

HOW GOVERNMENTS MATTER

Marriott Wardman Park Hotel

2660 Woodley Road, NW Washington, D.C. 20008 Phone: 1-202-328-2000 Fax: 1-202-234-0015 Hilton Washington & Towers

1919 Connecticut Avenue, NW Washington, D.C. 20009 Phone: 1-202-483-3000 Fax: 1-202-232-0438 Omni-Shoreham Hotel 2500 Calvert Street, NW Washington, D.C. 20008 Phone: 1-202-234-0700 Fax: 1-202-265-7972



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No Box to Check by Dina Mansour-Cole, Indiana U.	/Purdue U., Fort Wayne
How Governments Mattered, 1942 by Kimberly Elsba	ch, U. of California, Davis
Public Sector Governance by Nancy Higginson, U. of	Calgary



Welcome to the 2001 Meeting of the Academy of Management

On behalf of the many who have been working to put this meeting together, we are pleased to be able to welcome you to Washington D. C. for the 61st Annual Meeting of the Academy of Management. As a professional association dedicated to creating, applying and disseminating knowledge about management and organizations, our annual meeting is the Academy made real. There will be much here for anyone – preliminary and final reports of the latest scholarship in the myriad disciplines that make up the Academy, as well as workshops to aid our professional development. Those who look carefully will also find opportunities for service learning, ideas and discussions that will surprise and entertain, comedy (intentional and otherwise) and free eats. All in one of the world's most exciting cities.

All of the information in this printed program, the downloadable Interactive Scholarly Papers, abstracts of all papers and symposia and more detailed information about the city are available in the 2001 Meeting Web Site http://aom.pace.edu/meetings/2001. On that site you can search the program by keywords, division, participant, day, and more.

New in 2001

This year the Convocation replaces the business meeting at 5 pm on Sunday. Here will be presented the Carolyn Dexter Award for the program paper that best incorporates the international dimension, the William H. Newman Award, for an outstanding paper based on a recent dissertation, and the Award for Outstanding Mentoring Practice. Our President, Andy Ven de Ven, will also present a brief report on the *State of the Academy*. Immediately following the Convocation will be an address by our 2001 Distinguished Executive, William George of Medtronic.

This year an extended reception with the Capitol Steps comedy troupe replaces the Academy dance on Sunday at 7 pm. The Capitol Steps began as a group of legislative staffers who performed for their growing informal following on the steps of the United States Capitol Building (the legislative chamber). Come enjoy the Steps' performance in the Marriott's Cotillion Ballroom in between meeting your colleagues down the hall at the All-Academy Reception.

This year the Caucuses have been scheduled at 2:30 pm on Monday and Tuesday, rather than the evening times of past years. This way you can participate in the conversations and nascent groups that interest you and still attend your favorite Division or Interest Groups' Receptions later in the evenings.

Finally, in response to a suggestion arising out the Academy's strategic planning process, in 2001 we are experimenting with providing downloadable scholarly papers in advance of the

meeting. This year authors of Interactive Papers have the opportunity to post their papers for downloading on the 2001 Meeting Web Page. In this way, participants can read the papers in advance of the meeting and we can use our time together for discussion rather than rushing to try to explain a complex argument and data in a few minutes. You can find the papers on the Meeting Web Page.

Theme in 2001: How Governments Matter

The theme is reflected in each Division and Interest Group's individual program as well as in the theme-specific All-Academy Symposia. In addition, you can find, several specialized theme-related tours that take advantage of our location: The United States Library of Congress and The Foreign Service Institute of the U. S. State Department both on Friday; and the Holocaust Memorial on Saturday. Please check the program for times and meeting places.

Our Distinguished Program Speaker will be Jacques Klein, Under Secretary of the United Nations and Coordinator of the United Nations Operations in Bosnia and Herzegovina. He will be speaking on *Managing the Reconstruction of a War-torn Society* at 3 pm on Sunday in the Marriott Hotel's Cotillion Ballroom.

We also have many other truly **Distinguished Speakers**, too many to list in this space; please check the listing on page A4-5.

Finally, opportunities for publishing theme-related scholarship are available in Special Issues on the 2001 Theme, How Governments Matter, in *Academy of Management Review* and *Academy of Management Executive*. The deadline for these issues is October 1, 2001 and detailed instructions are available on the 2001 Meeting Web Page as well as the journals' own web pages (accessible from the Academy's main page).

In conclusion, listed on the following pages you will see the names of those who have worked so hard to bring this program to fruition. It is a long list because it is a rich program. There really is a lot to this meeting, and we hope that its large size and scope do not prevent you from constructing your own meeting experience in a way that stimulates without overwhelming, and is enjoyable rather than exhausting.

Jone L. Pearce University of California, Irvine

Rosalie L. Tung Simon Fraser University

2001 Distinguished and Featured Speakers

All Academy

- William W. George, chairman and CEO of Medtronic, Inc., is the 2001 Distinguished Academy of Management Executive. He will discuss how a mission-driven company creates long-term shareholder value.

 Session 319, Academy of Management Convocation, Sunday August 5, 5:00 pm, Cotillion Ballroom, Marriott Wardman Park.
- Henry Mintzberg, (2000 AoM Scholarship Award), Joanne Martin (2000 AoM Educator Award), Art Bedeian (2000 AoM Service Award) and Howard Aldrich (2000 Terry Book Award) will discuss the practice of management knowledge. President Andrew H.Van de Ven hosts the distinguished panel discussion.
 - Session 288, AoM Award Winners' Symposium, Sunday, August 5, 1:00-2:30 pm. Cotillion Ballroom, Marriott Wardman Park.
- Ambassador Jacques Klein, the Under Secretary General of the United Nations, Special Representative of the Secretary General and Coordinator of the United Nations Operations in Bosnia and Herzegovina, is the Academy of Management Distinguished Program Speaker. He will discuss the reconstruction of Bosnia-Herzegovina.

 Session 310, Distinguished Program Speaker, Sunday, August 5,

3:00 pm, Cotillion Ballroom, Marriott Wardman Park.

■ Several Distinguished Fellows of the National Academy of Public Administration (NAPA) will discuss how governments matter from their perspectives in a session led by James Perry, Indiana U. The 480 fellows include current and former Cabinet officers, members of Congress, governors, legislators, business executives, and scholars. Camille Cates Barnett was the City Manager of Dallas and Austin, Texas, and the Chief Management Officer for the District of Columbia before joining the Public Strategies group in 1999. Walter Broadnax is Dean of the School of Public Affairs, American University. During the Clinton Administration he served as deputy Secretary and Chief Operating Officer of the U. S. Department of Health and

ing director of Arthur Anderson LLP's human capital practice, to a fifteen-year term as Comptroller General of the United States.

Session 587, Perspectives from the National Academy of Public

Administration, Monday, August 6, 4:10-5:20 pm, Salon 2,

Marriott Wardman Park.

Human Services. **Robert O'Neill** became President of NAPA in January 2000, following a distinguished career as a local government manager. In 1998 President Clinton appointed **David Walker**, former partner and global manag-

Careers

■ Edgar H. Schein received the first Everett Cherrington Hughes Award for Careers Scholarship in 2000 in recognition of his contribution as a teacher, dissertation supervisor and colleague. He has stimulated a generation of scholars to follow his lead, which has made research on careers a central part of organization scholarship. Ed Schein will provide his reflections on careers research and his views of the future. Session 825, Careers Division Free Session. Tuesday, August 7, 4:10-5:20 pm, Jefferson Ballroom West, Hilton Washington and Towers.

Health Care Management

■ Dr. Paul B. Ginsburg is the President of the Center for Studying Health Systems Change (HSC) at www.hschange.org, which is funded by The Robert Wood Johnson Foundation and affiliated with Mathematica Policy Research, Inc. Under Dr. Ginsburg's leadership, HSC provides analyses about the effects of health system change to policy makers in government and industry.

Session 595, HCM Distinguished Speaker, Monday, August 6, 4:10-5:20 pm, Georgetown Ballroom West, Hilton Washington and Towers.

International Management

■ Christopher A. Bartlett, Daewoo Professor of Business Administration at the Harvard Business School, and Sumantra Ghoshal, Robert P. Bauman Chair in Strategic Leadership at theLondon Business School, co-authored Managing Across Borders: The Transnational Solution, the result of pioneering research into management on a global stage, now in its second edition (1998). The Distinguished Scholar Forum is co-sponsored by the IM Division and Advances in International Management (AIM), a JAI press research series. Session 597, AIM-IMD Distinguished Scholar Forum, Monday, August 6, 4:10-6:10 pm, Diplomat Ballroom, Omni-Shoreham.

2001 Distinguished and Featured Speakers

Organization Management and Theory

■ Jane Dutton is the William Russell Kelly Professor of Business Administration at the University of Michigan Business School. Jane's research on organizational images and member identification is well known to OMT members, and has won much acclaim, including the *Academy of Management Journal's* 1991 Best Paper Award for "Keeping an Eye on the Mirror: Image and Identity in Organizational Adaptation" (with J. M. Dukerich), and the *Administrative Science Quarterly's* 2000 Scholarly Contribution Award for her 1994 article "Organizational Images and Member Identification" (with J. Dukerich and C.V. Harquail).

Session 373, OMT Breakfast and Distinguished Scholar Session, Monday, August 6, 8:30-10:20 am, Harding Room, Marriott

Organizations and the Natural Environment

Wardman Park Hotel.

■ Christine Todd Whitman, Administrator of the U.S.
Environmental Protection Agency, was the governor of New
Jersey before her current Cabinet appointment by President
George W. Bush. She will participate in a panel with Paul
Tebo, Vice-President for Environmental Affairs at Dupont,
and Matthew Arnold, Executive Director of the World
Resources Institute.

Session 612, How Governments Matter for Sustainable Enterprise, Monday, August 6th, 4:10-5:20 pm, Monroe Ballroom West, Hilton Washington and Towers.

Public Nonprofit

■ Peter Block is an author, consultant and speaker who helped initiate the interest in empowerment and whose work now centers on ways to bring service and accountability to organizations and communities. He is the author of three best selling books: Flawless Consulting: A Guide to Getting Your Expertise Used, Second Edition(1999), Stewardship: Choosing Service Over Self-Interest (1993) and The Empowered Manager: Positive Political Skills at Work (1987). Flawless Consulting Fieldbook & Companion, by Peter Block and 30 Flawless Consultants will be published Fall 2000 by Jossey-Bass. Session 579, Creating a Community of Consent: Service and Accountability, Monday, August 6, 2:30-4:00, Ambassador Ballroom, Omni-Shoreham.



