hands-on Practice in Stakeholder Learning Dialogs**
- 9:30- 12:00 Sheraton Centre: Norfolk

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 11:00AM

626. 🕮☯**Mindsets for the World: Experiments in Globalization and Localization in Management Education**
- 11:00- 12:30 Sheraton Centre: Dominion Ballroom N

Pre-registration by 1st July 2000. Maximum number of participants 48. Please contact Jonathan Gosling - gosling@embanet.com
Organizer: Jonathan Gosling, Lancaster U.
Panel: Nancy Badore, Consultant; Mark Hamlin, Organisation Resource Ltd; Danica Purg, International Development Centre Slovenia; Purohit Thirunarayana, Indian Institute of Management, Bangalore, India; Qian Kan, Cambridge U.; David Ashton, Lancaster U.; Peter Hawtin, BAE Systems; David Nuttall, BAE Systems

627. 🕮⧖**Meeting the Challenges of the New Times: Critical Approaches for Teaching Strategy and Management**
- 11:00- 12:30 Sheraton Centre: Simcoe

Organizers: Pushkala Prasad, Lund U.; Anshuman Prasad, U. of New Haven
Presenters: Hugh Willmott, U. of Manchester; Anshuman Prasad, U. of New Haven; J. Michael Cavanaugh, Fairfield U.; Pushkala Prasad, Lund U.

Saturday 1:00PM

103. 🕮☯SPDW:*(MOC, MED)* **Teaching Managerial and Organizational Cognition: Exploring Successful Strategies**
- 1:00- 4:00 Royal York: York

106. 🕮SPDW:*(ODC, MED)* **Problem-Based Learning:Varieties of Experience in Business Schools**
- 1:00- 5:00 Royal York: Salon A

107. 🕮SPDW:*(BPS, MED)* **Case Critique Colloquium**
- 1:00- 5:00 Sheraton Centre: Norfolk

108. 🕮SPDW:*(MED, MC)* **Workshop on Student Consulting Projects**
- 1:00- 4:00 Sheraton Centre: Kent

Saturday 1:30PM

628. 🕮**Critical Management Pedagogy: Illustrating Critical Pedagogy**
- 1:30- 3:00 Sheraton Centre: Dufferin

Pre-registration required. Please contact Stephen Fox - s.fox@lancaster.ac.uk or Michael Reynolds - m.reynolds@lancaster.ac.uk.
Organizers: Stephen Fox, Lancaster U.; Michael Reynolds, Lancaster U.
Presenters: Rosemary Hartigan, The McGregor School of Antioch U.; Nick Nissley, Antioch U.; D. Christopher Kayes, Case Western Reserve U./Butler U.; William E. Deal, Case Western Reserve U.

629. 🕮**Cinema and Live Theatre as Teaching Tools**
- 1:30- 3:00 Sheraton Centre: Simcoe

Organizer: Joseph Edward Champoux, U. of New Mexico
Presenter: Joseph Edward Champoux, U. of New Mexico

109. 🕮☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Reflecting on & Applying Learning on Stakeholder Dialog**
- 1:30- 3:30 Sheraton Centre: Conference Room D

Saturday 2:00PM

110. 🕮☯SPDW:*(PNP, CAR, HCM, MED)* **Creating Nonprofit Management Curriculum to Meet the Realities of Practice: An Academic - Executive Dialogue**
- 2:00- 5:00 Royal York: British Columbia

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:30PM

630. 🕮**Critical Management Pedagogy: Developing Critical Pedagogies**
- 3:30- 5:00 Sheraton Centre: Conference Room E

Pre-registration required. Please contact Stephen Fox - s.fox@lancaster.ac.uk or Michael Reynolds - m.reynolds@lancaster.ac.uk
Organizers: Stephen Fox, Lancaster U.; Michael Reynolds, Lancaster U.
Presenters: Alessia Contu, U. of Manchester; Hugh Willmott, U. of Manchester; Ann L. Cunliffe, U. of New Hampshire; Brad Jackson, Victoria U. of Wellington, New Zealand

631. 🕮**Management Education at the Movies: Using Film for Teaching and Learning**
- 3:30- 5:00 Sheraton Centre: Simcoe

Pre-registration is optional. However, attendees who wish their own material to be considered for inclusion in the workshop must pre-register. Contact Irena Grugulis - Irena.Grugulis@umist.ac.uk
Organizers: Irena Grugulis, U. of Manchester; John Stewart Hassard, U. of Manchester; Joseph Edward Champoux, U. of New Mexico
Presenters: Irena Grugulis, U. of Manchester; John Stewart Hassard, U. of Manchester; Joseph Edward Champoux, U. of New Mexico

Saturday 5:00PM

632. 🕮**Acting up: Enhancing Management Education Through Improvisation**
- 5:00- 6:30 Sheraton Centre: Conference Room D

Limited spaces. To avoid disappointment please preregister by 15 July by contacting Dan Moshavi: moshavi_d@cob.sjsu.edu
Organizer: Dan Moshavi, San Jose State U.
Facilitators: Stephen S. Standifird, Western Washington U.; Dan Moshavi, San Jose State U.

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

633. 🕮**Using Internet Portals to Facilitate Management Education, Development, and Research**
- 7:00- 8:30 Sheraton Centre: Conference Room E

Organizers: Ricky W. Griffin, Texas A&M U.; Rebecca A. Smith, Texas A&M U.
Presenters: Ricky W. Griffin, Texas A&M U.; Rebecca A. Smith, Texas A&M U.

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

634. 🕮⧖**2000 MED Doctoral Consortium - Your New Time: Time Transitions from Doctoral Student to Faculty Member**
- 8:00- 12:00 Sheraton Centre: Conference Room B

Attendees should be in the last two years of their doctoral program and pre-register by email with Rick Abderhalden - ricka@u.washington.edu
Organizer: Rick Abdenhalden, U. of Washington, Tacoma
Keynote Speaker: Anne S. Huff, U. of Colorado
Participant: Julie Chesley, United States Air Force Academy

635. 🕮⧖**MED/OBTS Teaching in a New Time: Reviewing and Renewing Personal Approaches to Management Education.**
- 8:00- 10:00 Sheraton Centre: Dominion Ballroom S

"A new time for management education" means new ways of educating managers. For individual educators new ways must be grounded in an understanding of our beliefs, assumptions and values, in short, our philosophy of teaching and learning.
Organizer: Chris Poulson, California Polytechnic State U., Pomona
Presenters: Bryan Mundell, Bocconi Graduate School of Business; Chris Poulson, California Polytechnic State U., Pomona

119. 🕮☯SPDW:*(RM, MED)* **Statistical Software and Freeware for Data Analysis in Management**
- 8:00- 10:00 Hilton: Varley

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

636. **Future Dimensions of the Academy's E-media**
- 8:30- 10:00 Sheraton Centre: Conference Room D

Coffee sponsored by AoM online.
Organizer: Charles B. Wankel, Saint John's U.
Presenters: Charles B. Wankel, Saint John's U.; Alan B. Eisner, Pace U.; Paul Shrivastava, Bucknell U.
Panel: Michele Bowring, U. of Manitoba; Norman B. Bryan, Georgia State U.; Bernard Forgues, U. of Paris; Hugh Gunz, U. of Toronto; Scott W. Kunkel, U. of San Diego; Jeffrey Lewis, Pitzer College; Luis Martins, U. of Connecticut; Pablo Martin de Holan, U. of Alberta; Paul Miesing, State U. of New York, Albany; Terence T. Rock, U. of Calgary; Bob Stephens, West Virginia U.

637. 🕮⧖**Know Time Just-in-Time: A Computer Mediated Learning Para-time**
- 8:30- 10:00 Sheraton Centre: Conference Room E

Organizer: Leigh Stelzer, Seton Hall U.
Moderator: Raquel Benbunan-Fich, Seton Hall U.
Presenters: Patricia L. Farley, Telcordia Technologies; Ellen Cleary, Irwin McGraw Hill

Sunday 9:30AM

128. 🕮⧖SPDW:*(OMT, MED)* **Re-Creating Time: Narrative, Storytelling, and Theatrics for Teaching OMT**
- 9:30- 12:00 Sheraton Centre: Ballroom West

Sunday 10:00AM

638. 🕮⧖**The Times they are A-Changing: An Exercise in Critical Thinking**
- 10:00- 11:30 Sheraton Centre: Dominion Ballroom S

Organizer: Jane Schmidt-Wilk, Maharishi U. of Management
Facilitators: Dennis P. Heaton, Maharishi U. of Management; David S. Steingard, Saint Joseph's U.; Dale E. Fitzgibbons, Illinois State U.

129. SPDW:*(GDO, MED)* **Backlash in Academia: Let's Talk About It!**
- 10:00- 12:00 Royal York: Tudor 7

130. ✈SPDW:*(IM, MED, CAR)* **How International Members Can Become Leaders in the Academy of Management**
- 10:00- 12:00 Sheraton Centre: Conference Room G

Sunday 10:30AM

639. 🕮⧖**Changing Times, Changing Places: Survival Skills for the Management Educator in the New Millennium**
- 10:30- 12:00 Sheraton Centre: Huron

Organizers: Cynthia Hardy, U. of Melbourne; Ian Palmer, U. of Technology, Sydney
Facilitators: Joseph E. Garcia, Western Washington U.; Gill Palmer, U. of Wollongong, Australia; Peter McGraw, Macquarie U.

Introduction: Cynthia Hardy, U. of Melbourne
Presenters: David Barry, U. of Auckland; Jenny Onyx, U. of Technology, Sydney; Ian Palmer, U. of Technology, Sydney

640. 🕮⧖**Outside of Time: Making a Management Class into a Virtual Community**
- 10:30- 12:00 Sheraton Centre: Conference Room D

Organizer: Charles B. Wankel, Saint John's U.
Moderator: Charles B. Wankel, Saint John's U.
Presenters: Paul Shrivastava, Bucknell U.; Michael Wolfe, College of Staten Island

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:00AM

641. **MED Division Welcome with Coffee and Bagels**
- 8:00- 8:30 Royal York: British Columbia

Program Chair: Robert DeFillippi, Suffolk U.

Monday 8:30AM

642. Symposium: **Management Education in Turkey: A Historical and Institutional Perspective**
- 8:30- 10:20 Royal York: British Columbia

Chair: Sibel Yamak, Galatasaray U.
The Ideational Bases of Management Education in Turkey: A Historical Perspective, Behlul Usdiken, Sabanci U.
Institutional Frames of Management Education in Turkey: A Diverse Past and a Converging Present, Selami Ali Sargut, Baskent U.
Growing Challenge for Management Education in Turkey: Will Adaptation of the Western Education Models Be Enough?, Ahmet Acar, Middle East Technical U.
Discussant: Nakiye Boyacigiller, San Jose State U.

174. ⧖SHCS:*(MED, MOC)* **Kairos in Management Education: An Opportunity to Reassess the Ideology of Consequentialist Justifications of Learning**
- 8:30- 10:20 Royal York: Quebec

205. 🕮☯JS:*(MED, SIM)* **Integrating Spirituality into Management Education in Academia and Organizations: Current Practices and Possible Future Directions**
- 8:30- 10:20 Royal York: Territories

207. ☯JS:*(CAR, MED)* **The New Leadership Career as Vocation or Calling: A Conversation between Management and Spirituality**
- 8:30- 10:20 Sheraton Centre: Civic Ballroom

Monday 10:40AM

643. Paper Session: **Learning as a Developmental Process**
- 10:40- 12:00 Royal York: British Columbia

Chair: Laurie P. Milton, U. of Calgary
☯The Development and Validation of a Measure of Stages of Learning Motivation in an Educational Environment, Michael Cole, Auburn U.; Stanley G. Harris, Auburn U.
An Empirical Study of the Pluralism of Learning and Adaptive Styles in an MBA Program, Richard E. Boyatzis, Case Western Reserve U.; Charalampos Mainemelis, Case Western Reserve U.
Collective Learning: A Longitudinal Study of a Management Cohort, Lisa A. Horvath, George Washington U.
Discussants: Ewan Ferlie, Imperial School of Management; Randi L. Sims, Nova Southeastern U.

Monday 12:20PM

644. ⧖Paper Session: **A New Time for Distance Learning: New Media, New Students, New Content**
- 12:20- 2:10 Royal York: British Columbia

Chair: Daniel M. Eveleth, U. of Idaho
🕮Do Web-Based Courses and Projects Enhance the Learning Environment?, Douglas N. Ross, Towson U.
🕮Student Personality Types and Predispositions Towards Distance Education, Charles Fornaciari, Florida Gulf Coast U.; Charles S. Mathews, Florida Gulf Coast U.

Published in Conference Proceedings

🕮The Effects of "Virtual" Immediacy, Instructor Experience, and Media Richness On Student Learning and Satisfaction, J. B. Arbaugh, U. of Wisconsin, Oshkosh
The Effective Use of Multimedia Distance Learning Technology: The Role of Technology Self-Efficacy, Attitudes, Reliability, Use and Distance in a Global Multimedia Distance Learning Classroom, Marcie A. Cavanaugh, Cornell U.; George T. Milkovich, Cornell U.; Judy Tang, Shanghai JiaoTong U.
Discussants: Leigh Stelzer, Seton Hall U.; Nicholas S. Miceli, Morgan State U.; Carolyn Wiley, U. College, Dublin

645. **Luncheon of Past MED Division Chairs**
- 12:20- 2:10 Royal York: Tudor 9

Organizer: Robert DeFillippi, Suffolk U.

182. 🕮☯✈⧖SHCS:*(OMT, IM, MED)* **The University in New Times: The House of Knowledge in the Age of Globalization and the Market Economy**
- 12:20- 2:10 Royal York: Concert Hall

Monday 2:30PM

646. 🕮Symposium: **We're Not Just Talking About It—-We're Doing It: A Multi-Media Presentation of Employing Technology to Facilitate Learning and Thinking Critically about Global Business**
- 2:30- 3:50 Royal York: British Columbia

Chair: Diana Bilimoria, Case Western Reserve U.
Website Creation: Integrating Information Technology Skills into the International Management Curriculum, John A. Drexler Jr., Oregon State U.; Erik Larson, Oregon State U.
Read no Evil, Hear no Evil, See no Evil: A Comparison of Three Types of Media for Conducting Peer Reviews of Students' Works, Claudia C. Cogliser, Oregon State U.; Dave Sullivan, Oregon State U.
Global Virtual Teaming: Lessons on Building Virtual Relationships from 2100 Students in 11 Countries, Mary R. Watson, Vanderbilt U.; Mabel Miguel, U. of North Carolina, Chapel Hill; Ping Ping Fu, Chinese U. of Hong Kong; Rene Schalk, Tilburg U.; Xiaoyun Wang, McGill U.
Discussants: Joseph E. Garcia, Western Washington U.; Paul Shrivastava, Bucknell U.

312. IP: **The Affective Side of Learning**
- 2:30- 3:50 Royal York: Canadian 1

Monday 4:10PM

647. 🕮Symposium: **Library Time: Information Literacy in Management Education**
- 4:10- 5:20 Royal York: British Columbia

Organizer: Razelle Frankl, Rowan U.
Presenters: Judi S. Strauss, Benedictine U.; Razelle Frankl, Rowan U.

Tuesday 8:30AM

648. Paper Session: **Cognitive Models for Assessing Learning**
- 8:30- 10:10 Royal York: British Columbia

Chair: Martina Merkle, DiAx

🕮Synergistic Knowledge Development in Cross-Major Student Groups:An Empirical Examination, Shaohua Mu, Virginia Polytechnic Institute and State U.; Devi R. Gnyawali, Virginia Polytechnic Institute and State U.

Winner of MED Division Best Paper in Management Education Published in Conference Proceedings

☯Complexity of Mental Models, Cognitive Ability and Student Performance: An Empirical Investigation, Sucheta Nadkarni, U. of Kansas; V.K. Narayanan, U. of Kansas

🕮☯The Influence of Cognitive Style on Performance in Management Education: Important Findings for the New Age of Life-Long Learning, Steven John Armstrong, Lincoln School of Management, UK.

Discussants: Dina Mansour-Cole, Indiana U./Purdue U., Fort Wayne; Regina A. Greenwood, Kettering U.

Tuesday 10:30AM

649. 🕮Paper Session: **Outcomes Assessment Tools and Applications to Management Education**
- 10:30- 11:50 Royal York: British Columbia

Chair: Kathleen Powers, Willamette U.

🕮Extracurricular Activities and Interpersonal Skill Development: An Empirical Study, Robert Rubin, Saint Louis U.; Timothy Baldwin, Indiana U.; William H. Bommer, Georgia State U.; Lynn Bartels, Southern Illinois U., Edwardsville

🕮A CD/Web-Based Team Project for Undergraduate Business Ethics Students, Martin Calkins, Santa Clara U.; David Armstrong, Santa Clara U.

A Critical Incidents Approach To Outcomes Assessment, Peter Bycio, Xavier U.; Joyce S. Allen, Xavier U.

🕮Student Conceptions of Justice in the Classroom: Are Grades All That Matter?, Robert L. Holbrook, U. of Central Arkansas

Discussants: Diane Parente, Pennsylvania State U., Erie; C. Gopinath, Suffolk U.

236. 🕮JS:*(MED, PNP, SIM)* **Theoretical Foundations of Civic Engagement and Service-Learning**
- 10:30- 11:50 Hilton: McDonald

Winner of MED Division Best Symposium in Management Education and Development

345. 🕮IP: **Management Development and Curriculum Innovations**
- 10:30- 11:50 Royal York: Canadian 6

Tuesday 2:00PM

650. Paper Session: **Multiple Perspectives on Learning in Management Education**
- 2:00- 3:20 Royal York: British Columbia

Chair: Tarek Abdel Kader Hatem, American U., Cairo

Applied Research in Management: Criteria for Management Educators and for Practitioner-Scholars, John D. Aram, Case Western Reserve U.; Paul Salipante, Case Western Reserve U.

✈Joining, Dwelling, Leaving: Reflections on a Manager's Learning , Paul Tosey, U. of Surrey

🕮⧖A New Time for Professional Development: Emerging Best Practices in Practitioner Education, Anne Harbison, Harvard U.

Discussants: Katherine Karl, Indiana U., South; Thomas Bryant, Rutgers U.

Tuesday 3:40PM

651. 🕮⧖Symposium: **A New Time, A New Millennium, A Creative Pedagogical Style of Management Education: The Ohio Model for Integrated, Problem-Based Learning**
- 3:40- 5:20 Royal York: British Columbia

Organizer: Mary L. Tucker, Ohio U.
Chair: Anne M. McCarthy, Colorado State U.

A Review: Problem-based Learning and the Action Learning Process, Gary Coombs, Ohio U.

An Integrative, Action Learning Undergraduate Business Core Curriculum, Valerie S. Perotti, Ohio U.

Ohio University Full-Time MBA Program: An Integrated Project Based Action Learning Program, Hugh D. Sherman, Ohio U.

Technology-Mediated Project-Based Action Learning: The MBA Without Boundaries, Richard G. Milter, Ohio U.

245. ☯⧖JS:*(MED, MOC)* **Cognitive Style in Life-Long Learning and Management Education and Development: A European Perspective**
- 3:40- 5:20 Sheraton Centre: Conference Room D&E

246. ☯⧖JS:*(MED, SIM, CAR)* **Personal and Organizational Transformation and the Search for Meaning at Work in Turbulent Times**
- 3:40- 5:20 Hilton: McDonald

Tuesday 5:30PM

652. Meeting: **MED Business Meeting**
- 5:30- 7:00 Royal York: British Columbia

Division Chair: Charles B. Wankel, Saint John's U.

Tuesday 7:00PM

653. **MED Social**
- 7:00- 9:00 Royal York: British Columbia

Division Chair: Charles B. Wankel, Saint John's U.

Wednesday 7:00AM

654. **MED Executive Committee Breakfast**
- 7:00- 8:20 Royal York: Nova Scotia

Organizer: Robert DeFillippi, Suffolk U.

Wednesday 8:30AM

655. Paper Session: **Leadership: A Fresh Look**
- 8:30- 10:20 Royal York: British Columbia

Chair: Jeffrey Kennedy, Lincoln U.

Outcome Measurement in a Leadership Development Program, Ruth H. Axelrod, George Washington U.; Marshall Sashkin, George Washington U.

📖☯Through the Looking Glass: Framing the Executive Development Agenda for the Future, John F. McCarthy, Boston U.

⌛Addressing Time-Based Breakdowns in Leadership, Randall G. Sleeth, Virginia Commonwealth U.; Edward D. Showalter, North Carolina Wesleyan College

Discussants: John Voyer, U. of Southern Maine; Barry Armandi, State U. of New York, Old Westbury

289. SIT: **Promoting Women**
- 8:30- 10:20 Royal York: New Brunswick

374. 📖✈IP: **International, Comparative Perspectives in Learning and Development**
- 8:30- 10:20 Royal York: Canadian 7

Wednesday 10:40AM

656. ✈⌛Symposium: **Timely Insights on the Accreditation Process: Observations from International, Empirical, and Strategic Perspectives**
- 10:40- 12:00 Royal York: British Columbia

Chair: Deborah Erdos Knapp, Cleveland State U.

The Double-Edged Sword of Legitimacy and the Internationalization of the AACSB-IAME, Michael Carney, Concordia U.; Jean McGuire, Concordia U.

Institutional Quality and Accreditation Status: An Empirical Examination, Deborah Erdos Knapp, Cleveland State U.; Kenneth J. Dunegan, Cleveland State U.; David T. Meeting, Cleveland State U.

AACSB Reaccreditation: A Springboard for Course Revision and How Course Revision Can Help You Get Accredited, Derrick E. D'Souza, U. of North Texas; Grant E. Miles, U. of North Texas

Improving Assessment Effectiveness Through Stakeholder Involvement, Rebecca A. Thacker, Ohio U.

Discussant: George E. Stevens, Kent State U.

255. ☯JS:*(MH, MED, OMT)* **Management Milestones of the Late 20th Century: The Presidents Speak**
- 10:40- 12:00 Royal York: Territories

256. ☯JS:*(MED, OB)* **Cinema and Fiction: Rich Resources for Teaching Management, Organizational Behavior, and Human Resource Management**
- 10:40- 12:00 Hilton: McDonald

Wednesday 12:20PM

657. 📖Symposium: **New and Winning Conceptual Approaches to Teaching Strategic Management**
- 12:20- 2:10 Royal York: British Columbia

Chair: John L. Naman, U. of Pittsburgh

Three Models for Teaching Strategy through the Lens of "Transformational Stakeholder Management", Dale E. Fitzgibbons, Illinois State U.; David S. Steingard, Saint Joseph's U.; Dennis P. Heaton, Maharishi U. of Management; Jane Schmidt-Wilk, Maharishi U. of Management

Instruction vs. Debate: Using a Dialectical Approach to Teaching Strategic Management, Ron Meyer, Erasmus U.

Strategic Management as the Management of Strategy Tensions: Using Paradoxes to Teach Strategy, Bob de Wit, Maastricht U.

Enhancing Strategic Management Learning Using Experiential Approaches: Externalizing Tacit Knowledge, Parshotam Dass, U. of Manitoba

Discussant: Anne D. Smith, U. of New Mexico

Wednesday 2:30PM

658. 📖⌛Symposium: **"Time to Think Out of the Box?" - Innovative Development Efforts in Scandinavian Management Education and Development**
- 2:30- 5:20 Royal York: British Columbia

Chair: Paer Martensson, Stockholm School of Economics

A Radical Change in a Traditional Environment: Redesigning a Basic Course in Accounting and Managerial Finance, Magnus Bild, Stockholm School of Economics

Pedagogical Development Through Analysis and Critical Thinking in a First-Year Course in Organization and Leadership, Ken Friedman, Norwegian School of Management

Innovation in Management Development: The Transcendental Meditation Program in a Swedish Top Management Team, Jane Schmidt-Wilk, Maharishi U. of Management

Theory and Practice Hand in Hand: Teaching Change Management to Executive MBAs, Paer Martensson, Stockholm School of Economics

Management History

Program Chair: Jorge M. Herrera, Nova Southeastern U.
Professional Development Workshop Chair: Jane Whitney Gibson, Nova Southeastern U.

	Start	Division Program	Shared Program
Friday	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	9:00am	**659.** Intro to AOM, MH & Annual Mtg. ◆ H:Harris	
	10:00am	**660.** Pre-Tour: Business of Baseball ◆ H:Harris	**100.** SPDW: 4 Perspectives on Careers ◆ H:Jackson **101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	12:00pm	**661.** Tour: Sky Dome ◆ Off:SkyDome	
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:30pm	**662.** Managing the Diss. Process ◆ H:Harris	
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	9:00am	**663.** Getting Published ◆ H:Harris	
	10:30am	**664.** Getting Papers Accepted ◆ H:Harris	**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:00am	**665.** Welcome Breakfast ◆ SC:Kenora	
	10:40am	**666.** Global Evolution of Mgmt. ◆ H:Harris	**180.** SHCS: 1904 Westinghouse Films ◆ SC:Dominion Ballroom N
	12:20pm		**307.** IP: Management Theories Over Time ◆ RY:Canadian 10 **308.** IP: Evolving through Crises ◆ RY:Canadian 11
	2:30pm	**667.** Env. & Tech. Infl. on Corps ◆ H:Harris	
	4:10pm	**668.** The Influence of Edith Penrose ◆ H:Harris	**277.** SIT: Leadership: History, Culture & Info ◆ RY:New Brunswick
	5:30pm	**669.** Division meeting and Awards ◆ H:Harris	
	6:15pm	**670.** Reception: Honoring Dan Wren ◆ H:Harris	
Tuesday	8:30am	**671.** Barnard for New Millenium ◆ H:Harris	
	10:30am		**237.** JS: Importance of Management History ◆ RY:Territories
	2:00pm	**672.** Roots of Mgmt. & Future ◆ H:Harris	**359.** IP: Lessons on Leadership ◆ RY:Canadian 9 **360.** IP: Where We've Been - Where We're Going ◆ RY:Canadian 10
Wednesday	8:30am	**673.** History's Influence in Mgmt. ◆ H:Harris	
	8:50am		**200.** SHCS: Transition in Central & Eastern Europe ◆ SC:Dominion Ballroom N
	10:40am	**674.** Pioneers in Mgmt. Thought. ◆ H:Harris	**255.** JS: AOM Past Presidents Speak ◆ RY:Territories
	12:20pm	**675.** Contracts, Employment, and Rent ◆ H:Harris	

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 9:00AM

659. **New Member Workshop: Introduction to the Academy of Management, the Management History Division, and the Annual Meeting**
- 9:00- 10:00 Hilton: Harris

Chair: Kerry David Carson, U. of Louisiana, Lafayette
Presenters: Richard M. Hodgetts, Florida International U.; Paula Phillips Carson, U. of Louisiana, Lafayette; Jane Whitney Gibson, Nova Southeastern U.

Saturday 10:00AM

660. **Special Pre-Tour Session: "A Look Back at the Business of Baseball"**
- 10:00- 11:00 Hilton: Harris

Chair: Charles W. Blackwell, Nova Southeastern U.
Presenter: Alan Platt, Nova Southeastern U.

100. ☯SPDW:*(CAR, MH)* **Four Perspectives on Careers**
- 10:00- 12:00 Hilton: Jackson

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 12:00PM

661. **Tour: SkyDome**
- 12:00- 1:00 Off Site: SkyDome

This 60 minute guided tour leaves from the Tour Entrance on Front and John Streets between Gates 1 and 2. All participants meet there at 11:45 sharp. Cost=$8.50 per person to be paid on site (please bring exact change). Preregistration required. Email Jane Whitney Gibson at gibson@polaris.nova.edu
Organizer: Jane Whitney Gibson, Nova Southeastern U.

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:30PM

662. **Doctoral Student Workshop: Managing the Dissertation Process**
- 3:30- 5:00 Hilton: Harris

Chair: John C. Hannon, Nova Southeastern U.
Presenters: Julia Teahen, Baker College; Anne Nelson, High Point U.; Richard M. Hodgetts, Florida International U.; Paul J. Gordon, Indiana U.; Daniel A. Wren, U. of Oklahoma

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 9:00AM

663. **Professional Development Workshop I: Getting Published**
- 9:00- 10:30 Hilton: Harris

Chair: Michael Plater, Brown U.
Presenters: Richard M. Hodgetts, Florida International U.; Dewey E. Johnson, California State U., Fresno; Peter B. Petersen, Johns Hopkins U.; Donald F. Kuratko, Ball State U.; Daniel A. Wren, U. of Oklahoma

Sunday 10:30AM

664. **Professional Development Workshop II: Getting Involved in Professional Organizations and Getting Papers Accepted**
- 10:30- 12:00 Hilton: Harris

Chair: Dana V. Tesone, U. of Hawaii, Manoa
Presenters: Alfred A. Bolton, Averett College; Paula Phillips Carson, U. of Louisiana, Lafayette; Eileen P. Kelly, Ithaca College; Regina A. Greenwood, Kettering U.

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:00AM

665. **Management History Division Welcome Breakfast**
- 8:00- 10:20 Sheraton Centre: Kenora

Continental Breakfast sponsored by Kettering University, and Management History Division.
Chair: Regina A. Greenwood, Kettering U.

Monday 10:40AM

666. Paper Session: **The Evolution of Management Thought: Examples from a Global Perspective.**
- 10:40- 12:00 Hilton: Harris

Chair: Randall L. DuPont, U. of Mobile
Hodgetts and Luthans in Conversation, Alfred A. Bolton, Averett College; John Joos, Informed Decisions, Inc.

An Evolution of Management Thought: The Likely Characteristics of Cuban Managers (2000-2005), Peter B. Petersen, Johns Hopkins U.

📖☯✈The Historical Concept of "Management" in China, Hun-Joon Park, Yonsei U.; Insoo Park, U. of Waikato, New Zealand; Ingyu Oh, U. of Waikato, New Zealand

Discussants: Charles Edward Booth, U. of the West of England; Eileen P. Kelly, Ithaca College; Dewey E. Johnson, California State U., Fresno

180. ⧖SHCS:*(MH, GDO)* **Relating a New Time to an Old Time: Presenting 1904 Films from Westinghouse Companies with Discussion on Observed Work Issues**
- 10:40- 12:00 Sheraton Centre: Dominion Ballroom N

Monday 12:20PM

307. IP: **Management Trends Over Time and Their Influences**
- 12:20- 2:10 Royal York: Canadian 10

308. ✈IP: **The Enterprise: Evolving through Crises**
- 12:20- 2:10 Royal York: Canadian 11

Monday 2:30PM

667. Paper Session: **Environmental and Technological Influences on Corporate Governance**
- 2:30- 3:50 Hilton: Harris

Chair: Robert C Ford, U. of Central Florida

⧖Time and Time Again: Tracing Management Knowledge - The Case of Cellular Manufacturing at Scania-Vabis, Jos Benders, U. of Nijmegen, Nijmegen Business School; Torbjorn Stjernberg, Gothenburg U.

Published in Conference Proceedings

The Emergence of the Technostructure: Lessons from the East India Company 1713 - 1836, Peter Bruce Buchan, Queen's U., School of Business

Environmental Change and Industry Evolution: A Historical Account of the Early Management Consulting Industry, Robert J. David, Cornell U.

Winner of John F. Mee Management History Contribution Award
Published in Conference Proceedings

Discussants: Betty M. Elizabeth Ross, Nova Southeastern U.; Dean McKay, Golden Gate U.; Peter B. Petersen, Johns Hopkins U.

Monday 4:10PM

668. Symposium: **Edith Penrose and Her Historical Influence on Management Scholarship**
- 4:10- 5:20 Hilton: Harris

The resource based view of the firm can be traced to the pioneering efforts of Edith Penrose(1914-1996). She had a distinguished career in economics teaching and research at Johns Hopkins University, London University, and was later Dean at INSEAD in Chantilly, France. Penrose viewed the firm as an administrative unit that is a collection of productive resources that gave each firm a unique character. Her view of the firm was a fundamental turning point for strategic management and her focus on internal development of the firm as well as its growth provided the pioneering scholarship that enabled other scholars to develop a more complete theory of the firm.
Chairs: Daniel A. Wren, U. of Oklahoma; Regina A. Greenwood, Kettering U.
Presenters: Constance E. Helfat, Dartmouth College; Alan M. Rugman, U. of Oxford; Michele A. Govekar, Ohio Northern U.; Jay B. Barney, Ohio State U.

277. SIT: **Leadership: History, Culture and Information**
- 4:10- 5:30 Royal York: New Brunswick

Monday 5:30PM

669. **Division Meeting and Awards Presentations**
- 5:30- 6:15 Hilton: Harris

Winner of The Paul Hersey Award for Best Paper on Leadership is James Hoopes, Babson College: Winner of The John F. Mee Management History Contribution Award is Robert J. David, Cornell U.: Winner of The Ronald B. Shuman Best Paper Graduate Student Paper Award is W. Trextler Proffitt Jr., KGSM-Northwestern U.: Winner of the Management History Best Reviewer Award is Henry Beam, Haworth College of Business, for his review of submission # 12289 (top 10%), "How Knowledge-Based Employees Recognize and Pursue Rent Appropriation Opportunities: A Theory Development based on an Historical Analysis of Major League Baseball."
Chair: Regina A. Greenwood, Kettering U.

Monday 6:15PM

670. **Reception: Honoring Dan Wren**
- 6:15- 7:30 Hilton: Harris

A reception in honor Dan Wren upon his retirement from the University of Oklahoma, and in recognition for his outstanding contributions to the field of management history.
Chair: Regina A. Greenwood, Kettering U.

Tuesday 8:30AM

671. ⧖📖☯Symposium: **Symposium on Chester Barnard For The New Millennium**
- 8:30- 10:10 Hilton: Harris

Chair: Kenneth Earl Aupperle, U. of Akron

Beyond Consciousness: Barnard's Contribution to Intuitive Decision Making in Management, Daniel A. Wren, U. of Oklahoma; Milorad M. Novicevic, U. of Oklahoma

Revisiting Chester Barnard's Executive Functions for the Knowledge Based Economy, R. Ray Gehani, U. of Akron

Chester Barnard and the Moral Obligations of the Elite, Steven M. Dunphy, U. of Akron

Are Chester Barnard and Frank Capra Relevant for the New Millenium? Examining Barnard's Leadership Concepts Through Capra's Classic Films, Kenneth Earl Aupperle, U. of Akron

Chester Barnard's Legacy for the New Century, Bill Wolf, Cornell U.

Tuesday 10:30AM

237. ☯JS:*(MH, HR)* **On the Importance of Studying Management History: Four Perspectives**
- 10:30- 11:50 Royal York: Territories

Tuesday 2:00PM

672. Paper Session: **Uncovering the Roots of Management Thought and What it Means for the Future.**
- 2:00- 3:20 Hilton: Harris

Chair: Michele A. Govekar, Ohio Northern U.

And All Who Jumped Died: An Examination of the Triangle Shirtwaist Factory Fire and its Legacy, Patricia A. Lanier, U. of Louisiana, Lafayette; Paula Phillips Carson, U. of Louisiana, Lafayette; Kerry David Carson, U. of Louisiana, Lafayette; J. Brooke Hamilton, U. of Louisiana, Lafayette; Betty Birkenmeier, U. of Louisiana, Lafayette

...And Only Believe Half of What You See: How Television Documentaries Distort Management History, Regina A. Greenwood, Kettering U.; John Joos, Informed Decisions, Inc.; Charles D. Wrege, Cornell U.

New Overseers on Old Plantations: Historical Precedents for Managing the Maquiladoras, William Edward Wiethoff, Indiana U., Bloomington

Discussants: Randall L. DuPont, U. of Mobile; Thomas J. Hench, U. of Wisconsin, La Crosse; Lois Kurowski, Eastern Illinois U.

359. IP: **Leadership from the Frontline: 20th Century Lessons to Remember**

- 2:00- 3:20 Royal York: Canadian 9

360. IP: **Uncertainty, Technology, and Activism: New Challenges for a New Time**

- 2:00- 3:20 Royal York: Canadian 10

Wednesday 8:30AM

673. Paper Session: **Lessons from the Past: History's Influence in Developing Theories and Strategies.**

- 8:30- 10:20 Hilton: Harris

Chair: Chester Stanley Spell, Washington State U.

🕮Alpha, Null Hypothesis Statistical Testing, and Confidence Intervals: The Impact of Past Practices on Current Research and Future Directions, Tamela Dawn Ferguson, Colorado State U.; William Paul Ferris, Western New England College

Does History Matter in Strategy? Historiographical Possibilities and Path Dependence, Charles Edward Booth, U. of the West of England

🕮⌛Historical Reflections on a New Time of Banking Law Reform and the Stock Market Crashes of 1929 and 1987, Christopher C. Bauer, Spear, Leeds, and Kellogg; Eileen P. Kelly, Ithaca College

Discussants: Shawn M. Carraher, Texas A&M U.; Ronald H. Anderson, U. of Oklahoma; James Darroch, York U.

Wednesday 8:50AM

200. ☯✈⌛SHCS:*(IM, OMT, MH)* **Heralding a New Time: Transition Issues in Central and Eastern Europe**

- 8:50- 10:20 Sheraton Centre: Dominion Ballroom N

Wednesday 10:40AM

674. Paper Session: **Putting Management Thoughts into Practice: The Early Pioneers.**

- 10:40- 12:00 Hilton: Harris

Chair: Alfred A. Bolton, Averett College

The Pioneering Work of Whiting Williams: Setting the Record Straight, Luis Ortiz, U. of Texas, Pan American

✈The ILO, Taylorism and Critical Management, Christopher Thomas Nyland, Monash U.

Chester Barnard, Social Unrest, and Modern Leadership Theory, James Hoopes, Babson College

Paul Hersey Award for Best Paper on Leadership

Discussants: William Wilkerson, U. of Virginia; Steven Vaughn Cates, Keystone Foods/ Averett College; Daniel J. Svyantek, U. of Akron

255. ☯JS:*(MH, MED, OMT)* **Management Milestones of the Late 20th Century: The Presidents Speak**

- 10:40- 12:00 Royal York: Territories

Wednesday 12:20PM

675. Paper Session: **Historical Concepts in Employee Contracts, Pay Satisfaction, and Rent Appropriation**

- 12:20- 2:10 Hilton: Harris

Chair: David Hunt, U. of Southern Mississippi

How Knowledge-Based Employees Recognize and Pursue Rent Appropriation Opportunities: A Theory Development based on an Historical Analysis of Major League Baseball, Aya S. Chacar, London Business School ; William S. Hesterly, U. of Utah

Published in Conference Proceedings

Managing Ideologies: The Historical Development of Employment Contracts in the United States, Raymond L. Hogler, Colorado State U.; Christine Henle, Colorado State U.