At the Still Point, There is Only the Dance Nancy Adler

Meet the Meeting Planners

The Washington, D.C. 2001 Organizing Committee

Program Chair Jone Pearce, U. of California, Irvine Program Coordinator. Carol Sexton, U. of California, Irvine Program Chair-Elect Rosalie Tung, Simon Fraser University Professional Development Workshops Coordinator . Rita Collins, Simon Fraser University Local Arrangements Committee Chairs Andrea Casey, Margaret Gorman and David Schwandt, George Washington U. Conference Coordinator William Snavely, Miami U. All-Academy Chair Joyce Osland, U. of Portland Interactive Papers Coordinator Tammy Allen, U. of South Florida Proceedings Editor Dennis Nagao, Georgia Tech U. Director of Sponsorship Karen S. Whelan-Berry, Samford U. Placement. Nancy Leonard, Lewis-Clark State College International Theme Committee Morten Huse, Center for Church Research Director of Membership. Jane Gibson, Nova Southeastern U. Web Program Support Matthew Suppa, AoM Headquarters Business Operations/Meeting Planner Terese Loncar, AoM Headquarters Past Program Chair Jean Bartunek, Boston College Past Program Coordinator Raul Necochea, Georgia Institute of Technology

The Local Arrangements Committee

Workgroup Members and Onsite Volunteers

Jamie Callahan, Virginia Tech

Mary Ann Jacob, Pentagon

Rod Meek, George Washington U./Central Health

Mary Ellen Dorsett

Larry Chasteen, U. of Texas, Dallas

Geri Manning, Pentagon

Kathryn Trader, KTA/Global Partners

AoM Headquarters Staff

Financial Manager and Registration Assistance . . Heather Crowe Registration Assistance and Adjustments Linda Panzer Registrar Susan Zaid

The Division & Interest Group Program Chairs and Professional Development Workshop Chairs

Divisions	Program Chairs	PDW Chairs	
Art and Poetry	Dennis Gioia, Penn State U.	Javier Gimeno, INSEAD	
Business Policy and Strategy	Ranjay Gulati, Northwestern U		
Careers	Susan Adams, Bentley College	Lillian T. Eby, U. of Georgia	
Conflict Management	Karen A. Jehn, U. of Pennsylvania	Bruce Barry, Vanderbilt U.	
Entrepreneurship	Alex Stewart, Marquette U.	Kelly Shaver, College of William & Mary	
Gender & Diversity in Organization	Gayle Baugh, U. of West Florida	Ellen Ernst Kossek, Michigan State U.	
Health Care Management	Kathleen Montgomery, U. of California, Riverside Leonard Friedman, Oregon		
Human Resources	Timothy A. Judge, U. of Iowa	Patrick M. Wright, Cornell U.	
International Management	Joseph Cheng, U. of Illinois	Sully Taylor, Portland State U.	
Management Consulting	Kurt Motamedi, Pepperdine U.	Georges Trepo, Groupe HEC	
Management Education & Development	Elena Antonacopoulou, U. of Manchester	Regina F. Bento, U. of Baltimore	
Management History	Charles Booth, U. of West of England	Shawn M. Carraher, Texas A&M University James McGee, Santa Clara U.	
Management, Spirituality & Religion	Lee Robbins, Golden Gate U.		
Managerial & Organizational Cognition	Andrea Casey, George Washington U.	Neal M. Ashkanasy, U. of Queensland	
Operations Management	Janet L. Hartley, Bowling Green State U.	Ken Boyer, Michigan State U.	
Organization & Management Theory	Joel Baum, U. of Toronto	Mary Jo Hatch, U. of Virginia	
Organization Development & Change	Peter F. Sorensen, Benedictine U.	Chris Worley, Pepperdine U.	
Organizational Behavior	Allen Bluedorn, U. of Missouri, Columbia	Angelo De Nisi, Texas A&M U.	
Organizational Communication and Information Systems	V. Sambamurthy, U. of Maryland, College Park	Cynthia Beath, U. of Texas, Austin	
Organizations & the Natural Environment	Sanjay Sharma, St. Mary's U.	Carolyn Egri, Simon Fraser U.	
Public & Nonprofit	Laurie N. DiPadova, U. of Utah	David W. Bart, Brigham Young U.	
Research Methods	Terri A. Scandura, U. of Miami	Tojo Thatchenkery, George Mason U.	
Social Issues in Management	Larry Lad, Butler U.	Melissa Baucus, Xavier U.	
Technology & Innovation Management	Raghu Garud, New York U.	James Wade, U. of Wisconsin	

Academy Activities and Committees Professional Development Workshop Organizers

Asia Academy of Management
Critical Management Studies Paul Adler, U. of Southern California
Iberoamerican Academy of Management Isabel Gutierrez, Carlos III U.
International Theme Committee Programs Ann Gregory, Memorial U. of Newfoundland
Mentoring Committee Liz Borredon, EDHEC, Troy R. Nielson, California State U., San Marcos
New Doctoral Student Consortium Davina Vora, U. of South Carolina
Practitioner Series Joel Harmon, Farleigh Dickinson U.

Systems Designers and Programmers

Special Thanks to ...

Organizing Committee

Division Program Chairs

Academy of Management Headquarters

Information Systems Designers and Programmers: Matthew Suppa, Assistant Director Elena Bunin, Manager, Web Development Alina Matay, Database Developer Heather Crowe, Financial Manager Linda Panzer, Membership Administrator

Susan Zaid, Communications Administrator

All Academy Chair

Michaelle Bienvenue Melissa O'Neill

Interactive Papers Coordinator

Mark L. Poteet, Organizational Research & Solutions

Caucus Coordinator

Jim Flynn, Wake Forest U. Tim Stearns, Fresno State U.

Exhibits

Carolyn Jennings, U. of Texas, Permian Basin Chelsea Whitaker, U. of Texas, Permian Basin Amy Garcia, U. of Texas, Permian Basin Ruby Row, U. of Texas, Permian Basin

Local Arrangements Chairs

Jeff Lenn, George Washington U. Marybeth Anderson, George Washington U. Margaret Bailey, George Washington U. Gary Bojis, George Washington U. Jamie Callahan, Virginia Tech Chris Kayes, George Washington U. Richard Klimoski, George Mason U. Jason Korrasik, George Washington U. Chris Johnson, George Washington U./Allina Rod Meek, George Washington U./Central Health Tamara Taylor, George Washington U. Janet Yun, George Mason U. Julie Wallace, James Madison U./George Washington U.

Business Policy & Strategy

Albert Cannella Jr., Texas A&M U. Dania A. Dialdin, Northwestern U. Susan LaCoppola, Northwestern U. Mathew Semadeni, Texas A&M U.

Careers

Marcus Butts, U. of Georgia Tracy A. Lambert, U. of Georgia Angie Lockwood, U. of Georgia Carrie Noble, U. of Georgia

Conflict Management

Yining Chen, U. of Pennsylvania Golchehreh Abtahian, U. of Pennsylvania

Health Care Management

Don Dye, U. of California, Riverside

Human Resources

Remus Ilies, U. of Florida

International Management

Danielle Cooper, U. of Illinois, Urbana-Champaign Gwangsoo Lee, U. of Illinois, Urbana-Champaign

Management Education & Development John Arnold, U. of Manchester Tudor Rickards, U. of Manchester Stephanie Jackson, U. of Manchester Theodora Assimakou, U. of Manchester Alan Belasen, State U. of New York, Empire State College Aleta Best, U. of Massachusetts, Dartmouth Deborah Blackman, Southampton Business School, U.K. Joseph E. Champoux, U. of New Mexico Nobuyuki Chikudate, Asia U., Tokyo Ann L. Cunliffe, U. of New Hampshire Daniel M. Eveleth, U. of Idaho Charles Graeff, Illinois State U.

Thomas Hawk, Frostburg State U. Courtney Hunt, Northern Illinois U. Mary Mallon, U. of Otago, New Zealand Steven Maranville, U. of Houston, Downtown Par Martensson, Stockholm School of Economics David Morgan, Behavior U. of New South Wales, Australia Bryan Mundell, SDA Bocconi School of Management, Italy H. Alvin Ng, Massey U., Wellington, New Zealand

Tricia Wilkinas, U. of South Australia C. Ken Weidner II, St. Joseph's U. Qi Xu, U. of Manchester., U.K. Shahid Yamin, Swinburne U., Australia

Special Thanks to ...

Managerial and Organizational Cognition

Neal Ashkanasy, U. of Queensland Margaret Bailey, George Washington U. Jennifer Ochs, George Washington U. Peggy Sweitzer, George Washington U. Margaret Gorman, George Washington U.

Organization & Management Theory

You-Ta Cuang, U. of Toronto Andrew Shipilov, U. of Toronto

Organizational Behavior

Rhetta L. Standifer, U. of Missouri, Columbia.

Public & Nonprofit

Mary Hamilton, American Society for Public Administration Michael Brintnall, National Association of Schools of Public Affairs and Administration Helen Anderson, U. of Utah

Research Methods

Betti A. Hamilton, U. of Miami

Technology & Innovation Management

Daniel Beunza, New York U. Arun Kumaraswamy, U. of Rutgers, Camden Julia Lampe, U. of Regensburg Corey Phelps, New York U. Sumita Raghuram, Fordham U.



Governing Employee Behaviors and Attitudes Through Office Design Gary R. Henderson & Chris D. Zatzick

Professional Development Workshop Chairs

Careers

Marcus Butts, U. of Georgia Tracy A. Lambert, U. of Georgia Angie Lockwood, U. of Georgia Carrie Noble, U. of Georgia

Health Care Management

Kathleen Montgomery, U. of California, Riverside Kathryn Dansky, Pennsylvania State U.

Human Resource

Mary Watson, New School U.

Management Education & Development

John Hatfield, U. of Baltimore Robert Marx, U. of Massachusetts, Amherst (OBTS/MED liaison)

Mentoring Committee

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Davina Vora, New Doctoral Student Consortium

Aimee Kane, Carnegie Mellon U. Gary Ballinger, Purdue U. Debra Dookeran, Georgia State U. Grant Fenner, U. of Memphis

Support of the Program Chair & Coordinator

David Blake, Dean,

Gregg Goldman, Assistant Dean for Finance and Administration, Catherine Hammond,

Becky Lim,

Mary Alice Pike,

Wendy Gillett,

John Clarke,

all of the Graduate School of Management,

University of California, Irvine

Maria-Mercedes Lara

Harry Briggs

Margaret Gorman

The Division Program Chairs

Matt Suppa

Rob Sexton, & Design

Registration, Housing and Travel Guidelines

Important Dates to Remember

- June 27, 2001: Deadline to reserve your hotel room.
- July 20, 2001: Deadline to register in advance of the meeting.
- July 27, 2001: Deadline to cancel your registration and receive a full refund or your registration fees. (See hotel information for hotel cancellations).

Please register and reserve your room well in advance of these dates!

Registration Instructions

To register for the meeting, reserve your hotel room and make your travel arrangements, please do the following:

 Fill out the EARLY REGISTRATION FORM. You can register via the web at <u>www.aom.pace.edu</u> or via hardcopy by mail or fax to the address listed on the form and below. Please read the registration information and instructions first. Beware of duplicates! Choose only one method by which to register (online, fax or mail). Duplicate registrations will result in duplicate charges to your credit card.

Academy of Management Registration

P.O. Box 3020

Briarcliff Manor, NY 10510-8020

Fax: (914) 923-2607

2. Fill out the AOM HOUSING RESERVATION FORM.

You can reserve your room via phone, via the web at www.aom.pace.edu or via hardcopy to mail or fax to the address listed below and on the form. Please read the hotel reservation information and instructions first. Beware of duplicate reservations! Choose only one method by which to register (online, phone, fax or mail). Duplicate registrations will result in duplicate charges to your credit card.

AOM/WCVA HOUSING OFFICE

108 Wilmot Road, Suite 400 / PO Box 825

Deerfield, IL 60015

Phone: (800) 492-7886 (Domestic)

(847) 940-4211 (International)

Fax: (800) 521-6017 (Domestic)

(847) 940-2386 (International)

3. Plan your travel itinerary. Contact ATC via phone at (800) 458-9383, via the web at www.assntravel.com, via email to reservations@assntravel.com or via fax at (858) 581-3988 to obtain special travel discounts. Please read the travel information provided for information about group discounts and the selected airlines.

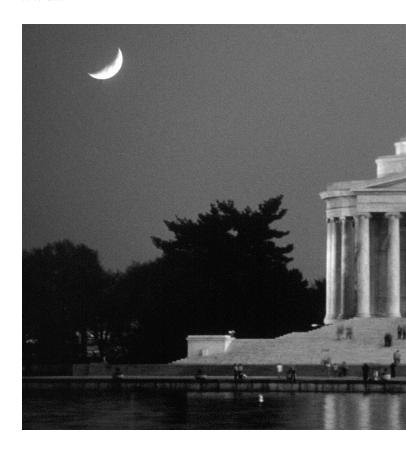
Registration Information

If you register before JULY 20, 2001 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 20, 2001. Registrations received after that date will not be accepted and you must register on-site and pay the higher fee.

Member Registration FeesEarly FeeOn-Site FeeMember: Academic and Executive\$150.00 USD\$210.00 USDMember: Student and Emeritus\$55.00 USD\$77.00 USDThe Student registration fee does not include a ticket to the TuesdayPresidential Luncheon. Tickets to the Tuesday Presidential Luncheon canbe purchased on the enclosed form or on-site.

Non-Member Registration FeesEarly FeeOn-Site FeeAcademic and Executive\$265.00 USD\$325.00 USDStudent\$113.00 USD\$135.00 USD

The Non-Member Registration fee includes a one year membership and two complimentary divisions/interest groups. PLEASE select your two groups on the next page 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.



Registration, Housing and Travel Guidelines

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 Development & Change (ODC)

Organization & Management Theory (OMT)

Organizational Behavior (OB)

Organizational Communication & Information Systems (OCIS)

Public & Nonprofit (PN)

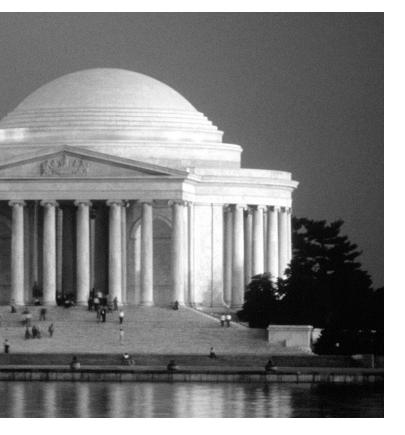
Research Methods (RM)

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 27, 2001. No refunds will be issued after JULY 27, 2001. 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.

Attendance and Restricted Access

Registraton at the Annual Meeting is required for attendance at any event listed in the Official Program (Friday noon through Wednesday Afternoon). Those attending Friday events may pick up their badges on Saturday when on-site registration opens. Please refer to the Program for the specific operating hours of the Registration Area. Registrants must wear their name badge at all times since access to the meeting is restricted to paid meeting registrants.

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 amount 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 7, 2001

Seating for the Presidential Luncheon will be 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.

EARLY REGISTRATION FORM

61st Annual Meeting of the Academy of Management WASHINGTON, D.C. AUGUST 3-8, 2001

FOR USE BY JULY 20, 2001

INSTRUCTIONS: Please read Section A Instructions!

MAIL OR FAX TO:

MAIL:

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

FAX:

914-923-2615

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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 (or your membership expired) you must register as a Non-Member.
	Your fee includes a 1-year membership and two complimentary divisions. (Refer to prior page for division listings).
4.	Calculate TOTAL AMOUNT DUE.
5.	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.
6.	Payment must accompany form. We do not accept purchase orders or forms without payment.
7.	Do not fax/send duplicate forms. Sending duplicate forms can result in duplicate charges.

Name (First/Last):				
Address:				
City:	State/Province:		/Postal Code:	
Country:		Phone:		
Email:		Fax:		
NAME BADGE INFORMATI	ION			
Name Badge:	Affiliation:			
Spouse Name for Courtesy Bac	lge:			
MEMBER REGISTRATION				
· · · · · · · · · · · · · · · · · · ·	ncludes one ticket for Tuesday August 7 Preside		\$150.00 US	
Student Member (does not include ticket for Tuesday August 7 Presidential Lunch)		\$55.00 US		
Emeritus Member (includes one	ticket for Tuesday August 7 Presidential Lunch)		\$55.00 US	Ш
NON-MEMBER REGISTRAT	ΓΙΟΝ FEES			
Non-Member: Academic/Execut	tive (includes 1 ticket for Tuesday Aug. 7 Presid	lential Lunch)	\$265.00 US	
Non-Member: Student (does not	t include ticket for Tuesday August 7 Presidentia	al Lunch)	\$113.00 US	
NOTE TO NON-MEMBERS: Please sel	ect two complimentary divisions/interest groups as pa	rt of your memb	ership.(Refer to prior page	for listings)
SELECTION ONE:	SELECTION	ON TWO:		
ADDITIONAL ODGOLAL EV	ENTO TIOKETO AND ITEMO			
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	uest for Tuesday Aug. 7 Presidential Lunch	Quantity() x \$30.00 US ea.	
White Logo T-Shirt "L and XL o		Quantity() x \$10.00 US ea.	
If You Are Registering for Sumn	ner Placement Check Here (submit your separa	te placement re	egistration to <i>Placement</i>)	
TOTAL AMOUNT DU	E (Payment must accompany t	form)	\$	

PAYMENTS BY CHECK PAYMENTS BY CREDIT CARD Enclosed is my CHECK made We accept VISA, MASTERCARD and AMERICAN EXPRESS only! payable (in U.S. funds and drawn Please write information clearly! on a U.S. bank only) to: Circle One: **MASTERCARD VISA** AMERICAN EXPRESS **Expiration Date: ACADEMY OF MANAGEMENT** Card Number: Make sure your check is written for Cardholder Name: the correct amount and signed. I hereby authorize the Academy of Management to charge my credit card for the above amount: Cardholder Signature: FOR OFFICE USE ONLY: ORDER NO.: DATE: AMOUNT PAID: CHECK NO./CC:

Hotel Reservations

Reservation Dates

Reservations must be made by June 27, 2001 to receive the special conference room rates.

After June 27,2001 you will no longer be given the special conference rates or may find accommodations sold out.

- To make hotel reservations, complete the AoM Housing Reservation Form and call, mail or fax it to AoM/WCVA Housing Office (contact information is on the housing form on the following page.) You can also reserve your room online.
- Do not submit duplicate forms! Doing so may result in duplicate charges.
- **Do not** send the housing form to the Academy of Management Office.
- The Marriott Wardman Park is the official Headquarters Hotel of the 2001 Annual Meeting.
- Meetings take place at the Marriott Wardman Park, Hilton Washington and Towers and Omni Shoreham hotels. Shuttle Services will operate between the Marriott, Hilton and Omni.

govern: to regulate; to influence; to direct; to restrain; to manage; as, to govern the life; to govern a horse. Source: Webster's Revised Unabridged Dictionary, 1996, 1998, MICRA, Inc. O GOVERN is TO MANAGE 'e GOVERN what we SEE How do we SEE OURSELVES SEEING ourselves SEEING ourselves The ultimate government is LF GOVERNMENT WATCHING ourselves WATCHING ourselves

Government and Freedon Grace Ann Rosile

Hotel Reservation Instructions

Please read these instruction carefully! Hotel reservations must be made by June 27, 2001.

DEPOSIT AND PAYMENT

A deposit in the amount of \$150.00 per room is required to make reservations. The amount is payable by major credit card (AE, VISA, MasterCard, Diners Club or Discover) or check (in U.S. funds and drawn on U.S. banks) made payable to AoM/WCVA Housing Office. If you pay by credit card, your credit card will be charged immediately. Wire transfers and purchase orders are not accepted. Reservations will not be processed without payment.

CHANGES

Reservations canceled or changed prior to June 27, 2001 are to be made with the AoM/WCVA Housing Office to avoid any cancellation penalty.

CANCELLATION

Reservations may be cancelled by telephone, fax or in writing until 5:00 pm (CST) on June 27, 2001. To make a cancellation after June 27, 2001 contact the hotel directly. A processing fee of \$16.00 will be subtracted from the deposit if made prior to 72 hours of arrival. If a cancellation is made within 72 hours of the scheduled arrival, the entire deposit will be forfeited.

SPECIAL REQUESTS

If you require any special needs such as ADA room please use the attached form and list your special needs in the space provided. The AOM/WCVA will secure housing accommodations to match your needs.