An Historical Review of the Pay Satisfaction Construct, Larry Faulk II, Louisiana State U.; Michael C. Sturman, Louisiana State U.

Discussants: Ira Theodore Kaplan, Hofstra U.; Howard Stanger, Buffalo State College; Robert P. Jones, Nova Southeastern U.

Management, Spirituality, and Religion

Program Chair: Gerald Biberman, U. of Scranton

	Start	Division Program
Tuesday	10:30am	**676.** MSR in the AoM ◆ SC:Conference Room F
	2:00pm	**677.** MSR Research ◆ SC:Essex
	5:30pm	**678.** MSR Business Meeting ◆ SC:Essex
	7:00pm	**679.** MSR Social: Celebrating a New Group in the Academy ◆ SC:Essex

Tuesday 10:30AM

676. 🕮Symposium: **MSR in the AoM**

◆ 10:30- 11:50 Sheraton Centre: Conference Room F

Moderator: Lee Perry Robbins, Golden Gate U.

Participants: André L. Delbecq, Santa Clara U.; Moses Pava, Yeshiva U.; Athar Murtuza, Seton Hall U.; Edwin M. Epstein, St. Mary's College; Ian Mitroff, U. of Southern California; Judith A. Neal, U. of New Haven; Abbass Alkhafaji, Slippery Rock U.

Tuesday 2:00PM

677. Paper Session: **MSR Research**

◆ 2:00- 3:20 Sheraton Centre: Essex

Chair: Ian Mitroff, U. of Southern California

Measurement, Language and Dialogue for a Post-Positivist Age, Or, A Funny Thing Happened on the Way to the Academy, Charles Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Saint Louis U.

Being Human in Human Organizations, Moses Pava, Yeshiva U.

Spirituality at Work: Definitions, Measures, Assumptions, and ValidityClaims, Paul Gibbons, U. of London/Pricewaterhouse

Discussant: Gerald Biberman, U. of Scranton

Tuesday 5:30PM

678. Meeting: **MSR Business Meeting**

◆ 5:30- 7:00 Sheraton Centre: Essex

The MSR Executive Committee thanks Chris Guyer for his tireless efforts to help create the MSR Interest Group

Chair: Gerald Biberman, U. of Scranton

Tuesday 7:00PM

679. **MSR Social: Celebration of the New Interest Group!**

◆ 7:00- 8:00 Sheraton Centre: Essex

Chair: Gerald Biberman, U. of Scranton

Managerial and Organizational Cognition

Program Chair: Neal M. Ashkanasy, U. of Queensland/Purdue U.
Professional Development Workshop Chair: Kathleen M. Sutcliffe, U. of Michigan

	Start	Division Program	Shared Program
Friday	1:00pm		**30.**SPDW: Global Management and the Science of Time ◆ Off:Ontario Science Centre **81.**SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.**SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.**SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.**SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**90.**SPDW: CMSW: What's Critical? ◆ RY:Ontario **92.**SPDW: Making Time to Talk ◆ SC:Conference Room D
	8:30am		**96.**SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am		**98.**SPDW: Three Conversations on Org. Knowledge ◆ SC:Ballroom Centre
	9:30am		**99.**SPDW: Stakeholder Learning Dialogs ◆ SC:Norfolk
	10:00am		**101.**SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.**SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm		**103.**SPDW: Teaching Cognition ◆ RY:York
	1:30pm		**109.**SPDW: Reflecting on & Applying Learning ◆ SC:Conference Room D
	2:30pm		**111.**SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.**SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	5:30pm		**115.**SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.**SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.**SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.**SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**122.**SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.**SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**680.**Cognition in the Rough (Fac) ◆ RY:Algonquin **681.**Cognition in the Rough (DS) ◆ RY:Upper Canada	**124.**SPDW: Three Conversations -- Conclusion ◆ SC:Ballroom West
	10:30am		**134.**SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:30am	**682.**MOC Division Welcome ◆ RY:Confederation 3	**174.**SHCS: Kairos in Management Education ◆ RY:Quebec
	9:00am	**683.**Collective Mind ◆ RY:Confederation 3	
	10:40am		**212.**JS: Pace in Org'l Interfaces ◆ RY:Confederation 3 **271.**SIT: Uncertain Environments ◆ SC:Windsor West **272.**SIT: Ethics and Integrity? ◆ SC:Windsor East
	12:20pm		**216.**JS: Emotional Intelligence ◆ RY:Territories **217.**JS: Expressing Organizations ◆ RY:Alberta **309.**IP: Cognition and its Effects ◆ RY:Canadian 12
	2:30pm	**684.**Social Relationships ◆ RY:Confederation 3	**222.**JS: Hidden Profile Paradigm ◆ SC:Conference Room D&E **274.**SIT: Advancing Culture ◆ RY:Saskatchewan
	4:10pm	**685.**Affect and Identity ◆ RY:Confederation 3	**228.**JS: Dynamic Construction of Identity ◆ RY:Territories **277.**SIT: Leadership: History, Culture & Info ◆ RY:New Brunswick
Tuesday	8:30am		**192.**SHCS: Biological Bases for Behavior ◆ RY:Quebec **230.**JS: Org. Learning as Practice ◆ SC:Conference Room D&E **233.**JS: Group Transactive Memory: Measurement ◆ SC:Dominion Ballroom N
	8:50am	**686.**Knowledge ◆ RY:Confederation 3	
	10:30am	**687.**Cognition and Emotion ◆ RY:Confederation 3	
	2:00pm	**688.**Organizational Transformation ◆ RY:Confederation 3	**243.**JS: Organizational Symbolism ◆ RY:Territories **285.**SIT: Electronic Media Effects ◆ SC:Windsor West
	3:40pm	**689.**Tower to Table ◆ RY:Confederation 3	**245.**JS: Cognitive Style in Europe ◆ SC:Conference Room D&E
	5:30pm	**690.**MOC Business Meeting ◆ RY:Confederation 3	
	6:30pm	**691.**MOC Division Social Hour ◆ RY:Confederation 3	
Wednesday	8:30am		**250.**JS: Strategic Use of the Past ◆ H:McDonald **290.**SIT: Shared Cognition and Sensemaking ◆ RY:Saskatchewan **378.**IP: Cognitive Foundations of D.M. ◆ RY:Canadian 11
	10:40am	**692.**Organizational Learning ◆ RY:Confederation 3	**293.**SIT: Knowledge: Flows and Absorption ◆ RY:New Brunswick **294.**SIT: Architypes and Cognitions ◆ RY:Saskatchewan **296.**SIT: Identification and Identity ◆ SC:Windsor East
	12:20pm		**265.**JS: Lessons from Y2K ◆ RY:Alberta

Friday 1:00PM

80. 🕮☯✈⧖SPDW:*(IM, MOC, OMT, BPS, OB)* **Chronos and Kairos: Global Management and the Science of Time**
- 1:00- 8:00 Off Site: Ontario Science Centre

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

92. 🕮⧖SPDW:*(MED, MOC, ODC, ONE, SIM)* **Making Time to Talk: Stakeholder Learning Dialogs**
- 8:00- 9:00 Sheraton Centre: Conference Room D

Saturday 8:30AM

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

98. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge**
- 9:00- 5:00 Sheraton Centre: Ballroom Centre

Saturday 9:30AM

99. ☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Hands-on Practice in Stakeholder Learning Dialogs**
- 9:30- 12:00 Sheraton Centre: Norfolk

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

103. 🕮☯SPDW:*(MOC, MED)* **Teaching Managerial and Organizational Cognition: Exploring Successful Strategies**
- 1:00- 4:00 Royal York: York

Saturday 1:30PM

109. 🕮☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Reflecting on & Applying Learning on Stakeholder Dialog**
- 1:30- 3:30 Sheraton Centre: Conference Room D

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

680. 🕮☯**Cognition in the Rough III (Faculty): A Development Workshop for Research in Managerial and Organizational Cognition**
- 8:30- 12:00 Royal York: Algonquin

To apply send contact information and work you want to share to organizers.
Organizers: Cynthia G. Emrich, Purdue U.; Margaret D. Gorman, George Washington U.
Facilitators: Neal M. Ashkanasy, U. of Queensland/Purdue U.; Michel Bougon, Bryant College; Andrea Casey, George Washington U.; Colin Eden, U. of Strathclyde; Jack M. Feldman, Georgia Institute of Technology; C Marlena Fiol, U. of Colorado, Denver; Dennis A. Gioia, Pennsylvania State U.; Mary Jo Hatch, U. of Virginia; Gerard Hodgkinson, U. of Leeds; Lynn A. Isabella, U. of Virginia; Gerry Johnson, Cranfield U.; Theresa K. Lant, New York U.; Robert G. Lord, U. of Akron; Frances J. Milliken, New York U.; Joseph F. Porac, Emory U.; Rhonda K. Reger, U. of Maryland, College Park; Susan C. Schneider, U. of Geneva; David R. Schwandt, George Washington U.; Majken Schultz, U. of Copenhagen; Sim B. Sitkin, Duke U.; Kathleen M. Sutcliffe, U. of Michigan

681. 🕮☯**Cognition in the Rough III (Doctoral Students): A Development Workshop for Research in Managerial and Organizational Cognition**
- 8:30- 12:00 Royal York: Upper Canada

To apply send contact information and work you want to share to organizers.
Organizers: Margaret D. Gorman, George Washington U.; Cynthia G. Emrich, Purdue U.
Facilitators: Neal M. Ashkanasy, U. of Queensland/Purdue U.; Michel Bougon, Bryant College; Andrea Casey, George Washington U.; Colin Eden, U. of Strathclyde; Jack M. Feldman, Georgia Institute of Technology; C Marlena Fiol, U. of Colorado, Denver; Dennis A. Gioia, Pennsylvania State U.; Mary Jo Hatch, U. of Virginia; Gerard Hodgkinson, U. of Leeds; Lynn A. Isabella, U. of Virginia; Gerry Johnson, Cranfield U.; Theresa K. Lant, New York U.; Robert G. Lord, U. of Akron; Frances J. Milliken, New York U.; Joseph F. Porac, Emory U.; Rhonda K. Reger, U. of Maryland, College Park; Susan C. Schneider, U. of Geneva; David R. Schwandt, George Washington U.; Majken Schultz, U. of Copenhagen; Sim B. Sitkin, Duke U.; Kathleen M. Sutcliffe, U. of Michigan

124. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge -- Conclusion**
- 8:30- 9:30 Sheraton Centre: Ballroom West

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:30AM

682. **MOC Division Welcome**
- 8:30- 9:00 Royal York: Confederation 3

Program Chair: Neal M. Ashkanasy, U. of Queensland/Purdue U.

174. ⧖SHCS:*(MED, MOC)* **Kairos in Management Education: An Opportunity to Reassess the Ideology of Consequentialist Justifications of Learning**
- 8:30- 10:20 Royal York: Quebec

Monday 9:00AM

683. Paper Session: **The Collective Mind in Organizations**
- 9:00- 10:20 Royal York: Confederation 3

Chair: Dale E. Rude, U. of Houston

Shaping Collective Cognition and Behavior through Collective Learning, Sze-Sze Wong, Duke U.; Sim B. Sitkin, Duke U.

Winner of MOC Best Student Paper Award
Published in Conference Proceedings

Intra-Industry Shared Cognitions and Organizational Performance, James M. Bloodgood, Kansas State U.; William H. Turnley, Kansas State U.; Alan D. Bauerschmidt, U. of South Carolina

Beyond the Thinker in Thought: Attributes and Determinants of Collective Mind, A. Alexandra Michel, U. of Pennsylvania

Discussant: Joann Krauss, Jacksonville State U.

Monday 10:40AM

212. ⧖JS:*(MOC, CM, OB)* **Examining Pace Within and Across Organizational Interfaces**
- 10:40- 12:00 Royal York: Confederation 3

271. SIT: **Succeeding in Uncertain Environments**
- 10:40- 12:00 Sheraton Centre: Windsor West

272. SIT: **When do Ethics and Integrity Matter?**
- 10:40- 12:00 Sheraton Centre: Windsor East

Monday 12:20PM

216. ☯JS:*(MOC, MC)* **Emotional Intelligence at Work: Does it Make a Difference?**
- 12:20- 2:10 Royal York: Territories

217. ☯JS:*(MOC, OMT)* **Expressing Organizations: Connecting Identity, Reputation and the Corporate Brand**
- 12:20- 2:10 Royal York: Alberta

309. IP: **Cognition and its Effects in Organizations**
- 12:20- 2:10 Royal York: Canadian 12

Monday 2:30PM

684. Paper Session: **Social Relationships and Identity in Groups**
- 2:30- 3:50 Royal York: Confederation 3

Chair: Pamela Barr, Georgia State U.

Effects of Demographic Dissimilarity in Work Groups: Contrasting Social Identity Theory with the Similarity-Attraction Paradigm., Prithviraj Chattopadhyay, U. of Queensland, Australia; Elizabeth George, U. of Queensland, Australia; Sandra Lawrence, U. of Queensland, Australia

✈Organizational Identity: The Ongoing Puzzle of Definition and Redefinition, Judi McLean Parks, Washington U.; faye l. smith, Emporia State U.

Relational Models and the Outcomes of Work Groups: A Confirmatory Factor Analysis, Markus Vodosek, U. of Michigan

Discussant: Cynthia G. Emrich, Purdue U.

222. ☯JS:*(MOC, OB)* **Decision-Group Composition, Structure and Processes: Application of the Hidden Profile Paradigm to Group and Organizational Research**
- 2:30- 3:50 Sheraton Centre: Conference Room D&E

274. ✈SIT: **Advancing Our Understanding of Culture: Mobility, Schemas and Similarity**
- 2:30- 3:50 Royal York: Saskatchewan

Monday 4:10PM

685. Paper Session: **Affect and Identity in Work Teams**
- 4:10- 5:30 Royal York: Confederation 3

Chair: Stephanie Welcomer, U. of Maine

Affect, Information Processing Styles, and Issue Interpretation, Beverly A. Seffrin, Ohio State U.; Phyllis C. Panzano, Ohio State U.; Robert S. Billings, Ohio State U.

Managing Emotions in Diverse Work Teams: An Affective Events Perspective, Carmel P. Finn, U. of Queensland, Australia; Prithviraj Chattopadhyay, U. of Queensland, Australia

Winner of MOC Best Student Paper Award
Published in Conference Proceedings

The Problem of Identity: A Study in Shared Perceptions of Team-Level Identity, D. Christopher Kayes, Case Western Reserve U./Butler U.

Discussant: Lauren T. Gustafson, Seattle Pacific U.

228. JS:*(MOC, OMT)* **Identity at the Interfaces: The Dynamic Construction of Identity in Organizational Fields**
- 4:10- 5:20 Royal York: Territories

277. SIT: **Leadership: History, Culture and Information**
- 4:10- 5:30 Royal York: New Brunswick

Tuesday 8:30AM

192. ☯SHCS:*(MOC, OMT, OB)* **Biological Bases for Behavior in Organizations: Human Evolution and its Implications for Organization Theory and Management Practice**
- 8:30- 10:10 Royal York: Quebec

230. ☯JS:*(MOC, OMT)* **Theorizing Organizational Learning as Situated Practice**
- 8:30- 10:10 Sheraton Centre: Conference Room D&E

233. JS:*(MOC, OB, HR)* **Investigating Group Transactive Memory in Field Settings: Empirical Examinations and Measurement Approaches**
- 8:30- 10:10 Sheraton Centre: Dominion Ballroom N

Tuesday 8:50AM

686. Paper Session: **Cultivating and Managing Knowledge**
- 8:50- 10:10 Royal York: Confederation 3

Chair: Margaret D. Gorman, George Washington U.

📖☯Competitive Advantage through Cognitive Leverage: A Model of Dynamic Knowledge-based Strategy Process, Senthilkumar Muthusamy, Rhode Island College; Margaret A. White, Oklahoma State U.

The Role of Transformational Leadership in Cultivating Knowledge, Scott E. Bryant, U. of Oregon

Knowledge Management: Differing Ideals, Differing IT Implications, Alexandre Lopes, U. of Pittsburgh; Timothy Babbitt, U. of Illinois, Urbana-Champaign

Discussant: William Acar, Kent State U.

Tuesday 10:30AM

687. Paper Session: **Cognition and Emotion in Business Settings**
- 10:30- 11:50 Royal York: Confederation 3

Chair: Alexis Downs, U. of Central Oklahoma

Buffers and Aggravators in the Emotion Labor, Emotional Dissonance, Emotional Exhaustion Sequence in Service Work, Charmine E. J. Hartel, U. of Queensland, Australia; Chia-Fang A. Hsu, U. of Queensland, Australia; Maree V. Boyle, U. of Queensland, Australia

☯Business Strategy and Organizational Anxiety: An Empirical Study in Organizational Cognition, John Voyer, U. of Southern Maine

Assessing the Relationship between Impulsivity, Mood, Perceptions of Potential Loss, and Managerial Escalation of Commitment, Roland Simons, Queensland U. of Technology; Kellie Caught, Queensland U. of Technology; Rene Kienzle, Queensland U. of Technology

Discussant: Amy Hietapelto, Michigan Technological U.

Tuesday 2:00PM

688. ⧖Paper Session: **Organizational Transformation for a New Time**
- 2:00- 3:20 Royal York: Confederation 3

Chair: Marvin L. Manheim, Northwestern U.

Toward a Social Cognitive Theory of Organizational Change, Alexander Stajkovic, U. of Wisconsin, Madison; Suzanne J. Peterson, U. of Nebraska, Lincoln

⧖Organizational Stories and Time, John W. O'Neill, Johnson & Wales U.

Sensemaking in Organizations: Towards a Conceptual Framework for Understanding Strategic Change, Thomas Ericson, Jönköping International Business School

Discussant: John Stephan, State U. of New York, Buffalo

243. ⧖JS:*(MOC, OMT, OB)* **Signs of the Times: The Changing Face of Organizational Symbolism**
- 2:00- 3:20 Royal York: Territories

285. SIT: **Effects of Electronic Media on Strategy and Individuals**
- 2:00- 3:20 Sheraton Centre: Windsor West

Tuesday 3:40PM

689. ☯Division: **From the Halls of Ivy to the Boardroom: Conversation between Academicians and Practitioners**
- 3:40- 5:15 Royal York: Confederation 3

Format: Each pair will have a chance to dialogue about their topic area. The practitioners will share their story of how they are currently using these theories in their practice; e.g. what is working, what resonates with managers - and the scholars will comment back.

Chairs: Andrea Casey, George Washington U.; Margaret D. Gorman, George Washington U.

Sensemaking with Managers, Karl E. Weick, U. of Michigan; Terry Martin, Regional Rehabilitation Continuing Education Center

Organizational Identity and Mental Maps, Dennis A. Gioia, Pennsylvania State U.; Suzanne Geigle, PricewaterhouseCoopers

Chaos Theory as a Lens to Understand Organizational Change, David R. Schwandt, George Washington U.; Tony Sablo, National Geographic

Discussant: Colin Eden, U. of Strathclyde

245. ☯⧖JS:*(MED, MOC)* **Cognitive Style in Life-Long Learning and Management Education and Development: A European Perspective**
- 3:40- 5:20 Sheraton Centre: Conference Room D&E

Tuesday 5:30PM

690. Meeting: **MOC Division Business Meeting**
- 5:30- 6:30 Royal York: Confederation 3

Division Chair: Theresa K. Lant, New York U.

Tuesday 6:30PM

691. **MOC Division Social Hour**
- 6:30- 7:30 Royal York: Confederation 3

Division Chair: Theresa K. Lant, New York U.

Wednesday 8:30AM

250. ⧖JS:*(MOC, BPS, OMT)* **The Strategic Use of the Past for the Present and Future: Organizational History and Changes in Image, Identity, & Reputation**
- 8:30- 10:20 Hilton: McDonald

290. SIT: **Shared Cognition and Sensemaking**
- 8:30- 10:20 Royal York: Saskatchewan

378. IP: **Cognitive Foundations of Decision-Making**
- 8:30- 10:20 Royal York: Canadian 11

Wednesday 10:40AM

692. Paper Session: **Cognitive Aspects of Organizational Learning**
- 10:40- 12:00 Royal York: Confederation 3

Chair: Peter Allen Stanwick, Auburn U.

Expanding the Capacity to Learn: Cognitive Factors Affecting the Absorptive Capacity of Top Management Teams, Susan Martin Houghton, Georgia State U.; Alice C. Stewart, Ohio State U.; Carl P. Zeithaml, U. of Virginia

✈Learning within International Organizations: The Role of Power, Culture and Social Identity, Mark Easterby-Smith, Lancaster U.; Xia Wu, Lancaster U.

Confronting Failure: Antecedents and Consequences of Shared Learning-Oriented Beliefs in Organizational Work Groups, Mark D. Cannon, Vanderbilt U.; Amy C. Edmondson, Harvard U.

Discussant: Ramon J. Aldag, U. of Wisconsin

293. SIT: **Knowledge: Flows and Absorption**
- 10:40- 12:00 Royal York: New Brunswick

294. SIT: **Mapping Archetypes and Cognitions**
- 10:40- 12:00 Royal York: Saskatchewan

296. SIT: **Identification and Identity**
- 10:40- 12:00 Sheraton Centre: Windsor East

Wednesday 12:20PM

265. ☯⧖JS:*(OMT, TIM, MOC)* **Lessons from Y2K -- Transforming Worldwide Path Dependence through Elements of: Smart Global Change Management, Myth and Ceremony, and Good Luck**
- 12:20- 2:10 Royal York: Alberta

Operations Management

Program Chair: Thomas Y. Choi, Arizona State U.

Professional Development Workshop Chair: Janet L. Hartley, Bowling Green State U.

	Start	Division Program	Shared Program
Friday	1:00pm	**693.** Doctoral Consortium - Welcome ◆ RY:Algonquin	
	1:30pm	**694.** Doctoral Consortium-Employment ◆ RY:Algonquin	
	3:00pm	**695.** Doctoral Consortium-Teaching ◆ RY:Algonquin	
	4:30pm	**696.** Subway Operations Tour ◆ RY:Algonquin	
Saturday	7:30am	**697.** Doctoral Consortium-Breakfast ◆ RY:Confederation 3	
	8:00am	**698.** Doctoral Constorium-Research ◆ RY:Confederation 3	
	9:30am	**699.** Doctoral Consortium-Service ◆ RY:Confederation 3	
	10:00am	**700.** Doctoral Consortium-Career ◆ RY:Confederation 3	
	11:30am	**701.** Doctoral Consortium-Lunch ◆ RY:Confederation 5	
	1:00pm	**702.** ERP-Corporate Panacea or Pandora's Box ◆ RY:Confederation 3	
	3:00pm	**703.** Innovations in Teaching OM ◆ RY:Confederation 3	
	5:00pm	**704.** OM PDW Social ◆ RY:Salon B	
Sun	8:30am	**705.** Global Manufacturing Research Issues ◆ RY:Confederation 3	
	10:30am	**706.** Global Service Research Issues ◆ RY:Confederation 3	
Monday	8:30am	**707.** Quality and Performance ◆ RY:Manitoba	
	10:40am	**708.** Technology Transfer and Implementation ◆ RY:Manitoba	**178.** SHCS: Perspectives on ISO 14001 ◆ RY:Concert Hall
	1:00pm	**709.** Service Operations ◆ RY:Manitoba	
	2:30pm	**710.** Time and Operations Management ◆ RY:Manitoba	
	4:10pm	**711.** Business Meeting ◆ RY:Manitoba	
	6:00pm	**712.** Social Hour ◆ RY:Manitoba	
Tuesday	8:30am	**713.** Operations Strategy ◆ RY:Manitoba	**337.** IP: Integration & Interdependencies ◆ RY:Canadian 5
	10:30am	**714.** Operations and Performance ◆ RY:Manitoba	**344.** IP: New Product Development ◆ RY:Canadian 4
	2:00pm	**715.** Knowledge Supply Chain ◆ RY:Manitoba	
	3:40pm	**716.** Organization Theories in Operations Management ◆ RY:Manitoba	**196.** SHCS: New Time in Service Research ◆ RY:Quebec **197.** SHCS: Env. Innov. Across Boundaries ◆ RY:Concert Hall
Wed	8:30am	**717.** Continental Breakfast ◆ RY:Manitoba	
	9:00am	**718.** Supplier Management ◆ RY:Manitoba	
	10:40am	**719.** Extended Enterprises ◆ RY:Manitoba	

Friday 1:00PM

693. Doctoral Consortium - Registration and Welcome

◆ 1:00- 1:30 Royal York: Algonquin

Welcome: Cecil Chester Bozarth, North Carolina State U.
Chairs: Robert Beaudoin Handfield, North Carolina State U.; Jayanth Jayaram, U. of Oregon

Friday 1:30PM

694. Doctoral Consortium-Employment Issues

◆ 1:30- 3:00 Royal York: Algonquin

Chair: Robert Beaudoin Handfield, North Carolina State U.
Presenters: Mark Pagell, Kansas State U.; Kimberly A. Bates, U. of Toronto; Ken Boyer, Michigan State U.; Ken Petersen, U. of Oregon

Friday 3:00PM

695. Doctoral Consortium-Perspectives on Teaching

◆ 3:00- 4:30 Royal York: Algonquin

Chair: Jayanth Jayaram, U. of Oregon
Presenters: Cecil Chester Bozarth, North Carolina State U.; Larry Menor, U. of Western Ontario; Soumen Ghosh, Georgia State U.; Janet L. Hartley, Bowling Green State U.

Friday 4:30PM

696. Doctoral Consortium-Toronto Subway Operations Tour

◆ 4:30- 6:00 Royal York: Algonquin

Everyone is welcome!
Coordinator: Kimberly A. Bates, U. of Toronto

Saturday 7:30AM

697. Doctoral Consortium-Continental Breakfast Sponsored by Dept. of Business Management North Carolina State University

◆ 7:30- 8:00 Royal York: Confederation 3

Saturday 8:00AM

698. Doctoral Constorium-Developing and Publishing Research

◆ 8:00- 9:30 Royal York: Confederation 3

Chair: Robert Beaudoin Handfield, North Carolina State U.
Presenters: Daniel R. Krause, Utah State U.; Kevin Dooley, Arizona State U.; Barbara B. Flynn, Wake Forest U.; Jack R. Meredith, Wake Forest U.; Ram Narasimhan, Michigan State U.

Saturday 9:30AM

699. Doctoral Consortium-Service and Professional Success

◆ 9:30- 10:00 Royal York: Confederation 3

Chair: Jayanth Jayaram, U. of Oregon
Presenter: Chan K. Hahn, Bowling Green State U.

Saturday 10:00AM

700. Doctoral Consortium-Developing Your Professional Career

◆ 10:00- 11:30 Royal York: Confederation 3

Chair: Robert Beaudoin Handfield, North Carolina State U.
Presenters: Soumen Ghosh, Georgia State U.; Aleda V. Roth, U. of North Carolina, Chapel Hill; Keong Leong, Ohio State U.

Saturday 11:30AM

701. Doctoral Consortium-Lunch Sponsored by Prentice Hall and the Department of Business Management North Carolina State University
- 11:30- 12:30 Royal York: Confederation 5

Coordinators: Robert Beaudoin Handfield, North Carolina State U.; Jayanth Jayaram, U. of Oregon

Saturday 1:00PM

702. ERP-Corporate Panacea or Pandora's Box
- 1:00- 2:30 Royal York: Confederation 3

Coordinator: John E. Ettlie, Rochester Institute of Technology
Panel: Scott Dulecki, QAD; Andy McAfee, Harvard U.

Saturday 3:00PM

703. Innovations in Teaching OM
- 3:00- 4:30 Royal York: Confederation 3

Coordinator: Diane Parente, Pennsylvania State U., Erie
Presenter: Scott Shafer, Wake Forest U.

Saturday 5:00PM

704. OM PDW Social Sponsored by Bowling Green State University
- 5:00- 6:00 Royal York: Salon B

Everyone is welcome!

Sunday 8:30AM

705. Global Manufacturing Research Issues
- 8:30- 10:00 Royal York: Confederation 3

Coordinator: Robert Klassen, U. of Western Ontario
Presenters: Lawrence M. Corbett, Victoria U. of Wellington, New Zealand; Soumen Ghosh, Georgia State U.; Boo-Ho Rho, Sogang University; Linda Sprague, U. of New Hampshire/China Europe International Business School; John G. Wacker, Iowa State U.; Clay Whybark, U. of North Carolina

Sunday 10:30AM

706. Global Service Research Issues
- 10:30- 12:00 Royal York: Confederation 3

Coordinator: Aleda V. Roth, U. of North Carolina, Chapel Hill
Presenters: Richard B. Chase, U. of Southern California; Larry Menor, U. of Western Ontario; Susan Meyer, U. of Minnesota

Monday 8:30AM

707. ☯✈Paper Session: **Division Welcome and Quality and Organization Performance**
- 8:30- 10:20 Royal York: Manitoba

Program Chair: Thomas Y. Choi, Arizona State U.
Chair: Soumen Ghosh, Georgia State U.

✈The Relationship between Quality and Other Dimensions of Competitive Performance: Tradeoff or Compatibility?, Barbara B. Flynn, Wake Forest U.; E. James Flynn, Wake Forest U.

Published in Conference Proceedings

✈The Link between Customer Focus and Business Performance in Australian Industry, Stuart Christopher Orr, Monash U.; Annette Gunawan, Monash U.

☯The Relationship between Total Quality Management Practices and Performance of Firms Operating in the U.S., Hale Kaynak, U. of Texas, Pan American

Discussants: Mile Terziovski, U. of Melbourne; Karen R. Chinander, U. of Miami; Kathryn Lee Blackmon, U. of Bath

Monday 10:40AM

708. ☯Paper Session: **Inter- and Intra-Organizational Factors in Technology Transfer and Implementation**
- 10:40- 12:00 Royal York: Manitoba

Chair: David Dilts, U. of Waterloo

✈The Characteristics of Knowledge and Their Impact on the Process of Technology Transfer across Plants within the Same Firm, Patricia Gonçalves Vidal, Boston U.; Anil Khurana, Boston U.

Characterizing Inward Transfer of Operational Technology: A Conceptual Typology, Gregory N. Stock, Northern Illinois U.; Mohan V. Tatikonda, U. of North Carolina, Chapel Hill

Implementing Advanced Manufacturing Technology for High Performance, Ken Boyer, Michigan State U.; Marianne W. Lewis, U. of Cincinnati

Discussants: Kenneth Howard Doerr, U. of Miami; Diane Parente, Pennsylvania State U., Erie; Kwasi Amoako-Gyampah, U. of North Carolina, Greensboro

178. ☯✈SHCS:*(ONE, OM)* **The Diffusion of Voluntary Environmental Regulation: International, Domestic, and Practitioner Perspectives on ISO 14001**
- 10:40- 12:00 Royal York: Concert Hall

Monday 1:00PM

709. ☯Paper Session: **Newness, Proactiveness, and Effectiveness in Service Operations**
- 1:00- 2:10 Royal York: Manitoba

Chair: Sang Lee, U. of Nebraska, Lincoln

Is There a Doctor in the (Pent)House?: Evaluating the Performance Effects of Operations Proactiveness in Hospitals, Susan Meyer, U. of Minnesota; Peter Ward, Ohio State U.

Antecedents of New Service Development Effectiveness: An Exploratory Examination of Strategic Operations Choices, Craig M. Froehle, U. of North Carolina, Chapel Hill; Richard B. Chase, U. of Southern California; Chistopher A. Voss, London Business School

Winner of OM Division Best Student Paper Award

The Effect of Location, Strategy, and Operations Technology on Hospital Performance, Susan Meyer, U. of Minnesota; Peter Ward, Ohio State U.; Keong Leong, Ohio State U.; Timothy Butler, Wayne State U.

Discussants: Carl Pegels, State U. of New York, Buffalo; Linda L. Brennan, Mercer U.; Atsuto Nishio, Takushoku U.

Monday 2:30PM

710. ⧖Theme: **Time and Operations Management: From Taylor's Time Standards to Time-Based Competition**
- 2:30- 3:50 Royal York: Manitoba

A panel of distinguished academics examine the evolution of our understanding of the role of time in our work, from Taylor's timings of human work through Just-in-Time to Time-Based Competition. The panel addresses the time implications for OM of the shift toward e-communication.
Organizer: Linda Sprague, U. of New Hampshire/China Europe International Business School
Panel: David Dilts, U. of Waterloo; Chan K. Hahn, Bowling Green State U.; Linda Sprague, U. of New Hampshire/China Europe International Business School

Monday 4:10PM

711. Meeting: **OM Division Business Meeting**
- 4:10- 5:00 Royal York: Manitoba

All members and prospective members are welcome!
Division Chair: Cecil Chester Bozarth, North Carolina State U.
Program Chair: Thomas Y. Choi, Arizona State U.
Professional Development Workshop Chair: Janet L. Hartley, Bowling Green State U.
Division Chair-Elect.: Robert Klassen, U. of Western Ontario

Monday 6:00PM

712. **OM Division Social Hour**
- 6:00- 7:00 Royal York: Manitoba

All members and prospective members are welcome!
Chair: Cecil Chester Bozarth, North Carolina State U.

Tuesday 8:30AM

713. ☯✈Paper Session: **Operations Strategy and Organizational Contexts**
- 8:30- 10:10 Royal York: Manitoba

Chair: Morgan Lee Swink, Michigan State U.

Leveraging the Promise of Resource Variety: Examining the Effects on Process Flexibility and Product Innovation for North American and European Manufacturers, Larry Menor, U. of Western Ontario; Aleda V. Roth, U. of North Carolina, Chapel Hill

☯Do Non-operational Factors Influence Plant Size Decisions?: The Impact of Organizational Factors on Strategic Decision-Making and Operations Strategy Process, Anil Khurana, Boston U.; Aneel Karnani, U. of Michigan; Brian Talbot, U. of Michigan

Linking Business Environment and Operations Strategy: An Example from an Underdeveloped Country, Kwasi Amoako-Gyampah, U. of North Carolina, Greensboro

Discussants: Ruth Harris, Wilfrid Laurier U.; Elliot Bendoly, Indiana U., Bloomington; Gregory N. Stock, Northern Illinois U.

337. IP: **Integration and Interdependencies**
- 8:30- 10:10 Royal York: Canadian 5

Tuesday 10:30AM

714. ☯✈Paper Session: **Operations and Organizational Performance: Empirical Studies**
- 10:30- 11:50 Royal York: Manitoba

Chair: Barbara B. Flynn, Wake Forest U.

⧖Time-Based Technologies and Manufacturing Performance: An Empirical Analysis, Mohamed A. Youssef, Norfolk State U.; Madeline M. Crocitto, State U. of New York, Old Westbury

Generic Manufacturing Strategies and Plant Performance, Sarv Devaraj Devaraj, U. of Notre Dame; David G. Hollingworth, Rensselaer Polytechnic Institute

✈The Effects of the ISO 9000 Certification Process on Business Performance Over Time, Mile Terziovski, U. of Melbourne; Damien Power, Monash U.; Amrik Sohal, Monash U.

Discussants: Craig M. Froehle, U. of North Carolina, Chapel Hill; Peggy Daniels Lee, George Washington U.; Manus Rungtusanatham, Arizona State U.

344. IP: **New Product Development**
- 10:30- 11:50 Royal York: Canadian 4

Tuesday 2:00PM

715. 🕮☯⧖Division: **A New Time for Collaboration in the Corporate-Business School Knowledge Supply Chain**
- 2:00- 3:20 Royal York: Manitoba

Academics and executives come together to create collaboratively a new knowledge supply chain. The relationship across Ford, OSU, and tier 1 supplier is explicated from the perspectives of all parties involved.
Organizer: Peter Ward, Ohio State U.
Panel: Joseph Alluto, Dean, Ohio State U.; Graham Loewy, Director of Lean Resource Center, Ford Motor Company; David Hoyt, President, Arvin Ride and Motion Control

Tuesday 3:40PM

716. ☯Paper Session: **Crossing Boundaries: Operations Management and Organization Theories**
- 3:40- 5:00 Royal York: Manitoba

Chair: Laura B. Forker, U. of Massachusetts, Dartmouth

Beyond Improved Quality: The Motivational Effects of Statistical Process Control, Manus Rungtusanatham, Arizona State U.

✈Manufacturing Configurations: A Typology and Implications for Future Research, Cecil Chester Bozarth, North Carolina State U.

☯An Evolutionary Process in the Supply Chain: From Arm's Length to Collaboration., James Hoyt, Troy State U.; Fizul Huq, U. of Texas, Arlington

Published in Conference Proceedings

Discussants: Ken Schultz, Indiana U.; Janet L. Hartley, Bowling Green State U.; Lisa Marie Ellram, Arizona State U.

196. ☯⧖SHCS:*(OB, OM)* **A New Time in Service Research: Moving Beyond Main Effects and Isolated Theoretical Perspectives**
- 3:40- 5:20 Royal York: Quebec

197. SHCS:*(OM, ONE, TIM)* **Environmental Innovation Across Firm Boundaries: Supply Chain Dynamics and Environmental Performance**
- 3:40- 5:20 Royal York: Concert Hall

Wednesday 8:30AM

717. **Continental Breakfast**
- 8:30- 9:00 Royal York: Manitoba

Hosts: Cecil Chester Bozarth, North Carolina State U.; Thomas Y. Choi, Arizona State U.

Wednesday 9:00AM

718. ☯Paper Session: **Supplier Management: From Leveraging to Benchmarking and Development**
- 9:00- 10:20 Royal York: Manitoba

Chair: Yunus Kathawala, Eastern Illinois U.

☯Purchasing Leverage Considerations in the Outsourcing Decision, Lisa Marie Ellram, Arizona State U.; Corey Billington, Hewlett-Packard

☯Benchmarking Best Peer Suppliers in the Aerospace Industry, Laura B. Forker, U. of Massachusetts, Dartmouth; David Mendez, U. of Michigan

Creating Value through Supplier Development Initiatives: A Dyadic Study, Robert Beaudoin Handfield, North Carolina State U.; Daniel R. Krause, Utah State U.; Beverly B. Tyler, North Carolina State U.