CONFIRMATIONS

Confirmations will be sent via e-mail, fax or mail. If you do not receive your confirmation within 14 days, please call the AoM/WCVA Housing Office from 8:00 a.m. – 5:00 pm (CST) Monday – Friday at (800) 492–7886 or (847) 940–4211 (International). You will NOT receive a confirmation from the hotel.

RATES AND AVAILABILITY

Please see the AoM Housing Reservation Form for rates. We have negotiated special conference rates for AOM attendees. In order to access the rates you must use the attached Reservation Form. Hotel choices will be honored based on the requested hotels availability. Rooms are assigned on a first-come, first-served basis. Should all choices be sold out, an alternate hotel will be assigned.

STUDENT HOUSING

We are in the process of securing dormitory style rooms at a local university. Details will be available on AOM Online at www.aom.pace.edu. Do not use the AoM Housing Reservation Form if you plan to secure reservations at the dormitory residence. Please contact AOM at (914) 923–2607 or aom@pace.edu for more details.

WHO WATCHES the WATCHERS?

AOM HOUSING RESERVATION FORM

61st Annual Meeting of the Academy of Management August 3-8, 2001 Washington D.C. USA

Reservations must be made by JUNE 27, 2001
See prior page for housing information including refunds, changes and cancellations.
Reservations will be confirmed based on availability. Please print. Please copy this form if you wish to reserve more than one room.

Name (First/Last): Company Name: Mailing Address City: State: Zip/Postal: Country: Phone: Fax:	HOTEL CHOICES (all rates quoted in U.S. dollars) MARRIOTT WARDMAN PARK Headquarters Hotel 2660 Woodley Road NW Single Double \$149.00 \$169.00
Company Name: Mailing Address City: State: Zip/Postal: Country: Phone:	MARRIOTT WARDMAN PARK Headquarters Hotel 2660 Woodley Road NW Single Double
Mailing Address City: State: Zip/Postal: Country: Phone:	Headquarters Hotel 2660 Woodley Road NW Single Double
City: State: Zip/Postal: Country: Phone:	2660 Woodley Road NW Single Double
State: Zip/Postal: Country: Phone:	Single Double
State: Zip/Postal: Country: Phone:	
Country: Phone:	J \$149.00 \$109.00
Phone:	WASHINGTON HILTON & TOWERS
	1919 Connecticut Ave.
	Single Double \$145.00 \$165.00
Email:	********
ARRIVAL DATE:	OMNI SHOREHAM HOTEL
DEPARTURE DATE:	2500 Calvert Street NW
SHARING ROOM WITH: (List all occupants; include age if under 21	
1.	 \$138.00 \$138.00
2.	Danner of the first
3.	Rooms are assigned on a
4.	first-come, first-served basis.
HOTEL CHOICE: If the hotel selected is not available, next available	e hotel will be confirmed.
1. 2.	3.
ROOM REQUESTED:	
☐ Single(1 person/1 bed) ☐ Double(2 people/1 bed)	☐ Double/Double(2 people/2 beds)
☐ Triple(3 people/2 beds) ☐ Quad(4 people/2 beds)	
ADDITIONAL REQUESTS: ☐ Non-Smoking ☐ ADA re	oom (list special needs):
ADVANCE DEPOSIT : Reservations at all hotels require a \$150 per for 2 bdrm suite). RESERVATIONS WILL NOT BE PROCESSED V	
☐ CHECK ENCLOSED	
(In US funds drawn on US Banks payable to AOM/WCVA F	Housing) in the amount of \$
☐ CREDIT CARD: I authorize my reservation to be charged in the	
☐ American Express ☐ VISA ☐ MasterCard ☐ Din	iers 🔲 Discover
Credit Card Number:	Exp. Date:
Print Name as it	
appears on card: Signature:	Date:
appears on cara.	Date.
FOUR WAYS TO MAKE HOTEL RESERVATIONS (Re	
PHONE FAX ONL	AOM/WCVA HOUSING OFFICE
Domestic: Domestic:	
Domestic: Domestic: (800) 492-7886 (800) 521-6017 www.aom.p	pace.edu 108 Wilmot Road, Suite 400
Domestic: Domestic: (800) 492-7886 (800) 521-6017 www.aom.p International: International:	pace.edu 108 Wilmot Road, Suite 400 PO Box 825
Domestic: Domestic: (800) 492-7886 (800) 521-6017 www.aom.p	pace.edu 108 Wilmot Road, Suite 400
Domestic: Domestic: (800) 492-7886 (800) 521-6017 www.aom.p International: International: (847) 940-2386	pace.edu 108 Wilmot Road, Suite 400 PO Box 825 Deerfield, IL 60015
Domestic: Domestic: (800) 492-7886 (800) 521-6017 www.aom.p International: International:	pace.edu 108 Wilmot Road, Suite 400 PO Box 825 Deerfield, IL 60015

Travel Information



Association Travel Concepts

1-800-458-9383 email: atc@assntravel.com www.assntravel.com <a href="Fax: (858) 581-3988

Association Travel Concepts (ATC) has been selected as the official travel agency for The Academy of Management Annual Meeting in Washington D.C., August 3-8, 2001. As the official agency, ATC has negotiated discounts with United Airlines, US Airways and Avis Rent A Car to bring you special airfares and car rental rates that are lower than those available to the public. When calling ATC, you will save 10% to 15% off on United and US Airways Airline tickets purchased more than 60 days prior to the meeting. For tickets purchased less than 60 days prior, the discounts will be 5% to 10% off of the lowest available fares. Some restrictions may apply and a service fee may apply. ATC will also search for the lowest available fare on ANY airline serving Washington, D.C.

ATC provides personalized service, advance seat assignments, special meal requests on airline flights, frequent flier programs, electronic ticketing, E-mail access for convenient booking of your tickets and MORE...

Take advantage of these new services offered by ATC:

- Trip Manager an online reservation system <u>www.tripmanager.com</u>. Type in AOM for Company and new user for Member Log-in.
- Power Pricing a computer software search for the best fare on all airlines.
- RESFAX fax-back service with 36 options and prices for your requested travel times.

All discounts apply for travel July 31 through August 11, 2001. ATC is available for reservations from 9:00 am until 8:30 pm Eastern Time, Monday through Friday.

You may also call your own agency or the vendors directly and refer to the following I.D. numbers listed:

United: ID# 598QX (800) 521-4041 US Airways: ID# 73671840 (877) 874-7687 Avis: ID# J949039 (800) 331-1600

Airport Transportation

Washington, D.C. offers two major airports as your destination. Ronald Reagan National Airport is closest to the meeting site but offers only domestic flights.

Ronald Reagan National Airport

Located south of the city along the Potomac River and offering a full range of domestic flights on major, regional and commuter carriers. Shuttle bus service to downtown (1517 K St. NW) available. Also accessible on Metrorail's yellow and blue lines. Taxi fare to downtown is approximately \$12-\$15, and both Washington Flyer and Super Shuttle now offer service from the airport to downtown hotels.

Washington Dulles International Airport

Located 26 miles west of Washington and offering a full range of domestic and international flights. Taxi fare to downtown is approximately \$40. Washington Flyer provides bus service to downtown hotels, with departures every 45 minutes, and Super Shuttle offers door to door service.

By Car

AVIS Rent A Car has been named as the official car rental agency for ground transportation to the 2001 Annual Meeting and is offering special meeting rates to Academy members.

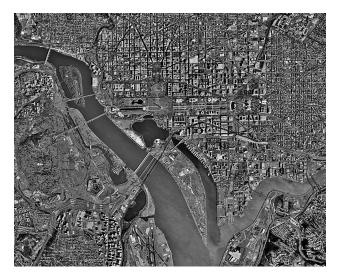
Contact ATC for the rate information. The rates are available one week before and one week after the dates of the meeting. Rates do not include tax, optional coverages or gas refueling charges. Renter must meet Avis requirements. All rates include unlimited free mileage. Weekend daily rates are available from noon Thursday–Monday at 11:59 pm.

To take advantage of the special rates:

1. Call ATC 1-800-458-9383

2. Should you choose to call Avis directly, please refer to the GROUP number listed:

Avis: 1-800-331-1600 Group #: J949039



Welcome to Washington!

On behalf of the George Washington University, thank you for the honor of selecting us to be your local hosts for the Washington 2001 meeting. Your colleagues here at GW have enjoyed the opportunity to help bring to fruition our vision of this annual meeting. We're appreciative of GW's Deans and administration for their continued support and "loaning" of key personnel and to those people who have made this support happen: Andrea Casey, Jeff Lenn, and David Schwandt.

Andrea, Jeff, Dave and I would like to send a special thank you to our workgroup leaders (listed in "Meet the Meeting Planners" who have committed hours of their valuable time and are relentless in ensuring that the meeting is a worthwhile and enriching experience for all those attending.

If there's anything that we at GW can do to help make your Academy of Management experience more fulfilling – please let us know. Check out the Welcome to Washington Page of the meeting website: http://aom.pace.edu/meetings/2001/washington.htm prior to the meeting for more information about planning your trip to Washington, D.C.

Margaret D. Gorman George Washington University

Washington 2001 Charity

As the local charity for the Washington 2001 meeting, the Academy of Management has chosen the DC Habitat for Humanity. DC Habitat is a local chapter of Habitat for Humanity International, which is a nonprofit, nondenominational Christian housing organization. Habitat International welcomes all people to join them as they build simple, decent, affordable, houses in partnership with those in need of adequate shelter. Since 1976, Habitat International has built more than 100,000 houses in more than 60 countries, including some 30,000 houses across the United States. For more information, visit http://www.habitat.org.

DC Habitat's Mission

DC Habitat builds affordable homes with people in need in partnership with the greater DC community. DC Habitat for Humanity sells homes to families who are ineligible for conventional financing. As of January 2000, DC Habitat has completed 49 homes and renovated 75 low-income cooperative units with the help of over 10,000 volunteers. In June 1992 the 2,000 volunteers, including the former President Carter and his wife Rosalyn, completed ten homes during the Jimmy Carter Work Project in just five days.

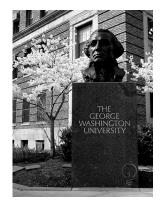
Currently, DC Habitat is completing a 34-home development in the Skyland neighborhood in Southeast Washington. In addition, work is underway on a number of other properties around the city.

Service Learning Project

This year's Service Learning Project is sponsored by the Management, Spirituality and Religion division and will be providing "Sweat Equity", working with the DC Habitat for Humanity during the August Meeting. For additional information and to pre-register, please contact: Gerald Ramey at gramey@lcsc.edu or (208) 799-2370

T-shirts

While trying to assure a nice contribution to DC Habitat for Humanity, the Local



Arrangements Committee also sought to be environmentally friendly with our choice and design of t-shirts. The shirts we have chosen to represent the Washington 2001 meeting are made of natural, unbleached cotton. The Washington 2001 "Castle" logo will only be printed on the front chest to limit the amount of dye used in processing. The cost of the t-shirts will be \$10.00 and if we sell enough of them, forty percent of what you pay will go to DC Habitat for Humanity! Avoid the rush and pre-order your T-shirt on the Early Registration Form!

Shuttle Service

To enhance your experience and facilitate movement among the three hotels, the Shuttle Service schedule has been designed with peak usage and the Washington 2001 meeting schedule in mind.

Because most of the events scheduled Friday through Sunday (Professional Development Sessions, Meetings and Sunday convocation and entertainment) will be at the Marriott, there will be very light shuttle service between the hotels on those days.

As the activity of the meeting itself picks up, so will the frequency of shuttles. Buses will run between the hotels every 10 minutes from 7:30 am through 7:00 pm Monday and Tuesday and will be slightly modified on Wednesday. Extra busses will be available to transport participants to and from the Presidential Luncheon on Tuesday.

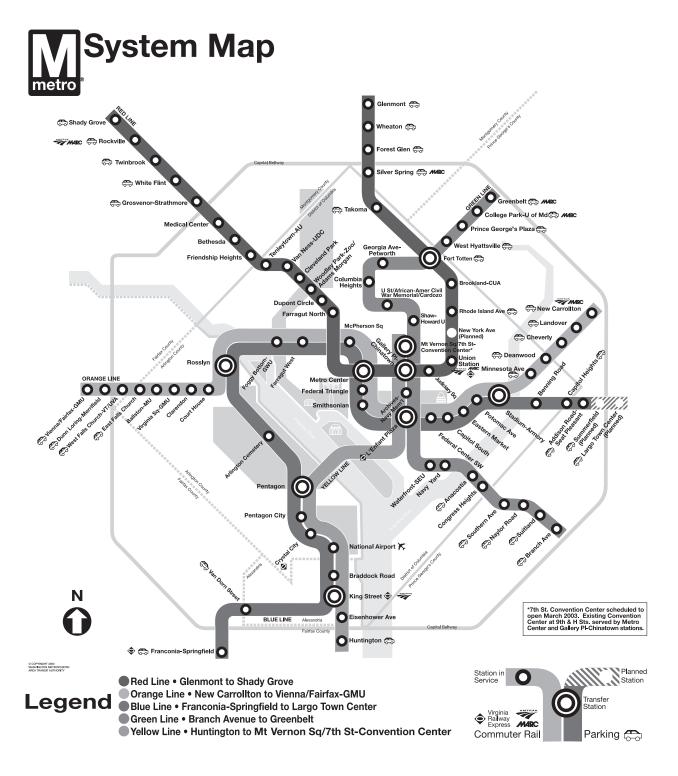
Check at the Academy Information Booth in one of the hotels to confirm the Shuttle Schedule for each day.

The Washington Metropolitan Area Transit Authority "Metro"

Washington DC boasts one of the cleanest, safest, most efficient mass transit systems in the world. The system operates using a simple color-coded design. Prior to arriving in Washington, you should check out the web page http://www.wmata.com and familiarize yourself with the system.

Each of the conference hotels is within a short walk of a Metro stop on the "Red Line." The Marriott and Omni are at the Woodley Park Metro Stop and the Hilton is three blocks north of the Dupont Circle stop.

Washington Metro Map



Local Arrangements Committee Special Tours

Saturday, August 4th 1:00 pm- 6:00 pm ON THE WATERFRONT IN ANNAPOLIS

Escorted by a guide in full colonial regalia, see the historical homes and exquisite formal gardens lining the charming side streets of the town. Experience the enduring grace of this colonial capital as you stroll the quaint cobblestone streets that embrace a picturesque harbor.

Tour the imposing Maryland State House, which has the dual distinction of being both the oldest state house still in use in America and the only state house to have ever served as the U.S. Capitol. Seeing the architecture and splendid gardens offers a unique opportunity to experience what life was like for the city's Colonial inhabitants. Also explore the bustling docks and then make our way to the more earthly delights offered in town. Note: This is a walking tour. Comfortable shoes are recommended.

Sunday, August 5th 8:30am - 12:30 pm WELCOME TO WASHINGTON

This narrated motor coach tour starts at the White House and follows the inaugural parade route to Capitol Hill passing the magnificent U.S. Capitol Building, the Library of Congress and the Supreme Court Building. After a ride down the Mall, pass by the temple-like Jefferson and FDR Memorials. At the far end of the Mall, marvel at the towering Washington Monument before stopping at the Lincoln Memorial. After a short walk, pause at the powerful and moving Vietnam Veterans and Korean Veterans Memorials. The final stop is the JFK Center for the Performing Arts which includes a visit to the rooftop terrace for a spectacular view of the city. Return with a valuable overview of Washington, the stage well set for your own in-depth exploration of our nation's capital.

Includes a Washington, D.C. sightseeing guide with both City and Metrorail maps.

Sunday, August 5th 2:00 pm - 5:00 pm BIKE THE SIGHTS!

Bike your way through Washington, D.C.'s most exciting sights! Knowledgeable guides will lead you on a historical and architectural experience while visiting over 55 landmarks in three hours. Touring the Nation's Capital by bicycle gives you an opportunity to visit many memorable places that are not accessible by any other means. The tour is designed to be completed in a relaxing pace for the occasional exerciser. It begins at the National Mall, and will take you to all of the city's major highlights including the Smithsonian Institution museums, Capitol Hill, the Washington Monument, and the White House. The tour will cap off with a ride through Washington's beautiful Rock Creek Park and West Potomac Park, where you will see the new FDR Memorial. The terrain is mostly flat with two short hills, and is on paved paths and gravel trails.

Roundtrip Metro Pass, Bicycle Rental, Helmet, Snacks and water provided.

Monday, August 6th 9:00am - 12:30 pm GEORGETOWN WALKING TOUR

Socially, politically and culturally, Georgetown sits at the center of Washington high life. This once-bustling shipping port was established 50 years before Congress, and it was in Georgetown that the founding fathers met to discuss the plans for the new capital city. The neighborhood has been home to poor laborers and fabulously wealthy merchants, as well as to social and political climbers, the notable and the notorious. Jeanne Fogle, a local historian and fourth-generation Washingtonian, guides the group to discover remnants of farmhouses and country estates interspersed with tiny clapboard servants' quarters, alley slum dwellings, laborers' homes, taverns, and such landmarks as the 19th-century Russian Embassy. Come take a walking tour through 200 years of Georgetown history.

Monday, August 6th 10:00am - 3:00 pm HISTORIC ALEXANDRIA

Become a privileged visitor to the eighteenth century in Alexandria, Virginia. Enjoy Old Town Alexandria's quaint shops, colorful street performers, historic homes. The trip starts with a tour of the 1785 Lee-Fendall House. Next, enjoy a private tour of Gadsby's Tavern Museum, a 1770 Georgian tavern where George Washington was once known to frequent. Also included on the tour is The Torpedo Factory Art Center houses a collection of studios for nearly 200 juried artists who create and sell their works on the premises. Take time to visit the many unique shops within the Torpedo Factory before taking a stroll down old King Street, browsing in its many quaint boutiques.

Monday, August 6th 8:00 pm - 10:30 pm ILLUMINATING WASHINGTON

Perhaps the most enchanting way to see Washington is by night. This comprehensive riding tour includes views of the landmarks for which our nation's capital is famous – the White House, the U.S. Capitol Building, the U.S. Supreme Court Building, the Library of Congress, and the towering Washington Monument – in all their illuminated glory. Stop and see the Jefferson Memorial, a temple-like shrine to the genius of our third president. Wander the vast, domed space of this proud monument and descend the grand marble stairs to the edge of the Tidal Basin. From this striking vantage point, take in Mr. Jefferson's splendid view of the White House, located just across the way. Just a short ride away, walk through the FDR Memorial, Washington's newest memorial. This powerful monument of granite walls and waterfalls honors our nation's longest serving president

After a short coach ride, pause at the Lincoln Memorial to gaze in awe at the solemn statue keeping watch over our capital. Pass between the towering columns that frame this inspiring edifice to enjoy the breathtaking view across the Reflecting Pool to the Washington Monument and the U.S. Capitol beyond.

Local Arrangements Committee Special Tours, Instructions, Release

Tuesday, August 7th 9:00am - 3:00 pm GEORGE WASHINGTON'S HOME & HOME TOWN

Begin the day at George Washington's Mount Vernon, going behind-the-scenes to learn a little bit about our country's first president. Walk the gardens and grounds; learn about Washington's views on slavery; and observe the results of his interest in architecture. After a 45-minute guided walking tour of the grounds, explore Washington's mansion and explore the estate's many outbuildings. Next you'll visit George Washington's hometown, Alexandria passing Market Square, where General Washington reviewed his troops, and Christ Church, which was established in 1765.

Tuesday, August 7th 10:00am - 3:00 pm SHOPPING AT POTOMAC MILLS

What better way to spend the day than shopping for bargains? Board your deluxe coach for the short trip for Virginia's Potomac Mills, the world's largest factory outlet mall. Take advantage of incredible savings of up to 80% off brand-name merchandise, and discover why Potomac Mills is the state's biggest tourist attraction.

Upon arrival, find yourself presented with a special gift bag featuring coupons for further savings on the already low prices. Shop 'til you drop at such renowned emporiums as Eddie Bauer, Calvin Klein, and Ikea, Nordstrom, Saks Fifth Avenue and Macy's.

Notes:

All tours will depart from the Marriott Hotel with the exception of Bike the Sights! The TCI company offers Academy members superb service such as access for persons with disabilities and multi-lingual guides.

Registration Instructions

1. Please return this registration form with full payment to: To register by mail & pay by check

The TCI Companies

Attention: Academy of Management Tour Registrar 818 Connecticut Avenue, NW Suite 500 Washington, DC 20006

OR

To register by fax & pay by credit card Fax registration form including card expiration date and signature authorizing full payment to (202) 457-0347

- 2. Full payment must accompany your registration.
- 3. Payment must be made in U. S. Dollars, by check or money order payable to the TCI Companies and must be drawn on a United States Bank. Visa, MasterCard, American Express or Discover are accepted. Credit card statements will identify as "TCI tours and events" as the "merchant" for tour ticket charges.