Discussants: Elliot Bendoly, Indiana U., Bloomington; Prafulla Joglekar, La Salle U.; Jonathan Linton, Polytechnic U. of New York

Wednesday 10:40AM

719. ☯Paper Session: **Emerging Studies on Extended Enterprises**

- 10:40- 12:00 Royal York: Manitoba

Chair: Kevin Dooley, Arizona State U.

Controlling the Extended Enterprise Supply Chain, David Dilts, U. of Waterloo; Young Baik, U. of Waterloo

☯Reconfiguring Distribution Systems for Electronic-Commerce, Elliot Bendoly, Indiana U., Bloomington

☯Technology and Weak Appropriation Conditions: The Adoption of Enterprise Resource Planning (ERP) Systems, John E. Ettlie, Rochester Institute of Technology

Discussants: John Olson, DePaul U.; Mohamed A. Youssef, Norfolk State U.; Gyula Vastag, Michigan State U.

Organization and Management Theory

Program Chair: Eric Abrahamson, Columbia U.

Professional Development Workshop Chair: Joel A.C. Baum, U. of Toronto

	Start	Division Program	Shared Program
Friday	1:00pm		**80.**SPDW: Global Management and the Science of Time ◆ Off:Ontario Science Centre
	6:00pm		**83.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ SC:City Hall **84.**SPDW: OMT/OB Junior Faculty Consortium ◆ SC:Simcoe & Dufferin
Saturday	8:00am		**87.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian **88.**SPDW: OMT/OB Junior Faculty Consortium ◆ SC:City Hall
	8:30am		**96.**SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am		**97.**SPDW: Bringing Complexity Theory to Bear ◆ SC:Elgin **98.**SPDW: Three Conversations on Org. Knowledge ◆ SC:Ballroom Centre
	1:00pm		**104.**SPDW: Quantitative Methods and Complexity Theory ◆ SC:Conference Room E
	3:00pm		**113.**SPDW: Structural Hole Opportunities ◆ RY:Confederation 5
	6:00pm		**116.**SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
Sunday	8:00am		**120.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian
	8:30am		**124.**SPDW: Three Conversations -- Conclusion ◆ SC:Ballroom West **125.**SPDW: Collaboration in Research and Teaching ◆ SC:Ballroom Centre **126.**SPDW: OMT/OB Junior Faculty Consortium ◆ SC:City Hall **127.**SPDW: Organizational Research and Methods ◆ RY:Ontario
	9:30am		**128.**SPDW: Re-Creating Time for Teaching OMT ◆ SC:Ballroom West
	10:30am		**132.**SPDW: Aldrich as Author Meets Critics ◆ RY:Territories
Monday	8:30am		**175.**SHCS: Boundaries in Tech. Industries ◆ SC:Ballroom West **206.**JS: Complexity and Complementarities ◆ SC:Conference Room D&E
	8:50am		**176.**SHCS: Rigor and Relevance in Research ◆ SC:Ballroom Centre
	9:00am	**720.**Welcome & Distinguished Scholar Address ◆ SC:Huron	
	10:40am	**721.**Alliances, JVs & Contracting ◆ SC:Kent **722.**Organizational Ecology ◆ SC:Kenora	**211.**JS: Liberation Theology for New Times? ◆ RY:Alberta **271.**SIT: Uncertain Environments ◆ SC:Windsor West
	12:20pm	**723.**New Insights on Institutional Change ◆ SC:Huron **724.**Organizational Ownership ◆ SC:Kent **725.**Complexity Theory and Organization ◆ SC:Kenora	**181.**SHCS: Role of Government ◆ SC:Ballroom East **182.**SHCS: The University in New Times ◆ RY:Concert Hall **215.**JS: Alternative Research Modes in OMT ◆ SC:Civic Ballroom **217.**JS: Expressing Organizations ◆ RY:Alberta
	2:30pm	**726.**It's About Time: Bringing Time Back In ◆ SC:Kenora **727.**Financial Institutions ◆ SC:Kent **728.**Institutional Theory and Change ◆ SC:Huron	**186.**SHCS: Firm Globalization & Structure ◆ SC:Ballroom East **275.**SIT: Silence and Discourse ◆ SC:Windsor West
	4:10pm	**729.**Professional Services Firms ◆ SC:Huron **730.**Institutional Theory and Deviance ◆ SC:Kenora	**189.**SHCS: Evolutionary Theory ◆ SC:Ballroom East **225.**JS: Sharing Knowledge ◆ SC:Civic Ballroom **228.**JS: Dynamic Construction of Identity ◆ RY:Territories
	5:30pm	**731.**Business Meeting & Social Hour ◆ SC:Kenora	
Tuesday	8:30am	**732.**Organizational Consequences of Individual Identity ◆ SC:Kent **733.**Institutions and Skilled Agency ◆ SC:Huron **734.**Networks and Learning ◆ SC:Kenora	**192.**SHCS: Biological Bases for Behavior ◆ RY:Quebec **230.**JS: Org. Learning as Practice ◆ SC:Conference Room D&E **232.**JS: Views of Knowledge Work ◆ SC:Civic Ballroom **338.**IP: Managing Trust ◆ RY:Canadian 1
	10:30am	**735.**Reputation and Legitimacy ◆ SC:Huron **736.**Interorganizational Learning ◆ SC:Kenora **737.**Social Construction of Organizations ◆ SC:Kent	**235.**JS: A Time for Teams ◆ SC:Conference Room D&E **281.**SIT: New Institutions:Theory & Econ ◆ RY:Saskatchewan
	2:00pm	**738.**Organizational Rules - New Approaches ◆ SC:Kenora **739.**Knowledge Management ◆ SC:Kent **740.**Institutional Theory & Strategy ◆ SC:Huron	**241.**JS: Social Capital in Organizations ◆ SC:Civic Ballroom **242.**JS: Agent-Based Computational Models ◆ H:McDonald **243.**JS: Organizational Symbolism ◆ RY:Territories **284.**SIT: Ambivalence and Ambiguity ◆ RY:New Brunswick **361.**IP: Building Theory ◆ RY:Canadian 12
	3:40pm	**741.**Knowledge-Based Firm Theory ◆ SC:Kent **742.**CEOs and Top Management Teams ◆ SC:Kenora **743.**Institutional Impacts ◆ SC:Huron	**287.**SIT: Extending the Psych Contract ◆ RY:Saskatchewan **364.**IP: Relationships ◆ RY:Canadian 3 **365.**IP: Decision Making Systems ◆ RY:Canadian 4
Wed	8:30am	**744.**Adaptation and Survival ◆ SC:Kenora	**250.**JS: Strategic Use of the Past ◆ H:McDonald **252.**JS: Self-Censorship in Organizations ◆ SC:Conference Room D&E **253.**JS: Negative Relations in Social Networks ◆ RY:Alberta **291.**SIT: Interorganizational Networks ◆ SC:Windsor West **292.**SIT: The Value of Social Capital ◆ SC:Windsor East
	8:50am		**200.**SHCS: Transition in Central & Eastern Europe ◆ SC:Dominion Ballroom N

	10:40am	**745.** Organizational Change ◆ SC:Huron	**203.** SHCS: Embeddedness ◆ SC:Ballroom West **204.** SHCS: Integrating Healthcare Systems ◆ RY:Concert Hall **255.** JS: AOM Past Presidents Speak ◆ RY:Territories **258.** JS: Status Hierarchies in Orgs. ◆ RY:Alberta **259.** JS: Applying Institutional Theory to IM ◆ SC:Dominion Ballroom N **293.** SIT: Knowledge: Flows and Absorption ◆ RY:New Brunswick **294.** SIT: Architypes and Cognitions ◆ RY:Saskatchewan **295.** SIT: Efficacy and its Effects ◆ SC:Windsor West **384.** IP: Perceptions & Their Implications ◆ RY:Canadian 5
	12:20pm		**262.** JS: Advancing Research on Organizational Change ◆ RY:Ontario **264.** JS: Competition in the Airline Industry ◆ SC:Civic Ballroom **265.** JS: Lessons from Y2K ◆ RY:Alberta

Friday 1:00PM

80. 🕮☯✈⧖SPDW:*(IM, MOC, OMT, BPS, OB)* **Chronos and Kairos: Global Management and the Science of Time**
- 1:00- 8:00 Off Site: Ontario Science Centre

Friday 6:00PM

83. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Friday Welcome Session**
- 6:00- 8:00 Sheraton Centre: City Hall

84. 🕮SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 6:00- 9:00 Sheraton Centre: Simcoe & Dufferin

Saturday 8:00AM

87. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Saturday Session**
- 8:00- 5:00 Royal York: Canadian

88. 🕮SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 8:00- 5:30 Sheraton Centre: City Hall

Saturday 8:30AM

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

97. SPDW:*(OMT, BPS, TIM, RM)* **Bringing Complexity Theory to Bear on Organizations: Work in Progress**
- 9:00- 12:00 Sheraton Centre: Elgin

98. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge**
- 9:00- 5:00 Sheraton Centre: Ballroom Centre

Saturday 1:00PM

104. SPDW:*(OMT, BPS, TIM, RM)* **Quantitative Methods for Applying Complexity Theory to Organizations**
- 1:00- 3:00 Sheraton Centre: Conference Room E

Saturday 3:00PM

113. SPDW:*(ENT, OMT)* **Structural Holes Analysis of Entrepreneurial Opportunities: A Workshop**
- 3:00- 4:30 Royal York: Confederation 5

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Sunday 8:00AM

120. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Sunday Session**
- 8:00- 12:00 Royal York: Canadian

Sunday 8:30AM

124. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge -- Conclusion**
- 8:30- 9:30 Sheraton Centre: Ballroom West

125. 🕮⧖SPDW:*(OMT, OB)* **Time Out to Work on Dilemmas of Collaboration in Research and Teaching**
- 8:30- 12:00 Sheraton Centre: Ballroom Centre

126. SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 8:30- 12:00 Sheraton Centre: City Hall

127. ⧖SPDW:*(OB, BPS, HR, ODC, OMT, RM)* **All Times Are Not The Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them**
- 8:30- 12:00 Royal York: Ontario

Sunday 9:30AM

128. 🕮⧖SPDW:*(OMT, MED)* **Re-Creating Time: Narrative, Storytelling, and Theatrics for Teaching OMT**
- 9:30- 12:00 Sheraton Centre: Ballroom West

Sunday 10:30AM

132. SPDW:*(ENT, OMT)* **Organizations Evolving: The Author Meets the Critics**
- 10:30- 12:00 Royal York: Territories

Monday 8:30AM

175. SHCS:*(BPS, OMT, TIM)* **Firm Boundaries in Technology-Based Industries**
- 8:30- 10:20 Sheraton Centre: Ballroom West

206. JS:*(OMT, BPS, TIM)* **Complexity and Complementarities: Differences and Similarities. An Organizational Perspective on the Effects of Interactions**
- 8:30- 10:20 Sheraton Centre: Conference Room D&E

Monday 8:50AM

176. ✈SHCS:*(RM, IM, OMT)* **Rigor and Relevance in Organization and Management Research**
- 8:50- 10:20 Sheraton Centre: Ballroom Centre

Monday 9:00AM

720. Division: **OMT Welcome and 2000 Distinguished Scholar Award and Invited Address**
- 9:00- 10:20 Sheraton Centre: Huron

Welcome: Eric Abrahamson, Columbia U.
Chair: Joel A.C. Baum, U. of Toronto
Keynote Speaker: Howard E. Aldrich, U. of North Carolina, Chapel Hill

Monday 10:40AM

721. Paper Session: **Interorganizational Loose Coupling: Alliances, Joint Ventures, and Contracting**
- 10:40- 12:00 Sheraton Centre: Kent

Chair: Pamela R. Haunschild, Stanford U.
Knowledge Acquisition, Knowledge Loss, and Satisfaction in High Technology Alliances, Patricia M. Norman, Baylor U.
☯High Performance Strategic Alliances: Partner-Specific Behavioral Antecedents, Henry Adobor, Quinnipiac U.
Buyer-Supplier Contracting: Contract Choice and Ex Post Negotiation Costs, Kendall W. Artz, Baylor U.
☯✈East Meets East and East Meets West: The Case of Sino-Japanese and Sino-West Joint Ventures in China, Ji Li, Hong Kong Baptist U.; Leonard Karakowsky, York U.; Kevin Lam, Chinese U. of Hong Kong
Discussant: Ranjay Gulati, Northwestern U.

722. Paper Session: **Organizational Ecology: Birth, Entrance, Growth, and Death**
- 10:40- 12:00 Sheraton Centre: Kenora

Chair: Olav Sorenson, U. of California, Los Angeles
Exploring the Relational Bases of Age Dependence in Organizational Mortality Rates, Alessandro Lomi, U. of Bologna, Italy; Erik Reimer Larsen, City U.
Published in Conference Proceedings
Size (and Competition) among Organizations: Modeling Scale-Based Selection among Automobile Producers in Four Major Countries, 1885-1981, Stanislav D. Dobrev, Tulane U.; Glenn R. Carroll, U. of California, Berkeley
Incumbent and Entrant Rivalry in a Deregulated Industry, Tammy L. Madsen, Santa Clara U.; Gordon Walker, Southern Methodist U.
✈On the Genesis of Organizational Forms: Evidence from the Market for Disk Arrays, David G. McKendrick, U. of California, San Diego; Glenn R. Carroll, U. of California, Berkeley
Discussant: Heather Haveman, Columbia U.

211. ⧇JS:*(ODC, SIM, OMT)* **Liberation Theology for New Times? A Critical Exploration of the Discourse of 'The Market'**
- 10:40- 12:00 Royal York: Alberta

271. SIT: **Succeeding in Uncertain Environments**
- 10:40- 12:00 Sheraton Centre: Windsor West

Monday 12:20PM

723. Symposium: **New Insights on Institutional Change: Lessons from Professional Fields**
- 12:20- 2:10 Sheraton Centre: Huron

Organizers: Nina Shah, U. of Illinois; Matthew Kraatz, U. of Illinois
Field Level Governance and the Emergence of New Organizational Forms: The Case of Multidisciplinary Partnerships in the Legal Profession, Roy R. Suddaby, U. of Alberta; Royston Greenwood, U. of Alberta
Personnel Migration and the Emergence of the "Mega-law" Form, Nina Shah, U. of Illinois; Matthew Kraatz, U. of Illinois
Radical Change in an Organizational Field: Health Care in Alberta, Trish Reay, U. of Alberta
Why Don't Things Last as Long as They Used To? How Professional's Mobility Affects the Rise of Transactional Exchange in Advertising, Joseph P. Broschak, U. of Illinois, Urbana-Champaign
Resisting and Reshaping Recipes: The Politics and Processes of Breaking Ranks, Royston Greenwood, U. of Alberta; Roy R. Suddaby, U. of Alberta
Discussant: Huseyin Leblebici, U. of Illinois

724. Paper Session: **Determinants and Consequences of Organizational Ownership**
- 12:20- 2:10 Sheraton Centre: Kent

Chair: Thomas G. Cummings, U. of Southern California
The Impact of Activist Institutional Investors on Performance in Public Corporations: A Study of the U.S. Fortune 500, 1982-1994 , David L. Kang, Harvard U.
Published in Conference Proceedings
☯Altruism and Agency in Family Firms, William S. Schulze, U. of Connecticut; Michael Lubatkin, U. of Connecticut; Richard N. Dino, U. of Connecticut
Published in Conference Proceedings
Turning Up the Volume: Shareholder Mobilization and Field-Level Change, W. Trexler Proffitt Jr., Northwestern U.
Ownership Structure and the Strategic Decision Process: A Comparative Case Study, Davide Ravasi, SDA Bocconi Graduate School of Management; Alessandro Zattoni, SDA Bocconi Graduate School of Management
Discussant: Donald Palmer, U. of California, Davis

725. Paper Session: **Complexity Theory and Organization**
- 12:20- 2:10 Sheraton Centre: Kenora

Chair: Paul Fouts, Golden Gate U.
Requisite Variety & Complexity Theory: Simple Organizations, Complex Individuals, Gerard Farias, Loyola U., Chicago; Janice A. Black, New Mexico State U.
☯Organizational Complexity and Endogenous Uncertainty, Mihnea Moldoveanu, U. of Toronto
Complexity Theory: Implications for Research in Inter-Organizational Relations, Barry A. Colbert, York U.
Distinguishing Complexity Based Theories from Witchcraft: Some Necessary Conditions, Jyoti B. Rahi, London Business School
Discussant: John M. Usher, Memorial U. of Newfoundland

181. ✈SHCS:*(IM, BPS, OMT)* **Toward an Understanding of the Role of Government in Strategy and Organization**
- 12:20- 2:10 Sheraton Centre: Ballroom East

182. 🕮☯✈⧇SHCS:*(OMT, IM, MED)* **The University in New Times: The House of Knowledge in the Age of Globalization and the Market Economy**
- 12:20- 2:10 Royal York: Concert Hall

215. ✈⧇JS:*(OMT, RM)* **A Time to Reflect: Constructing Knowledge and Alternative Modes of Investigation in Organization and Management Theory**
- 12:20- 2:10 Sheraton Centre: Civic Ballroom

217. ☯JS:*(MOC, OMT)* **Expressing Organizations: Connecting Identity, Reputation and the Corporate Brand**
- 12:20- 2:10 Royal York: Alberta

Monday 2:30PM

726. Symposium: **It's About Time: Bringing Time Back In**
- 2:30- 3:50 Sheraton Centre: Kenora

Chairs: Thekla Rura-Polley, Queensland U. of Technology; Stewart Clegg, U. of Technology, Sydney

Time Under Capitalism: Metaphors of Temporal Structuring in Modern Organizations, John Stewart Hassard, U. of Manchester

Functional and Historical Time in Management Education, Bogdan Costea, Lancaster U.

Gendering Time? The Case of Red-Collar Work, Stephen A. Linstead, Sunderland Business School; Joanna P. Brewis, U. of Essex

Managing through Time: The "Future Perfect" Strategy, Thekla Rura-Polley, Queensland U. of Technology; Tyrone Stephan Pitsis, Queensland U. of Technology; Stewart Clegg, U. of Technology, Sydney; Marton Marosszeky, U. of New South Wales, Australia

Discussant: Peter Anthony Clark, U. of Birmingham, UK

727. Paper Session: **The Organizational Theory of Financial Institutions**
- 2:30- 3:50 Sheraton Centre: Kent

Chair: Joseph J. Galaskiewicz, U. of Minnesota

Professional Influence: The Effects of Finance Professionals on Acquisition Financing and Performance, Mathew Hayward, London Business School

Industry Representation on the Boards of U.S. Commercial Banks: Bank and Period Effects of Industry Network Position and Industry Structure, Michael Jensen, Northwestern U.

Reciprocity and Power in the Venture Capital Market, Mikolaj Jan Piskorski, Harvard U.

Ambiguity in Markets: Mergers in the U.S. Commercial Banking Industry, Lisa Haueisen, Harvard U.

Discussant: Eric Abrahamson, Columbia U.

728. Paper Session: **Institutional Theory and Change**
- 2:30- 3:50 Sheraton Centre: Huron

Chair: James D. Westphal, U. of Texas, Austin

Changing Technical and Institutional Influences on Adoption of an Administrative Practice: Downsizing at Large U.S. Firms, 1977-1995, E. Geoffrey Love, Rice U.

Winner of West Publishing Best Paper Award
Published in Conference Proceedings

✈Contrasting Logics of Strategy Making: Applications in 'Hyper' Environments, John W. Selsky, U. of Melbourne; James B. Goes, Walden U.

Published in Conference Proceedings

Diversity and Similarity in New York City Newspapers, 1801-1988, You-Ta Chuang, U. of Toronto; Dean Hennessy, U. of Toronto; Kelly Thomson, York U.; Rodrigo Madriz, U. of Toronto

☯Financial Consequences of Downsizing and the Role of Managerial Attention, Boris Kabanoff, Queensland U. of Technology; Ian Palmer, U. of Technology, Sydney; Shane Brown, Queensland U. of Technology

Discussant: Robert Stern, Cornell U.

186. ✈SHCS:*(OMT, BPS, IM)* **Financial Globalization and Social Structure: How Organizations Adapt to Socio-Political Changes**
- 2:30- 3:50 Sheraton Centre: Ballroom East

Winner of OMT Division Best Symposium Proposal Award

275. SIT: **Silence and Discourse**
- 2:30- 3:50 Sheraton Centre: Windsor West

Monday 4:10PM

729. Symposium: **Professional Services Firms: Variation and Transformation**
- 4:10- 5:20 Sheraton Centre: Huron

Chair: Laura Empson, U. of Oxford

Globalization, Diversity and Change in Professional Services Firms, Bob Hinings, U. of Alberta

The Triumph of Commercialism: Mergers Between Accounting Firms and The Transformation of The Professional Archetype, Laura Empson, U. of Oxford

Becoming Integrated Global Networks: Transforming Four Professional Service Organizations, Andrew M. Pettigrew, U. of Warwick; Evelyn Fenton, Warwick U.

Explaining Transformation in Successful Law Firms: The Use of Reflexive Archetypes, John Gray, U. of Western Sydney

Discussant: Christopher McKenna, Johns Hopkins U.

730. Paper Session: **Institutional Theory, Deviance, and Illegitimacy**
- 4:10- 5:20 Sheraton Centre: Kenora

Chair: Cathy Enz, Cornell U.

Changing the Field: The Effects of Illegitimacy on Competing Organizational Forms, Bryant A. Hudson, Bowling Green State U.; Diana J. Wong-MingJi, Bowling Green State U.; David W. Loree, U. of Western Ontario

Constructive and Destructive Deviance in Organizations, Danielle E. Warren, U. of Pennsylvania

Status Changes from Adoption of a Status-Threatening Practice: The Case of Downsizing Among Large U.S. Firms 1983-1994, E. Geoffrey Love, Rice U.

Managing the "Liability of Deviance": The Organizational Legitimation of Maverick and Delinquent Actions , Pushkala Prasad, Lund U.; Anshuman Prasad, U. of New Haven; Dafna Eylon, U. of Richmond

Discussant: Eugenio Marchese, Cornell U.

189. 📖☯SHCS:*(BPS, ENT, OMT)* **Evolutionary Theory in Management and Organization Theory at the Beginning of a New Millennium: A Symposium on the State of the Art and Opportunities for Future Research**
- 4:10- 6:00 Sheraton Centre: Ballroom East

225. ☯JS:*(OMT, OCIS)* **Sharing Knowledge Across Boundaries**
- 4:10- 5:20 Sheraton Centre: Civic Ballroom

228. JS:*(MOC, OMT)* **Identity at the Interfaces: The Dynamic Construction of Identity in Organizational Fields**
- 4:10- 5:20 Royal York: Territories

Monday 5:30PM

731. **OMT Business Meeting and Social Hour**
- 5:30- 7:00 Sheraton Centre: Kenora

Chair: Joseph F. Porac, Emory U.

Tuesday 8:30AM

732. ☯Symposium: **The Organizational Consequences of Individual Identity Processes: Empirical Studies from Action and Discourse Analytic Perspectives**

- 8:30- 10:10 Sheraton Centre: Kent

Chair: Wendy L. Guild, Emerson College

The Dynamics of Trust & Identity in Intraorganizational Relations: A Discursive Perspective, Nelson Phillips, McGill U.; Steve Maguire, McGill U.

The Organizational Costs of Strong Identification: Environmental and Technology Development Work at a Semiconductor Manufacturer, Jennifer A. Howard-Greenville, Massachusetts Institute of Technology

Getting Work Done at a Ski Resort: Exploring How Identity Links to Forms of Authority Buttressing Work Accomplishment, Wendy L. Guild, Emerson College

When "Silence = Death," Keep Talking: Discourse, Identity, and Trust in the Canadian HIV/AIDS Treatment Domain, Steve Maguire, McGill U.; Nelson Phillips, McGill U.

Discussant: Gideon Kunda, Tel-Aviv U.

733. ☯Symposium: **Institutions and the Development of Skilled Agency: Integrating Perspectives from Institutional, Social Identity, Action Learning, and Developmental Theories**

- 8:30- 10:10 Sheraton Centre: Huron

Chair: W. E. Douglas Creed, Boston College

Rationalizing Conflict: Institutional Change and the Creation of Agency, W. Trexler Proffitt Jr., Northwestern U.; Marc J. Ventresca, Northwestern U.

Negotiating Identity in Institutional Settings, Erica Gabrielle Foldy, Boston College

Action Learning and Institutional Change Processes, Pacey C. Foster, Boston College

Timely Action: A Developmental Approach to Agency, Communities of Action, and Institutions, William Torbert, Boston College

Discussant: Debra Meyerson, Stanford U.

734. Paper Session: **Learning In and Through Networks**

- 8:30- 10:10 Sheraton Centre: Kenora

Chair: dt ogilvie, Rutgers U.

The Social Construction of Organizational Justice Perceptions: A Social Networks Approach, Elizabeth Eve Umphress, Tulane U.; Giuseppe Labianca, Tulane U.; Lotte Scholten, Tulane U.; Edward Kass, Tulane U.; Daniel J. Brass, Pennsylvania State U.

Published in Conference Proceedings

✈The Small World of Firm Ownership in Germany: Social Capital and Structural Holes in Large Firm Acquisitions - 1993-1997, Bruce Kogut, U. of Pennsylvania; Gordon Walker, Southern Methodist U.

Second-Order Learning: Uncovering Latent Effects of Network Ties and Prior Experience, James D. Westphal, U. of Texas, Austin; Marc-David Seidel, U. of Texas, Austin; Katherine Stewart, U. of Texas, Austin

The Influence of Clusters and Networks on Canadian Mutual Fund Company Innovation, Geoffrey G. Bell, Concordia U.

Discussant: Arent Greve, Norwegian School of Economics and Business Administration

192. ☯SHCS:*(MOC, OMT, OB)* **Biological Bases for Behavior in Organizations: Human Evolution and its Implications for Organization Theory and Management Practice**

- 8:30- 10:10 Royal York: Quebec

230. ☯JS:*(MOC, OMT)* **Theorizing Organizational Learning as Situated Practice**

- 8:30- 10:10 Sheraton Centre: Conference Room D&E

232. ☯JS:*(OMT, OB)* **Grounded Views of Knowledge Work**

- 8:30- 10:10 Sheraton Centre: Civic Ballroom

338. IP: **Managing Trust**

- 8:30- 10:10 Royal York: Canadian 1

Tuesday 10:30AM

735. Paper Session: **Managing Organizational Reputation and Legitimacy**

- 10:30- 11:50 Sheraton Centre: Huron

Chair: David Deephouse, Louisiana State U.

Reputation, Embeddedness and the Power of Investment Banks as Transaction Intermediaries in the Market for Initial Public Offerings, Tim G. Pollock, U. of Wisconsin

Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award

A Conceptual Model of Legitimacy Building in Organizational Networks, Keith G. Provan, U. of Arizona; Sherrie E. Human, Xavier U.

Age Dependence in Organizational Status Hierarchies, David Ager, Harvard U.; Mikolaj Jan Piskorski, Harvard U.

An Institutional Theory of Reputation, Xueguang Zhou, Duke U.

Discussant: Hayagreeva Rao, Emory U.

736. Paper Session: **Interorganizational Learning**

- 10:30- 11:50 Sheraton Centre: Kenora

Chair: Richard Burton, Duke U.

Learning from Complexity: Effects of Airline Accident/Incident Heterogeneity on Subsequent Accident/Incident Rates, Pamela R. Haunschild, Stanford U.; Bilian Ni, Stanford U.

Published in Conference Proceedings

☯Crash Test without Dummies: A Longitudinal Study of Interorganizational Learning from Failure Experience in the U.S. Commercial Banking Industry, 1984-1998, Ji-Yub Kim, U. of Wisconsin, Madison; Anne S. Miner, U. of Wisconsin, Madison

Published in Conference Proceedings

✈The Applicability of Organizational Learning Perspectives to Chinese Business Organizations: A Comparative Study of Two Suppliers in Singapore, Lai Si Tsui-Auch, Nanyang Business School

Financing New Ventures: A Computer Simulation of Industry Learning and Evolution under Uncertainty, Klaus Weber, U. of Michigan

Discussant: Richard T. Harrison, U. of Aberdeen, UK

737. Paper Session: **Social Constructionist Approaches to Organizing**

- 10:30- 11:50 Sheraton Centre: Kent

Chair: W. Trexler Proffitt Jr., Northwestern U.

⧖The Coming Crisis in Real-Time Environments: A Dromological Analysis, Ronald E. Purser, San Francisco State U.

Published in Conference Proceedings

Crafting a Job: Revisioning Employees as Active Crafters of Their Work, Amy Wrzesniewski, New York U.; Jane E. Dutton, U. of Michigan

☯Tight-Loose Coupling with Customers: The Enactment of Customer Orientation, Erwin Danneels, Worcester Polytechnic Institute

An Action Pattern Model of the Interfirm Cooperation Process, Steven S. Lui, Chinese U. of Hong Kong; Hang-yue Ngo, Chinese U. of Hong Kong

Discussant: Robert P. Gephart, U. of Alberta

235. ☯⊠JS:*(OB, OMT)* **A Time for Teams**
- 10:30- 11:50 Sheraton Centre: Conference Room D&E

281. SIT: **New Institutional Understandings: Theory and Economics**
- 10:30- 11:50 Royal York: Saskatchewan

Tuesday 2:00PM

738. ☯Symposium: **Organizational Rules -- New Approaches to Bureaucracies and Organizational Learning**
- 2:00- 3:20 Sheraton Centre: Kenora

Chair: Martin Schulz, U. of Washington

Organizational Learning as Rule Construction, Alfred Kieser, U. of Mannheim, Germany; Ulrich Koch, U. of Mannheim, Germany

Comparing Rule Histories in the U.S. and in Germany: Searching for General Principles of Organizational Rules, Martin Schulz, U. of Washington; Nikolaus Beck, U. of Mannheim, Germany

To Codify or Not? – Toward an Understanding of the Antecedents of Task Formalization and its Effects on Organizational Performance, Ofer Meilich, California State U., San Marcos

Discussant: Xueguang Zhou, Duke U.

739. Paper Session: **Knowledge Management, Knowledge Markets, and Knowledge Workers**
- 2:00- 3:20 Sheraton Centre: Kent

Chair: Nina Shah, U. of Illinois

Competing for Attention in Knowledge Markets, Morten Hansen, Harvard U.; Martine Haas, Harvard U.

Knowledge Integration: A New Approach to the Role of Middle Management, Sergio Mattos Janczak, HEC Montreal

The Antagonistic Nature of Knowledge Management: Why Maintaining a Balance between Knowledge Exploration and Exploitation is Difficult, Peter McNamara, City U., London

☯Getting Help and Letting Go: How Outsourcing Knowledge Work Affects Project Performance, Pamsy P. Hui, U. of Texas, Austin; Alison Davis-Blake, U. of Texas; Joseph P. Broschak, U. of Illinois, Urbana-Champaign

Discussant: Michael K. Moch, Michigan State U.

740. Paper Session: **Institutional Theory and Strategic Management**
- 2:00- 3:20 Sheraton Centre: Huron

Chair: Jacques Rojot, U. of Paris, Sorbonne

How We Decide What We Do: The Impact of Institutional Support on Organizational Change, Marvin Washington, Texas Tech U.; Marc J. Ventresca, Northwestern U.

Published in Conference Proceedings

The Impact of Ownership Type On Diversification Strategy and Performance, David L. Kang, Harvard U.

Strategy, Institutions, or Both? A Reformulation of Uncertainty, Serghei Floricel, U. du Québec à Trois-Rivières; Silvia Dorado, McGill U.

From Hierarchies to Markets: The Deregulation of the Electric Utility Industry, Wesley Sine, Cornell U.

Discussant: Michael Lounsbury, Cornell U.

241. JS:*(HR, OB, OMT)* **Social Capital in Organizations: Examining Individual and Communal Models**
- 2:00- 3:20 Sheraton Centre: Civic Ballroom

242. 🕮JS:*(RM, BPS, OMT)* **Agent-Based Computational Models: Why They Are Important! What They Are! Making Them Better! Connecting Them to Reality!**
- 2:00- 3:40 Hilton: McDonald

243. ⊠JS:*(MOC, OMT, OB)* **Signs of the Times: The Changing Face of Organizational Symbolism**
- 2:00- 3:20 Royal York: Territories

284. SIT: **Legitimating Ambivalence and Ambiguity**
- 2:00- 3:20 Royal York: New Brunswick

361. IP: **Building Theory**
- 2:00- 3:20 Royal York: Canadian 12

Tuesday 3:40PM

741. ☯Symposium: **Towards a Knowledge and Motivation Based Theory of the Firm**
- 3:40- 5:20 Sheraton Centre: Kent

Chairs: Bruno S. Frey, U. of Zurich; Margit Osterloh, U. of Zurich

Front-Face, Back-Face: Combining Task-Orientated and Uncertainty-Resolving Knowledge Systems, J. C. Spender, New York Institute of Technology

A Firm as a Knowledge Creating Entity: A New Perspective on the Theory of the Firm, Ikujiro Nonaka, Hitotsubashi U.; Ryoko Toyama, Japan Advanced Institute of Science & Technology; Akiya Nagata, Japan Advanced Institute of Science & Technology

Less can be more: Compensation and the Management of New Ideas, Iris Bohnet, Harvard U.; Felix Oberholzer-Gee, U. of Pennsylvania

Crowding-Out Instrinsic Motivation: Theory and Empirical Evidence, Bruno S. Frey, U. of Zurich

Integrating of Crowding Theory with the Theory of the Firm, Margit Osterloh, U. of Zurich; Jetta Frost, U. of Zurich

Discussant: Nicolai J. Foss, U. of Copenhagen

742. Paper Session: **CEOs and Top Management Teams**
- 3:40- 5:20 Sheraton Centre: Kenora

Chair: Richard S. Blackburn, U. of North Carolina

When Does Leadership Matter?, Noam Wasserman, Harvard U.; Bharat Anand, Harvard U.; Nitin Nohria, Harvard U.

Exit or Loyalty: The Effects of Compensation on CEO Turnover, Maria Hasenhuttl, U. of Texas, Dallas; J. Richard Harrison, U. of Texas, Dallas

Intra-Personal Functional Heterogeneity in Management Teams: Implications for Process and Performance, J. Stuart Bunderson, Washington U.; Kathleen M. Sutcliffe, U. of Michigan

A Contingency Perspective on Top Executive Pay and Promotion, Mason A. Carpenter, U. of Wisconsin, Madison; James Wade, U. of Wisconsin, Madison; Charles A. O'Reilly III, Stanford U.

Discussant: James P. Walsh, U. of Michigan

743. Paper Session: **Understanding the Impact of Institutions**
- 3:40- 5:20 Sheraton Centre: Huron

Chair: Patricia Thornton, Duke U.

✈Mimetic Pressures versus the Market for Corporate Control, J. Timothy Goines, Benedictine U.; Sharon L. Gorrell, Benedictine U.

Analyst Coverage, IPO Performance, and the Pace of Market Learning, Sarah Clay Mavrinac, U. of Western Ontario

Isomorphism In Reverse: How Macrocultural Forces Have Worked Against the "Inexorable Homogenization"

Hypothesis, Eric M. Jackson, Columbia U.; Donald C. Hambrick, Columbia U.; Sydney Finkelstein, Dartmouth College

✈Managing in Transition: Institutional Management and Organizational Change, Pablo Martin de Holan, U. of Alberta

Discussant: Tina Dacin, Texas A&M U.

287. SIT: **Extending the Psychological Contract**
- 3:40- 5:20 Royal York: Saskatchewan

364. IP: **Relationships**
- 3:40- 5:20 Royal York: Canadian 3

365. IP: **Decision Making Systems**
- 3:40- 5:20 Royal York: Canadian 4

Wednesday 8:30AM

744. Paper Session: **Organizational Adaptation and Survival**
- 8:30- 10:20 Sheraton Centre: Kenora

Chair: Charles Galunic, INSEAD

Decision Making and Decision Speed: A Harmonizing Model between Traditional and Eisenhardt (1989) Perspectives, Richard Nordtvedt, U. of Memphis

Structuring Temporary Systems for High Reliability, Gregory A. Bigley, U. of Cincinnati; Karlene H. Roberts, U. of California

Testing Theories of Organizational Growth and Decline Using Hierarchical Linear Modeling, Joseph J. Galaskiewicz, U. of Minnesota; Myron Dowell, U. of Minnesota; Wolfgang Bielefeld, Indiana U.

The Dynamics of Disaster: Using Simulation to Understand Interruptions, Stress, and Organizational Collapse, Jenny W. Rudolph, Boston College; Nelson Peter Repenning, Massachusetts Institute of Technology

Discussant: Gautam Ahuja, U. of Texas, Austin

250. ⧖JS:*(MOC, BPS, OMT)* **The Strategic Use of the Past for the Present and Future: Organizational History and Changes in Image, Identity, & Reputation**
- 8:30- 10:20 Hilton: McDonald

252. JS:*(OMT, OB)* **Fear of Being Honest: Silence and Self-Censorship in Organizational Settings**
- 8:30- 10:20 Sheraton Centre: Conference Room D&E

253. JS:*(CM, OB, OMT)* **Negative Relationships in Social Networks in the Workplace**
- 8:30- 10:20 Royal York: Alberta

291. SIT: **Interorganizational Networks**
- 8:30- 10:20 Sheraton Centre: Windsor West

292. SIT: **The Value of Social Capital**
- 8:30- 10:20 Sheraton Centre: Windsor East

Wednesday 8:50AM

200. ☯✈⧖SHCS:*(IM, OMT, MH)* **Heralding a New Time: Transition Issues in Central and Eastern Europe**
- 8:50- 10:20 Sheraton Centre: Dominion Ballroom N

Wednesday 10:40AM

745. Paper Session: **Organizational Processes and Organizational Change**
- 10:40- 12:00 Sheraton Centre: Huron

Chair: Marshall J. Schminke, U. of Central Florida

☯A Theory of Social Receiving: How to Turn Around a Negative Situation, Jean Louise Kahwajy, Stanford U.