- Pre-registration and written refund requests must be received by July 15th, 2001.
- Prepaid tickets may be picked up on-site at the Academy of Management conference at the TCI tour desk which will be located at the Marriott Hotel.
- 6. Any questions may be directed to TCI at (202) 457-0315. Ask for the Academy of Management tour registrar.
 - Office hours are 9:00 am 5:00 pm (eastern time) Monday through Friday. Calls made outside these hours may use the automated system to leave a message.
- 7. You must be registered for the conference in order to be eligible to participate in the tours.

General Release and Waiver Form

This form must be completed prior to participating in any of the planned activities offered by the TCI Companies.

In consideration of The Academy of Management and the TCI Companies planning and coordinating these activities during the 2001 meeting, I do hereby release and discharge forever, and by these presents, do for ourselves, our heirs, executors, administrators and assigns release and discharge forever, The Academy of Management and the TCI Companies, their subsidiaries and affiliates, and their officers, directors, agents and employees, from any liability, direct and indirect, and all claims, demands, damages, actions, causes of actions, or suits at law or in equity because of matters, incidents or things done, omitted or suffered to be done by anyone, which may hereafter arise, directly or indirectly, from or out of my participation in program activities.

Signature	
Printed name	

THE ACADEMY OF MANAGEMENT ANNUAL MEETING WASHINGTON, D.C. AUGUST 3TH - 8TH, 2001 OFFICIAL TOUR REGISTRATION FORM

DATE/TIME	(evening)	Fax		
DATE/TIME				
DATE/TIME				
DATE/TIME	TOUR NAME	# of TKTS	PRICE/ TKT	TOTAL
Saturday, August 4 th 1:00pm - 6:00pm	On the Waterfront in Annapolis		\$46.00	
Sunday, August 5 th 8:30am - 12:30pm	Welcome to Washington		\$29.00	
Sunday, August 5 th	Bike the Sights!		\$70.00	
Monday, August 6 th	Georgetown Walking Tour		\$40.00	
Monday, August 6 th	Historic Alexandria		\$49.00	
Monday, August 6 th	Illuminating Washington		\$25.00	
Tuesday, August 7 th 9:00am - 3:00pm	George Washington's Home and Hometown		\$65.00 adult	
	George Washington's Home and Hometown		\$59.00 child	
Tuesday, August 7 th 10:00am - 3:00pm	Shopping at Potomac Mills		\$30.00	
	Processing Fee Per Form			\$ 6.00
	1:00pm - 6:00pm Sunday, August 5 th 8:30am - 12:30pm Sunday, August 5 th 2:00pm - 5:00pm Monday, August 6 th 9:00am - 12:30pm Monday, August 6 th 10:00am - 3:00pm Monday, August 6 th 8:00pm - 10:30pm Tuesday, August 7 th 9:00am - 3:00pm	1:00pm - 6:00pm Sunday, August 5 th 8:30am - 12:30pm Sunday, August 5 th 2:00pm - 5:00pm Monday, August 6 th 9:00am - 12:30pm Monday, August 6 th 10:00am - 3:00pm Monday, August 6 th 8:00pm - 10:30pm Tuesday, August 7 th 9:00am - 3:00pm George Washington's Home and Hometown George Washington's Home and Hometown Tuesday, August 7 th 10:00am - 3:00pm Tuesday, August 7 th Processing Fee Per Form	Saturday, August 4 th 1:00pm - 6:00pm Sunday, August 5 th 8:30am - 12:30pm Sunday, August 5 th 2:00pm - 5:00pm Monday, August 6 th 9:00am - 12:30pm Monday, August 6 th 10:00am - 3:00pm Monday, August 6 th 8:00pm - 10:30pm Tuesday, August 7 th 9:00am - 3:00pm Tuesday, August 7 th Processing Fee Per Form	Saturday, August 4th 1:00pm - 6:00pm Sunday, August 5th Welcome to Washington \$29.00

On behalf of our university sponsors, welcome to Washington, D.C. and the 2001 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. Historically sponsors were only in the immediate geographic area of the meeting site; over the last few years we have had sponsors from all over the world.

This year we have thirteen sponsors whose institutions have combined to contribute \$33,500. A number of schools have sponsored several consecutive Academy Annual Meetings. The Academy is very grateful to the sponsors for the 2001 meeting. Please thank faculty and other representatives of these Schools during our meeting. I am grateful for our sponsors, and for their support of the Academy of Management and our Annual Meeting.

Karen S. Whelan-Berry, Director of University Sponsorship

Gold Sponsors

University of California, Irvine

The UC Irvine Graduate School of Management is an international leader in preparing students to innovate, lead, and build value in a technology-driven society. The school - ranked among the top 50 of the nation's 700 MBA programs - combines the fundamentals of management with a focus on how the interplay of information and technology is changing the way business is done. This focus gives students the knowledge they need to build business value, whether they are creating a new company or reinventing an established firm. Students develop the ability, confidence and courage to embrace and lead rapid change in a business world that is being transformed by continual technological innovation. The school offers four paths to earning an MBA a Full-time MBA Program and three executive degree programs for working professionals - as well as mid-career executive development programs. The school also encourages innovation by sponsoring an annual business plan competition and providing a 24/7 facility on campus where students can develop their ideas for new businesses.

George Mason University

George Mason University's School of Management is located in the heart of Fairfax, Virginia, one of the most unique and growing regions of the world. Our proximity to Washington, D.C., and Northern Virginia makes this a diverse and dynamic business community, whose base consists of technology, business and financial services, corporate and regional headquarters operations, trade associations, government agencies, retail firms and wholesale distributors.

■ Emphasis on an Integrated Approach to Management Because most key business problems are solved by combining ideas from various disciplines, we encourage and emphasized interdisciplinary learning. Although faculty members have specialties at which they are expert, they deliver our graduate and undergraduate programs through integrated curricula.

■ A Well-rounded Business Education

The School of Management's approach to education provides thorough introductory instruction in all functional areas of the business management. Our graduate and undergraduate programs also offer a rich selection of electives in areas such as financial management, business formation processes, marketing management, and information systems management. Our faculty takes teaching very seriously. In addition to a quest for excellence in teaching, they conduct basic and applied research, and publish in the major management journals. They present their research at national and international conferences and consult with local and global corporations.

■ Focus on Technology

Rapid technological change is the defining hallmark of our times. In particular, information technology is not only redefining the competitive landscape within industries; it is also fundamentally reshaping business functions, as well as enabling entirely new ways of conducting business. Visit the Website: www.som.gmu.edu

University of Minnesota

Celebrating its 150th year, the University of Minnesota with its four campuses, is a leading land grant research university. The university serves 59,185 students with more than 30,304 faculty and staff. It's largest campus in the heart of the Minneapolis-St. Paul metropolitan area is made up of over 20 colleges that offer 161 bachelor's degrees, 218 master's degrees, 114 doctoral degrees and 5 professional degrees.

The University of Minnesota's business school was founded in 1919, was renamed the Carlson School of Management in 1986, and moved into its new technologically advanced building in 1999. The school's mission is to advance the practice of management in the context of a global economy with increasing technological and social change. The Carlson School's vision of excellence is to be a professional learning community where faculty, students and practitioners interact through a variety of ongoing forums to co-produce knowledge that advances management research, teaching and practice. The school is a dynamic part of a thriving business community that enthusiastically participates in this professional learning community. The Twin Cities area is headquarters for many Fortune 500

companies, as well as healthy industrial clusters in high tech, medicine and medical devices, food and agriculture, and financial services, among others.

The Carlson School's distinguished faculty consistently rank among the top business school faculties for research and scholarship. They have a wide variety of interests and disciplinary backgrounds, and they are engaged in many ongoing research studies. The faculty embrace a variety of research approaches, with a strong commitment to quality scholarship. They translate this

research into practice by teaching courses at the cutting edge of knowledge for the school's more than 2,300 students in its undergraduate, masters, and doctoral programs.

University of Richmond

The Robins School of Business is proud to be a sponsor of the Academy of Management. The Robins School is at an historic threshold, adding new programs and enhancing existing ones. Our 50-year history as a business school has been marked with a strong commitment to student-centered learning. Our 45 faculty members are outstanding teacher-scholars serving approximately 750 undergraduate students and 250 MBA students. Small class sizes, world class instructional technology, and curricular innovation characterize our learning environment. Faculty research is facilitated with junior faculty sabbaticals, summer research and direct cost support, significant travel budgets, and the latest technology.

The Robins School offers undergraduate, graduate, and executive education programs:

- Undergraduate majors in accounting, economics, and business
- Undergraduate concentrations in finance, marketing, economics, management, and international business
- An evening MBA program that includes an opening residency, international experience, and capstone project
- A dedicated corporate MBA program
- Non-degree executive education through the Management Institute that includes certificate courses, residential courses, customized company-based programs, and public enrollment programs.

The University of Richmond is a highly selective, private institution strongly committed to the development of intellect and the integration of liberal arts and professional education. Founded in 1830, the University currently serves approximately 3,000 full time undergraduates in the schools of business, arts and sciences, and leadership studies and over 1,000 graduate students in schools of business, arts and sciences, and law. Ranked as one of America's premiere universities, Richmond offers students the intimacy of a small college with the range and diversity of a major university. With an endowment in excess of one billion dollars and a bold vision for its future, the University is in the midst of one of the most exciting periods in its development.

University of Virginia

Darden, the University of Virginia's Graduate School of Business Administration, is a world leader in the development of case pedagogy and the production of multimedia business cases.

Consistent with the school's mission to "develop professionals who create, lead and transform organizations," research is focused on seven such transformational business issues identified by the faculty. These issues include sustainability, diverse leadership teams, innovation, e-business, strategic alliances, risk capital and post-merger integration. Nearly 250 business cases were devel-

oped in 2000, including 15 multimedia cases, with a concentration in finance, marketing and operations.

Also during 2000, the school launched its Batten Institute, with an endowment of \$84 million, to support future case studies. Under the auspices of the Institute and its new office in Northern Virginia, Darden is conducting academic and practitioner conferences on its seven key issues to add to its knowledge base of best practices.

Darden's faculty consists of more than 85 scholars distinguished by a range of business and academic experience reflected in the school's unified curriculum. Professors maintain a strong connection to the business community through research, consulting, service on corporate boards and by teaching in the school's executive education program.

In Business Week's survey of graduating MBA students, Darden was ranked first for teaching and its faculty was topranked in a 2000 worldwide survey of corporate executives by the Financial Times.

Next year, Darden will expand its MBA Program by 25 percent and the school will complete a 130,000 square-foot addition to its world class facilities.

Silver Sponsors

American University

American University's Kogod School of Business, ranked by BusinessWeek in its list of top business programs, is an exciting, dynamic institution positioning itself squarely in the upper echelons of America's finest business schools. Led by a new dean with a new vision, Kogod is recognized for special assets:

- A faculty with outstanding expertise in international business,
- Well-placed graduates around the world,
- A leadership position in business information technology, and
- The competitive advantage of direct access to the financial and policy-making power of Washington, DC.

Theory and practice exist side-by-side in our classrooms. Our programs are enhanced with a range of unique business and academic partnerships. As a result, Kogod students become well-informed, highly skilled professionals ready to compete and succeed in the global marketplace. You will find that five fundamental tenets are woven into every course, every activity, and every element of the Kogod degree programs. These are:

- The promotion of a global orientation
- The effective use of technology in business management
- The integration of real-world business perspectives
- A focus on professional skills
- An emphasis on the individual and community

Combined with our traditional strengths, these attributes ensure that Kogod programs track with contemporary business realities to produce effective business leaders for the next century.

George Washington University

Founded in 1821, The George Washington University is located in the heart of Washington, DC. GW's main campus occupies 43 acres in the Foggy Bottom neighborhood bordered by the White House, the State Department, the Kennedy Center for the Performing Arts, the State Department and the World Bank. The University has more than 20,000 students of whom 10,000 are graduate and professional students from all 50 states and 139 countries.

The School of Business and Public Management offers AACSB accredited degree programs that lead to the B.B.A. and B.Accy, and the M.B.A. and M.P.A. as well as 6 specialized masters degrees and the Ph.D. Its 123 nationally and internationally renown full time faculty are complemented by 80 part time faculty drawn from corporations, governmental agencies and associations in the Washington, DC area. The School is also committed to enhancing the communities that surround it through management development programs, consulting projects with local businesses and volunteer leadership in organizations oriented toward aiding those who are homeless, hungry, and poor.

The Graduate School of Education and Human Development is home to the Human Resource Development Program, the oldest in existence with the largest number of full-time faculty in the US. Masters and doctoral degrees are offered in six locations across the United States and Asia. The HRD faculty represent a variety of professional and academic backgrounds including organizational development and change, leadership, and individual, group, and organizational learning. The HRD program is committed to providing quality education for professional and managers interested in changing organizations with its focus on increasing the learning capacity of individuals, teams, ands organizations to optimize organizational growth and effectiveness.

In 1990, the Executive Leadership in HRD doctoral program was established to meet the complex learning challenges organizational leaders face in the 21st century. Student fellows are senior executives from a variety of businesses and governments from around the world. Their dissertation research has focused on leadership, organizational culture, adult learning, teams, organizational learning, and managerial and organizational cognition. The Center for the Study of Learning, founded in 1992, engages in various research projects ranging from leadership assessment, strategic planning, HR assessment to organizational learning.

Nova Southeastern University

Nova Southeastern University's Wayne Huizenga Graduate School of Business and Entrepreneurship in Fort Lauderdale, Florida is the only business school in the nation with entrepreneurship in its name. That says a lot about who we are – a school committed to delivering an up-to-date curriculum that fosters the spirit of innovative thinking in the workplace.

Over twenty-five years ago, when few other institutions considered customer needs, the Huizenga School strove to accommodate working professionals by creating both weekend and field-based programs. Today, that tradition continues. The Huizenga School serves over 2,300 ground based and online master's and doctoral students in a variety of degree programs tailored to meet the demands of today's workforce. The Huizenga School also offers a range of enriching seminars and workshops through the Hudson Institute of Executive Education and Entrepreneurship.

No matter the program or format, each program utilizes all the tools technology and management have to offer, giving students an unprecedented opportunity to acquire skills that will enrich their knowledge base and leadership abilities, while learning to add value to their company and their lives.

One of the many business and academic publications produced by the University is The Journal of Applied Management and Entrepreneurship. The JAME is a broad-based publication dedicated to the study of general management and entrepreneurship. Readers of JAME include both academics and practitioners, and the focus of the articles is on applications and implications that can be of use in the practice of management and entrepreneurship.

Host Sponsors

Benedictine University

U.S. News & World Report named Benedictine University among the top schools in the Midwest Region and ranked the school fifth in the Midwest for Campus Diversity in their 2001 Best College issue. Benedictine University in Lisle, Illinois dedicates itself to the education of students from diverse ethnic, racial and religious backgrounds. As an academic community committed to liberal arts and professional education, distinguished and guided by its Roman Catholic tradition and Benedictine heritage, the University prepares its students for a lifetime as active, informed and responsible citizens and leaders in the world community.

The Benedictine University Ph.D. in organization development prepares management professionals with state-of-the-art education in the field. Built on a 25-year history of successful graduate-level OD education, this program is intended for those persons with extensive experience, who currently hold responsible positions either in the field of organization development, management or a closely allied field such as human resource management. It is intended as a program that makes a difference in both the scholarly and the practitioner world. In the first few years of the program, the Benedictine University Ph.D. students and faculty published and presented more than 200 articles, papers, presentations and seminars in OD academic and

professional journals and at associations, including conferences in Australia, India, Denmark, Mexico, Norway, Ireland, France, Thailand and Italy.

The MS in Management and Organizational Behavior at Benedictine University is recognized both locally and nationally as a leader in providing education toward managing the human side of organizations. Our full-time and adjunct faculties combine strong academic backgrounds with extensive practitioner experience to build a program that incorporates the values of human dignity and corporate social responsibility. We foster collaborative faculty/student relationships aimed at achieving a common goal: learning to create and sustain excellence in management. Consistent with the University's dictum, these programs "inform today to transform tomorrow".

University of Delaware

Established in 1743 the University of Delaware now enrolls over 16,000 undergraduates and nearly 3,000 graduate students. As a state-assisted, privately controlled institution, the University seeks to enroll students from diverse backgrounds and a wide variety of geographic regions. Currently, 60 percent of Newark campus undergraduates are nonresidents who represent nearly every state and several foreign countries. The College of Business & Economics enrolls approximately 2000 undergraduate students and almost 700 students in its part-time, full-time and Executive MBA programs. All of the business programs in the college are accredited by the AACSB.

The Department of Business Administration is composed of Management, Marketing and Operations Research faculty. The mission of the department is to foster the discovery and dissemination of knowledge through supporting high quality research and delivering first class undergraduate and MBA education. Faculty in the Department of Business Administration have been highly productive researchers, publishing in all of the top tier research journals in their respective fields. An analysis of Business and Economics publications from 112 Carnegie Research universities for the period 1994-1998 compiled by The Institute for Scientific Information (ISI) ranks the University of Delaware at 72 out of the 112 research universities for publication impact. When compared as a ratio of Business and Economics publications to all other fields in their respective universities, the University of Delaware jumps to a ranking of 31 out of the 112 research universities. Thus, we take great pride in our accomplishments and continued efforts as a top quality research department.

Johns Hopkins University

For more than twenty-five years, The Johns Hopkins University, through its Graduate Division of Business & Management, has offered graduate degree and certificate programs designed primarily to help working professionals achieve their goals through part-time career study. These degree programs include Master's degrees in Finance, Information & Telecommunication Systems, Marketing, Real Estate, and Organization Development &

Human Resources. Certificate programs include Information Technology, Investments, Leadership Development for Minority Managers, Seniors Housing & Care, and the Business of Medicine. Courses are taught both by Hopkins' full-time faculty and leading professionals from the Washington-Baltimore corridor and are offered in Baltimore, Columbia, Rockville, and Washington.

In 1999, the school within which the Graduate Division is housed changed its name to the School of Professional Studies in Business and Education to better reflect its new mission and restructured its successful MS in Business to the widely-recognized Master of Business Administration. The introduction of the Hopkins MBA was well received by students throughout the region, and it quickly evolved to become the 5th largest, parttime MBA in the country.

The rigorous content of the Hopkins MBA is not only well grounded in theory, but also incorporates the latest "real world" business practices as experienced by practitioners in the region. Indeed, our students regularly cite our unique blend of full- and part-time faculty as one of our core strengths. The curriculum is sufficiently flexible to allow students the opportunity to develop a concentration in finance, international business, management, information systems, electronic business, marketing, human resources management, or seniors housing & care.

University of Maryland

The Robert H. Smith School of Business at the University of Maryland is a management education and research leader of the digital economy. It prepares students and organizational partners to achieve success in a business world fueled by technology, globalization, and entrepreneurial innovation.

The Smith School offers undergraduate, MBA and M.S., and doctoral programs. The curricula integrate the foundational business disciplines (e.g., accounting, finance, marketing, strategy, organization, decision and information systems, logistics and policy) with cross-functional e-business concentrations. These include e-management, e-commerce, supply chain management, global knowledge management, and financial engineering.

Several Smith School programs are ranked among the nation's and world's best. For example, the Financial Times in its 2001 survey of MBA programs worldwide ranked the Smith School 4th in information technology, 6th in research productivity, and 7th in entrepreneurship.

Within the past year, the Smith School has launched two major initiatives to explore and share the best business practices of the digital economy. The Netcentricity Laboratory, a one-of-a-kind facility, integrates supply chain management, electronic commerce, and financial trading to model the netcentric economy. The Smith School also recently launched the Center for E-Service to help companies put the customer first in their e-commerce strategies. It brings together a cluster of robust e-commerce, e-management, and e-services courses, and the research and expertise of the school's world-class faculty.

In addition, the Smith School shares its expertise and resources through other centers, including the Center for Global Business, Dingman Center for Entrepreneurship, and Center of Executive Education. For more information about the Robert H. Smith School of Business, visit: www.rhsmith.umd.edu.

Virginia Tech

Virginia Tech (full name: Virginia Polytechnic Institute and State University) was established in 1872 as a land-grant university. The university, located on a 2,300-acre campus, has an enrollment of about 28,000 (on and off campus) – about 80 percent undergraduate students, 20 percent graduate students. About 700 students are enrolled in a voluntary corps of cadets.