You Measure What You Get: Towards a Theory of Process Improvement and Change, Nelson Peter Repenning, Massachusetts Institute of Technology

☯Middle Managers' Emotional Influence in Strategic Change, Quy Nguyen-Huy, INSEAD

🕮☯TQM and Competitive Strategy : The Contingency Approach, Gavriel Meirovich, Sapir College Israel

Discussant: Richard Whittington, U. of Oxford

203. ☯SHCS:*(BPS, OMT)* **The Embeddedness of Competitive Behavior: Emerging Perspectives**
- 10:40- 12:00 Sheraton Centre: Ballroom West

204. ⧖SHCS:*(HCM, ODC, OMT)* **Comparative Practices and Temporal Processes of Integrating Physicians and Clinics in Healthcare Systems**
- 10:40- 12:00 Royal York: Concert Hall

255. ☯JS:*(MH, MED, OMT)* **Management Milestones of the Late 20th Century: The Presidents Speak**
- 10:40- 12:00 Royal York: Territories

258. JS:*(GDO, OMT)* **The Staying Power of Status Hierarchies and Their Effects in Organizations**
- 10:40- 12:00 Royal York: Alberta

259. ✈JS:*(IM, OMT)* **Applying Institutional Theory in International Contexts**
- 10:40- 12:00 Sheraton Centre: Dominion Ballroom N

293. SIT: **Knowledge: Flows and Absorption**
- 10:40- 12:00 Royal York: New Brunswick

294. SIT: **Mapping Archetypes and Cognitions**
- 10:40- 12:00 Royal York: Saskatchewan

295. SIT: **Types of Efficacy and their Effects**
- 10:40- 12:00 Sheraton Centre: Windsor West

384. IP: **Perceptions and Their Implications**
- 10:40- 12:00 Royal York: Canadian 5

Wednesday 12:20PM

262. JS:*(ODC, OB, OMT)* **Conversations in Advancing Research on Organizational Change**
- 12:20- 2:10 Royal York: Ontario

264. JS:*(BPS, OMT)* **"Flying in Formation" or "Collision Course"?: Alternative Perspectives on Competition in the Context of the Airline Industry**
- 12:20- 2:10 Sheraton Centre: Civic Ballroom

265. ☯⧖JS:*(OMT, TIM, MOC)* **Lessons from Y2K -- Transforming Worldwide Path Dependence through Elements of: Smart Global Change Management, Myth and Ceremony, and Good Luck**
- 12:20- 2:10 Royal York: Alberta

Organization Development and Change

Program Chair: Ronald E. Purser, San Francisco State U.
Professional Development Workshop Chair: Peter Sorensen, Benedictine U.

	Start	Division Program	Shared Program
Friday	1:00pm	**746.**Effective International Business Consultantcy ◆ RY:Alberta **747.**Accelerating Organization Development ◆ RY:Quebec	**81.**SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.**SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**83.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ SC:City Hall **85.**SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
	7:00pm	**748.**Hospitality Suite: Welcome for International Members ◆ RY:British Columbia	
Saturday	7:30am		**86.**SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**87.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian **90.**SPDW: CMSW: What's Critical? ◆ RY:Ontario **91.**SPDW: Making Learning Real: The Ohio Model. ◆ SC:Dufferin **92.**SPDW: Making Time to Talk ◆ SC:Conference Room D
	8:30am	**749.**Accelerating the Time to Change ◆ RY:Tudor 8	**96.**SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am	**750.**Co-operative Inquiry and Action Inquiry ◆ RY:Confederation 6	
	9:30am		**99.**SPDW: Stakeholder Learning Dialogs ◆ SC:Norfolk
	10:00am		**101.**SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.**SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	**751.**Spirituality, Organization and Consulting ◆ RY:Alberta	**106.**SPDW: Problem-Based Learning in Business Schools ◆ RY:Salon A
	1:30pm		**109.**SPDW: Reflecting on & Applying Learning ◆ SC:Conference Room D
	2:30pm		**111.**SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.**SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	5:30pm		**115.**SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.**SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:00pm	**752.**Welcome for New Doctoral Students ◆ RY:Saskatchewan	
	7:30pm		**117.**SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.**SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**120.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian **122.**SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.**SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**753.**Management Rhetoric in Times of Change ◆ RY:Confederation 5 **754.**Doctoral Consortium for Doctoral Program ◆ RY:Manitoba	**127.**SPDW: Organizational Research and Methods ◆ RY:Ontario
	10:30am		**134.**SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:00am	**755.**Division Welcome and Breakfast ◆ RY:Library	
	8:30am	**756.**Advances in Organizational Diagnosis and Change Interventions ◆ RY:Library	**173.**SHCS: Virtual Teams vs Traditional Teams ◆ SC:Dominion Ballroom N **208.**JS: Reaching for the Rainbow ◆ RY:Alberta
	10:40am	**757.**Interpreting Organizational Change ◆ RY:Library	**211.**JS: Liberation Theology for New Times? ◆ RY:Alberta
	12:20pm	**758.**Implementing Large-Scale Change ◆ RY:Library	
	2:30pm	**759.**Expanding Action Research ◆ RY:Library	**221.**JS: Whole Systems Change ◆ RY:Territories **275.**SIT: Silence and Discourse ◆ SC:Windsor West **318.**IP: Change Management Issues ◆ RY:Canadian 8 **319.**IP: Dynamics in Managing Change ◆ RY:Canadian 9
	4:10pm	**760.**Festival, Spectacle and Carnival ◆ RY:Library	**278.**SIT: Revolu'ary & Continuous Change ◆ SC:Windsor East
Tuesday	8:30am	**761.**Changing Attitudes, Culture and Structure ◆ RY:Library	
	10:30am	**762.**Beyond Linear Change Logics ◆ RY:Library	**283.**SIT: Organizational Learning ◆ SC:Windsor East
	2:00pm	**763.**Learning From the Times ◆ RY:Library	
	3:40pm	**764.**Distinguished Speakers: William Torbert & Pat Canavan ◆ RY:Library	
	5:30pm	**765.**ODC Business Meeting and Awards Ceremony ◆ RY:Library	
	6:30pm	**766.**ODC Social Hour ◆ RY:Library	
Wednesday	8:00am	**767.**Continental Breakfast ◆ RY:Library	
	8:30am	**768.**Sustainable Work Systems ◆ RY:Library	**198.**SHCS: Resistance & Readiness for Chg. ◆ RY:Concert Hall **251.**JS: Strategic HR Architecture ◆ SC:Civic Ballroom **290.**SIT: Shared Cognition and Sensemaking ◆ RY:Saskatchewan
	10:40am	**769.**Developing Change Capabilities ◆ RY:Library	**204.**SHCS: Integrating Healthcare Systems ◆ RY:Concert Hall
	12:20pm	**770.**The Temporality of Improvisation ◆ RY:Territories	**262.**JS: Advancing Research on Organizational Change ◆ RY:Ontario
	1:00pm	**771.**Changing Organizational Design Configurations ◆ RY:Library	

Friday 1:00PM

746. ✈**Effective International Consulting: What Does It Take To Be An Effective International Business Consultant?**
- 1:00- 4:30 Royal York: Alberta

As international business grows, so does international OD
Chairs: Thomas C. Head, Roosevelt U.; Therese F. Yaeger, Benedictine U.
Panel: Joanne C. Preston, Pepperdine U.; Robert T. Golembiewski, U. of Georgia; Henrik Holt Larsen, U. of Copenhagen; Jesper Döpping, U. of Copenhagen; Chunhui Ma, Roosevelt U.; Terry R. Armstrong, Emerson College

747. **Accelerating Organization Development by Leveraging Practices, Values and Perspectives**
- 1:00- 4:00 Royal York: Quebec

Panelists Include American Society for Quality Executives and a representative from a Baldridge award winner.
Organizers: Chip Chesmore, Deere & Company; Gina Hinrichs, Deere & Company; Mary Lou Kotecki, John Deere Health
Presenters: Mary Lou Kotecki, John Deere Health; Gary Floss, Medtronic Inc.
Discussant: James D. Ludema, Benedictine U.
Presenter: Gregory Watson, American Society for Quality

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

83. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Friday Welcome Session**
- 6:00- 8:00 Sheraton Centre: City Hall

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Friday 7:00PM

748. ✈**ODC Hospitality Suite: Welcome and Orientation for International Members and Newcomers**
- 7:00- 8:00 Royal York: British Columbia

Info about the broad spectrum of activities and opportunities to be found on the pre-conference.
Hosts: Henrik Holt Larsen, U. of Copenhagen; Lynda Kilbourne, Xavier U.

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

87. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Saturday Session**
- 8:00- 5:00 Royal York: Canadian

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

91. 🕮SPDW:*(MED, ODC)* **Making Learning Real: The Ohio Model. Workshop on Integrated, Problem-based Learning**
- 8:00- 12:00 Sheraton Centre: Dufferin

92. 🕮⧖SPDW:*(MED, MOC, ODC, ONE, SIM)* **Making Time to Talk: Stakeholder Learning Dialogs**
- 8:00- 9:00 Sheraton Centre: Conference Room D

Saturday 8:30AM

749. ⧖**Accelerating the Time to Change**
- 8:30- 5:00 Royal York: Tudor 8

Exploring issues and solutions for accelerated change programs.
Chairs: Harvey Kolodny, U. of Toronto; A.B. (Rami) Shani, California Polytechnic State U., San Luis Obispo; Tom Chase, The STS Roundtable
Discussants: Frans van Eijnatten, Eindhoven U. of Technology; Don De Guerre, Concordia U.; Paul Tolchinsky, Dannemiller Tyson Assoc.

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

750. **Co-operative Inquiry and Action Inquiry: Two Forms of Action Research**
- 9:00- 5:00 Royal York: Confederation 6

An exploration of first person action skills using second person co-operative inquiry methods.
Facilitators: Peter Reason, U. of Bath; William Torbert, Boston College

Saturday 9:30AM

99. ☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Hands-on Practice in Stakeholder Learning Dialogs**
- 9:30- 12:00 Sheraton Centre: Norfolk

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

751. ⧖**Spirituality, Organization and Consulting in a New Time**
- 1:00- 4:00 Royal York: Alberta

Join us for the timely topic of spirituality, organization and consulting.
Chairs: Ian Mitroff, U. of Southern California; Kurt Motamedi, Pepperdine U.
Participants: Kathleen Buchman, Wheaton Fransiscan Services, Inc.; Peter Sorensen, Benedictine U.

106. 🕮SPDW:*(ODC, MED)* **Problem-Based Learning:Varieties of Experience in Business Schools**

- 1:00- 5:00 Royal York: Salon A

Saturday 1:30PM

109. 🕮☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Reflecting on & Applying Learning on Stakeholder Dialog**
- 1:30- 3:30 Sheraton Centre: Conference Room D

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:00PM

752. **ODC Hospitality Suite: Welcome for New Doctoral Students**
- 7:00- 8:00 Royal York: Saskatchewan

Info about the broad spectrum of activities especially valuable to new doctoral students
Hosts: Henrik Holt Larsen, U. of Copenhagen; Lynda Kilbourne, Xavier U.

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

120. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Sunday Session**
- 8:00- 12:00 Royal York: Canadian

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

753. ⧖**Management Rhetoric in Times of Change**
- 8:30- 12:00 Royal York: Confederation 5

We will discuss the role and importance of rhetoric in organization studies.
Organizers: Leif Melin, Jönköping International Business School; Tomas Mullern, Jönköping International Business School; Johan Stein, Stockholm School of Economics
Presenters: Leif Melin, Jönköping International Business School; Tomas Mullern, Jönköping International Business School; Johan Stein, Stockholm School of Economics

754. **Doctoral Consortium for Executive/ Alternative Doctoral Program in OD and Management**
- 8:30- 12:00 Royal York: Manitoba

Alternative delivery formats, and characteristics of student body
Chairs: Sven Kylen, Stockholm School of Economics; Therese F. Yaeger, Benedictine U.
Panel: Paul Salipante, Case Western Reserve U.; Jyotsna Sanzgiri, California School of Professional Psychology; Mitchell Kusy, U. of St. Thomas; Diane Stoy, U. of St. Thomas; Peter Sorensen, Benedictine U.; Kurt Motamedi, Pepperdine U.; Henrik Holt Larsen, U. of Copenhagen; Sharon Confessore, George Washington U.; Victoria Marsick, Columbia U.

127. ⧖SPDW:*(OB, BPS, HR, ODC, OMT, RM)* **All Times Are Not The Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them**
- 8:30- 12:00 Royal York: Ontario

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:00AM

755. **ODC Division Welcome and Continental Breakfast**
- 8:00- 8:30 Royal York: Library

Program Chair: Ronald E. Purser, San Francisco State U.

Monday 8:30AM

756. ☯✈Paper Session: **Advances in Organizational Diagnosis and Change Interventions: Empirical Findings from the Field**
- 8:30- 10:20 Royal York: Library

Chair: Craig C. Lundberg, Cornell U.

Beyond the Single Intervention Study: A Collaborative Research Project to Investigate Organizational Change, Alannah Eileen Rafferty, Queensland U. of Technology; Mark Anthony Griffin, Queensland U. of Technology

Winner of ODC Division Best Practice-Related Paper Published in Conference Proceedings

☯The Use of Appreciative Inquiry for Reducing Turnover: A Field Experiment, David Jones, Benedictine U.

✈Social Network Analysis in Organizational Diagnosis, John L. Michela, U. of Waterloo; Jane Webster, U. of Waterloo; W. Warner Burke, Columbia U.

Discussants: Alexander Styhre, Chalmers U. of Technology; Peter Robertson, U. of Southern California; William A. Pasmore, Delta Consulting Group

173. ☯✈SHCS:*(OB, IM, ODC)* **Virtual Teams: A New Team Form for the New Century? A Multi-disciplinary Scholar-Practitioner Debate Exploring How Different Virtual Teams are From Traditional Teams**
- 8:30- 10:20 Sheraton Centre: Dominion Ballroom N

208. ☯JS:*(GDO, ODC)* **Reaching for the Rainbow: Empirical Research and Critical Inquiry into Managing Diversity**
- 8:30- 10:20 Royal York: Alberta

Monday 10:40AM

757. ☯✈Paper Session: **Interpreting Organizational Change: The Role of Language, Values and Human Experience**
- 10:40- 12:00 Royal York: Library

Chair: David M. Boje, New Mexico State U.

☯Do Humanistic Values Matter?, Quy Nguyen-Huy, INSEAD

Published in Conference Proceedings

Talking Change, Changing Talk: The Case of a High Technology Research Organization, Ellen O'Connor, Chronos Associates

Remembrance of Things Past? Intergroup Conflict, Development and Parternalism in Talk of Organizational Change, Julie Rosalind Wolfram Cox, Monash U.

⧖Corporate Art and the Framing of Time in Organizations: The Symbolic Construction of Time Through Aesthetic Discourse, Nick Nissley, Antioch U.

Discussants: Max Elden, U. of Houston; Henrik Holt Larsen, U. of Copenhagen; Ram Tenkasi, Benedictine U.; Gavin Michael Schwarz, U. of Queensland, Australia

211. ⧖JS:*(ODC, SIM, OMT)* **Liberation Theology for New Times? A Critical Exploration of the Discourse of 'The Market'**
- 10:40- 12:00 Royal York: Alberta

Monday 12:20PM

758. ☯Paper Session: **Implementing Large-Scale Change: Managing Interactions, Sequencing and Momentum**
- 12:20- 2:10 Royal York: Library

Chair: Frances A. Viggiani, Alfred U.

☯A Longitudinal Case Study of the Interplay Between Agency and Structure Across Hierarchical Levels in Organizational Transformation, Gitanjali Sharma, U. of Manitoba; Bruno Dyck, U. of Manitoba; Parshotam Dass, U. of Manitoba

☯A Longitudinal Examination of Momentum During Culture Change, Karen J. Jansen, Pennsylvania State U.

✈The Effect of Sequencing on Implementation Success: What is Changed First and Last, and Does it Matter?, Inger Stensaker, Norwegian School of Economics and Business Administration; Anne Cathrin Haueng, Norwegian School of Economics and Business Administration

Effective Organizational Change: New Insights From Multi-Level Analysis of the Organizational Change Process, Karen S. Whelan-Berry, Samford U.; Judith R. Gordon, Boston College

Published in Conference Proceedings

Discussants: Samir Youssef, American U.; Steven H. Cady, Bowling Green State U.

Monday 2:30PM

759. ☯✈Symposium: **Expanding Action Research: A Familiar Method with New Groundings, Practices and Exemplars for Participative Inquiry**
- 2:30- 3:50 Royal York: Library

Action researchers from North America and Europe discuss micro interpersonal to macro network studies

Chairs: Hilary Bradbury, Case Western Reserve U.; Peter Reason, U. of Bath

Practical Skills as a Necessary Basis for Knowledge Claims, Olav Eikeland, Work Research Institute

Mirrors in Mirrors, Erica Gabrielle Foldy, Boston College; Steven S. Taylor, Boston College; Jenny W. Rudolph, Boston College

Appreciative Inquiry: The Power of the Unconditional Positive Question, James D. Ludema, Benedictine U.

Clinical Inquiry and Related Research, Joe McDonagh, U. of Dublin; David Coghlan, U. of Dublin

Action Research to Develop an Interorganizational Network, Rupert F. Chisholm, Pennsylvania State U., Harrisburg

Discussant: Bjorn Gustavsen, Institute of Working Life, Norway

221. ☯JS:*(ODC, MC)* **Whole Systems Change: How Far Can We Go ?**
- 2:30- 3:50 Royal York: Territories

275. SIT: **Silence and Discourse**
- 2:30- 3:50 Sheraton Centre: Windsor West

318. IP: **Examining Change Management Issues: Readiness, Coping, and Barriers toCollaboration**
- 2:30- 3:50 Royal York: Canadian 8

319. IP: **Psychological and Relational Dynamics in Managing Change**
- 2:30- 3:50 Royal York: Canadian 9

Monday 4:10PM

760. 🕮☯⧖Symposium: **Festival, Spectacle, and Carnival: Theatrics of Organization Development and Change**
- 4:10- 5:20 Royal York: Library

The Toronto group, Mixed Company, will involve the audience in theatric performances of consultation

Chairs: David M. Boje, New Mexico State U.; Grace Ann Rosile, New Mexico State U.

Overview: Spectacle, Carnival, and Festival Time, David M. Boje, New Mexico State U.

Directing Theatrics Events, Simon Malbogat, Mixed Company

Management and OD as Poetic Performance, Grace Ann Rosile, New Mexico State U.

Discussants: Tojo Joseph Thatchenkery, George Mason U.; Robert P. Gephart, U. of Alberta

278. SIT: **Revolutionary and Continuous Change**
- 4:10- 5:30 Sheraton Centre: Windsor East

Tuesday 8:30AM

761. ☯Paper Session: **Changing Attitudes, Culture and Structure: Multiple Perspectives**
- 8:30- 10:10 Royal York: Library

Chair: Laurie Larwood, U. of Nevada

☯Organizational Culture and Quality of Work Life: A Competing Values Perspective, Eric A. Goodman, Colorado Technical U.; Ray F. Zammuto, U. of Colorado; Blair D. Gifford, U. of Colorado

✈Employee Adjustment During Organizational Change: The Role of Climate, Social Support, Negative Affect and Situational Appraisals., Angela Jayne Martin, Griffith U.; Elizabeth S. Jones, Griffith U.

Changing Employee Attitudes: Transformational Leader Behaviors' (TLBs) Longitudinal Effects Upon Employee Cynicism About Organizational Change and General Job Satisfaction, William H. Bommer, Georgia State U.; Gregory A. Rich, Bowling Green State U.

✈⧖Has the Profile of Effective Organization Culture Changed over Time? A Look at Successful Transformational Change Implementation, Jeanne A. Almaraz, California State Polytechnic U.

Discussants: Gerard Farias, Loyola U., Chicago; Flavio Vasconcelos, EAESP-FGV, Sao Paulo, Brazil

Tuesday 10:30AM

762. ✈Paper Session: **Beyond Linear Change Logics: Theorizing Challenges and Opportunities**
- 10:30- 11:50 Royal York: Library

Chair: Henrik Holt Larsen, U. of Copenhagen

Reframing Change in Organizations: The Equilibrium Logic and Beyond, Georg Schreyögg, Freie U. Berlin; Christian Noss, Freie U. Berlin

Winner of ODC Division Best Paper
Published in Conference Proceedings

☯Postdichotomous Realities in the Experience of Change Management, Nic Beech, U. of Strathclyde; George Cairns, U. of Strathclyde

☯✈Organizational Adaptation in Transitional Economies: The Challenge of Cognitive and Behavioral Change, Michael D. Lord, Wake Forest U.; Ivan P. Cimbalov, Volga Region Personnel Training Centre

☯⧖Is Time Money? The Spirit, Theory, Practice, and Effects of Timely Action, William Torbert, Boston College

Discussants: Alfonso Montuori, California Institute of Integral Studies; Peter Reason, U. of Bath

283. SIT: **Facilitating Organizational Learning**
- 10:30- 11:50 Sheraton Centre: Windsor East

Tuesday 2:00PM

763. ☯⧖Theme: **Learning From the Times: A Large-Group Dialogue with Past ODC Division Chairs**
- 2:00- 3:20 Royal York: Library

Join in a large-group dialogue with past Division Chairs as we reflect on the past, analyze the present and envision the future of Organizational Development and Change.

Facilitators: Phillip H. Mirvis, Independent Consultant; Kurt Motamedi, Pepperdine U.; George Roth, Massachusetts Institute of Technology/Society for Organizational Learning

Organizer: Ronald E. Purser, San Francisco State U.

Tuesday 3:40PM

764. ☯Division: **Distinguished Speakers: William Torbert, Boston College and Pat Canavan, Motorola**
- 3:40- 5:20 Royal York: Library

Two Roads Diverged in a Yellow Road... after working together in the Yale PhD program and at SMU, Bill Torbert took the academic road toward Harvard, Boston College, and Developmental Action Inquiry, while Pat Canavan took the practitioner road to the senior vice-presidency at Motorola. Yet they remained friends and claim they do the same thing. How can that be? Come and see.

Keynote Speakers: William Torbert, Boston College; Pat Canavan, Motorola

Tuesday 5:30PM

765. Meeting: **ODC Business Meeting and Awards Ceremony**
- 5:30- 6:30 Royal York: Library

Division Chair: A.B. (Rami) Shani, California Polytechnic State U., San Luis Obispo

Program Chair: Ronald E. Purser, San Francisco State U.

Tuesday 6:30PM

766. **ODC Social Hour**
- 6:30- 8:30 Royal York: Library

Chair: A.B. (Rami) Shani, California Polytechnic State U., San Luis Obispo

Wednesday 8:00AM

767. **Continental Breakfast**
- 8:00- 8:30 Royal York: Library

Chair: A.B. (Rami) Shani, California Polytechnic State U., San Luis Obispo

Wednesday 8:30AM

768. ☯✈Symposium: **From Intensive to Sustainable Work Systems: Beyond Time Limitations in the European Context**
- 8:30- 10:20 Royal York: Library

International policy makers and action researchers share their findings on innovative forms of work organization

Chairs: Frans M. Van Eijnatten, Eindhoven U. of Technology; A.B. (Rami) Shani, California Polytechnic State U., San Luis Obispo

Exploring the Concept of Sustainable Work Systems, Jan Forslin, Royal Institute of Technology, Stockholm

Sustainable Work Systems in Research and Development, Manfred Moldaschl, Technische U.

Sustainable Work Systems in Production, Tomas Backström, National Institute for Working Life

Sustainable Work Systems in Service, Peter Docherty, National Institute for Working Life

Sustainable Work Systems: Design Principles, Michael W. Stebbins, California Polytechnic State U., San Luis Obispo

198. SHCS:*(ODC, MC)* **The Evolution and Current Status of Resistance and Readiness in Organizational Change: Theory, Process, and Practice**
- 8:30- 10:20 Royal York: Concert Hall

251. ☯JS:*(HR, OB, ODC)* **Employment Relationships, Culture, and Work Modes Within the Strategic Human Resource Architecture**
- 8:30- 10:20 Sheraton Centre: Civic Ballroom

290. SIT: **Shared Cognition and Sensemaking**
- 8:30- 10:20 Royal York: Saskatchewan

Wednesday 10:40AM

769. ☯✈Paper Session: **Developing Change Capabilities: Models and Recommendations**
- 10:40- 12:00 Royal York: Library

Chair: Joanne C. Preston, Pepperdine U.

Developing Managerial Capabilities for Organizational Change, Christopher M. Lucarelli, Rensselaer Polytechnic Institute; Lois S. Peters, Rensselaer Polytechnic Institute

☯Toward a Model of Individual Resistance to Change, Jose Mauro C. Hernandez, EAESP-FGV, Fundação Getúlio Vargas; Miguel P. Caldas, EAESP-FGV, Sao Paulo, Brazil

Predicting Organizational Change Success: Matching Organization Type, Change Type and Capabilities, Robert Waldersee, Queensland U. of Technology; Andrew Brent Griffiths, Queensland U. of Technology; Jessica Lai, Queensland U. of Technology

The Measurement of Readiness for Change: A Review of Instruments and Suggestions for Future Research, Daniel T. Holt, Air Force Institute of Technology

Discussants: Asya Pazy, Tel-Aviv U.; Therese F. Yaeger, Benedictine U.

204. ⧖SHCS:*(HCM, ODC, OMT)* **Comparative Practices and Temporal Processes of Integrating Physicians and Clinics in Healthcare Systems**

- 10:40- 12:00 Royal York: Concert Hall

Wednesday 12:20PM

770. ✈⧖Symposium: **New Times: The Temporality of Improvisation and Globalisation**

- 12:20- 2:10 Royal York: Territories

This symposium has been designed for those interested in challenging traditional concepts of time/space, and investigating the potential role of improvisation in organisations.

Chair: Claudio Ciborra, U. of Bologna, Italy

Improvisation and a New Notion of Time, Claudio Ciborra, U. of Bologna, Italy

Time-Space and Temporality-Place in Structuration Meta-Theory: Revisions and New Times, Peter Anthony Clark, U. of Birmingham, UK

Illustrations of Irony from the Futures Industry: Managing Contemporaneously, Susan Valerie Scott, London School of Economics

Recovering Time in our Analyses of Globalization and Information Technology, Michael Barrett, U. of Alberta

Discussant: Wanda J. Orlikowski, Massachusetts Institute of Technology

262. JS:*(ODC, OB, OMT)* **Conversations in Advancing Research on Organizational Change**

- 12:20- 2:10 Royal York: Ontario

Wednesday 1:00PM

771. Paper Session: **Changing Organizational Design Configurations: Revisioning Theory and Practice**

- 1:00- 3:10 Royal York: Library

Chair: Harvey Kolodny, U. of Toronto

☯Then and Now: Effects of Two Decades of Structural Contingency Theory on Academic Medical Centers, Jean Livingston, Benedictine U.

Alignment as a Meta-Construct and the Role of 'Fit' in Organizational Research, Joan Ellen Mann, Old Dominion U.; Mukesh Rohatgi, Old Dominion U.

The Dynamics of Change in Law Firms: Transformation or Sedimentation?, Namrata Malhotra, Queensland U. of Technology

The Reincarnation of Hierarchy: An Examination of the Resilience of Organizational Hierarchy Under the Influence of Information Technology Innovation, Gavin Michael Schwarz, U. of Queensland, Australia; Arthur D. Shulman, U. of Queensland, Australia

Discussants: Frans van Eijnatten, Eindhoven U. of Technology; Don De Guerre, Concordia U.; Evelyn Dravekcy, U. of California, Los Angeles; Lisa A. Horvath, George Washington U.

Organizational Behavior

Program Chair: Terence R. Mitchell, U. of Washington
Professional Development Workshop Chair: Allen C. Bluedorn, U. of Missouri, Columbia

	Start	Division Program	Shared Program
Friday	1:00pm		**30.**SPDW: Global Management and the Science of Time ◆ Off:Ontario Science Centre **81.**SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.**SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**83.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ SC:City Hall **84.**SPDW: OMT/OB Junior Faculty Consortium ◆ SC:Simcoe & Dufferin **85.**SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.**SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**87.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian **88.**SPDW: OMT/OB Junior Faculty Consortium ◆ SC:City Hall **90.**SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am		**93.**SPDW: Teaching OB with Technology ◆ Off:Ryerson Polytechnic U. **96.**SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	10:00am		**101.**SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.**SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	2:30pm		**111.**SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.**SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm	**772.**Time, Health, and Well-Being ◆ RY:New Brunswick	
	5:30pm		**115.**SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.**SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.**SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.**SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**120.**SPDW: OMT/OB/ODC Doctoral Consortium ◆ RY:Canadian **122.**SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.**SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am		**125.**SPDW: Collaboration in Research and Teaching ◆ SC:Ballroom Centre **126.**SPDW: OMT/OB Junior Faculty Consortium ◆ SC:City Hall **127.**SPDW: Organizational Research and Methods ◆ RY:Ontario
	10:30am		**134.**SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:30am	**773.**Speeding Up Work: The Impact of Time ◆ SC:Conference Room B&C	**173.**SHCS: Virtual Teams vs Traditional Teams ◆ SC:Dominion Ballroom N **266.**SIT: Predicting with Personality ◆ RY:New Brunswick **267.**SIT: Diversity and Identity in Teams ◆ SC:Windsor West **268.**SIT: The Power of Time ◆ SC:Windsor East
	9:00am	**774.**Is it Fair? ◆ SC:Conference Room G **775.**Cross-Cultural Differences ◆ SC:Conference Room F	
	10:40am	**776.**Leadership and Personal Characteristics ◆ SC:Conference Room F **777.**Retention and Turnover ◆ SC:Conference Room G	**179.**SHCS: Organizational Justice Research ◆ SC:Ballroom Centre **210.**JS: HRM and Performance ◆ SC:Civic Ballroom **212.**JS: Pace in Org'l Interfaces ◆ RY:Confederation 3 **272.**SIT: Ethics and Integrity? ◆ SC:Windsor East
	12:20pm	**778.**Dissecting Trust - Empirical Insights ◆ SC:Conference Room B&C **779.**Leader-Member Exchange (LMX) ◆ SC:Conference Room G	**309.**IP: Cognition and its Effects ◆ RY:Canadian 12
	12:50pm		**184.**SHCS: Multilevel Research Methodology ◆ SC:Ballroom Centre
	2:30pm	**780.**The Measurement of Psych Contracts ◆ SC:Conference Room B&C **781.**Mood and Emotion ◆ SC:Conference Room G **782.**Social Aspects of Work ◆ SC:Conference Room F	**222.**JS: Hidden Profile Paradigm ◆ SC:Conference Room D&E **273.**SIT: Perceiving Justice ◆ SC:Windsor East
	4:10pm	**783.**Celebrating 30 Years of the OB Division ◆ SC:Conference Room B&C **784.**Perspectives on OCBs ◆ SC:Conference Room G	**190.**SHCS: Ethics in Conflict ◆ SC:Ballroom Centre **226.**JS: Social Capital and Its Buzzwords ◆ H:McDonald **227.**JS: Demographics in Work Groups ◆ RY:Alberta **276.**SIT: Why Work-Family Conflict? ◆ SC:Windsor West **277.**SIT: Leadership: History, Culture & Info ◆ RY:New Brunswick
	5:30pm	**785.**OB Division Business Meeting ◆ SC:Conference Room F	
	6:45pm	**786.**It's OB Time! ◆ SC:Conference Room B&C	
Tuesday	8:30am		**192.**SHCS: Biological Bases for Behavior ◆ RY:Quebec **231.**JS: Conflict in Diverse Work Groups ◆ RY:Alberta **232.**JS: Views of Knowledge Work ◆ SC:Civic Ballroom **233.**JS: Group Transactive Memory: Measurement ◆ SC:Dominion Ballroom N

	8:50am	**787.**Micro Theory, Macro Behavior ◆ SC:Conference Room B&C **788.**Building Trust ◆ SC:Conference Room G	
	10:30am	**789.**Personality and Creativity ◆ SC:Conference Room B&C **790.**The Self in Organizations ◆ SC:Conference Room G	**193.**SHCS: Gente del Corazon ◆ SC:Dominion Ballroom N **235.**JS: A Time for Teams ◆ SC:Conference Room D&E **238.**JS: Trustworthiness at Work ◆ RY:Alberta **239.**JS: Work-Family Conflict in 21st Century ◆ SC:Civic Ballroom **282.**SIT: Husbands and Wives ◆ SC:Windsor West **283.**SIT: Organizational Learning ◆ SC:Windsor East **343.**IP: Groups ◆ RY:Canadian 3
	2:00pm	**791.**Emotional Labor ◆ SC:Conference Room B&C **792.**The Multiple Facets of Motivation ◆ SC:Conference Room F **793.**Team Outcomes ◆ SC:Conference Room G	**240.**JS: Justice in Employees' Eyes ◆ RY:Alberta **241.**JS: Social Capital in Organizations ◆ SC:Civic Ballroom **243.**JS: Organizational Symbolism ◆ RY:Territories **284.**SIT: Ambivalence and Ambiguity ◆ RY:New Brunswick **285.**SIT: Electronic Media Effects ◆ SC:Windsor West
	3:40pm	**794.**Who We Are at Work: Personality Effects ◆ SC:Conference Room G **795.**Cognitive Processes in Groups ◆ SC:Conference Room B&C	**196.**SHCS: New Time in Service Research ◆ RY:Quebec **248.**JS: Multicultural Teams in MNCs ◆ RY:Territories **287.**SIT: Extending the Psych Contract ◆ RY:Saskatchewan **362.**IP: Cross Cultural OB ◆ RY:Canadian 1 **363.**IP: Motivation ◆ RY:Canadian 2
Wednesday	8:30am	**796.**Follower Perceptions of Leaders ◆ SC:Conference Room B&C	**199.**SHCS: Challenging Structure ◆ SC:Ballroom West **251.**JS: Strategic HR Architecture ◆ SC:Civic Ballroom **252.**JS: Self-Censorship in Organizations ◆ SC:Conference Room D&E **253.**JS: Negative Relations in Social Networks ◆ RY:Alberta **370.**IP: Health Related Issues ◆ RY:Canadian 3 **371.**IP: Voice ◆ RY:Canadian 4 **378.**IP: Cognitive Foundations of D.M. ◆ RY:Canadian 11
	9:00am	**797.**Commitment:Causes and Consequences ◆ SC:Conference Room F **798.**New Technologies ◆ SC:Conference Room G	
	10:40am	**799.**Team Composition: Heterogeneity and Fit ◆ SC:Conference Room B&C	**201.**SHCS: Mging Multicult. Organizations ◆ SC:Ballroom Centre **256.**JS: Cinema & Fiction in Mgmt. ◆ H:McDonald **295.**SIT: Efficacy and its Effects ◆ SC:Windsor West **296.**SIT: Identification and Identity ◆ SC:Windsor East
	12:20pm	**800.**Client-Service Relationships ◆ SC:Conference Room B&C	**262.**JS: Advancing Research on Organizational Change ◆ RY:Ontario

Friday 1:00PM

80. 🕮☯✈SPDW:*(IM, MOC, OMT, BPS, OB)* **Chronos and Kairos: Global Management and the Science of Time**
- 1:00- 8:00 Off Site: Ontario Science Centre

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

83. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Friday Welcome Session**
- 6:00- 8:00 Sheraton Centre: City Hall

84. 🕮SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 6:00- 9:00 Sheraton Centre: Simcoe & Dufferin

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

87. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Saturday Session**
- 8:00- 5:00 Royal York: Canadian

88. 🕮SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 8:00- 5:30 Sheraton Centre: City Hall

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

93. 🕮SPDW:*(OB, MED)* **Transcending Temporal Boundaries in Teaching OB: Employing Technology to Change the Ways Students and Professors Use and Experience Technology**
- 8:30- 4:30 Off Site: Ryerson Polytechnic U.

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:00PM

772. ☯⧖**A New Time For Health and Well-Being**
- 3:00- 5:00 Royal York: New Brunswick

See www.buec.udel.edu/OBWeb for more details.
Organizers: James Campbell Quick, U. of Texas, Arlington; Lois E. Tetrick, U. of Houston
Panel: Julian Barling, Queen's U.; Michael L. Colligan, National Institute for Occupational Safety and Health; James Campbell Quick, U. of Texas, Arlington; Carlla S. Smith, Bowling Green State U.; Lois E. Tetrick, U. of Houston
Discussant: Thomas A. Wright, U. of Nevada, Reno

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

120. 🕮SPDW:*(OMT, OB, ODC)* **OMT/OB/ODC Doctoral Consortium -- Sunday Session**
- 8:00- 12:00 Royal York: Canadian

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

125. 🕮⧖SPDW:*(OMT, OB)* **Time Out to Work on Dilemmas of Collaboration in Research and Teaching**
- 8:30- 12:00 Sheraton Centre: Ballroom Centre

126. SPDW:*(OMT, OB)* **OMT/OB Junior Faculty Consortium**
- 8:30- 12:00 Sheraton Centre: City Hall

127. ⧖SPDW:*(OB, BPS, HR, ODC, OMT, RM)* **All Times Are Not The Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them**
- 8:30- 12:00 Royal York: Ontario

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:30AM

773. ⧖Symposium: **Speeding Up Work: The Impact of Time Pressure and Timing on Work Group Effectiveness**
- 8:30- 10:20 Sheraton Centre: Conference Room B&C

Chair: Wendelien Van Eerde, Eindhoven U. of Technology
Working on Internet Time: An Ethnographic Account, Leslie A. Perlow, U. of Michigan
Stand-Up Meetings and the Quest for Speed, Allen C. Bluedorn, U. of Missouri, Columbia
Towards a Model of Self-Regulation of Timely Performance in Work Groups, Christel G. Rutte, Eindhoven U. of Technology; Wendelien Van Eerde, Eindhoven U. of Technology
Time and Work Groups: Group Development, Time Management, and Group Effectiveness, Artemis Chang, Queensland U. of Technology; Prashant Bordia, U. of Queensland, Australia; Julie Duck, U. of Queensland, Australia
Adaptive Behavior and Shared Cognition Effects on Control Crew Performance, Mary J. Waller, U. of Illinois, Urbana-Champaign
Discussant: Christel G. Rutte, Eindhoven U. of Technology

173. ☯✈SHCS:*(OB, IM, ODC)* **Virtual Teams: A New Team Form for the New Century? A Multi-disciplinary Scholar-Practitioner Debate Exploring How Different Virtual Teams are From Traditional Teams**
- 8:30- 10:20 Sheraton Centre: Dominion Ballroom N

Winner of OB Division Most Innovative Session

266. SIT: **Predicting with Personality**
- 8:30- 10:20 Royal York: New Brunswick

267. SIT: **Diversity and Identity in Teams**
- 8:30- 10:20 Sheraton Centre: Windsor West

268. ⧖SIT: **The Power of Time**
- 8:30- 10:20 Sheraton Centre: Windsor East

Monday 9:00AM

774. Paper Session: **Is it Fair? How These Judgments are Formed and Their Implications for Organizations**
- 9:00- 10:20 Sheraton Centre: Conference Room G

Chair: Nancy P. Rothbard, Northwestern U.

The Role of Distributive and Interactional Justice in Predicting Customer Recommendations: Evidence from the High Seas, Morgan Milner, Michigan State U.; Donald E. Conlon, Michigan State U.; Linn Van Dyne, Michigan State U.

Action or Opportunity: A Further Examination of Voice Effects, Derek R. Avery, Rice U.; Miguel A. Quinones, Rice U.

The Social Construction of Fairness: Effects of Peer and Manager Social Influence on Perceptions of Procedural Justice, Interactional Justice, and Satisfaction, Kai Lamertz, Concordia U.

Two Images of Workplace Sabotage: Hot and Cold Deviance, Mark A. Seabright, Western Oregon U.; Marshall J. Schminke, U. of Central Florida

Two Moderators of the Compensatory Effect of Justice: Prior Relationship and Prior Organizational Commitment , Jessica Yuk-Yee Kwong, Chinese U. of Hong Kong; Kwok Leung, City U. of Hong Kong

Discussant: Daniel P. Skarlicki, U. of British Columbia

775. ✈Paper Session: **Effects of Cross-Cultural Differences in Values and Work Styles**
- 9:00- 10:20 Sheraton Centre: Conference Room F

Chair: Herman Aguinis, U. of Colorado, Denver

✈Cronyism and its Antecedents, Naresh Khatri, Nanyang Technological U.; Ai Geok Tjeng, Nanyang Technological U.; Ya Wen Cheng, Nanyang Technological U.; Wan Fuei Lee, Nanyang Technological U.

✈Cross-Cultural Code Switching, Andrew Molinsky, U. of Southern California

☯Cultural Schemas for Relational Sensitivity in the Workplace: A Test of Weber's Theory on Ascetic Protestantism, Jeffrey Sanchez-Burks, U. of Southern California

Cultural Work Styles, Relational Schemas and Prejudice Against Outgroups, Jeffrey Sanchez-Burks, U. of Southern California; Richard Nisbett, U. of Michigan; Oscar Ybarra, U. of Michigan

Published in Conference Proceedings

✈Dynamics of Homophily and Culture in the Multinational Workplace, Mooweon Rhee, Stanford U.

Discussant: Mary Zalesny, Battelle

Monday 10:40AM

776. Paper Session: **Leadership and Personal Characteristics: Efficacy, Vision, Integrity, Rhetoric and Experience.**
- 10:40- 12:00 Sheraton Centre: Conference Room F

Chair: John M. Maslyn, Vanderbilt U.

How do Flexible Leaders Avoid the Image of Having No Backbone?: An Examination of the Role of Integrity, Robert Hooijberg, Rutgers U.; Jaepil Choi, Rutgers U.

Emergent Leadership in Small Groups: The Role of Self-efficacy, Shane Spiller, U. of Montevallo; Steven L. Woodruff, Athens State U.

Images in Words: Presidential Rhetoric, Charisma, and Greatness, Cynthia G. Emrich, Purdue U.; Holly H. Brower, Purdue U.; Jack M. Feldman, Georgia Institute of Technology; Howard Garland, U. of Delaware

An Investigation of the Vision Integration Process: Leadership, Communication, and a Reconceptualization of Vision, Jeffrey C. Kohles, State U. of New York, Buffalo; Michelle C. Bligh, State U. of New York, Buffalo

Is All Experience Created Equal? The Impact of Experience Type on Leader Effectiveness, Derek R. Avery, Rice U.; Scott Tonidandel, Rice U.; Kristin H. Griffith, Rice U.; Miguel A. Quinones, Rice U.

Discussant: Chester A. Schriesheim, U. of Miami

777. Paper Session: **Retention and Turnover: Causes of Attachment in Organizations**
- 10:40- 12:00 Sheraton Centre: Conference Room G

Chair: Kenneth Thompson, DePaul U.

Job Transfer Within a Downsizing Context: A Comparison of Promotion and Lateral Job Changers, Marjorie A. Armstrong-Stassen, U. of Windsor

☯A Meta-Analysis of Employee Turnover: Update & Extension of Hom & Griffeth (1995), Rodger W. Griffeth, Georgia State U.; Peter Hom, Arizona State U.; Stefan Gaertner, Georgia State U.

Using Accessible Reasons and Job Satisfaction Facets to Identify Specific Factors Underlying Turnover, James D. Westaby, Columbia U.; Barbara Feinberg, Columbia U.; John Perez, Columbia U.

☯⧖Just in Time for Whom? The Subtle Costs of Work Status Incongruence in the Flexible Organization, Brooks C. Holtom, Vanderbilt U.; Thomas W. Lee, U. of Washington; Simon T. Tidd, Vanderbilt U.

The Effects of Breach and Violation of Psychological Contracts: An Empirical Investigation, Anne Bourhis, HEC Montreal; Alain Gosselin, HEC Montreal; Marie-Josee Guilbault, Boutiques Jacob Inc.

Discussant: Herbert G. Heneman III, U. of Wisconsin

179. SHCS:*(CM, HR, OB)* **Puzzles and Paradoxes in Organizational Justice Research**
- 10:40- 12:00 Sheraton Centre: Ballroom Centre

210. ☯✈JS:*(HR, BPS, OB)* **New Perspectives on HRM and Performance**
- 10:40- 12:00 Sheraton Centre: Civic Ballroom

212. ⧖JS:*(MOC, CM, OB)* **Examining Pace Within and Across Organizational Interfaces**
- 10:40- 12:00 Royal York: Confederation 3

272. SIT: **When do Ethics and Integrity Matter?**
- 10:40- 12:00 Sheraton Centre: Windsor East

Monday 12:20PM

778. ☯Symposium: **Dissecting Trust - Empirical Insights and Methodological Advances**
- 12:20- 2:10 Sheraton Centre: Conference Room B&C

Chair: Bill McEvily, Carnegie Mellon U.

The Development of Trust in Distributed Groups Over Time, Jeanne M. Wilson, Carnegie Mellon U.; Susan Straus, Carnegie Mellon U.; Bill McEvily, Carnegie Mellon U.

Virtual Swift Trust: Behavioral Effects in Nationally Heterogeneous Dyadic Teams, John Burrows, Tulane U.; Robert Folger, Tulane U.

Trust, Leadership, and Team Performance: Evidence from NCAA Basketball, Kurt T. Dirks, Simon Fraser U.

A Longitudinal Study of Employees' Trust in Their Managers: Drivers of Stability & Change, Tony L. Simons, Cornell U.
Discussant: Tom Tyler, New York U.

779. ✈Paper Session: **Leader-Member Exchange (LMX): Extensions and Elaborations**
- 12:20- 2:10 Sheraton Centre: Conference Room G

Chair: J. C. Wofford, U. of Texas, Arlington
Examining the Exchange in Leader-Member Exchange (LMX): Identification of Dyadic Relational Styles and their Association with Key Attitudes and Behaviors, Mary Uhl-Bien, U. of Central Florida; John M. Maslyn, Vanderbilt U.
Published in Conference Proceedings
✈Leader-Member Exchange in a Chinese Context: Antecedents,Outcomes and Mediating Role of Psychological Empowerment, Samuel Aryee, Hong Kong Baptist U.; Zhen Xiong Chen, Hong Kong Baptist U.
Leader-Member Exchange Differentiation: Implications for Group Effectiveness, Robert C. Liden, U. of Illinois, Chicago; Berrin Erdogan, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago; Raymond T. Sparrowe, Cleveland State U.
✈The Implications of Organizational Culture for LMX Theory: A Conceptual Analysis, Berrin Erdogan, U. of Illinois, Chicago
Member-Member Exchange: Relationships between Co-workers, LMX and Work Attitudes, Kate Sherony, Purdue U.; Stephen G. Green, Purdue U.
Discussant: Dwight D. Frink, U. of Mississippi

309. IP: **Cognition and its Effects in Organizations**
- 12:20- 2:10 Royal York: Canadian 12

Monday 12:50PM

184. ⧖SHCS:*(RM, OB)* **A Timely Look at Multilevel Research Methodology: Taking Stock of Where We Are and Perspectives on Where We Need to Go**
- 12:50- 2:10 Sheraton Centre: Ballroom Centre

Monday 2:30PM

780. Symposium: **The Measurement of Psychological Contracts: Research Experiences and Recommendations**
- 2:30- 3:50 Sheraton Centre: Conference Room B&C

Chair: Joanna Leapheart Newman, U. of Arkansas
What are the Measurement Trade-Offs in Psychological Contracts and Are They Worth it, Jacqueline Anne-Marie Coyle-Shapiro, London School of Economics
A Feature-Based Measure of Psychological Contracts, Joseph A. Schenk, U. of Dayton; Anne M. O'Leary-Kelly, U. of Arkansas
The Importance of Employment Objectives in Psychological Contracts of Temporary Workers, David Finegold, U. of Southern California; Alec Levenson, U. of Southern California; Ann Majchrzak, U. of Southern California; Mark Van Buren, American Society for Training and Development
Discussant: Sandra L. Robinson, U. of British Columbia

781. Paper Session: **How Are We Feeling? Mood and Emotion at Work**
- 2:30- 3:50 Sheraton Centre: Conference Room G

Chair: Michael Burke, Tulane U.
Determinants and Consequences of Employee Displayed Emotions, Wei-chi Tsai, National Taiwan U.
Affect and Performance: A Within Persons Analysis, Cynthia Diane D. Fisher, Bond U.; Christopher S. Noble, Bond U.
Winner of OB Division Best Paper Award
Published in Conference Proceedings
Frustration and Satisfaction at Work: Emotion and Engagement in Multiple Tasks, Nancy P. Rothbard, Northwestern U.; Victoria Husted Medvec, Northwestern U.
Interpersonal Predictors of Affect in Organizations, Stéphane Côté, U. of Michigan; Debbie S. Moskowitz, McGill U.
☯Job Insecurity and Innovation: A Bounded Emotionality Analysis, Peter J. Jordan, Griffith U./U. of Queensland; Neal M. Ashkanasy, U. of Queensland/Purdue U.; Charmine E. J. Hartel, U. of Queensland, Australia
Published in Conference Proceedings
Discussant: Gary Blau, Temple U.

782. Paper Session: **Social Aspects of Work: Socialization, Networks and Interpersonal Relationships**
- 2:30- 3:50 Sheraton Centre: Conference Room F

Chair: Anson Seers, Virginia Commonwealth U.
Duality in Action: A Longitudinal Study of Relationships and Attitudes, Kathleen Valley, Harvard U.; Tracy A. Thompson, U. of Washington, Tacoma; James A. Evans, Stanford U.
The Role and Development of Social Networks During Socialization, Elizabeth Wolfe Morrison, New York U.
Social Exchanges Within Organizations and Work Outcomes: The Importance of Local Relationships, Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.; Michael Zuckerman, Syracuse U.
In Whom We Trust: Social Group Membership As An Affective-Cognitive Context for Trust Development, Michele Williams, U. of Michigan
Newcomer and Insider Proaction in Organizational Socialization, Elizabeth Weatherly, U. of Alabama, Huntsville; Christine Marie Riordan, U. of Georgia
Discussant: Dora C. Lau, U. of British Columbia

222. ☯JS:*(MOC, OB)* **Decision-Group Composition, Structure and Processes: Application of the Hidden Profile Paradigm to Group and Organizational Research**
- 2:30- 3:50 Sheraton Centre: Conference Room D&E

273. ✈SIT: **Perceiving Justice**
- 2:30- 3:50 Sheraton Centre: Windsor East

Monday 4:10PM

783. ⧖Division: **Celebrating 30 Years of the OB Division: It's About Time**
- 4:10- 5:20 Sheraton Centre: Conference Room B&C

Keynote Speakers: Lyman W. Porter, U. of California; Henry Tosi, U. of Florida; Karlene H. Roberts, U. of California; Arthur P. Brief, Tulane U.; Richard T. Mowday, U. of Oregon; Jerald Greenberg, Ohio State U.

784. Paper Session: **Going the Extra Mile: Perspectives on OCBs and Prosocial Behavior**
- 4:10- 5:20 Sheraton Centre: Conference Room G

Chair: Raymond T. Sparrowe, Cleveland State U.
✈Preferential Mistreatment: How Race Moderates the Relationship between Dispositional Aggressiveness, Organizational Citizenship Behavior, and Perceived Victimization in Organizations, Karl Aquino, U. of Delaware; William H. Bommer, Georgia State U.
Published in Conference Proceedings
✈Decomposing the Variance in Employees' Engagement in OCB: A Multi-Level Investigation, Dan J. Putka, Ohio U.; Jeffrey B. Vancouver, Ohio U.

Putting a Good Face on Impression Management: Team Citizenship and Satisfaction, Nhung T. Nguyen, Virginia Commonwealth U.; Anson Seers, Virginia Commonwealth U.

✈Organizational Citizenship Behavior in the People's Republic of China, Jiing-Lih Larry Farh, Hong Kong U. of Science and Technology; Chen-bo Zhong, Hong Kong U. of Science and Technology; Dennis W. Organ, Indiana U.

Published in Conference Proceedings

☯We're in This Together: Interdependence and Social Identity as Predictors of Pro-Social Behavior and Self-Esteem in Organizations, Kent D. Fairfield, Columbia U.; Harvey Hornstein, Columbia U.

Discussant: Rob Moorman, Creighton U.

190. SHCS:*(CM, OB, SIM)* **Ethics in Conflict and Negotiation**
- 4:10- 6:00 Sheraton Centre: Ballroom Centre

226. ✈JS:*(IM, OB)* **Social Capital and its Buzzwords, Bandwagons, and Boundaries: Critique and Theory Development from Multidisciplinary and Multinational Perspectives**
- 4:10- 5:20 Hilton: McDonald

227. ☯JS:*(GDO, CM, OB)* **The Enduring Effects of Demographics: Investigations of Hierarchy, Expertise, Conflict, and Performance in Work Groups**
- 4:10- 5:20 Royal York: Alberta

276. SIT: **Why Work-Family Conflict?**
- 4:10- 5:30 Sheraton Centre: Windsor West

277. SIT: **Leadership: History, Culture and Information**
- 4:10- 5:30 Royal York: New Brunswick

Monday 5:30PM

785. Meeting: **OB Division Business Meeting**
- 5:30- 6:45 Sheraton Centre: Conference Room F

Come join us and congratulate the OB Division's award winners.
Chair: Ruth Kanfer, Georgia State U.

Monday 6:45PM

786. **OB Division Social Hour**
- 6:45- 8:00 Sheraton Centre: Conference Room B&C

Come join us and socialize
Chair: Sandra L. Robinson, U. of British Columbia

Tuesday 8:30AM

192. ☯SHCS:*(MOC, OMT, OB)* **Biological Bases for Behavior in Organizations: Human Evolution and its Implications for Organization Theory and Management Practice**
- 8:30- 10:10 Royal York: Quebec

231. JS:*(GDO, CM, OB)* **Exploring the Conflict Dynamics of Faultline Structures in Diverse Work Groups**
- 8:30- 10:10 Royal York: Alberta

232. ☯JS:*(OMT, OB)* **Grounded Views of Knowledge Work**
- 8:30- 10:10 Sheraton Centre: Civic Ballroom

233. JS:*(MOC, OB, HR)* **Investigating Group Transactive Memory in Field Settings: Empirical Examinations and Measurement Approaches**
- 8:30- 10:10 Sheraton Centre: Dominion Ballroom N

Tuesday 8:50AM

787. Symposium: **Where Have All the Actors Gone? Using Micro Theory to Explain Macro Behavior**
- 8:50- 10:10 Sheraton Centre: Conference Room B&C

Chairs: Pino G. Audia, London Business School ; Henrich R. Greve, U. of Tsukuba

Organizational Investment Decisions: Learning Through Performance Feedback or Slack-Based Search?, Henrich R. Greve, U. of Tsukuba

Overcoming the Paradox of Success Through Top Management and Governance Change, Pino G. Audia, London Business School ; Warren Boeker, U. of Washington

Cognitive Rationing: Informational Influences on Change Recognition and Risk Taking by Financial Analysts, Alva Taylor, Dartmouth College; Michael Clement, U. of Texas, Austin

Constrained, But by What? The Influence of Personality on the Network Structures of Managers, Paul Ingram, Columbia U.; Ray Reagans, Carnegie Mellon U.

Discussant: William Ocasio, Northwestern U.

788. Paper Session: **Building Trust: Leadership, Integrity, and Accountability**
- 8:50- 10:10 Sheraton Centre: Conference Room G

Chair: Stacy E. McManus, U. of Tennessee

The Moderating Effects of the Leader-Follower Relationship on the Relationship Between Perception of Transformational Leadership Behavior and Follower Performance and Organizational Citizenship Behavior, J. Lee Whittington, Texas Wesleyan U.; J. C. Wofford, U. of Texas, Arlington; Vicki L. Goodwin, U. of North Texas

The Effects of Trust in Leadership on Employee Performance, Behavior, and Attitudes: A Meta-analysis, Kurt T. Dirks, Simon Fraser U.; Donald L. Ferrin, State U. of New York, Buffalo

Published in Conference Proceedings

☯The Sequential Impact of Behavioral Integrity on Trust, Commitment, Discretionary Service Behavior, Customer Satisfaction, and Profitability, Tony L. Simons, Cornell U.; Judi McLean Parks, Washington U.

Relationships Between Accountability, Job Satisfaction, and Trust, Peg Thoms, Pennsylvania State U., Erie; Jennifer J. Dose, U. of Minnesota, Morris; Kimberly S. Scott, Hewitt Associates, LLC

☯The Building Blocks of Trust: The Role of Transformational Leadership and Shared Values in Predicting Team Members' Trust in Their Leaders., Nicole Anne Gillespie, U. of Melbourne; Leon Mann, U. of Melbourne

Discussant: Ellen M. Whitener, U. of Virginia

Tuesday 10:30AM

789. Paper Session: **Personality and Context as Causes of Creative Behavior**
- 10:30- 11:50 Sheraton Centre: Conference Room B&C

Chair: David Palmer, U. of Nebraska, Kearney

⧖The Time of Creativity: Towards a Typological Framework, Charalampos Mainemelis, Case Western Reserve U.

☯Individual, Job, and Contextual Factors: Effects on Creative Performance and Work-Related Affective Outcomes, Christina E. Shalley, Georgia Institute of Technology; Lucy L. Gilson, Georgia Institute of Technology

When Openness to Experience and Conscientiousness Are Related to Creativity in the Workplace: An Interactional Approach, Jennifer M. George, Rice U.; Jing Zhou, Texas A&M U.

☯Promoting Experimentation in Organizations: A Hidden Dilemma of Supportive Conditions, Fiona Lee, U. of Michigan; Amy C. Edmondson, Harvard U.

✈There's No Place Like Home?: The Contributions of Work and Non-Work Sources of Creativity Support to Employees' Creative Performance, Nora Madjar, U. of Illinois, Urbana-Champaign; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign

Discussant: John E. Sawyer, U. of Delaware

790. Paper Session: **The Self in Organizations: Self-Love, Efficacy, Esteem and Awareness**
- 10:30- 11:50 Sheraton Centre: Conference Room G

Chair: Talya N. Bauer, Portland State U.

Validation of a New General Self-Efficacy Scale, Gilad Chen, George Mason U.; Stanley M. Gully, Rutgers U., Livingston; Dov Eden, Tel-Aviv U.

Self-Awareness, Rating Congruence, and Managerial Performance: A Theoretical and Methodological Reconceptualization, Aaron Desmet, Columbia U.; Annette Flippen, New York U.

Self-love in Organizations: A Model of How Others Perceive Narcissistic Behaviors, David S. Gerson, U. of Washington

General Self-Efficacy and Self-Esteem Are Distinguishable Constructs, Gilad Chen, George Mason U.; Stanley M. Gully, Rutgers U., Livingston; Dov Eden, Tel-Aviv U.

Creative Self-Efficacy: Its Potential Antecedents and Relationship to Creative Performance, Pamela Tierney, Portland State U.; Steven M. Farmer, Wichita State U.

Discussant: Angelo DeNisi, Texas A&M U.

193. ✈SHCS:*(GDO, HR, OB)* **Gente del Corazon: The Influence of Hispanic Culture on Organizational Culture and Practices**
- 10:30- 11:50 Sheraton Centre: Dominion Ballroom N

235. ☯⧖JS:*(OB, OMT)* **A Time for Teams**
- 10:30- 11:50 Sheraton Centre: Conference Room D&E

238. JS:*(CM, OB, HR)* **Trustworthiness at Work: Its Nature, Antecedents, and Consequences**
- 10:30- 11:50 Royal York: Alberta

239. JS:*(HR, OB)* **Moving the Study of Work-Family Conflict into the 21st Century: A Multi-Level, Multi-Disciplinary Approach**
- 10:30- 11:50 Sheraton Centre: Civic Ballroom

282. SIT: **Husbands and Wives**
- 10:30- 11:50 Sheraton Centre: Windsor West

283. SIT: **Facilitating Organizational Learning**
- 10:30- 11:50 Sheraton Centre: Windsor East

343. IP: **Groups**
- 10:30- 11:50 Royal York: Canadian 3

Tuesday 2:00PM

791. Symposium: **Emotional Labor: An Expansion of Current Conceptualizations**
- 2:00- 3:20 Sheraton Centre: Conference Room B&C

Chair: Anne M. O'Leary-Kelly, U. of Arkansas

Defining Emotional Labor: A Call for Conceptual Clarification and Broader Application, Joanna Leapheart Newman, U. of Arkansas; Ty L. Menna, U. of Arkansas; Anne M. O'Leary-Kelly, U. of Arkansas

The Process of Emotion Regulation in Emotional Labor Performance, Jenny M. Hoobler, U. of Kentucky; Michelle K. Duffy, U. of Kentucky; Bennett J. Tepper, U. of Kentucky

"Put on a Happy Face!" Stress Implications of Emotional Labor at Work, Stéphane Côté, U. of Michigan; Laura M. Morgan, U. of Michigan

Discussant: Jennifer M. George, Rice U.

792. Paper Session: **The Multiple Facets of Motivation: Goals, Flow, Accountability and Emotion**
- 2:00- 3:20 Sheraton Centre: Conference Room F

Chair: James D. Westaby, Columbia U.

In Search of Flow: An Empirical Examination of Flow in the Workplace, Thomas S. Bateman, U. of North Carolina; Stacie Furst, U. of North Carolina, Chapel Hill; Lisa Schurer Lambert, U. of North Carolina; Christine L. Porath, U. of North Carolina; Todd J. Weber, U. of North Carolina

The Role of Emotion in Motivation: Emotion and Postgraduate Job Search Behavior, Myeong-Gu Seo, Boston College

Effects of Accountability to Group Members and Outcome Interdependence on Task and Interpersonal Contextual Performance, Amy L. Brownlee, Southern Methodist U.; Stephan J. Motowidlo, U. of Florida

How Control Theory Accounts for Goal-Setting: An Empirical Investigation, Jeffrey B. Vancouver, Ohio U.; Dan J. Putka, Ohio U.; Charles A. Scherbaum, Ohio U.

Towards an Interactionist Theory of Group Level Feedback, Todd Dewett, Texas A&M U.

Discussant: Denise Daniels, Seattle Pacific U.

793. Paper Session: **Team Outcomes: Group Factors that Help Teams Perform Better**
- 2:00- 3:20 Sheraton Centre: Conference Room G

Chair: Cynthia Lee, Northeastern U.

Meta-analysis of Work Teams Research Published Between 1977 and 1998, Greg L. Stewart, Brigham Young U.

Published in Conference Proceedings

The Effects of Task Design and Team Processes on University-Based Entrepreneurial Team Performance, Maw-Der Foo, National U. of Singapore

Answering a Fifty-year Question: A Field Study of the Moderated Relationship between Group Cohesiveness and Group Effectiveness, Claus W. Langfred, Washington U.

Putting the Network into Teamwork, David Lazer, Harvard U.; Nancy Katz, Harvard U.

The Role of Stress and Coping as Teams Evolve: An Integrative Model of Group Development, Christine L. Scheck, National-Louis U.; Angelo J. Kinicki, Arizona State U.

Discussant: Robert J. Vandenberg, U. of Georgia

240. ☯JS:*(CM, OB)* **Images of Justice in the Eyes of Employees: What Makes a Process Fair in Work Settings?**
- 2:00- 3:20 Royal York: Alberta

241. JS:*(HR, OB, OMT)* **Social Capital in Organizations: Examining Individual and Communal Models**
- 2:00- 3:20 Sheraton Centre: Civic Ballroom

243. ⧖JS:*(MOC, OMT, OB)* **Signs of the Times: The Changing Face of Organizational Symbolism**
- 2:00- 3:20 Royal York: Territories

284. SIT: **Legitimating Ambivalence and Ambiguity**
- 2:00- 3:20 Royal York: New Brunswick

285. SIT: **Effects of Electronic Media on Strategy and Individuals**
- 2:00- 3:20 Sheraton Centre: Windsor West

Tuesday 3:40PM

794. Paper Session: **Who We Are at Work: Personality Effects on Leadership, Performance and Justice**
- 3:40- 5:00 Sheraton Centre: Conference Room G

Chair: Bruce Meglino, U. of South Carolina

Responses to Psychological Contract Breach: Does Personality Matter?, Violet Ho, Carnegie Mellon U.; Laurie R. Weingart, Carnegie Mellon U.; Denise M. Rousseau, Carnegie Mellon U.

The Role of Individualism and the Big Five in the Prediction of Assessment Center Performance, David A. Waldman, Arizona State U.; Leanne Atwater, Arizona State U., West

☯Psychological Disposition as a Moderator of the Relationship Between Management Attempts at Procedural Justice and Survivor Response to Downsizing and Layoffs, Ernest E. Stark, Bellevue U.; Jan Hansen, Bellevue U.; Linda Thiede Thomas, Bellevue U.

The Effect of Emotional Intelligence on Job Outcomes: An Exploratory Study, Chi-Sum Wong, Chinese U. of Hong Kong; Kenneth S. Law, Hong Kong U. of Science and Technology

How Demographic Factors and Personality Traits Influence Complex Task Choice and Leadership Emergence, Ronald H. Humphrey, Virginia Commonwealth U.; Randall G. Sleeth, Virginia Commonwealth U.; Edward D. Showalter, North Carolina Wesleyan College; Janet B. Kellett, Virginia Commonwealth U.

Discussant: Jeffrey R. Edwards, U. of North Carolina

795. Paper Session: **Cognitive Processes in Groups: Shared Cognitions, Mental Models and Transactive Memory**
- 3:40- 5:00 Sheraton Centre: Conference Room B&C

Chair: Linn Van Dyne, Michigan State U.

☯Shared Cognition, Team Dynamics and Team Effectiveness: A Reciprocal and Longitudinal Investigation, Craig L. Pearce, U. of North Carolina, Charlotte; Michael D. Ensley, U. of North Carolina, Charlotte

Knowing What and Whom Other People Know: Linking Transactive Memory with External Connections in Organizational Groups, John R. Austin, U. of Washington, Bothell

Winner of OB Division Best Dissertation-Based Paper Award
Published in Conference Proceedings

Is Performance All in Their Mind(s)? The Impact of Transactive Memory on Knowledge-Worker Team Performance, Kyle Lewis, U. of Texas, Austin

✈The Content of Effective Teamwork Mental Models in Self-Managing Work Teams: Ownership, Learning, and Heedful Relationships, Vanessa Urch Druskat, Case Western Reserve U.; A. T. Pescosolido, Case Western Reserve U.

✈Relational Models and Their Effects on Relationship, Process, and Task Conflict in Work Groups, Markus Vodosek, U. of Michigan

Published in Conference Proceedings

Discussant: Anne Cummings, U. of Pennsylvania

196. ☯⧖SHCS:*(OB, OM)* **A New Time in Service Research: Moving Beyond Main Effects and Isolated Theoretical Perspectives**
- 3:40- 5:20 Royal York: Quebec

248. ✈JS:*(GDO, IM, OB)* **Multicultural Teams within Multinational Corporations**
- 3:40- 5:20 Royal York: Territories

287. SIT: **Extending the Psychological Contract**
- 3:40- 5:20 Royal York: Saskatchewan

362. ✈IP: **Cross Cultural Organizational Behavior**
- 3:40- 5:20 Royal York: Canadian 1

363. IP: **Motivation**
- 3:40- 5:20 Royal York: Canadian 2

Wednesday 8:30AM

796. Symposium: **Follower Perceptions of Leaders: The Joint Effects of Follower Characteristics, Social Networks, and Contextual Factors.**
- 8:30- 10:20 Sheraton Centre: Conference Room B&C

Chair: Joyce E. Bono, U. of Iowa

The Role of Followers in the Charismatic Leadership Process: Susceptibility, Social Construction, and Leader Empowerment, Boas Shamir, Hebrew U.; Jane M. Howell, U. of Western Ontario

Responses to Transformational Leadership: Are Some Followers Immune?, Joyce E. Bono, U. of Iowa; Timothy A. Judge, U. of Iowa

Follower Values, Self-concept and Leadership, Robert G. Lord, U. of Akron

A Multi-method Study of Causal Maps of Leadership in a Manufacturing Company, Juan-Carlos Pastor, U. of Western Ontario

The Past, Present, and Future of Research on Context Effects in Leadership Perceptions, Cynthia G. Emrich, Purdue U.

Discussant: James R. Meindl, State U. of New York, Buffalo

199. ☯⧖SHCS:*(OB, HR, CAR)* **Time Use, Flexibility, and Identity: Challenging Traditional Schedules and Career Structures in Organizations**
- 8:30- 10:20 Sheraton Centre: Ballroom West

251. ☯JS:*(HR, OB, ODC)* **Employment Relationships, Culture, and Work Modes Within the Strategic Human Resource Architecture**
- 8:30- 10:20 Sheraton Centre: Civic Ballroom

252. JS:*(OMT, OB)* **Fear of Being Honest: Silence and Self-Censorship in Organizational Settings**
- 8:30- 10:20 Sheraton Centre: Conference Room D&E

253. JS:*(CM, OB, OMT)* **Negative Relationships in Social Networks in the Workplace**
- 8:30- 10:20 Royal York: Alberta

370. IP: **Health Related Issues in OB**
- 8:30- 10:20 Royal York: Canadian 3

371. IP: **Voice**
- 8:30- 10:20 Royal York: Canadian 4

378. IP: **Cognitive Foundations of Decision-Making**
- 8:30- 10:20 Royal York: Canadian 11

Wednesday 9:00AM

797. Paper Session: **Commitment: Causes and Consequences of Emotional Bonds to the Organization**

- 9:00- 10:20 Sheraton Centre: Conference Room F

Chair: Joan Brett, Arizona State U.

☯✈⌛Calibrating Commitment: Time to Stop Counting the Hours?, Val Singh, Cranfield U.

☯Banking on Commitment: Intended and Unintended Consequences of an Organization's Attempt to Minimize Escalation of Commitment, Gerry M. McNamara, Michigan State U.; Henry Moon, Michigan State U.; Philip Bromiley, U. of Minnesota

Employee Commitment to the Organization: The Role of Perceived Organizational Support, Linda Rhoades, U. of Delaware; Robert Eisenberger, U. of Delaware; Stephen Armeli, U. of Connecticut

Sunk Cost Effects: The Escalation and De-escalation of Commitment, Michael A. Roberto, Harvard U.

☯Escalation of Commitment and Organizational Inertia: An Alternative Perspective , Richard H. Lester, Texas A&M U.

Discussant: Gretchen Spreitzer, U. of Southern California

798. Paper Session: **New Technologies for Monitoring, Telecommuting and Audio Conferencing**

- 9:00- 10:20 Sheraton Centre: Conference Room G

Chair: Valerie I. Sessa, Center for Creative Leadership

☯A Model of Telecommuting Withdrawal: Employee Perceptions Predicting the Reduction or Stopping of Telework, Steven Mark Fireman, U. of Washington

The Impact of Computer Monitoring and Negative Affectivity on Task Performance and Satisfaction, Elizabeth A. Douthitt, Rutgers U.; John R. Aiello, Rutgers U.

Published in Conference Proceedings

☯✈The Psychosocial Impact of Telework: A Theoretical and Research Framework, David A. Lamond, Macquarie U.; Peter Standen, Edith Cowan U.; Kevin Daniels, U. of Sheffield, UK

☯Using the Stepladder Technique to Facilitate the Performance of Audioconferencing Groups, Steven Gary Rogelberg, Bowling Green State U.; Matthew Steven O'Connor, Xavier U.; Matthew Sederburg, Bowling Green State U.

☯Computer Performance Monitoring and Fairness: The Role of Feedback, G. Stoney Alder, Western Illinois U.

Discussant: Dennis Nagao, Georgia State U.

Wednesday 10:40AM

799. Paper Session: **Team Composition: Heterogeneity and Fit and Team Outcomes**

- 10:40- 12:00 Sheraton Centre: Conference Room B&C

Chair: Elizabeth Ravlin, U. of South Carolina

☯Managing Diversity of Skill Levels Within a Team: The Perils of Treating Everyone on the Team as Equal, When Some are More Equal than Others , Nancy Katz, Harvard U.

It's All In the Mix: A Closer Look at Familiarity in Mixed Groups, Tracey L. Rockett, U. of Texas, Dallas

The Effect of Team Composition on Team Performance: The Role of Personality and Team Orientation, Susan Mohammed, Pennsylvania State U.; Linda C. Angell, Pennsylvania State U.; Erika L. Ringseis, U. of Calgary

Do You Really Know Me? The Implications of Identity Fit for Diverse Workteams, Sherry Malie Bushnell Thatcher, U. of Arizona

Fit for Performance: Functional Composition and Task Complexity in Workgroups, Mark A. Clark, Arizona State U.; Susan Amundson, Arizona State U.; Robert L. Cardy, Arizona State U.

Discussant: Thomas E. Becker, U. of Delaware

201. ☯✈SHCS:*(IM, GDO, OB)* **Managing Multicultural Organizations: A Meeting of the Minds**

- 10:40- 12:00 Sheraton Centre: Ballroom Centre

256. ☯JS:*(MED, OB)* **Cinema and Fiction: Rich Resources for Teaching Management, Organizational Behavior, and Human Resource Management**

- 10:40- 12:00 Hilton: McDonald

295. SIT: **Types of Efficacy and their Effects**

- 10:40- 12:00 Sheraton Centre: Windsor West

296. SIT: **Identification and Identity**

- 10:40- 12:00 Sheraton Centre: Windsor East

Wednesday 12:20PM

800. Symposium: **Client-Service Coproduction Relationships: Implications for Service Organization Success**

- 12:20- 2:10 Sheraton Centre: Conference Room B&C

Chair: Richard J. Klimoski, George Mason U.

Effects of Service Delivery Mode and Mechanism on Customers' Perceptions in Co-Production, Markus Groth, U. of Arizona; Barbara A. Gutek, U. of Arizona; Bambi M. Douma, U. of Arizona

Inter-Organizational Teams: Predictions from an Intergroup Perspective, Catherine Durnell Cramton, George Mason U.

Project Managers as Client Relationship Managers: Implications for Client Loyalty, Sheila Simsarian Webber, George Mason U.

Developing High-Performance Customers as a Source of Sustainable Competitive Advantage, David E. Bowen, Thunderbird

Discussant: Cynthia A. Lengnick-Hall, Wichita State U.

262. JS:*(ODC, OB, OMT)* **Conversations in Advancing Research on Organizational Change**

- 12:20- 2:10 Royal York: Ontario

Organizational Communication and Information Systems

Program Chair: Mark Keil, Georgia State U.
Professional Development Workshop Chair: V. Sambamurthy, U. of Maryland

	Start	Division Program	Shared Program
Sat	8:30am		**94.** SPDW: OCIS/TIM Junior Faculty Consortium ◆ SC:Carleton
	6:00pm	**801.** OCIS Reception ◆ H:Jackson	
Sun	8:00am		**121.** SPDW: Strategic E-Business Opportunities ◆ H:McDonald
	10:30am		**133.** SPDW: Practical Insights for E-business Transformations ◆ H:McDonald
Monday	8:30am	**802.** OCIS Division Welcome ◆ RY:Confederation 5	**268.** SIT: The Power of Time ◆ SC:Windsor East
	9:00am	**803.** IT Management and Firm Performance ◆ RY:Confederation 5	
	10:40am	**804.** Knowledge Management ◆ RY:Confederation 5	**270.** SIT: Supportive Organizations ◆ RY:New Brunswick
	12:50pm	**805.** Electronic Commerce ◆ RY:Confederation 5	
	2:30pm	**806.** A New Time for Information Privacy ◆ RY:Confederation 5	**275.** SIT: Silence and Discourse ◆ SC:Windsor West
	4:10pm	**807.** Bldg. the Value-Leveraging IT Function ◆ RY:Confederation 5	**225.** JS: Sharing Knowledge ◆ SC:Civic Ballroom **278.** SIT: Revolu'ary & Continuous Change ◆ SC:Windsor East
Tuesday	8:30am	**808.** CMC and Decision-making ◆ RY:Confederation 5	
	10:30am	**809.** Virtual Teams ◆ RY:Confederation 5	
	2:00pm	**810.** Understanding Virtual Work ◆ RY:Confederation 5	**285.** SIT: Electronic Media Effects ◆ SC:Windsor West
	3:40pm	**811.** Distinguished Speaker ◆ RY:Confederation 5	
	5:30pm	**812.** OCIS Business Meeting ◆ RY:Confederation 5	
	6:30pm	**813.** OCIS Social Hour ◆ RY:Confederation 5	
Wed	8:30am	**814.** Strategic Consequences of IT Mgmt. ◆ RY:Confederation 5	**372.** IP: Current Theoretical Trends in OCIS ◆ RY:Canadian 5 **373.** IP: New Empirical Directions in OCIS ◆ RY:Canadian 6
	10:40am	**815.** Role of the CIO ◆ RY:Confederation 5	

Saturday 8:30AM

94. SPDW:*(OCIS, TIM)* **OCIS/TIM Junior Faculty Consortium**
- 8:30- 5:00 Sheraton Centre: Carleton

Saturday 6:00PM

801. OCIS Reception
- 6:00- 8:00 Hilton: Jackson

Host: V. Sambamurthy, U. of Maryland

Sunday 8:00AM

121. ☯SPDW:*(BPS, OCIS)* **E-Business Opportunities: Implications for Strategy, Policy, and Change Management**
- 8:00- 10:00 Hilton: McDonald

Sunday 10:30AM

133. ☯SPDW:*(BPS, OCIS)* **E-Business Challenges: Insights from Practice**
- 10:30- 12:00 Hilton: McDonald

Monday 8:30AM

802. OCIS Division Welcome
- 8:30- 9:00 Royal York: Confederation 5

Organizer: Mark Keil, Georgia State U.

268. ⧖SIT: **The Power of Time**
- 8:30- 10:20 Sheraton Centre: Windsor East

Monday 9:00AM

803. Paper Session: **IT Management and Firm Performance**
- 9:00- 10:20 Royal York: Confederation 5

☯Evidence of a Winner's Curse in ICT Outsourcing and its Effects on the Outsourcing Relationship, Thomas Kern, Erasmus U.; Leslie P. Willcocks, U. of Oxford; Eric van Heck, Eramus U., Rotterdam

☯Aligning Business and Information Systems: The Importance of the Virtual Organization Structure, Yolande E. Chan, Queen's U.

Information Systems and Firm Performance: A Competency-based Perspective, Michael J. Zhang, Chinese U. of Hong Kong; Augustine A. Lado, Cleveland State U.

Discussant: T. Ravichandran, Rensselaer Polytechnic Institute

Monday 10:40AM

804. Paper Session: **Knowledge Management**
- 10:40- 12:00 Royal York: Confederation 5

Communication Technology-Enabled Organizational Knowledge Exchange, Anne Patricia Massey, Indiana U.; Mitzi M. Montoya-Weiss, North Carolina State U.

More Than An Answer: How Seeking Information Through People Facilitates Knowledge Creation and Use, Rob Cross, Boston U.

Power and Control in Document-Driven Knowledge Management Systems, Peter H. Gray, Queen's U.

Discussant: Betty Vandenbosch, Case Western Reserve U.

270. SIT: **When Organizations are Perceived as Supportive**
- 10:40- 12:00 Royal York: New Brunswick

Monday 12:50PM

805. Paper Session: **Electronic Commerce and the Web**
- 12:50- 2:10 Royal York: Confederation 5

Weaving the Technological Web: The Social Construction of the Internet Browser, Samer Faraj, U. of Maryland; Dowan Kwon, Case Western Reserve U.; Stephanie Watts Sussman, Case Western Reserve U.

Emerging Factors in User Evaluation of the World Wide Web, John D'Ambra, U. of New South Wales, Australia; Ronald E. Rice, Rutgers U.

✈An Imitative Catching-Up E-Commerce Strategy for Constrained and Unstable Environments: The Experience at Patagon.com, Ramiro Montealegre, U. of Colorado, Boulder

Discussant: Susan Winter, U. of North Carolina, Charlotte

Monday 2:30PM

806. ⧖Theme: **A New Time for Information Privacy: Policy, Research, and Teaching**

- 2:30- 3:50 Royal York: Confederation 5

Organizer: Jeff Smith, Wake Forest U.
Presenters: Jeff Smith, Wake Forest U.; Kathy A. Stewart, Georgia State U.; Mary Culnan, Bentley College

275. SIT: **Silence and Discourse**

- 2:30- 3:50 Sheraton Centre: Windsor West

Monday 4:10PM

807. ☯Symposium: **Building the Value-Leveraging IT Function: Capabilities and Organizing Strategies**

- 4:10- 5:30 Royal York: Confederation 5

Chair: V. Sambamurthy, U. of Maryland

A New Logic for Organizing the IT Function, Ritu Agarwal, U. of Maryland

Towards a Managerial Framework for Timing the Adoption of Dynamic IT Innovations , Robert G. Fichman, Boston College

Perception Formulation of the IT Function, Rudy Hirscheim, U. of Houston

The Missing Context of Information Systems Professionals,
Discussant: Robert W. Zmud, U. of Oklahoma

225. ☯JS:*(OMT, OCIS)* **Sharing Knowledge Across Boundaries**

- 4:10- 5:20 Sheraton Centre: Civic Ballroom

278. SIT: **Revolutionary and Continuous Change**

- 4:10- 5:30 Sheraton Centre: Windsor East

Tuesday 8:30AM

808. Paper Session: **Computer Mediated Communication and Decision-making**

- 8:30- 10:10 Royal York: Confederation 5

☯Mask or Disguise: Effects of Varying Anonymity Type in Computer-Mediated Decision Making, Jeri-Elayne Goosby, Case Western Reserve U.; Prasert Kanawattanachai, Case Western Reserve U.; Tony Lingham, Case Western Reserve U.; Poppy Lauretta McLeod, Case Western Reserve U.; Leslie Sekerka, Case Western Reserve U.; Velvet L. Weems, Case Western Reserve U.; Mary Winter, Case Western Reserve U.

The Development of Social and Task Cohesion in Computer-mediated and Face-to-Face Task Groups., Bernd Erhard Irmer, U. of Queensland, Australia; Artemis Chang, Queensland U. of Technology; Prashant Bordia, U. of Queensland, Australia

Published in Conference Proceedings

Examining the Effectiveness of Electronic Group Communication Technologies: The Role of the Conversation Interface, Mani R. Subramani, U. of Minnesota; Jungpil Hahn, U. of Minnesota

Discussant: Ramon J. Aldag, U. of Wisconsin

Tuesday 10:30AM

809. Paper Session: **Virtual Teams**

- 10:30- 11:50 Royal York: Confederation 5

Virtual Teams: A Framework, Carol Stoak Saunders, U. of Oklahoma; Manju K. Ahuja, Florida State U.

Virtual Teams: Anticipating the Impact of Virtuality on Team Process and Performance, Pamela J. Hinds, Stanford U.; Diane E. Bailey, Stanford U.

Published in Conference Proceedings

⧖Trust in Time: A Study of Global Virtual Teams, C. Brad Crisp, U. of Texas, Austin; Sirkka Jarvenpaa, U. of Texas, Austin

Discussant: Paul Hart, Florida Atlantic U.

Tuesday 2:00PM

810. Symposium: **Discontinuities: The Key to Understanding Virtual Work**

- 2:00- 3:20 Royal York: Confederation 5

Organizer: Mary Beth Watson-Manheim, U. of Illinois, Chicago
Presenters: Katherine Chudoba, U. of Virginia; Kevin Crowston, Syracuse U.; Paul S. Goodman, Carnegie Mellon U.; Jeanne M. Wilson, Carnegie Mellon U.; Julie Rennecker, Massachusetts Institute of Technology
Discussant: Carol Saunders, U. of Oklahoma

285. SIT: **Effects of Electronic Media on Strategy and Individuals**

- 2:00- 3:20 Sheraton Centre: Windsor West

Tuesday 3:40PM

811. Division: **Distinguished Speaker**

- 3:40- 5:20 Royal York: Confederation 5

Presentation title: "Death and Transfiguration in the Automobile Industry: InformationTechnology and Institutional Forces in Sectoral Conversion from Product to Service"
Presenter: John Leslie King, U. of Michigan

Tuesday 5:30PM

812. Meeting: **OCIS Business Meeting**

- 5:30- 6:30 Royal York: Confederation 5

Organizer: Joseph Walther, Rensselaer Polytechnic Institute

Tuesday 6:30PM

813. **OCIS Social Hour**

- 6:30- 7:30 Royal York: Confederation 5

Organizer: Mark Keil, Georgia State U.

Wednesday 8:30AM

814. Symposium: **The Strategic Consequences of Information Technology Management**

- 8:30- 10:20 Royal York: Confederation 5

Chair: Cynthia M. Beath, U. of Texas, Austin

Emerging Information Age Business Models: When the Sky-high Valuations Sort of Make Sense and When They Don't, Lynda M. Applegate, Harvard U.

Knowledge Management in The Modern Enterprise: A Research Motivation and Design, Yolande E. Chan, Queen's U.

IT Governance: An Imperative for the Non-IT Executive, Jeanne Ross, Massachusetts Institute of Technology

Alignment in Strategic IS Management: Evolving Research Directions, Rajiv Sabherwal, U. of Missouri, St. Louis
Discussant: John Leslie King, U. of Michigan

372. IP: **Current Theoretical Trends in OCIS**
- 8:30- 10:20 Royal York: Canadian 5

373. IP: **New Empirical Directions in OCIS**
- 8:30- 10:20 Royal York: Canadian 6

Wednesday 10:40AM

815. Paper Session: **IT Competencies and the Role of the CIO**
- 10:40- 12:00 Royal York: Confederation 5

☯Work Experience and Managerial Competencies of IT Professionals: An Empirical Analysis, Damien Joseph, Nanyang Business School

Chief Information Officers' Technical Backgrounds & Influence Behaviors: Competing Perspectives, Harvey G. Enns, U. of Dayton; Sid L. Huff, Victoria U. of Wellington, New Zealand; Brian R. Golden, U. of Western Ontario

☯The Strategic Role of IT Executives: An Empirical Examination of CIO Strategic Involvement and IT Usage, Jennifer C. Jenks, Oklahoma State U.; Robert S. Dooley, Oklahoma State U.

Discussant: Charlotte S. Stephens, Louisiana Tech U.

Organizations and the Natural Environment

Program Chair: Gordon P. Rands, Western Illinois U.
Professional Development Workshop Chair: Sanjay Sharma, Saint Mary's U.

	Start	Division Program	Shared Program
Friday	9:00am		**78.** SPDW: Service-Learning Community Service Project ◆ Off:Toronto Covenant House
	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm	**816.** Welcome Reception ◆ RY:Alberta	**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario **92.** SPDW: Making Time to Talk ◆ SC:Conference Room D
	8:30am	**817.** Doctoral Students/New Faculty Consortium ◆ RY:Algonquin	**96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:30am		**99.** SPDW: Stakeholder Learning Dialogs ◆ SC:Norfolk
	10:00am		**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	**818.** Trade and the Environment: Concepts and Measures ◆ RY:Manitoba	
	1:30pm		**109.** SPDW: Reflecting on & Applying Learning ◆ SC:Conference Room D
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm	**819.** AMJ Special Research Forum on ONE ◆ RY:Manitoba	
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm	**820.** Developing Research Programs in ONE ◆ RY:Algonquin	**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**821.** Environmental & Financial Risk: International Comparison ◆ RY:Nova Scotia	
	10:30am		**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:30am	**822.** Division Welcome ◆ RY:Tudor 7	
	8:50am	**823.** Corporate Environmental Mgmt. ◆ RY:Tudor 7	
	10:40am	**824.** Humanity, Nature and Management ◆ RY:Tudor 7	**178.** SHCS: Perspectives on ISO 14001 ◆ RY:Concert Hall **271.** SIT: Uncertain Environments ◆ SC:Windsor West
	12:20pm		**310.** IP: Stakeholders & the Natural Env. ◆ RY:Canadian 13
	2:30pm		**185.** SHCS: Frames & Environmental Conflicts ◆ RY:Concert Hall **275.** SIT: Silence and Discourse ◆ SC:Windsor West
	4:10pm	**825.** A New Time / Enough Time for Business & the Natural Environment? ◆ RY:Tudor 7	**278.** SIT: Revolu'ary & Continuous Change ◆ SC:Windsor East
	5:40pm	**826.** ONE Business Meeting ◆ RY:Tudor 7	
	7:00pm	**827.** ONE Social ◆ RY:Tudor 7	
Wed Tuesday	8:30am		**339.** IP: Cognition, Values & Dec. Making ◆ RY:Canadian 2
	10:30am		**194.** SHCS: Stakeholders in Seattle ◆ RY:Quebec **281.** SIT: New Institutions:Theory & Econ ◆ RY:Saskatchewan
	2:00pm	**828.** Environmental Performance ◆ RY:Tudor 7	
	3:40pm		**197.** SHCS: Env. Innov. Across Boundaries ◆ RY:Concert Hall **247.** JS: Sustainable Entrepreneurship ◆ RY:Tudor 7
	8:30am		**379.** IP: Strategies & Tools - Env. Mgt. ◆ RY:Canadian 12
	10:40am	**829.** Org. Learning & the Nat. Envt. ◆ RY:Tudor 7	
	12:20pm	**830.** Shell, Nigeria and the Ogoni ◆ RY:Tudor 7	

Friday 9:00AM

78. SPDW:*(SIM, ONE, MED, PNP)* **Service-Learning Community Service Project**

- 9:00- 8:00 Off Site: Toronto Covenant House

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**

- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

816. **Welcome Reception**
- 6:00- 7:30 Royal York: Alberta

Host: Mark Starik, George Washington U.

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

92. 🕮⧖SPDW:*(MED, MOC, ODC, ONE, SIM)* **Making Time to Talk: Stakeholder Learning Dialogs**
- 8:00- 9:00 Sheraton Centre: Conference Room D

Saturday 8:30AM

817. 🕮**Doctoral Students/New Faculty Consortium: Career Sustainability**
- 8:30- 12:00 Royal York: Algonquin

Chair: Mark Starik, George Washington U.
Facilitators: Linda C. Angell, Pennsylvania State U.; Sandra Christensen, Eastern Washington U.; Terri Egan, Pepperdine U.; Irene Henriques, York U.; John Jermier, U. of South Florida; Kathryn Noreen Kearins, U. of Waikato, New Zealand; Andrew King, New York U.; David L. Levy, U. of Massachusetts, Boston; Alfred Marcus, U. of Minnesota; Gordon P. Rands, Western Illinois U.; Sanjay Sharma, Saint Mary's U.; Monika I. Winn, U. of Victoria

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:30AM

99. ☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Hands-on Practice in Stakeholder Learning Dialogs**
- 9:30- 12:00 Sheraton Centre: Norfolk

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

818. ☯**Trade Liberalization and the Natural Environment: Concepts and Measures**
- 1:00- 2:30 Royal York: Manitoba

Organizers: Irene Henriques, York U.; Douglas A. Schuler, Rice U.
Panel: Bryan W. Husted, ITESM/Instituto de Empresa; David L. Levy, U. of Massachusetts, Boston; Perry Sadorsky, York U.

Saturday 1:30PM

109. 🕮☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Reflecting on & Applying Learning on Stakeholder Dialog**
- 1:30- 3:30 Sheraton Centre: Conference Room D

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:00PM

819. **AMJ Special Research Forum on the Management of Organizations in the Natural Environment**
- 3:00- 5:00 Royal York: Manitoba

Organizers: Mark Starik, George Washington U.; Alfred Marcus, U. of Minnesota
Presenters: Lynne Andersson, Saint Joseph's U.; Thomas S. Bateman, U. of North Carolina; Pratima Bansal, U. of Western Ontario; Petra Christmann, U. of Virginia; Mark Cordano, Wright State U.; Brenda L. Flannery, Minnesota State U., Mankato; Irene H. Frieze, U. of Pittsburgh; Susan Herman, Keene State College; Andrew King, New York U.; Michael Lenox, New York U.; Douglas R. May, U. of Nebraska, Lincoln; Catherine Anne Ramus, International Institute for Management Development (IMD); Sanjay Sharma, Saint Mary's U.; Ulrich Steger, Inst Fur Ohologie&untern

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

820. **Developing a Research Program in ONE: A Workshop**
- 6:00- 8:00 Royal York: Algonquin

Organizer: Gordon P. Rands, Western Illinois U.
Panel: Ann Feyerherm, Pepperdine U.; Andrew King, New York U.; Robert Klassen, U. of Western Ontario; Mark Phillip Sharfman, U. of Oklahoma

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

821. ☯**Environmental Concerns in Industry: An International Comparison of Financial Risk for a new Millennium**
- 8:30- 10:00 Royal York: Nova Scotia

Organizer: Michalik Georg, ETH Zurich
Panel: Robert Simons, Cleveland State U.; Olaf Weber, ETH UNS; Markus Fenchel, ETH Zurich

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:30AM

822. **ONE Interest Group Welcome**
- 8:30- 8:50 Royal York: Tudor 7

Program Chair: Gordon P. Rands, Western Illinois U.

Monday 8:50AM

823. Paper Session: **New Perspectives on Corporate Environmental Management**
- 8:50- 10:20 Royal York: Tudor 7

Chair: Helene Fine, Bridgewater State U.

Explaining the Implementation of Green Supply Initiatives : The Role of Supply Management Capabilities, Frances E. Bowen, Sheffield U.; Paul Cousins, U. of Bath; Richard Lamming, U. of Bath; Adam Faruk, U. of Bath

☯✈Knowledge Content and Worker Participation in Environmental Management: A Case Study of NUMMI, Sandra Rothenberg, Rochester Institute of Technology

The Altering of a Firm's Environmental Management Competence During the Acquisition Integration Stage, Kimberly M. Ellis, Florida State U.; Bruce Lamont, Florida State U.

Published in Conference Proceedings

Discussants: Knud Sinding, Aarhus School of Business; Barbara Altman, U. of North Texas; Sandra Christensen, Eastern Washington U.

Monday 10:40AM

824. Paper Session: **Humanity, Nature and Management: Alternative Views of Sustainable Interaction**
- 10:40- 12:00 Royal York: Tudor 7

Chair: Emmanuel Raufflet, McGill U.

☯✈⌛The Time of our Time: Management and the Evolutionary Epic, Ken Starkey, U. of Nottingham; Andy Crane, Cardiff U.

Exploring the Frontiers of Environmental Management: A Natural Law-Based Perspective, David S. Steingard, Saint Joseph's U.; Dale E. Fitzgibbons, Illinois State U.; Dennis P. Heaton, Maharishi U. of Management

⌛Aldo Leopold's Land Ethic, Environmental Histories and the Challenge for a New Time: The Case of the Keweenaw Forest, Christa L. Walck, Michigan Technological U.; Kelly Strong, Michigan Technological U.

Discussants: Gary Throop, Clarkson U.; John Jermier, U. of South Florida; Barbara A. Ribbens, Western Illinois U.; Eric Ribbens, Western Illinois U.

178. ☯✈SHCS:*(ONE, OM)* **The Diffusion of Voluntary Environmental Regulation: International, Domestic, and Practitioner Perspectives on ISO 14001**
- 10:40- 12:00 Royal York: Concert Hall

271. SIT: **Succeeding in Uncertain Environments**
- 10:40- 12:00 Sheraton Centre: Windsor West

Monday 12:20PM

310. IP: **Stakeholder Relationships & the Natural Environment**
- 12:20- 2:10 Royal York: Canadian 13

Monday 2:30PM

185. ☯SHCS:*(CM, ONE)* **The Influence of Identity, Characterization and Conflict Management Frames on the Perpetuation of Environmental Conflicts**
- 2:30- 3:50 Royal York: Concert Hall

275. SIT: **Silence and Discourse**
- 2:30- 3:50 Sheraton Centre: Windsor West

Monday 4:10PM

825. ⌛Theme: **Business and the Natural Environment: Is This a New Time? Do We Have Enough Time?**
- 4:10- 5:30 Royal York: Tudor 7

Leaders from Canada's business and environmental communities will discuss the changes over the past three decades in the environmental performance of Canadian businesses and in the relationship between Canadian businesses and environmental groups. They will explore whether these changes truly represent a new time, and whether they have come in time to meet the challenges and threats which lie ahead for these two sectors and for the natural environment.
Chair: Cathy Driscoll, Saint Mary's U.
Panel: Ken Ogilvie, Pollution Probe

278. SIT: **Revolutionary and Continuous Change**
- 4:10- 5:30 Sheraton Centre: Windsor East

Monday 5:40PM

826. Meeting: **ONE Interest Group Business Meeting**
- 5:40- 6:45 Royal York: Tudor 7

Division Chair: Monika I. Winn, U. of Victoria

Monday 7:00PM

827. **ONE Interest Group Social**
- 7:00- 10:00 Royal York: Tudor 7

Division Chair: Monika I. Winn, U. of Victoria

Tuesday 8:30AM

339. IP: **Cognition, Values and Environmental Decision Making**
- 8:30- 10:10 Royal York: Canadian 2

Tuesday 10:30AM

194. ☯⧖SHCS:*(SIM, ONE)* **A Time for Voice, A Time for Dialogue--Stakeholders in Seattle: Dialogue and Practice Toward Collaborative Stakeholder Relationships**
- 10:30- 11:50 Royal York: Quebec

281. SIT: **New Institutional Understandings: Theory and Economics**
- 10:30- 11:50 Royal York: Saskatchewan

Tuesday 2:00PM

828. Paper Session: **Environmental Performance: Crisis, Legitimacy and Financial Performance**
- 2:00- 3:20 Royal York: Tudor 7

Chair: Bobby Banerjee, RMIT U.

☯On Bangs and Stinks: Towards a Theoretical Understanding of Hazardous Chemical Accidents, Fires and Explosions in the Petrochemical Industry, Frederick Wolf, Nova Southeastern U.

The Market Risk of Corporate Environmental Illegitimacy, Pratima Bansal, U. of Western Ontario; Iain Clelland, U. of Tennessee

Published in Conference Proceedings

Does it Really Pay to be Green? Accounting for Strategy Selection in the Relationship between Environmental and Financial Performance, Michael Lenox, New York U.; Andrew King, New York U.

Discussants: Peter Cebon, U. of Melbourne; P. Deveraux Jennings, U. of British Columbia; Alfred Marcus, U. of Minnesota

Tuesday 3:40PM

197. SHCS:*(OM, ONE, TIM)* **Environmental Innovation Across Firm Boundaries: Supply Chain Dynamics and Environmental Performance**
- 3:40- 5:20 Royal York: Concert Hall

247. ☯⧖JS:*(ONE, ENT, PNP)* **A New Time and New Directions for Sustainable Entrepreneurship: Seeking and Acting on 'Triple Bottom Line' Opportunities**
- 3:40- 5:20 Royal York: Tudor 7

Wednesday 8:30AM

379. IP: **Strategies & Tools for Environmental Management**
- 8:30- 10:20 Royal York: Canadian 12

Wednesday 10:40AM

829. Paper Session: **Organizational Learning and the Natural Environment: The Roles of Stakeholder Interaction and Organizational Training Programs**
- 10:40- 12:00 Royal York: Tudor 7

Chair: Monika I. Winn, U. of Victoria

Social Learning and Environmental Indicators: Prospects for Companies, Jacques Demajorovic, FE-USP/Faculdade Senac de Educação Ambiental; Carmen Silvia Sanches, EAESP-FGV, Sao Paulo, Brazil

The Influence of Organizational Pre-Conditions, Designs and Routines on Environmental Learning Through Company Stakeholder Interactions, Nigel John Roome, Erasmus Centre for Environmental Management/Rotterdam School of Management; Frank Wijen, Tilburg U.; Anja de Groene, Erasmus Centre for Environmental Management

Capability Building through Adversial Relationships: A Replication and Extension of Clarke and Roome (1999), Pursey P.M.A.R. Heugens, Erasmus U.; Cees B.M. Van Riel, Erasmus U.

Discussants: Lynne Andersson, Saint Joseph's U.; Andrew Hoffman, Boston U.; Marie-France Turcotte, Concordia U.

Wednesday 12:20PM

830. Division: **Shell, Nigeria and the Ogoni - A Classic Study in Unsustainable Development?**
- 12:20- 2:10 Royal York: Tudor 7

Chairs: Stuart L. Hart, U. of North Carolina, Chapel Hill; Asaf Zohar, York U.

The Story of Shell, Nigeria and the Ogoni People - Environment, Economy, Relationships: Conflict and Prospects for Resolution, Richard Boele, Kingston U.; Heike Fabig, U. of Sussex

The Global Economic and Socio-Political Context, the Stakeholder Paradigm and Implications for the Shell Approach in Nigeria, Richard Boele, Kingston U.; Heike Fabig, U. of Sussex; Rene Rechtman, Kingston U.; David Wheeler, York U.

Creating the Conditions for Strategic Responses to Stakeholder Issues: Implications for Shell International and Shell Nigeria, Rene Rechtman, Kingston U.; Richard Boele, Kingston U.; Heike Fabig, U. of Sussex; David Wheeler, York U.

Discussants: David Wheeler, York U.; Ken Wiwa, Journalist

Public and Nonprofit

Program Chair: Michael Card, U. of South Dakota
Professional Development Workshop Chair: Ralph S. Brower, Florida State U.
Professional Development Workshop Chair: David W. Hart, Mary Washington College
Professional Development Workshop Chair: Laurie N. DiPadova, U. of Utah

	Start	Division Program	Shared Program
Friday	9:00am		**78.** SPDW: Service-Learning Community Service Project ◆ Off:Toronto Covenant House
	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am	**831.** PNP Doctoral Consortium ◆ RY:Tudor 9	**96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	10:00am		**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	2:00pm		**110.** SPDW: Nonprofit Management Education ◆ RY:British Columbia
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am	**832.** PNP Doctoral Consortium (Cont) ◆ RY:Tudor 9	
	10:00am		**131.** SPDW: Public Corruption Roundtable ◆ RY:Jasper 1-266
	10:30am		**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:45am	**833.** Cooperation & Collaboration ◆ RY:Tudor 8	
	12:20pm	**834.** New Public Management ◆ RY:Tudor 8	
	2:30pm	**835.** Featured Speaker ◆ RY:Tudor 8	
	4:10pm	**836.** Business Meeting ◆ RY:Tudor 8	
	5:30pm	**837.** Social Hour ◆ RY:Tudor 8	
Tuesday	8:30am	**838.** Volunteers, Volunteerism & Voluntary Orgs ◆ RY:Tudor 8	
	10:30am	**839.** Methods of Interorganizational Research ◆ RY:Tudor 8	**236.** JS: Civic Engagement & Service Learning ◆ H:McDonald
	2:00pm	**840.** Board Governance & Board-CEO Relationships ◆ RY:Tudor 8	
	3:40pm		**247.** JS: Sustainable Entrepreneurship ◆ RY:Tudor 7 **287.** SIT: Extending the Psych Contract ◆ RY:Saskatchewan **288.** SIT: Inventiveness and Innovation ◆ RY:New Brunswick **366.** IP: Individual Attitudes ◆ RY:Canadian 6 **367.** IP: Public and NonProfit Strategic Perspectives ◆ RY:Canadian 7
Wed	8:30am	**841.** Institutional Theory ◆ RY:Tudor 8	
	10:40am	**842.** Inter-organizational Relationships ◆ RY:Tudor 8	

Friday 9:00AM

78. SPDW:*(SIM, ONE, MED, PNP)* **Service-Learning Community Service Project**

- 9:00- 8:00 Off Site: Toronto Covenant House

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**

- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**

- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**

- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**

- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

831. **Public and Nonprofit Division Doctoral Student Consortium**
- 8:30- 5:00 Royal York: Tudor 9

Preregistration: Jennifer Wade, wade@cviog.uga.edu
Organizers: Silvia Dorado, McGill U.; Judith L. Miller, State U. of New York, Albany; Lisa Marie Napoli, Indiana U.; Jennifer A. Wade, U. of Georgia
Panel: Mitchel Y. Abolafia, State U. of New York, Albany; Lisa Berlinger, Yale U.; Sue R. Faerman, State U. of New York, Albany; David W. Hart, Mary Washington College; David P. McCaffrey, State U. of New York, Albany; Mary Tschirhart, Indiana U., Bloomington; Ralph S. Brower, Florida State U.; Robert T. Golembiewski, U. of Georgia

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 2:00PM

110. 🕮☯SPDW:*(PNP, CAR, HCM, MED)* **Creating Nonprofit Management Curriculum to Meet the Realities of Practice: An Academic - Executive Dialogue**
- 2:00- 5:00 Royal York: British Columbia

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

832. **Public and Nonprofit Division Doctoral Consortium, Continuation**
- 8:30- 12:00 Royal York: Tudor 9

Organizers: Silvia Dorado, McGill U.; Judith L. Miller, State U. of New York, Albany; Lisa Marie Napoli, Indiana U.; Jennifer A. Wade, U. of Georgia
Panel: dt ogilvie, Rutgers U.; Sue R. Faerman, State U. of New York, Albany; Judith Weisinger, Northeastern U.

Sunday 10:00AM

131. ✈SPDW:*(PNP, SIM)* **Roundtable on International Public Corruption**
- 10:00- 12:00 Royal York: Jasper 1-266

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:45AM

833. Paper Session: **Cooperation, Collaboration, and Inter-organizational Relationships**
- 8:45- 10:20 Royal York: Tudor 8

Chair: Jeffrey A. Robinson, Columbia U.

☯✈Public Benefits And Private Gains: Cause-Based Nonprofit/Business Collaboration, Barbara Parker, Seattle U.

A Longitudinal View of the Formation of Interorganizational Relationships, Brent Garrett, U. of Kentucky

✈Interorganizational Cooperation After a War: Multinational Development Efforts in Bosnia and Herzegovina, 1995 to

1999, Eric Martin, State U. of New York, Albany; Sue R. Faerman, State U. of New York, Albany; David P. McCaffrey, State U. of New York, Albany

Monday 12:20PM

834. ☯✈⧖Symposium: **The 'New Public Management' In The New Millenium: Time For A Change?**
- 12:20- 2:10 Royal York: Tudor 8

Organizer: Stephen P. Osborne, Aston U., Birmingham, England
Chair: Mary Tschirhart, Indiana U., Bloomington
Discussant: H Brinton Milward, U. of Arizona
Presenters: Stephen P. Osborne, Aston U., Birmingham, England; Kathleen Ross, Glasgow Caledonian U.; Peter D. Steane, Macquarie U.; Peter Carroll, Wollongong U.; Willy McCourt, U. of Manchester; Ewan Ferlie, Imperial School of Management; Louise Fitzgerald, De Montfort U., Leicester; Laurence Lynn, U. of Chicago

Monday 2:30PM

835. ☯Theme: **Featured Speaker**
- 2:30- 3:50 Royal York: Tudor 8

Coordinator: Michael Card, U. of South Dakota

Monday 4:10PM

836. Meeting: **Business Meeting**
- 4:10- 5:20 Royal York: Tudor 8

Chair: David P. McCaffrey, State U. of New York, Albany

Monday 5:30PM

837. **Social time**
- 5:30- 10:30 Royal York: Tudor 8

Chair: David P. McCaffrey, State U. of New York, Albany

Tuesday 8:30AM

838. Paper Session: **Volunteers, Volunteerism and Voluntary Organizations**
- 8:30- 10:10 Royal York: Tudor 8

Chair: Kira Kristal Reed, U. of Connecticut
⧖A New Time for Altruism: Findings from Divergent Fields and a Proposed Cross-disciplinary Model, Matthew Liao-Troth, DePaul U.
Strategic Responses of Voluntary Social Service Organizations to Funding Changes: The Ontario Situation, Mary Foster, Ryerson Polytechnic U.; Agnes Meinhard, Ryerson Polytechnic U.
Do Volunteers, Donors, and Helpers Differ?: An Exploratory Study, Paul L. Govekar, Nova Southeastern U.
Discussant: Robert Rogers, U. of Kentucky

Tuesday 10:30AM

839. ☯✈Symposium: **Synergy From Difference: Crossing The Disciplines, Methodologies, Sectors And Topics Of Research In Inter-Organizational Relations**
- 10:30- 11:50 Royal York: Tudor 8

Chair: Steve Cropper, Keele U., UK
Presenters: Keith Glaister, U. of Leeds; Chris Huxham, U. of Strathclyde; Murray Stewart, U. of the West of England; Richard Lamming, U. of Bath

236. 🕮JS:*(MED, PNP, SIM)* **Theoretical Foundations of Civic Engagement and Service-Learning**
- 10:30- 11:50 Hilton: McDonald

Tuesday 2:00PM

840. Paper Session: **Nonprofit Governance: Board Governance and Board-CEO Relationships**
- 2:00- 3:20 Royal York: Tudor 8

Chair: Cecile Lardon, U. of Alaska, Fairbanks
Taking it from the Top: How CEOs Influence (and Fail to Influence) Their Boards, Sally Maitlis, U. of British Columbia; Chris Clegg, U. of Sheffield, UK
☯Boards of Directors and the Nonprofit Organizations They Govern: An Analysis of Roles, Responsibilities and Organization Performance, Jack C. Green, Pepperdine U.; Farzin Madjidi, Pepperdine U.
☯Against the Tide: The Distinctive Governance Approach of Australian Nonprofit Boards, Peter D. Steane, Macquarie U.; Michael John Christie, Queensland U. of Technology
Discussant: Melissa Stone, U. of Minnesota

Tuesday 3:40PM

247. ☯⧖JS:*(ONE, ENT, PNP)* **A New Time and New Directions for Sustainable Entrepreneurship: Seeking and Acting on 'Triple Bottom Line' Opportunities**
- 3:40- 5:20 Royal York: Tudor 7

287. SIT: **Extending the Psychological Contract**
- 3:40- 5:20 Royal York: Saskatchewan

288. SIT: **Inventiveness and Innovation**
- 3:40- 5:20 Royal York: New Brunswick

366. IP: **Individual Attitudes and HRM Issues**
- 3:40- 5:20 Royal York: Canadian 6

367. IP: **A Cacophony of Strategic Perspectives on Public and NonProfit Management and Policy**
- 3:40- 5:20 Royal York: Canadian 7

Wednesday 8:30AM

841. Paper Session: **Institutional Theory Applications in the Public and Nonprofit Sector**
- 8:30- 10:20 Royal York: Tudor 8

Chair: Karen Froelich, North Dakota State U.
The Birth of State Public Organizations through Isomorphic and Spatial Processes, Jason L. Jensen, U. of North Dakota
Sage Publications Best Conference Paper by a Doctoral Student
Public Choice Economics and Public Pension Plan Funding: An Empirical Test, Marguerite Schneider, The College of New Jersey; Fariborz Damanpour, Rutgers U., Camden
⧖A New Government for a New Time? An Analysis of Institutional Control and Implementation Barriers to Reinventing the Federal Government, David Rudd, Queens College; Kelly Strong, Michigan Technological U.
Discussant: Norman B. Bryan, Georgia State U.

Wednesday 10:40AM

842. Paper Session: **Inter-organizational Relationships: Establishment and Factors Leading to Endurance**
- 10:40- 12:00 Royal York: Tudor 8

Chair: Susan M. Kruml, Kruml & Associates
☯⧖Building Enduring University-Industry Relationships: Shaping and Deploying a Funding Whirlpool is Time Well Spent, Teresa Isabelle Daza Campbell, Pima Community College; Dawn E. DeToro, U. of Arizona
Charles H. Levine Award

Published in Conference Proceedings

☯✈Partnership Effectiveness in Public Sector Information Technology Innovation, Anthony Michael Cresswell, State U. of New York, Albany; Theresa A. Pardo, State U. of New York, Albany; Sharon A. Dawes, State U. of New York, Albany; Kristine Kelly, McKinsey & Company

☯Governmental Role in Transferring Intellectual Property from Universities to Business, John M. Stevens, Pennsylvania State U.; John W. Bagby, Pennsylvania State U.

Discussant: Michele A. Govekar, Ohio Northern U.

Research Methods

Program Chair: Thomas W. Lee, U. of Washington
Professional Development Workshop Chair: Terri A. Scandura, U. of Miami / Hong Kong U. of Science and Technology

	Start	Division Program	Shared Program
Friday	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am		**89.** SPDW: Social Networks Research ◆ SC:York **90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am		**96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am		**97.** SPDW: Bringing Complexity Theory to Bear ◆ SC:Elgin **98.** SPDW: Three Conversations on Org. Knowledge ◆ SC:Ballroom Centre
	10:00am	**843.** Qual. Methods & Interactive Journeys ◆ H:Varley	**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	**844.** Cusp Catastrophe Modeling ◆ H:McDonald	**104.** SPDW: Quantitative Methods and Complexity Theory ◆ SC:Conference Room E **105.** SPDW: Structural Equation Modeling in Cross-Cultural Research ◆ SC:Elgin
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm	**845.** Grounded Theory ◆ H:Varley	**114.** SPDW: Roundtables with editors ◆ H:Tom Thomson
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**846.** Qualitative Experts ◆ H:Casson **847.** Research in the Narrative Genres ◆ H:Tom Thomson **848.** Using WABA ◆ H:Lismer	**119.** SPDW: Statistical Software for Data Analysis ◆ H:Varley **122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	8:30am		**124.** SPDW: Three Conversations -- Conclusion ◆ SC:Ballroom West **127.** SPDW: Organizational Research and Methods ◆ RY:Ontario
	10:00am	**849.** Quantitative Experts ◆ H:Casson **850.** Comparative Analysis in Qual. Research ◆ H:Tom Thomson **851.** Approaches to Time Based Research ◆ H:Varley	
	10:30am		**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:50am		**176.** SHCS: Rigor and Relevance in Research ◆ SC:Ballroom Centre
	10:40am	**852.** Research Methods Proceedings Papers ◆ SC:Wentworth	
	12:20pm		**215.** JS: Alternative Research Modes in OMT ◆ SC:Civic Ballroom
	12:50pm		**184.** SHCS: Multilevel Research Methodology ◆ SC:Ballroom Centre
	2:30pm	**853.** Much Ado About Missing Data ◆ SC:Wentworth	
Tuesday	8:30am		**340.** IP: Developing Research Methods ◆ RY:Canadian 3
	10:30am	**854.** Through A Different Lens ◆ SC:Wentworth	
	2:00pm		**242.** JS: Agent-Based Computational Models ◆ H:McDonald
	5:00pm	**855.** RM Social Hour ◆ SC:Wentworth	
	6:00pm	**856.** RM Business Meeting ◆ SC:Wentworth	
W	10:40am	**857.** New Methodological Approaches ◆ SC:Wentworth	**385.** IP: Research Methods - Details ◆ RY:Canadian 6

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**

- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**

- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**

- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**

- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

89. ☯✈SPDW:*(IM, RM)* **Social Networks Research**
- 8:00- 5:00 Sheraton Centre: York

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

97. SPDW:*(OMT, BPS, TIM, RM)* **Bringing Complexity Theory to Bear on Organizations: Work in Progress**
- 9:00- 12:00 Sheraton Centre: Elgin

98. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge**
- 9:00- 5:00 Sheraton Centre: Ballroom Centre

Saturday 10:00AM

843. **Qualitative Methods as an Invitation to Interactive Journeys**
- 10:00- 12:00 Hilton: Varley

Chair: Stacy Blake-Beard, Harvard U.
Participants: Stacy Blake-Beard, Harvard U.; Eileen McGowan, Harvard U.; Faye Crosby, U. of California, Santa Cruz; Linda K. Stroh, Loyola U., Chicago

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

844. 🕮**Cusp Catastrophe Modeling and Non-Linear Analyses**
- 1:00- 5:00 Hilton: McDonald

Chair: Stacy E. McManus, U. of Tennessee
Participants: Kevin Dooley, Arizona State U.; Terrence Oliva, Temple U.
Presenters: Paul Hanges, U. of Maryland; Joan R. Rentsch, U. of Tennessee

104. SPDW:*(OMT, BPS, TIM, RM)* **Quantitative Methods for Applying Complexity Theory to Organizations**
- 1:00- 3:00 Sheraton Centre: Conference Room E

105. ✈SPDW:*(IM, RM)* **Structural Equation Modeling in Cross-Cultural Research**
- 1:00- 4:30 Sheraton Centre: Elgin

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:00PM

845. **Grounded Theory**
- 3:00- 5:00 Hilton: Varley

Chair: Karen D. Locke, College of William & Mary
Presenter: Karen D. Locke, College of William & Mary

114. SPDW:*(CAR, RM)* **Careers & Theory: Open Rountables with Editors**
- 3:00- 5:00 Hilton: Tom Thomson

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

846. Symposium: **Ask the Qualitative Experts**
- 8:00- 10:00 Hilton: Casson

Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign
Designing Qualitative Studies, Anat Rafaeli, Technion
Managing a Qualitative Dissertation, Trish Reay, U. of Alberta; Peter Foreman, U. of Illinois
Using Computers to Support Qualitative Data Analysis, Robert P. Gephart, U. of Alberta
Writing up Qualitative Research, Karen Golden-Biddle, U. of Alberta

847. **Doing Interpretive Organizational Research in the Narrative Genres**
- 8:00- 10:00 Hilton: Tom Thomson

Chairs: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Lund U.
Participants: Brad Jackson, Victoria U. of Wellington, New Zealand; Anshuman Prasad, U. of New Haven; Pushkala Prasad, Lund U.; Jeff Everett, U. of Calgary

848. Using WABA: a General Guide to Using Within- and Between- Entities Analysis
- 8:00- 12:00 Hilton: Lismer

Chair: Fred Dansereau, State U. of New York, Buffalo
Organizer: Fred Dansereau, State U. of New York, Buffalo
Participants: Francis J. Yammarino, State U. of New York, Binghamton; Stephanie L. Castro, Lousiana State U.; Leslie A. DeChurch, Florida International U.; Claudia C. Cogliser, Oregon State U.; Chester A. Schriesheim, U. of Miami; Xiaohua Zhou, U. of Miami; Kenneth Howard Doerr, U. of Miami

119. 🕮☯SPDW:*(RM, MED)* **Statistical Software and Freeware for Data Analysis in Management**
- 8:00- 10:00 Hilton: Varley

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 8:30AM

124. SPDW:*(OMT, BPS, MOC, RM)* **Three Conversations on Organizational Knowledge -- Conclusion**
- 8:30- 9:30 Sheraton Centre: Ballroom West

127. ⧖SPDW:*(OB, BPS, HR, ODC, OMT, RM)* **All Times Are Not The Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them**
- 8:30- 12:00 Royal York: Ontario

Sunday 10:00AM

849. Symposium: **Ask the Quantitative Experts**
- 10:00- 12:00 Hilton: Casson

Chair: Philip L. Roth, Clemson U.
Structural Equations Modeling, Larry J. Williams, Virginia Commonwealth U.; Charles Lance, U. of Georgia
Measurement, Robert J. Vandenberg, U. of Georgia; Stephanie L. Castro, Lousiana State U.
Hierarchical Linear Modeling, Nathan Bennett, Georgia Institute of Technology; David A. Hofmann, Michigan State U.; Mark Anthony Griffin, Queensland U. of Technology; Mark B. Gavin, Oklahoma State U.
Meta-Analysis, Philip L. Roth, Clemson U.
Missing Data, Fred S. Switzer, Clemson U.
Multiple Regression, Herman Aguinis, U. of Colorado, Denver; Yoav Ganzach, Tel-Aviv U.

850. 🕮☯**Hidden Persuasions: Comparative Analysis in Qualitative Research**
- 10:00- 12:00 Hilton: Tom Thomson

Panel discussion and conversation about the process of comparative analysis in management research.
Chair: Robert P. Gephart, U. of Alberta
Participants: Reed E. Nelson, Southern Illinois U.; Ann Langley, U. du Québec à Montreal; Paul M. Hirsch, Northwestern U.

851. ⧖**Qualitative and Quantitative Approaches to Time Based Research: A Panel Discussion**
- 10:00- 12:00 Hilton: Varley

Chair: Bettina Hamilton, U. of Miami
Panel: Terri A. Scandura, U. of Miami/Hong Kong U. of Science and Technology; Tammy D. Allen, U. of South Florida; Robert W. Eder, Portland State U.; Steven C. Currall, Rice U.; David M. Boje, New Mexico State U.; Cecily Dale Cooper, U. of Southern California; Kinuyo Shimizu, Aoyamagakuin Graduate School of International Business

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:50AM

176. ✈SHCS:*(RM, IM, OMT)* **Rigor and Relevance in Organization and Management Research**
- 8:50- 10:20 Sheraton Centre: Ballroom Centre

Monday 10:40AM

852. Paper Session: **Research Methods Division Proceedings Papers**
- 10:40- 12:00 Sheraton Centre: Wentworth

Chair: Michelle A. Marks, Florida International U.
The Theoretical Contribution of Computer Simulation, Ryan Quinn, U. of Michigan
Published in Conference Proceedings
Beyond Two-Group Comparisons: Identifying Sets of Non-Invariant Groups, Roger B. Rensvold, City U. of Hong Kong; Gordon W. Cheung, Chinese U. of Hong Kong
Winner of Sage Publications/RM Division Best Paper Award
Published in Conference Proceedings
Introduction: David A. Harrison, U. of Texas, Arlington
Discussant: Nicholas S. Miceli, Morgan State U.

Monday 12:20PM

215. ✈⧖JS:*(OMT, RM)* **A Time to Reflect: Constructing Knowledge and Alternative Modes of Investigation in Organization and Management Theory**
- 12:20- 2:10 Sheraton Centre: Civic Ballroom

Monday 12:50PM

184. ⧖SHCS:*(RM, OB)* **A Timely Look at Multilevel Research Methodology: Taking Stock of Where We Are and Perspectives on Where We Need to Go**
- 12:50- 2:10 Sheraton Centre: Ballroom Centre

Monday 2:30PM

853. Symposium: **Much Ado About Missing Data: Current Methods of Incomplete Data Analysis in Organizational Research**
- 2:30- 3:50 Sheraton Centre: Wentworth

Organizers: Mark Fichman, Carnegie Mellon U.; Jonathon N. Cummings, Carnegie Mellon U.
Toward Building a Theory of Attrition: The Impact of Attrition-Related Non-Random Sampling in Longitudinal, Organizational Research, Jodi S. Goodman, Purdue U.; Gary Ballinger, Purdue U.; Lucy L. Gilson, Georgia Institute of Technology
The Importance of Treating Missing Data Properly in Organizational Research, Mark Fichman, Carnegie Mellon U.; Jonathon N. Cummings, Carnegie Mellon U.
Missing Data Analysis for Single Choice and Multiple Choice Survey Questions, Thomas Astebro, U. of Waterloo; Gongyue Chen, U. of Waterloo

An Illustrative Application of Multiple Imputation: Internet Usage in HomeNet, Mark Fichman, Carnegie Mellon U.; Jonathon N. Cummings, Carnegie Mellon U.
Comments on the Future of Missing Data Research, Philip L. Roth, Clemson U.
Discussant: Philip L. Roth, Clemson U.

Tuesday 8:30AM

340. IP: **Developing Research Methods: Q&A**
- 8:30- 10:10 Royal York: Canadian 3

Tuesday 10:30AM

854. Paper Session: **Organizational Phenomena Viewed Through a Different Lens**
- 10:30- 11:50 Sheraton Centre: Wentworth

Chair: Steven C. Currall, Rice U.
Prospects for Progress in the Organizational Sciences: Toward a Problem Solving Model, Frederick Morgeson, Michigan State U.
Pictures, Patience, and Pattern-Matching: Sharing Insights from My Four-Year Journey to Make Sense of Qualitative Interview Data, Anne D. Smith, U. of New Mexico
Foucauldian Inspired Case Study Research: Methodological Concerns and Method, Kathryn Noreen Kearins, U. of Waikato, New Zealand
Discussant: Michele Issel, U. of Illinois, Chicago

Tuesday 2:00PM

242. 🕮JS:*(RM, BPS, OMT)* **Agent-Based Computational Models: Why They Are Important! What They Are! Making Them Better! Connecting Them to Reality!**
- 2:00- 3:40 Hilton: McDonald

Tuesday 5:00PM

855. **RM Social Hour**
- 5:00- 6:00 Sheraton Centre: Wentworth

Division Chair: David A. Harrison, U. of Texas, Arlington

Tuesday 6:00PM

856. Meeting: **RM Business Meeting**
- 6:00- 8:00 Sheraton Centre: Wentworth

Division Chair: David A. Harrison, U. of Texas, Arlington

Wednesday 10:40AM

857. Paper Session: **New Methodological Approaches**
- 10:40- 12:00 Sheraton Centre: Wentworth

Chair: Claudia C. Cogliser, Oregon State U.
🕮Applications of Mean and Covariance Structure Analysis: Uniting Experimental and Correlational Approaches, Robert E. Ployhart, U. of Maryland; Frederick L. Oswald, Purdue U.
Charting the Mind of the Strategic Decision Maker: A Comparative Analysis of Two Methodological Alternatives Involving Causal Mapping, Gerard Hodgkinson, U. of Leeds; John Maule, U. of Leeds; Nicola J. Bown, U. of Leeds
Capturing Survey Data Electronically: Methodological Issues and Implications, Kevin G. Corley, Pennsylvania State U.; Karen J. Jansen, Pennsylvania State U.
Discussant: Jeffrey R. Edwards, U. of North Carolina

385. IP: **Research Methods - an Overview and Details**
- 10:40- 12:00 Royal York: Canadian 6

Social Issues in Management

Program Chair: Jeanne M. Logsdon, U. of New Mexico
Professional Development Workshop Chair: Lawrence J. Lad, Butler U.

	Start	Division Program	Shared Program
Friday	9:00am		**78.** SPDW: Service-Learning Community Service Project ◆ Off:Toronto Covenant House
	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm		**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	5:00pm	**858.** SIM Doctoral Consortium ◆ SC:Peel	
	5:30pm	**859.** Debriefing Meeting ◆ SC:Conference Room E	
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**860.** SIM Doctoral Consortium ◆ SC:Peel	**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario **92.** SPDW: Making Time to Talk ◆ SC:Conference Room D
	8:30am		**96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am	**861.** The New Century of Corporate Political Strategy ◆ SC:Dominion Ballroom S	
	9:30am		**99.** SPDW: Stakeholder Learning Dialogs ◆ SC:Norfolk
	10:00am		**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:30pm		**109.** SPDW: Reflecting on & Applying Learning ◆ SC:Conference Room D
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	5:30pm	**862.** SIM Keynote Address ◆ SC:Ballroom East	**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am		**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	9:00am	**863.** Building Bridges Between Research Styles ◆ SC:Ballroom East	
	10:00am		**131.** SPDW: Public Corruption Roundtable ◆ RY:Jasper 1-266
	10:30am		**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:00am	**864.** SIM Division Welcome ◆ SC:Dominion Ballroom S	
	8:30am	**865.** Social Control ◆ SC:Dominion Ballroom S	**205.** JS: Spirituality in Mgmt. Education ◆ RY:Territories
	9:00am		**177.** SHCS: Suppressing Business Bribery ◆ SC:Ballroom East
	10:40am	**866.** Public Policies ◆ SC:Dominion Ballroom S	**211.** JS: Liberation Theology for New Times? ◆ RY:Alberta
	12:20pm		**304.** IP: Macro Perspectives ◆ RY:Canadian 8
	2:30pm	**867.** Corporate Social Performance I ◆ SC:Dominion Ballroom S	**274.** SIT: Advancing Culture ◆ RY:Saskatchewan
	4:10pm	**868.** Corp. Accountability ◆ SC:Dominion Ballroom S	**190.** SHCS: Ethics in Conflict ◆ SC:Ballroom Centre
	6:00pm	**869.** Corporate Citizenship MBA Award ◆ SC:Dominion Ballroom S	
Tuesday	8:30am	**870.** Ethics I ◆ SC:Dominion Ballroom S	**234.** JS: Sexual Harassment Policy Effects ◆ RY:Territories
	10:30am		**194.** SHCS: Stakeholders in Seattle ◆ RY:Quebec **236.** JS: Civic Engagement & Service Learning ◆ H:McDonald **341.** IP: Perspectives in SIM Research ◆ RY:Canadian 1
	2:00pm	**871.** Stakeholder Theory I ◆ SC:Dominion Ballroom S	
	3:40pm	**872.** SIM Business Meeting ◆ SC:Dominion Ballroom S	**246.** JS: Transformation and the Search for Meaning at Work ◆ H:McDonald
	6:30pm	**873.** SIM Social ◆ SC:Dominion Ballroom S	
Wed	8:30am	**874.** Ethics II ◆ SC:Dominion Ballroom S	
	10:40am	**875.** Stakeholder Theory II ◆ SC:Dominion Ballroom S	
	12:20pm	**876.** Corporate Social Performance II ◆ SC:Dominion Ballroom S	

Friday 9:00AM

78. SPDW:*(SIM, ONE, MED, PNP)* **Service-Learning Community Service Project**

- 9:00- 8:00 Off Site: Toronto Covenant House

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**

- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**

- 3:00- 6:00 Sheraton Centre: York

Friday 5:00PM

858. SIM Doctoral Consortium
- 5:00- 9:00 Sheraton Centre: Peel

By invitation only. See Saturday schedule.
Organizers: Diane Swanson, Kansas State U.; Jennifer J. Griffin, George Washington U.

Friday 5:30PM

859. Debriefing Meeting : Service-Learning Community Service Project
- 5:30- 8:00 Sheraton Centre: Conference Room E

Organizer: Larry Lad, Butler U.

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

860. SIM Doctoral Consortium
- 8:00- 5:00 Sheraton Centre: Peel

Organizers: Diane Swanson, Kansas State U.; Jennifer J. Griffin, George Washington U.
Presenters: Brad Agle, U. of Pittsburgh; George Brenkert, Georgetown U.; Jerry M. Calton, U. of Hawaii, Hilo; Philip L. Cochran, Pennsylvania State U.; Craig Dunn, San Diego State U.; Dawn Elm, U. of St. Thomas; Bill Frederick, U. of Pittsburgh; Robert Edward Freeman, U. of Virginia; Jeff Harrison, U. of Central Florida; Thomas M. Jones, U. of Washington; D. Jeffrey Lenn, George Washington U.; Jeanne M. Logsdon, U. of New Mexico; Patricia Luoma, Quinnipiac College; John F. Mahon, Boston U.; Douglas R. May, U. of Nebraska, Lincoln; Karen L. Newman, U. of Richmond; Brian P. Niehoff, Kansas State U.; Bill Sodeman, Prosoft; Douglas A. Schuler, Rice U.; Kelly Strong, Michigan Technological U.; Linda K. Trevino, Pennsylvania State U.; Sandra A. Waddock, Boston College; Steve Wartick, U. of Northern Iowa; James F. Weber, Duquesne U.; Patricia Werhane, U. of Virginia; Duane Windsor, Rice U.; Richard E. Wokutch, Virginia Polytechnic Institute and State U.; Donna J. Wood, U. of Pittsburgh

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

92. 🕮⧖SPDW:*(MED, MOC, ODC, ONE, SIM)* **Making Time to Talk: Stakeholder Learning Dialogs**
- 8:00- 9:00 Sheraton Centre: Conference Room D

Saturday 8:30AM

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

861. ☯The New Century of Corporate Political Strategy
- 9:00- 12:00 Sheraton Centre: Dominion Ballroom S

Pre-conference preparation required; contact Amy Hillman at Ahillman@ivey.uwo.ca by 7/15/2000.
Organizers: Amy J. Hillman, U. of Western Ontario; Douglas A. Schuler, Rice U.

Saturday 9:30AM

99. ☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Hands-on Practice in Stakeholder Learning Dialogs**
- 9:30- 12:00 Sheraton Centre: Norfolk

Saturday 10:00AM

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:30PM

109. 🕮☯SPDW:*(MED, MOC, ODC, ONE, SIM)* **Reflecting on & Applying Learning on Stakeholder Dialog**
- 1:30- 3:30 Sheraton Centre: Conference Room D

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 5:30PM

862. SIM Keynote Address: The Story of Worldwide Anti-Corruption Legislation: The Transparency International Role
- 5:30- 8:00 Sheraton Centre: Ballroom East

Co-sponsored with Society for Business Ethics with support from the Center for Corporate Community Relations, Boston College.
Reception to follow presentation.
Organizers: Ann K. Buchholtz, U. of Georgia; Craig Fleisher, U. of New Brunswick; Len Brooks, U. of Toronto
Presenter: Wesley Cragg, York U.

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**

- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 9:00AM

863. **Building Bridges Between Research Styles: A Dialog Between Management and Philosophy Scholars**
- 9:00- 12:00 Sheraton Centre: Ballroom East

Organizers: Ann K. Buchholtz, U. of Georgia; Craig Fleisher, U. of New Brunswick
Facilitator: Steve Wartick, U. of Northern Iowa
Presenters: George Brenkert, Georgetown U.; Robert Fredrick, Bentley College; Linda K. Trevino, Pennsylvania State U.; Archie B. Carroll, U. of Georgia

Sunday 10:00AM

131. ✈SPDW:*(PNP, SIM)* **Roundtable on International Public Corruption**
- 10:00- 12:00 Royal York: Jasper 1-266

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:00AM

864. **SIM Division Welcome**
- 8:00- 8:30 Sheraton Centre: Dominion Ballroom S

Division Chair: D. Jeffrey Lenn, George Washington U.
Program Chair: Jeanne M. Logsdon, U. of New Mexico

Monday 8:30AM

865. Paper Session: **Sources of Social Control**
- 8:30- 10:20 Sheraton Centre: Dominion Ballroom S

Chair: Dawn Elm, U. of St. Thomas
Organizational Moral Values: Definitions and Measurement, Elizabeth D. Scott, Pennsylvania State U.
Moral Tethers, Barry M. Mitnick, U. of Pittsburgh
Collective Myopia and Normalization Behind the Scene of White-collar Crimes in Japan: A Diagnostic Theory on the Case of Dai-ichi Kangyo Bank, Nobuyuki Chikudate, U. of Southern California
An Action Learning Perspective on the Relationship Between Regulatory Pressure and Organizational Misconduct, Tammy L. Mac Lean, Boston College; Robert Radin, Boston College
Discussants: Kristi M. Lewis, California School of Professional Psychology; Thomas M. Jones, U. of Washington

205. 🕮☯JS:*(MED, SIM)* **Integrating Spirituality into Management Education in Academia and Organizations: Current Practices and Possible Future Directions**
- 8:30- 10:20 Royal York: Territories

Monday 9:00AM

177. ☯✈SHCS:*(SIM, IM)* **International Cooperation for the Suppression of Business Bribery in the Global Economy**
- 9:00- 10:20 Sheraton Centre: Ballroom East

Monday 10:40AM

866. Paper Session: **Impacts of Public Policies**
- 10:40- 12:00 Sheraton Centre: Dominion Ballroom S

Chair: John F. Mahon, Boston U.
✈Litigating Regulation: Corporate Strategy in Telecommunications, John Manuel de Figueiredo, Massachusetts Institute of Technology
Published in Conference Proceedings
✈Corporate Political Strategy and Antitrust Policy: The Role of International Competitive Effects, Joseph Anthony Clougherty, Tilburg U.
How Deregulated Firms Combine Market and Nonmarket Activities - Evidence from Telecom Operators in Europe, Jean-Philippe Bonardi, Tulane U.
Discussants: Patricia Luoma, Quinnipiac College; Brian Shaffer, U. of Maryland

211. ⧖JS:*(ODC, SIM, OMT)* **Liberation Theology for New Times? A Critical Exploration of the Discourse of 'The Market'**
- 10:40- 12:00 Royal York: Alberta

Monday 12:20PM

304. IP: **Macro Perspectives on Social Issues**
- 12:20- 2:10 Royal York: Canadian 8

Monday 2:30PM

867. Paper Session: **New Research on Corporate Social Performance**
- 2:30- 3:50 Sheraton Centre: Dominion Ballroom S

Chair: Archie B. Carroll, U. of Georgia
☯Corporate Social Audits: Subjecting Miles' 1987 Model to Tests of Validation, James F. Weber, Duquesne U.; David Wasieleski, U. of Pittsburgh
Stakeholder Salience and Corporate Philanthropy: Three Strikes and You're Funded (One Strike and You're Out?), Sara A. Morris, Old Dominion U.
Published in Conference Proceedings
Information and Social Decisions: Reworking the CSP-CFP Model, Douglas A. Schuler, Rice U.; Michele Daley, Rice U.
Discussants: Steven N. Brenner, Portland State U.; Linda Sama, U. of Texas, El Paso

274. ✈SIT: **Advancing Our Understanding of Culture: Mobility, Schemas and Similarity**
- 2:30- 3:50 Royal York: Saskatchewan

Monday 4:10PM

868. ✈⧖Theme: **Corporate Accountability Comes of Age: Social Auditing and Reporting in the 21st Century**

- 4:10- 6:00 Sheraton Centre: Dominion Ballroom S

Chair: Len Brooks, U. of Toronto

Emerging International Standards in Social and Ethical Accounting, Auditing, and Reporting, Simon Zadek, Institute of Social and Ethical Accountability/Global Reporting Initiative

Global Suppliers -- CEPAA Guidance and Auditor Training, Eileen Kohl Kaufman, Council on Economic Priorities Accreditation Agency

Trends in Corporate Self-Reporting, Priscilla Boucher, VanCity

Discussants: David Nitkin, EthicScan Canada; Kimberly Davenport, Bell South Corporation.

190. SHCS:*(CM, OB, SIM)* **Ethics in Conflict and Negotiation**

- 4:10- 6:00 Sheraton Centre: Ballroom Centre

Monday 6:00PM

869. **Award for the Best MBA Student Paper on Corporate Citizenship**

- 6:00- 7:00 Sheraton Centre: Dominion Ballroom S

Hosted by the Center for Corporate Community Relations, Boston College

Presiding: Bradley Googins, Boston College

Tuesday 8:30AM

870. Paper Session: **Managers and Ethics**

- 8:30- 10:10 Sheraton Centre: Dominion Ballroom S

Chair: Edwin M. Epstein, St. Mary's College

The Role of Moral Intensity in Ethical Decision Making: A Review and Investigation of Moral Recognition, Evaluation, and Intention, Douglas R. May, U. of Nebraska, Lincoln; Kevin Pauli, U. of Nebraska, Lincoln

⧖Time's Up! Ethical Decision Making Under Time Pressure, Ronald M. Roman, U. of Pittsburgh

Management and the Uses of Ambiguity and Fear: How Machiavelli Can Improve Stakeholder and Justice Theory, Lenahan Louis O'Connell, U. of Kentucky

Discussants: Steve Feldman, Case Western Reserve U.; Kelly Strong, Michigan Technological U.

234. ☯JS:*(GDO, HR, SIM)* **Sexual Harassment Policy Effects: Implications for Theory, Research, and Practice**

- 8:30- 10:10 Royal York: Territories

Tuesday 10:30AM

194. ☯⧖SHCS:*(SIM, ONE)* **A Time for Voice, A Time for Dialogue--Stakeholders in Seattle: Dialogue and Practice Toward Collaborative Stakeholder Relationships**

- 10:30- 11:50 Royal York: Quebec

236. 🕮JS:*(MED, PNP, SIM)* **Theoretical Foundations of Civic Engagement and Service-Learning**

- 10:30- 11:50 Hilton: McDonald

341. IP: **Individual and Organizational Perspectives in SIM Research**

- 10:30- 11:50 Royal York: Canadian 1

Tuesday 2:00PM

871. Paper Session: **Stakeholders and Theory Development**

- 2:00- 3:20 Sheraton Centre: Dominion Ballroom S

Chair: Maureen Bezold, Pennsylvania State U.

Stakeholder Research: An Organizing Framework, Jennifer J. Griffin, George Washington U.

Six Normative Principles for the Governance of Stakeholder Relations, Pursey P.M.A.R. Heugens, Erasmus U.; Samuel P. Kaptein, Erasmus U.; Johannes Van Oosterhout, Erasmus U.

A Contingency Model of Stakeholder Management, I.M. Jawahar, Illinois State U.; Gary L. McLaughlin, Wal-Mart Stores, Inc.

Discussants: Jerry M. Calton, U. of Hawaii, Hilo; Tara J. Radin, Hofstra U.

Tuesday 3:40PM

872. Division: **SIM Division Chair's Address and Business Meeting**

- 3:40- 6:00 Sheraton Centre: Dominion Ballroom S

The SIM Division Chair's address and discussant will start at 3:40pm and end at 4:45pm, and the business meeting will begin at 4:45pm and end at 6pm

Division Chair: D. Jeffrey Lenn, George Washington U.

H20, D. Jeffrey Lenn, George Washington U.

Discussant: James F. Weber, Duquesne U.

246. ☯⧖JS:*(MED, SIM, CAR)* **Personal and Organizational Transformation and the Search for Meaning at Work in Turbulent Times**

- 3:40- 5:20 Hilton: McDonald

Tuesday 6:30PM

873. **SIM Social Hour**

- 6:30- 7:30 Sheraton Centre: Dominion Ballroom S

Organizer: Jeanne M. Logsdon, U. of New Mexico

Wednesday 8:30AM

874. Paper Session: **Organizations and Ethics**

- 8:30- 10:20 Sheraton Centre: Dominion Ballroom S

Chair: James F. Weber, Duquesne U.

It's Lovely at the Top: Comparing Senior Managers' and Employees' Perceptions of Organizational Ethics, Linda K. Trevino, Pennsylvania State U.; Gary R. Weaver, U. of Delaware; Michael E. Brown, Pennsylvania State U.

Published in Conference Proceedings

Source of Legitimacy and Cognitive Intent in Corporate Ethics Programs, Scott J. Reynolds, U. of Minnesota; Mary Lippitt Nichols, U. of Minnesota

Corporate Codes of Ethics: Factors Leading to Effectiveness, Mark Stephen Schwartz, York U.; Wesley Cragg, York U.

Discussants: Deborah Vidaver-Cohen, Florida International U.; Randi L. Sims, Nova Southeastern U.

Wednesday 10:40AM

875. Paper Session: **Stakeholders and Theory Development II**

- 10:40- 12:00 Sheraton Centre: Dominion Ballroom S

Chair: Donna J. Wood, U. of Pittsburgh

Stakeholder Connectedness: A Relationship Based Approach, Mark A. Heuer, George Washington U.

When Do Stakeholders Act? An Interest and Identity Based Model of Stakeholder Mobilization, Timothy J. Rowley, U. of Toronto; Mihnea Moldoveanu, U. of Toronto

⧖Time to Rethink Stakeholder Legitimacy Management and the Qualified Good Neighbor: The Case of Nova Nada and JDI, Cathy Driscoll, Saint Mary's U.; Annie Crombie, Dalhousie U.

Discussants: Craig Dunn, San Diego State U.; Joseph A. Petrick, Wright State U.

Wednesday 12:20PM

876. Paper Session: **Corporate Social Performance: Its Time Is Now**

- 12:20- 2:10 Sheraton Centre: Dominion Ballroom S

Chair: Philip L. Cochran, Pennsylvania State U.

✈A Resource Dependence Perspective on Stakeholder Performance, Shawn L. Berman, Boston U.; Andrew C. Wicks, U. of Washington

Good Deeds and Misdeeds: A Mediated Model of the Effect of Corporate Social Performance on Organizational Attractiveness, Rebecca A. Luce, Michigan State U.; Alison E. Barber, Michigan State U.; Amy J. Hillman, U. of Western Ontario

Organizational Attractiveness and Corporate Social Orientation: Do Our Values Influence Our Preference for Affirmative Action and Managing Diversity?, Wanda J. Smith, Virginia Polytechnic Institute and State U.; Richard E. Wokutch, Virginia Polytechnic Institute and State U.; Bryan S. Dennis, U. of Georgia

Discussants: Mark Cordano, Wright State U.; Virginia W. Gerde, U. of New Mexico

Technology and Innovation Management

Program Chair: Philip C. Anderson, Dartmouth College
Professional Development Workshop Chair: Raghu Garud, New York U.

	Start	Division Program	Shared Program
Friday	1:00pm		**81.** SPDW: CMSW Doctoral Workshop ◆ SC:Norfolk
	3:00pm	**877.** TIM/OCIS Doctoral Consortium ◆ SC:Huron	**82.** SPDW: CMSW Junior Faculty Workshop ◆ SC:York
	6:00pm		**85.** SPDW: CMSW Reception for Arriving Critters ◆ SC:Conference Room B&C
Saturday	7:30am		**86.** SPDW: CMSW Breakfast ◆ RY:Ontario
	8:00am	**878.** TIM/OCIS Doctoral Consortium ◆ H:Casson	**90.** SPDW: CMSW: What's Critical? ◆ RY:Ontario
	8:30am		**94.** SPDW: OCIS/TIM Junior Faculty Consortium ◆ SC:Carleton **96.** SPDW: New Doctoral Students Consortium ◆ RY:Upper Canada
	9:00am		**97.** SPDW: Bringing Complexity Theory to Bear ◆ SC:Elgin
	10:00am	**879.** Y2K Aftermath ◆ H:McDonald	**101.** SPDW: CMSW: Practice/Activity Theory ◆ RY:Ontario **102.** SPDW: CMSW: Teaching Critically ◆ RY:Tudor 7
	1:00pm	**880.** European Research Traditions ◆ H:Varley	**104.** SPDW: Quantitative Methods and Complexity Theory ◆ SC:Conference Room E
	2:30pm		**111.** SPDW: CMSW: Interpretive Methods for Critical Research ◆ RY:Ontario **112.** SPDW: CMSW: Critical Perspectives on Strategy ◆ RY:Tudor 7
	3:00pm	**881.** Courses on Internet Businesses ◆ H:Jackson	
	5:30pm		**115.** SPDW: CMSW Reception and Roundtables ◆ RY:Ballroom
	6:00pm		**116.** SPDW: All Doctoral Students Reception ◆ RY:Upper Canada
	7:30pm		**117.** SPDW: CMSW: Social Time ◆ RY:Ballroom
Sunday	7:00am		**118.** SPDW: CMSW Organizational Meeting and Breakfast ◆ RY:Ballroom
	8:00am	**882.** TIM for the 21st Century ◆ H:Jackson	**122.** SPDW: CMSW: Critical Research in the Management Journals ◆ RY:Ballroom **123.** SPDW: CMSW: Gender, Work, and Employment in Academia ◆ RY:British Columbia
	10:00am	**883.** In from the Field ◆ H:Jackson	
	10:30am		**134.** SPDW: CMSW Plenary Speaker: Doug Henwood ◆ RY:Ballroom
Monday	8:30am		**175.** SHCS: Boundaries in Tech. Industries ◆ SC:Ballroom West **206.** JS: Complexity and Complementarities ◆ SC:Conference Room D&E
	8:50am	**884.** Incumbents vs. New Entrants ◆ RY:Algonquin	
	10:40am	**885.** Radical Vs. Linear Innovation ◆ RY:Algonquin	
	12:20pm		**219.** JS: Commercializing Research ◆ SC:Conference Room D&E
	1:00pm	**886.** Capturing and Communicating Productive Knowledge ◆ RY:Algonquin	
	2:30pm	**887.** New Insights Into Technology Evolution ◆ RY:Algonquin	**188.** SHCS: Science-Based Competition ◆ SC:Ballroom West **220.** JS: Learning, Knowledge, Performance ◆ SC:Civic Ballroom
	4:10pm	**888.** Knowledge, R&D, Innovation ◆ RY:Algonquin	**191.** SHCS: External Knowledge Sourcing ◆ SC:Ballroom West
Tuesday	7:30am	**889.** Research Themes in Electronic Commerce ◆ RY:Algonquin	
	8:40am	**890.** Technology Alliances ◆ RY:Algonquin	
	10:30am	**891.** Managing Innovation Webs ◆ RY:Algonquin	
	2:00pm	**892.** Managing Research Alliances ◆ RY:Algonquin	**195.** SHCS: Intellectual Property ◆ RY:Concert Hall
	3:40pm	**893.** University-Based Research ◆ RY:Algonquin	**197.** SHCS: Env. Innov. Across Boundaries ◆ RY:Concert Hall
	5:30pm	**894.** TIM Business Meeting ◆ RY:Algonquin	
	6:30pm	**895.** TIM Social Hour ◆ RY:Algonquin	
Wednesday	8:30am		**368.** IP: Organizing for Innovation ◆ RY:Canadian 1 **369.** IP: Conversations in TIM ◆ RY:Canadian 2
	8:50am	**896.** Insights into Learning and Innovation ◆ RY:Algonquin	
	10:40am	**897.** Managing Technology Development Projects ◆ RY:Algonquin	**257.** JS: Modularity in Organizations ◆ SC:Conference Room D&E
	12:20pm		**265.** JS: Lessons from Y2K ◆ RY:Alberta
	12:40pm	**898.** High-Performing Innovation Teams ◆ RY:Algonquin	

Friday 1:00PM

81. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Doctoral Workshop**
- 1:00- 6:00 Sheraton Centre: Norfolk

Friday 3:00PM

877. 🕮☯**TIM/OCIS Doctoral Consortium**
- 3:00- 7:00 Sheraton Centre: Huron

Pre-registeration required.
Chairs: Raghu Garud, New York U.; V. Sambamurthy, U. of Maryland
Participants: Robert W. Zmud, U. of Oklahoma; Paul Almeida, Georgetown U.; Deborah J. Dougherty, Rutgers U.; Martin Kenney, U. of California, Davis

82. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Junior Faculty Workshop**
- 3:00- 6:00 Sheraton Centre: York

Friday 6:00PM

85. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception for Arriving Critters**
- 6:00- 9:00 Sheraton Centre: Conference Room B&C

Saturday 7:30AM

86. SPDW:*(BPS, CMS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Breakfast**
- 7:30- 8:00 Royal York: Ontario

Saturday 8:00AM

878. 🕮☯**TIM/OCIS Doctoral Consortium-Saturday**
- 8:00- 5:00 Hilton: Casson

Pre-registeration required.
Chairs: Raghu Garud, New York U.; V. Sambamurthy, U. of Maryland
Participants: Paul Almeida, Georgetown U.; Deborah J. Dougherty, Rutgers U.; Robert W. Zmud, U. of Oklahoma; Martin Kenney, U. of California, Davis

90. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary: What's Critical about Critical Management Studies?**
- 8:00- 10:00 Royal York: Ontario

Saturday 8:30AM

94. SPDW:*(OCIS, TIM)* **OCIS/TIM Junior Faculty Consortium**
- 8:30- 5:00 Sheraton Centre: Carleton

96. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **New Doctoral Students Consortium**
- 8:30- 5:00 Royal York: Upper Canada

Saturday 9:00AM

97. SPDW:*(OMT, BPS, TIM, RM)* **Bringing Complexity Theory to Bear on Organizations: Work in Progress**
- 9:00- 12:00 Sheraton Centre: Elgin

Saturday 10:00AM

879. ✈**Y2K Aftermath: Review of Events from Around the World**
- 10:00- 12:00 Hilton: McDonald

Chair: Oscar Hauptman, Melbourne Business School
Participants: Jon W. Beard, Southern Illinois U., Edwardsville; Urs E. Gattiker, Aalborg U.; Karim K. Hirji, IBM Canada ltd.; Robert T. Keller, U. of Houston

101. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Perspectives on Work Organization: Practice/Activity Theory**
- 10:00- 1:00 Royal York: Ontario

102. 🕮SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Teaching Workshop: Bringing Critical Perspectives into the Classroom**
- 10:00- 1:00 Royal York: Tudor 7

Saturday 1:00PM

880. ✈☯**European Research Traditions in Technology and Innovation Management**
- 1:00- 3:00 Hilton: Varley

Chair: Michael Dowling, U. Regensburg
Participants: Hans Georg Gemuenden, U. of Karlsruhe; Holger Ernst, U. of Kiel; Alfonso Molina, U. of Edinburgh; Joseph Lampel, U. of Nottingham; John P. Ulhoi, The Aarhus School of Business; Arent Greve, Norwegian School of Economics and Business Administration

104. SPDW:*(OMT, BPS, TIM, RM)* **Quantitative Methods for Applying Complexity Theory to Organizations**
- 1:00- 3:00 Sheraton Centre: Conference Room E

Saturday 2:30PM

111. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Research Methods Workshop: Interpretive Methods for Critical Management Studies**
- 2:30- 5:30 Royal York: Ontario

112. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Strategy Workshop: Political Economy, Governance, and Business Strategy**
- 2:30- 5:30 Royal York: Tudor 7

Saturday 3:00PM

881. 🕮**Beyond Guest Speakers: Teaching Courses on Internet Businesses**
- 3:00- 5:00 Hilton: Jackson

A number of schools are now offering courses on E-commerce or more broadly, Internet-related businesses. The goal of this session is to discuss what theoretical perspectives we can bring to bear in these courses and provide practical assistance to those putting together a course.
Chair: Mary Tripsas, Harvard U.
Participants: Thomas R. Eisenmann, Harvard U.; Suresh B. Kotha, U. of Washington; Christopher L. Tucci, New York U.; Allan Afuah, U. of Michigan; Marvin B. Lieberman, U. of California, Los Angeles

Saturday 5:30PM

115. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Reception and Refereed Paper Roundtables**
- 5:30- 7:30 Royal York: Ballroom

Saturday 6:00PM

116. SPDW:*(NDSC, BPS, CAR, GDO, HCM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM, TIM)* **All Doctoral Students Reception**
- 6:00- 8:00 Royal York: Upper Canada

Saturday 7:30PM

117. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Social Time**
- 7:30- 8:30 Royal York: Ballroom

Sunday 7:00AM

118. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Organizational Meeting and Breakfast**
- 7:00- 8:00 Royal York: Ballroom

Sunday 8:00AM

882. **Technology and Innovation Management for the 21st Century: What Do We Know, and What Do We Need To Know?**
- 8:00- 10:00 Hilton: Jackson

Chair: Rajan R. Kamath, U. of Cincinnati

122. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Critical Research in the Management Journals: Problems and Prospects**
- 8:00- 10:30 Royal York: Ballroom

123. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW: Gender and Tenure In Academe**
- 8:00- 10:30 Royal York: British Columbia

Sunday 10:00AM

883. 🕮**"In from the Field - Now What? Honing Technology Insights from Complex Field Data"**
- 10:00- 12:00 Hilton: Jackson

Chair: Deborah J. Dougherty, Rutgers U.
Participants: Roger L. Dunbar, New York U.; Sanjay Jain, New York U./U. of Wisconsin, Madison; Alan O'Sullivan, U. of Ottawa

Sunday 10:30AM

134. SPDW:*(CMS, BPS, CAR, CM, ENT, GDO, HR, IM, MED, MH, MOC, OB, ODC, ONE, PNP, RM, SIM, TIM)* **CMSW Plenary Speaker: Doug Henwood: "A New Economy? Beyond the Hype."**
- 10:30- 12:00 Royal York: Ballroom

Monday 8:30AM

175. SHCS:*(BPS, OMT, TIM)* **Firm Boundaries in Technology-Based Industries**
- 8:30- 10:20 Sheraton Centre: Ballroom West

206. JS:*(OMT, BPS, TIM)* **Complexity and Complementarities: Differences and Similarities. An Organizational Perspective on the Effects of Interactions**
- 8:30- 10:20 Sheraton Centre: Conference Room D&E

Monday 8:50AM

884. 🕮Paper Session: **Incumbents vs. New Entrants in Schumpeterian Competition**
- 8:50- 10:20 Royal York: Algonquin

Chair: Rodney Walter, Western Illinois U.

Responding to Technology-Created Market Niches: Do Industry-Specialized Assets Facilitate or Hamper Entry?, Andrew King, New York U.; Christopher L. Tucci, New York U.
Published in Conference Proceedings

Industry and Firm Performance in 'Creative Destructive' and 'Creative Cooperative' Environments, Frank T. Rothaermel, U. of Washington

☯Is History Fate? A Study of Product Development Capability Among Incumbents After Radical Technological Change, Neil Jones, U. of Western Ontario

☯⧖Technology Adoption Timing: How Much and When Do Co-opetitors' Capabilities Matter? The Case of Supercomputers, Allan Afuah, U. of Michigan

Monday 10:40AM

885. 🕮Paper Session: **The Dynamics of Radical vs. Incremental Innovation**
- 10:40- 12:00 Royal York: Algonquin

Chair: Michael D. Lord, Wake Forest U.

Modularity and Complexity: Implications for Innovation, Imitation, and Sustained Competitive Advantage, Frits K. Pil, U. of Pittsburgh; Susan K. McEvily, U. of Pittsburgh

Living with Chaos: Understanding the Uncertainties of Radical Innovation, Mark P. Rice, Rensselaer Polytechnic Institute; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute; Richard Leifer, Rensselaer Polytechnic Institute

Search for Distant Returns: Strategic Choices and Life Sciences Research at DuPont from 1916-1999, Gaurab Bhardwaj, Babson College

Searching the Unknown and Re-searching the Known: Product Innovation in the Robotics Industry, Riitta Katila, U. of Maryland; Gautam Ahuja, U. of Texas, Austin

Monday 12:20PM

219. JS:*(TIM, BPS)* **The Shifting Landscape for Commercializing Research**
- 12:20- 2:10 Sheraton Centre: Conference Room D&E

Monday 1:00PM

886. ⧖Division: **Capturing and Communicating Productive Knowledge: How Language Links to Understanding and Practice**
- 1:00- 2:10 Royal York: Algonquin

Keynote Speaker: Sidney Winter, U. of Pennsylvania

Monday 2:30PM

887. 🕮Paper Session: **New Insights Into Technology Evolution**
- 2:30- 3:50 Royal York: Algonquin

Chair: Cathy Rusinko, Villanova U.

☯The Survival of Innovations: Patterns and Predictors, Thomas Astebro, U. of Waterloo; Xiahoua Sara Zhang, Clarica Inc.

✈Technological Evolution at the Producer-Consumer Interface, Johannes M. Pennings, U. of Pennsylvania; Hann Ohl Kim, U. of New South Wales, Australia

The Evolution of Biotechnology: An Empirical Examination of the Rates of Technological Entry, Atul Nerkar, Columbia U.; Srikanth Paruchuri, Columbia U.

Sponsors, Communities and Standards: Winning in the Local Area Networking Business, Urs von Burg, U. of Saint Gallen; Martin Kenney, U. of California, Davis

188. ☯SHCS:*(BPS, TIM)* **Managing Under Science-Based Competition**
- 2:30- 3:50 Sheraton Centre: Ballroom West

220. JS:*(BPS, TIM)* **Research on Technological Learning, Knowledge Management, and Corporate Performance: Perspectives from Strategy, Organization Theory, and Management of Technology**
- 2:30- 3:50 Sheraton Centre: Civic Ballroom

Monday 4:10PM

888. 🕮Paper Session: **Knowledge, R&D, and Innovation Capabilities**
- 4:10- 5:40 Royal York: Algonquin

Chair: Nathan Jay, Saint John's U.

The Determinants of National Innovative Capacity, Scott Stern, Massachusetts Institute of Technology; Michael E. Porter, Harvard U.; Jeffrey L. Furman, Massachusetts Institute of Technology

Published in Conference Proceedings

✈Human and Social Capital Explanations for Knowledge Development Outcomes, Soo-Hoon Lee, National U. of Singapore/Rensselaer Polytechnic Institute; Chee-Leong Chong, National U. of Singapore; Poh Kam Wong, National U. of Singapore

☯✈Managing Knowledge Across Multiple Domains, Raghu Garud, New York U.; Arun Kumaraswamy, Rutgers U., Camden; Sanjay Jain, New York U./U. of Wisconsin, Madison

Technology Sourcing and Output of Established Firms in a Regime of Encompassing Technological Change, Charlene Linda Nicholls-Nixon, U. of Western Ontario; Carolyn Y. Woo, U. of Notre Dame

191. ✈SHCS:*(BPS, TIM, IM)* **Modes of External Knowledge Sourcing**
- 4:10- 5:20 Sheraton Centre: Ballroom West

Tuesday 7:30AM

889. ⧖**Exploring 'Internet Time' -- Research Themes in Electronic Commerce**
- 7:30- 8:30 Royal York: Algonquin

Chair: Philip C. Anderson, Dartmouth College

Tuesday 8:40AM

890. 🕮Paper Session: **Alliance Networks for Developing Technology**
- 8:40- 10:10 Royal York: Algonquin

Chair: John P. Ulhoi, The Aarhus School of Business

Learning in Dynamic Inter-Firm Networks - The Efficacy of Multiple Contacts, John Hagedoorn, Maastricht U.; Geert M. Duysters, U. of Limburg

Strategic Participation in Industry-Wide Technical Organizations? Relating Informal Interfirm Networks and Alliance Formation, Lori Rosenkopf, U. of Pennsylvania; Anca Turcanu, U. of Pennsylvania; Varghese George, Rutgers U.

The Effects of Social Capital on the Technological Performance of the Firm: A Longitudinal Analysis, Pek-hooi Soh, National U. of Singapore

✈Technology Intensity and Competitive Intensity: Impact on Firm Collaboration and Performance, Siah Hwee Ang, National U. of Singapore

Tuesday 10:30AM

891. 🕮Paper Session: **Make, Buy, or Partner: Managing Innovation Webs**
- 10:30- 11:50 Royal York: Algonquin

Chair: Daniel Z. Levin, Rutgers U.

☯✈Importing Scientific Inventions: Direct Interaction, Geography, and Economic Performance, Ajay K. Agrawal, Massachusetts Institute of Technology/U. of British Columbia

Development Webs: A New Paradigm in Product Development, Nancy A. Staudenmayer, Duke U.; Mary Tripsas, Harvard U.; Christopher L. Tucci, New York U.

The Role of Venture Capitalists in Developing Commercialization Strategies in Start-up Organizations, David H. Hsu, Massachusetts Institute of Technology

☯System-on-a-Chip Integration in the Semiconductor Industry: Industry Structure and Firm Strategies, Greg Linden, U. of California, Berkeley; Deepak Somaya, U. of California, Berkeley

Tuesday 2:00PM

892. 🕮Paper Session: **Managing Research Alliances**
- 2:00- 3:20 Royal York: Algonquin

Chair: Nile W. Hatch, U. of Illinois

✈When Do Research Consortia Work Well and Why? Evidence from Japanese Panel Data, Lee G. Branstetter, U. of California, Davis; Mariko Sakakibara, U. of California, Los Angeles

Why Do Firms Join Cooperative R&D Consortia? A Test of an Integrated Model, James C. Hayton, Georgia State U.; Saloua Sehili, Georgia State U.; Vida G. Scarpello, Georgia State U.

Strategic Alliance Instability: Factors Affecting Governance Changes, Paul E. Bierly, James Madison U.; Joseph E. Coombs, James Madison U.

The Effects of Alliance Portfolio Characteristics and Absorptive Capacity on Performance: A Study of Biotechnology Firms, Gerard George, Syracuse U.; Shaker A. Zahra, Georgia State U.; Kathleen Wheatley, Syracuse U.; Raihan Khan, Syracuse U.

195. 🕮☯SHCS:*(BPS, TIM)* **Strategic Management of Intellectual Property**
- 2:00- 3:20 Royal York: Concert Hall

Tuesday 3:40PM

893. 🕮Paper Session: **University-Based Research: Innovation and Commercialization**
- 3:40- 5:10 Royal York: Algonquin

Chair: Henry Chesbrough, Harvard U.

✈An Investigation of Public and Private R&D Partnerships, Elena Revilla, U. de Valladolid; Joseph Sarkis, Clark U.; Aurelia Modrego, U. Carlos III de Madrid, Spain

Published in Conference Proceedings

How Relevant is University-Based High Technology Research to Private Firms? A US-Japan Comparison, Jennifer Spencer, U. of Houston

National Institutional Context and Patterns of Knowledge Diffusion: A Comparison of Inter-organizational Transfer of Biotechnology Innovations in the US and UK, Paul Almeida, Georgetown U.; Susan Bartholomew, U. of Alberta, Edmonton

The Role of Trust in Industry-University Collaborative Ventures: Antecedents and Outcomes, Michael D. Santoro, Lehigh U.; Patrick Saparito, Rutgers U.

197. SHCS:*(OM, ONE, TIM)* **Environmental Innovation Across Firm Boundaries: Supply Chain Dynamics and Environmental Performance**
- 3:40- 5:20 Royal York: Concert Hall

Tuesday 5:30PM

894. Meeting: **TIM Business Meeting**
- 5:30- 6:30 Royal York: Algonquin

Chair: Jeffrey Liker, U. of Michigan

Tuesday 6:30PM

895. **TIM Division Social Hour**
- 6:30- 11:00 Royal York: Algonquin

Chair: Jeffrey Liker, U. of Michigan

Wednesday 8:30AM

368. IP: **Organizing for Innovation**
- 8:30- 10:20 Royal York: Canadian 1

369. IP: **Conversations in Technology and Innovation Management**
- 8:30- 10:20 Royal York: Canadian 2

Wednesday 8:50AM

896. 🕮Paper Session: **Insights into Learning and Innovation**
- 8:50- 10:20 Royal York: Algonquin

Chair: Scott Ensign, U. of Western Ontario

☯Idea Generation and Successful New Product Development, John E. Ettlie, Rochester Institute of Technology

☯Organizational Form under High Uncertainty: The Inside-out Organization, Benjamin C. Powell, U. of Pennsylvania

☯From Diffusion Network to Virtual Community: The Evolution of a Knowledge Management Strategy at Hewlett-Packard, Deone Maria Zell, California State U., Northridge

Communication Technology in International Technology Transfer: Breaking Time and Cost Barriers, Brenda E. Joyner, Loyola U., New Orleans; Marina H. Onken, Loyola U., New Orleans; Deborah Walker, Loyola U., New Orleans

Wednesday 10:40AM

897. 🕮Paper Session: **Managing Technology Development Projects**
- 10:40- 12:00 Royal York: Algonquin

Chair: Dennis Lee, Suffolk U.

Project Management Styles: Managing the Tensions of Product Development, Marianne W. Lewis, U. of Cincinnati; M. Ann Welsh, U. of Cincinnati; Gordon Dehler, U. of Dayton
Published in Conference Proceedings

☯An Empirical Test of the Benefits of Innovation Speed, Eric H. Kessler, Pace U.; Paul E. Bierly, James Madison U.

A Longitudinal Examination of Project Performance and Threshold Effects in Decisions to Terminate New Product Development , Stephen G. Green, Purdue U.; M. Ann Welsh, U. of Cincinnati; Gordon Dehler, U. of Dayton

✈Oscillations Between Open and Closed Systems: Project Management in R&D, Judy H. Matthews, U. of Queensland, Australia; Arthur D. Shulman, U. of Queensland, Australia

257. JS:*(TIM, BPS)* **Modularity in Products, Processes, and Organizational Forms**
- 10:40- 12:00 Sheraton Centre: Conference Room D&E

Wednesday 12:20PM

265. ☯⧖JS:*(OMT, TIM, MOC)* **Lessons from Y2K -- Transforming Worldwide Path Dependence through Elements of: Smart Global Change Management, Myth and Ceremony, and Good Luck**
- 12:20- 2:10 Royal York: Alberta

Wednesday 12:40PM

898. 🕮Paper Session: **High-Performing Innovation Teams**
- 12:40- 2:10 Royal York: Algonquin

Chair: Christine O'Connor, U. of Ballarat

✈A Delicate Balance: The Role of Management Communication in New Product Development Team Performance, Liane Davey, Watson Wyatt Worldwide; John L. Michela, U. of Waterloo; Paul D. Guild, U. of Waterloo

☯How Cheetahs Run: Cheetah Teams in Product Development Projects - The Most Extreme Form of Temporary Organizing?, Mats Engwall, Fenix Program, Stockholm School of Economics; Charlotta Svensson, Fenix Program, Stockholm School of Economics

☯Complements or Substitutes? The Impact of the Organization-level Factors and Project Team Management Practices on the Capability to Create and Mobilize Knowledge for Innovation, Annique C. Un, Massachusetts Institute of Technology

How the Capabilities to Integrate External Technologies are Built Over Time: A Study of In-licensing Projects in Pharmaceutical R&D, Henrik Bresman, Massachusetts Institute of Technology

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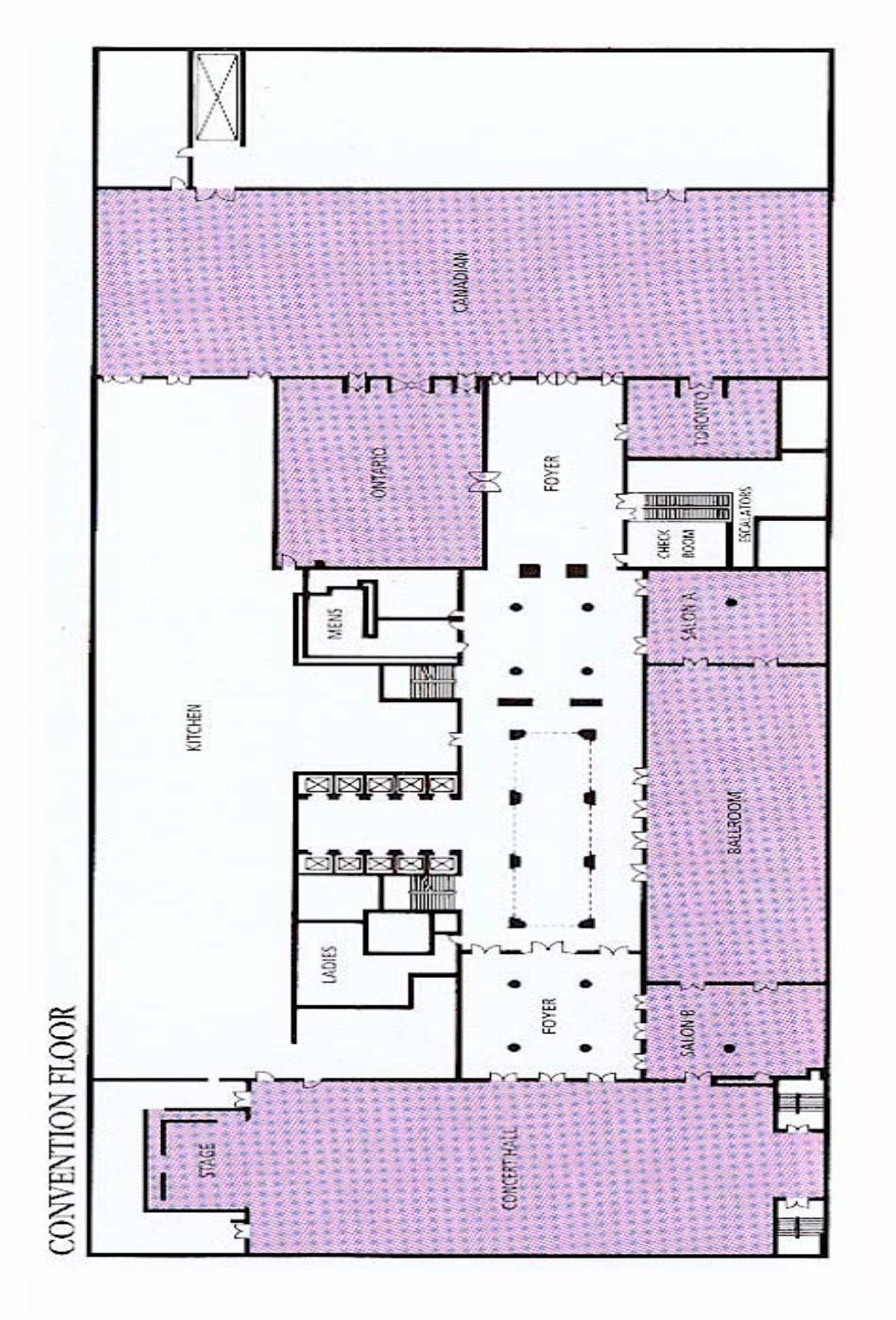
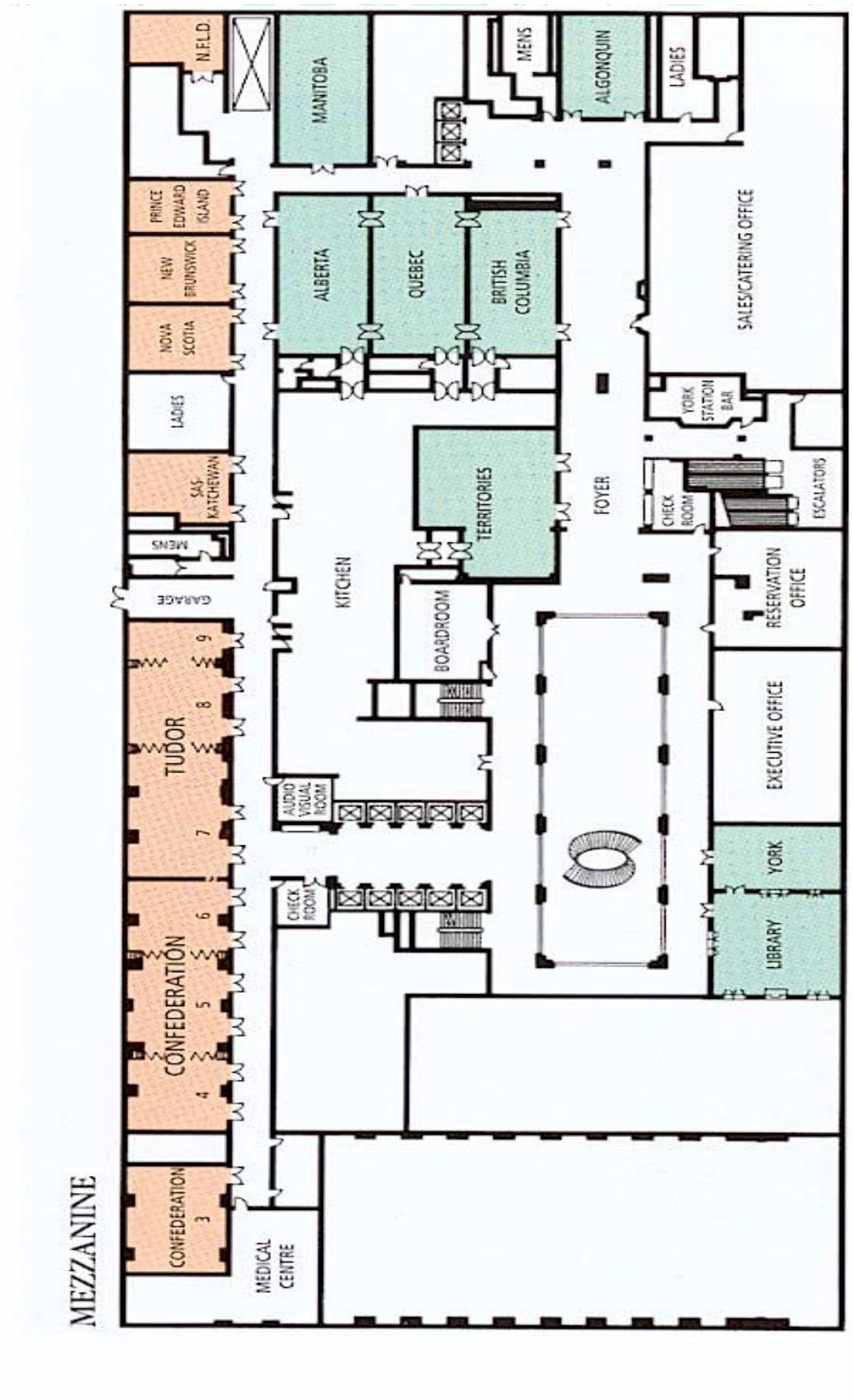
The Royal York Hotel: Convention Floor

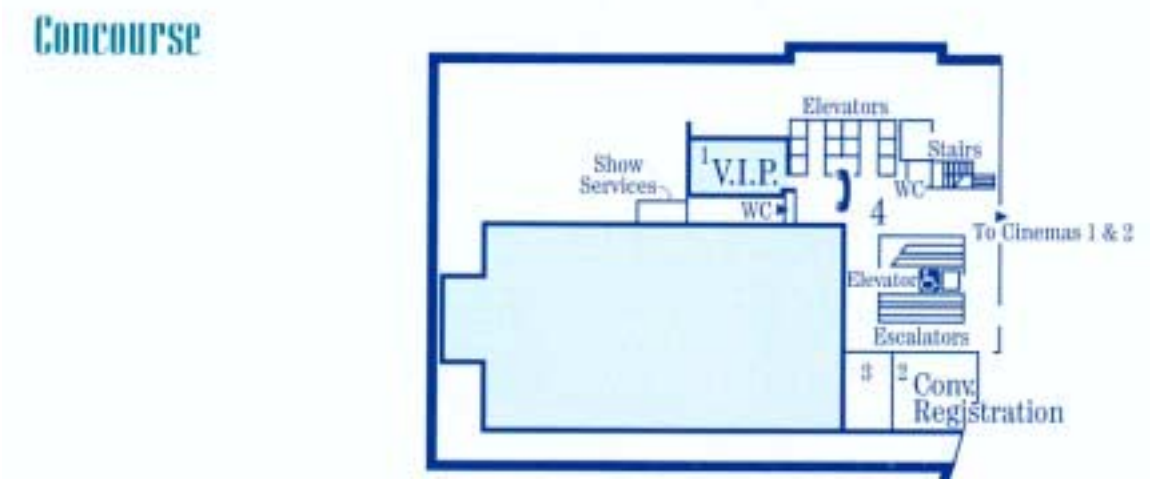


The Royal York Hotel: Mezzanine

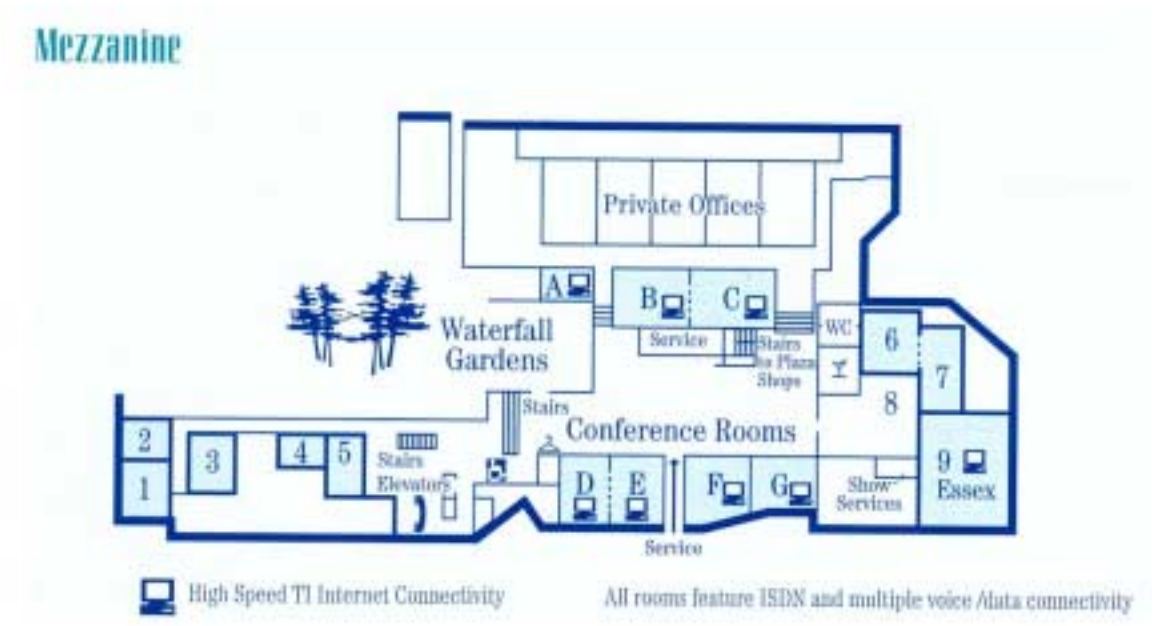


The Sheraton Centre: Lower Concourse

The Sheraton Centre: Concourse

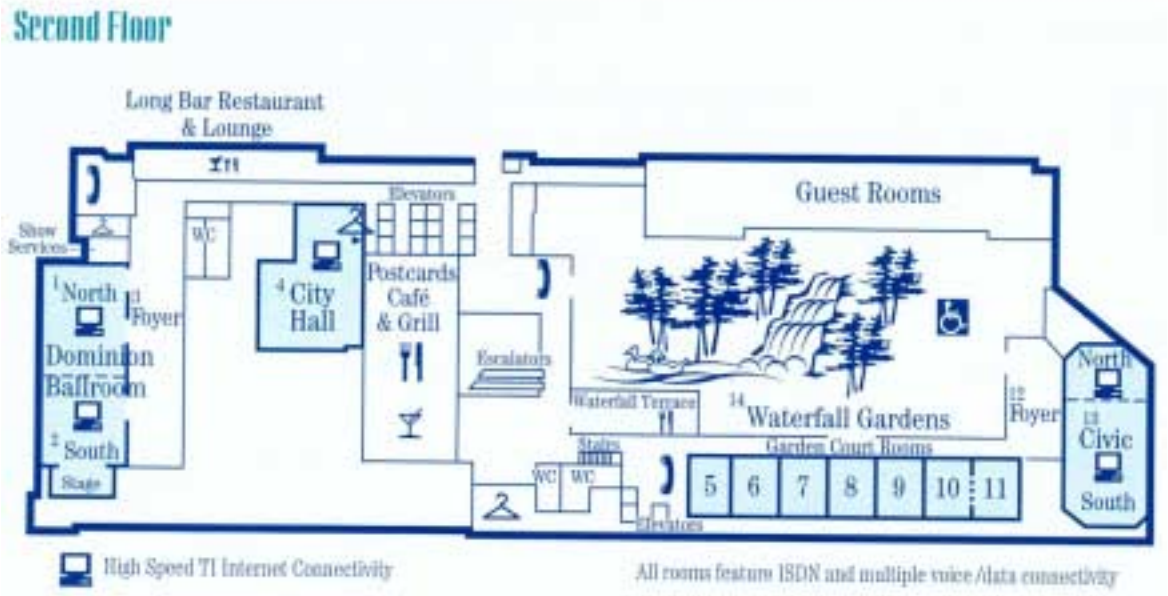


The Sheraton Centre: Mezzanine



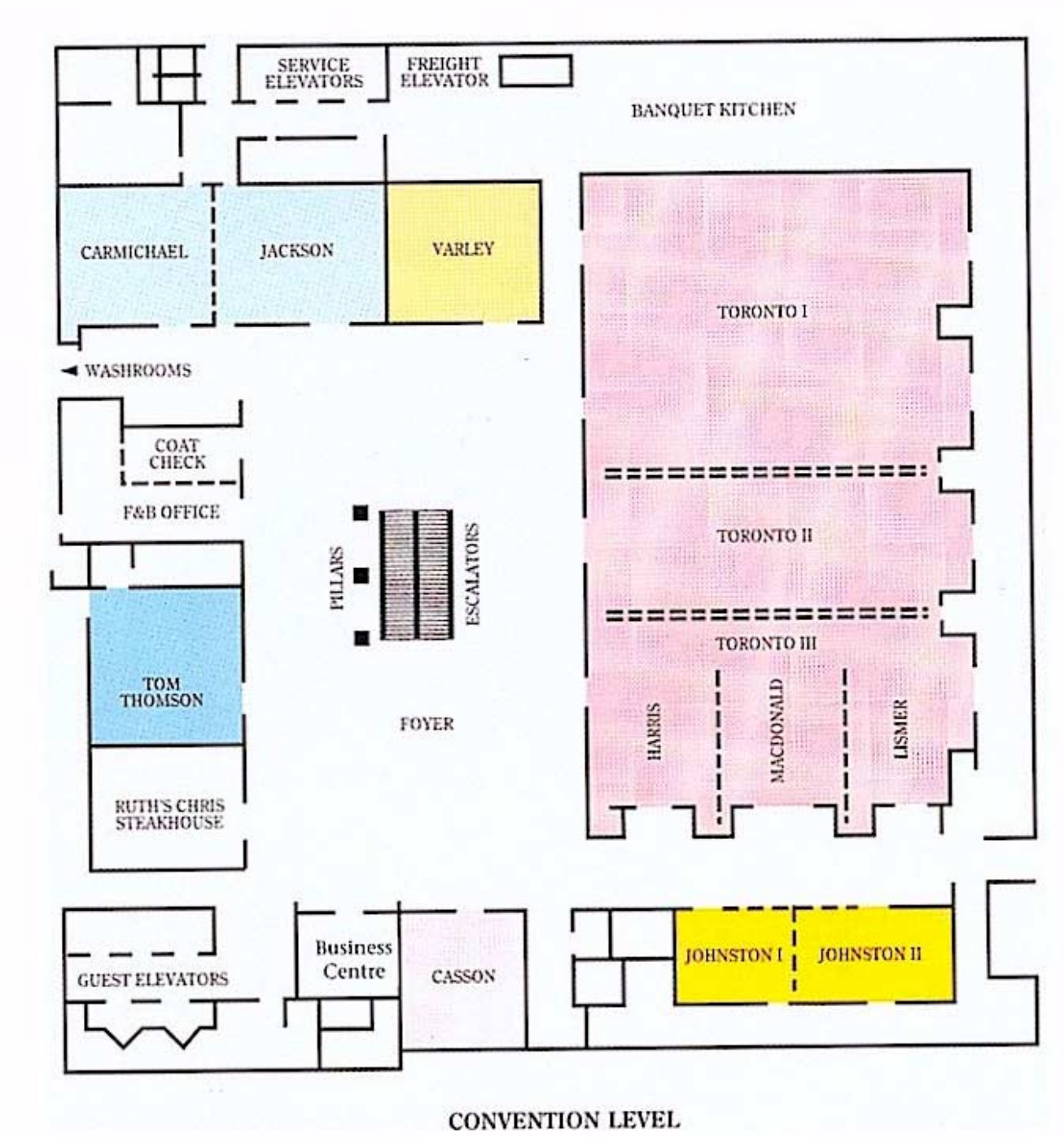
1: York
2: Peel
3: Norfolk
4: Oxford
5: Carleton
6: Windsor West
7: Windsor East
8: Essex Foyer

The Sheraton Centre: Second Floor

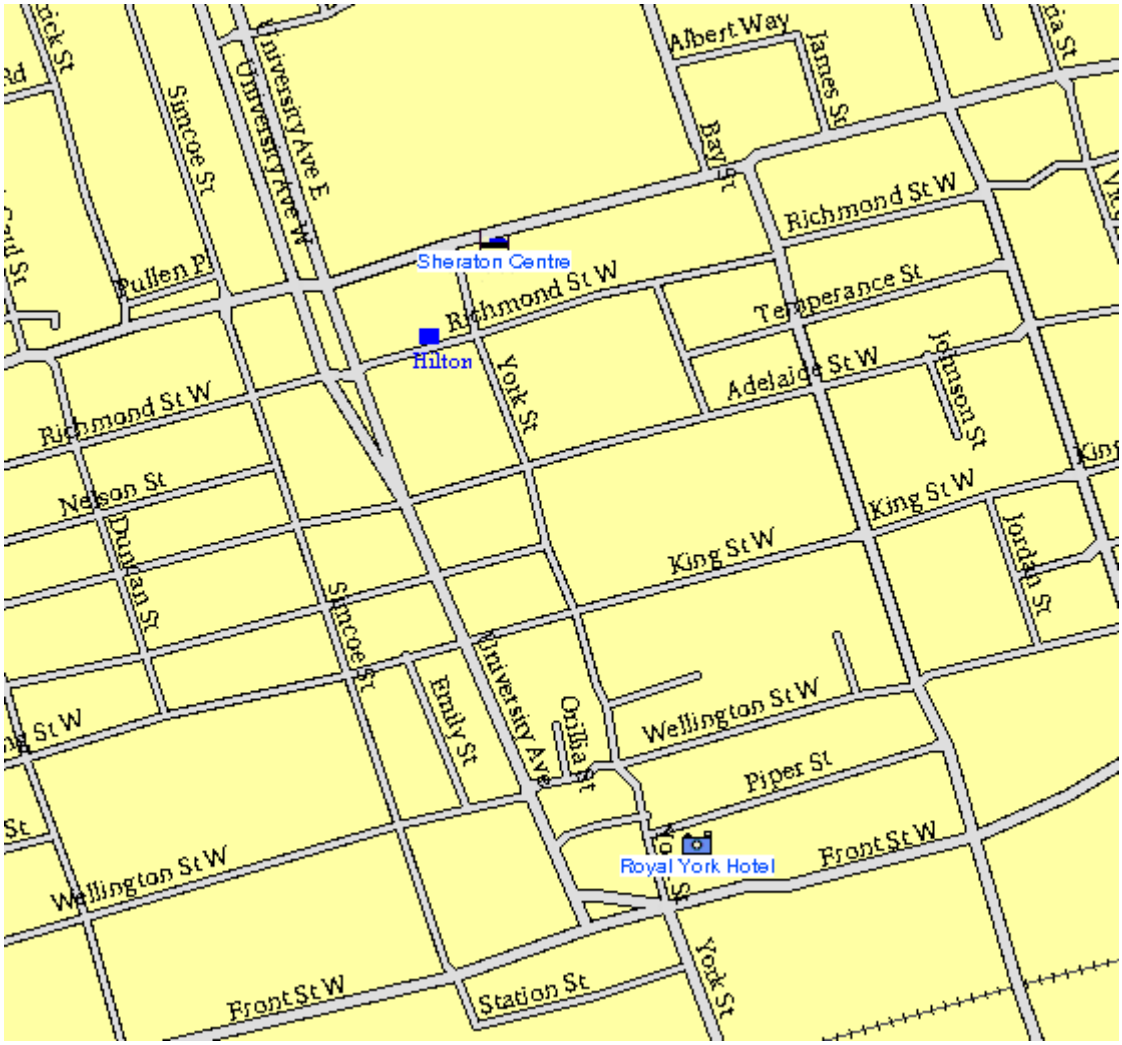


5: Elgin
6: Wentworth
7: Kenora
8: Huron
9: Kent
10: Simcoe
11: Dufferin

The Hilton: Convention Level



Area surrounding Convention hotels



The Royal York and the Sheraton Centre are the Co-Headquarters Hotels. Several sessions will also take place at the Hilton Toronto. All 3 hotels can be reached via an underground marketplace.

In addition, from Sunday through Wednesday, shuttle bus service will run every 10-15 minutes between the Sheraton Centre and the Royal York Hotel. Sunday service will be from noon until 6:00 p.m. Service Monday and Tuesday runs from 7:30 a.m. until 6:00 p.m. On Wednesday, it starts at 7:30 and ends at 1:00 p.m. Since the Hilton Hotel is just a one minute walk from the Sheraton, guests at the Hilton can go to the Sheraton for the shuttle.