The university offers 60-plus bachelor's degree programs and about 110 master's and doctoral programs through eight colleges – Agriculture and Life Sciences, Architecture and Urban Studies, Arts and Sciences, Business, Engineering, Human Resources and Education, Natural Resources, and Veterinary Medicine.

The university reports research and development expenditures of about \$170 million a year – the only Virginia school that regularly ranks in the nation's top 50 in R and D expenditures. With more than 100 research centers, the university also consistently ranks among the top institutions in industry-supported research and near the top 10 in the number of patents issued each year.

Virginia Tech's Pamplin College of Business enrolls approximately 3,600 undergraduates and 300 full-time graduate students in the MBA, master's of accountancy, and Ph.D. programs. The college emphasizes integrating computer use into the academic curriculum, developing the leadership skills of its students, and preparing students for global business challenges. It seeks to enhance cultural diversity in its programs.

The college sponsors several research centers that study issues in information and communications technology, leadership, and finance. It supports a business assistance center that offers a range of services to technology-based companies.



Behind the Bamboo Curtain Malika Richards

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 in the Harding Room of the Marriott Wardman Park on Saturday, August 4, from 6:00–7:00 pm and again on Sunday, August 5, from 1:00–2:00 pm.

Pre-registration for Placement Services may be done online at http://www.aom.pace.edu/placement from Wednesday, June 20th, until Saturday, July 28. Persons unable to pre-register should bring the required information to be entered 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 Marriott Wardman Park Hotel-Salon One or \$125 for tables in smaller meeting rooms (considered "premium" rooms). Placement Services will be located at the Marriott Wardman Park Hotel.

For additional information on Placement Services, please contact Nancy Leonard, Director of Academy Placement Services, at (208) 792-2843 or nleonard@lcsc.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:

- 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
- 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.

2001 Placement Committee

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All creatures seek order in their world.

Man and woman engaged in commerce are no different.

We create boundaries around our societies to set order, of a sense. in an environment filled with ever-changing uncertainties.

Governments are necessary boundaries so that we may know something of how our world ebbs and flows, reflecting our changing whims and our evolution... never hard and fast, never set in stone, never without a way out...

We create governments out of an instinctual need to provide an illusion of management of randomness in a world that changes faster every day.

Government as Attempted Management of Randomness Karen Bishop

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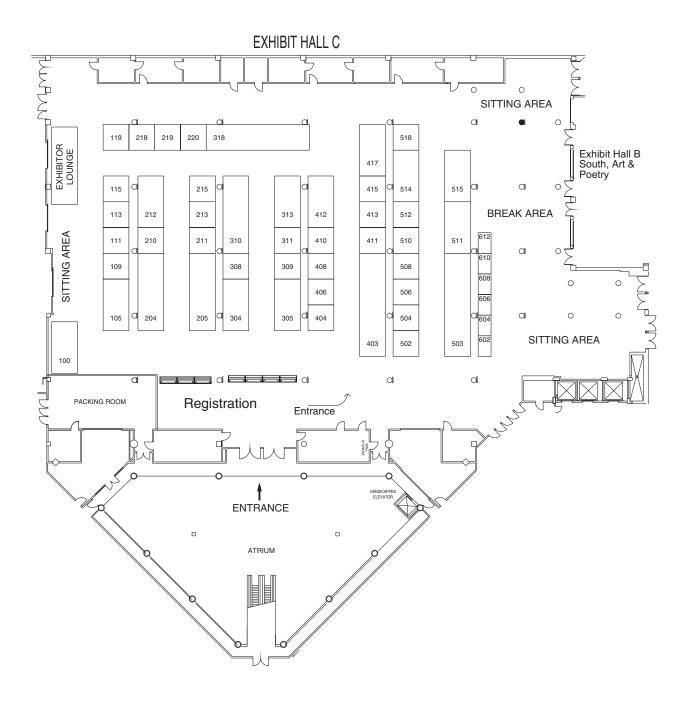
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2001 AOM Exhibitors Map



William H. Newman Award Nominees

The Academy of Management gives the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to as many as three papers a year. Nominated papers must be single authored, based on a doctoral dissertation completed within the last three years, and accepted for presentation at the 2001 Academy meeting. Division program

Perspective on the Origins and Significance of the Human Relations School of Management

chairs may nominate one paper for this award. The Awards Committee, under the direction of the Chair, Alfred Kieser (Mannheim U.), selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Here are this year's nominees:

Division	Nominee	Division	Nominee
	Tiziana Casciaro, <i>Harvard U.</i> Determinants of Governance Structure in Alliances: The Role of Strategic, Task, and Partner Uncertainties	MOC	Orly Levy, <i>Tel Aviv U.</i> The Influence of Top Management Team Global Mindset on Global Strategic Posture of Firms
	Jeffrey A. Thompson, <i>Miami U., Ohio.</i> Commitment Shift During Organizational Upheaval: An Analysis of Physicians' Transitions from Private Practitioner to Employee	MSR	Marjolein Lips-Wiersma, <i>U. of Canterbury.</i> Existential Meaning in Organizations: Contributions from a Study on the Influence of Spiritual Belief on Career Behavior
	Barry Goldman, <i>U. of Arizona</i> . When Sheep Turn Into Wolves: An Integration Of Organizational Justice And Social Information Processing Theories In	OB	Jonathon N. Cummings, <i>Carnegie Mellon U.</i> Work Groups and Knowledge Sharing in a Global Organization
ENT	Understanding Employment Discrimination Claiming Julie Hite, <i>Brigham Young U.</i> Evolutionary Processes and Paths of Embedded Network Ties in Emerging	OCIS	Robert Cross, <i>U. of Virginia</i> . A Relational View of Information Seeking: Tapping People and Inanimate Sources in Intentional Search
GDO	Entrepreneurial Firms Aparna Joshi, <i>Rutgers U.</i> The Context in which some Differences Make a Difference: Examining the Influence of Organizational Demography on	ODC	Theresa S. Cho, <i>Rutgers U.</i> The Effects of Top Executive Team Composition, Pay Structure and Attention on Strategic Change: A Case of Airline Deregulation
HCM	Outcomes of Team Diversity Eric Ford, U. of Alabama, Birmingham. State Health	OMT	Matthew Bothner, <i>U. of Chicago</i> . Structure, Scale, and Scope in the Global Computer Industry
HR	Agencies: A Configuration Approach Wendy Boswell, <i>Texas A&M U.</i> Aligning Employees with the Organization's Strategic Objectives: Out of "Line of Sight," Out of Mind	ONE	Jorge Rivera, <i>Duke U.</i> Does It Pay to Green in the Developing World? Participation in a Costa Rican Voluntary Environmental Program and Its Impact on Hotels' Competitive Advantage
	Wendy S. Becker, <i>U. at Albany</i> . Catalysts of Organizational Change: The Case for New Greenfield Start-ups	PNP	Bradley E. Wright, <i>State U. of New York, Albany.</i> Work Motivation in the Public Sector: An Application of Goal and Social Cognition Theories
	Ian Davies, <i>U. of Wales College, Newport.</i> Human Service Management Education and Development:	RM	Mark de Rond, <i>ESSEC Business School</i> . Reviewer 198 and Next Generation Theories in Strategy
	How Government has Helped Shape Current Understandings of What is Required in the UK	TIM	Richard Bergin, <i>Harvard U.</i> Venture Design, Scalability and Sustained Performance
MH	Kyle Donovan Bruce, <i>U. of Queensland</i> . An Alternative		

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. Criteria for the award include one or more of the following: 1. Submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions and of good quality in accordance with the criteria of these traditions. Especially important is the significance of the implications of the

findings, regardless of the school of thought from with the paper emanates. 2. Submissions that contribute to international understanding. 3. Submissions that link U.S. 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, Eleanor O'Higgins (U. College, Dublin): These are this year's nominees:

Division Nominee

BPS Charles Baden-Fuller, City U., London, and Bert Flier, Erasmus U. Idiosyncratic versus Generic Patterns of Renewal in the European Financial Services Sector: A Comparison between the Netherlands and the UK Rikarrd Larsson, Lund U. and Michael Lubatkin, U. of Connecticut. Achieving Acculturation in Mergers and Acquisitions: An International Case Survey Study*

CAR Daniel Tzabbar, *U. of Toronto*. Investigating the Effects of Change in Organizatonal Size and Structure on Career Management: A Study of Israeli Firms

Dan Jacobson, *Tel Aviv U.* and Naama Toker, *Tel Aviv U.* Response Patterns to Job Insecurity in a High-Tech Organization Undergoing Downsizing

CM Oluremi B. Ayoko, *U. of Queensland*, Charmine E.J. Hartel, *Monash U.* and Victor C. Callan, *U. of Queensland*. Disentangling the Complexity of Productive and Destructive Conflict in Culturally Heterogeneous Workgroups: A Communication Accommodation Theory Approach

ENT Gary D. Bruton, *Texas Christian U.* and Yuan Lu, *Chinese U., Hong Kong.* Corporate Entrepreneurship in
the People's Republic of China: Entrepreneurship in
Govenment Owned Firms

Harry J. Sapienza, *U. of Minnesota* and Dirk De Clercq, *U. of South Carolina*. Internationalization, Entrepreneurial Orientation, and Learning in Independent Belgian Firms

GDO Margaret Linehan, Cork Institute of Technology and Hugh Scullion, U. of Nottingham. An Empirical Study of the Repatriation of Female Managers: An Emerging Issue for European Multinationals

Daniel Alan Sauers, *Lincoln U., New Zealand*, Jeffrey Kennedy, *Lincoln U., New Zealand*, and Deirdre O'Sullivan, *Lincoln U., New Zealand*. Managerial Sex Role Stereotyping Among New Zealand University Students

Division Nominee

HCM Ewan Ferlie, Imperial College of Science, Technology and Medicine, Louise Fitzgerald, De Montfort U., Leicester, and Chris Hawkins, Warwick U. The Diffusion of Innovations in Health Care: The Impact of Professionals

HR David A. Lamond, Macquarie U., Paul E. Spector, U. of South Florida, Gael McDonald, UNITEC, Rong Xian Wu, Suzhou U., and Bernadette Hosking, RMIT U. Of Emics and Etics: The Development of a Cross-cultural Facet Measure of Job Satisfaction

Phyllis Tharenou, *Monash U.* The Relationship of Training Motivation to Participate in Training and Development

IM Lilach Nachum, Cambridge U. and David Keeble, Cambridge U. TNC Linkages in Localised Clusters: Foreign and Indigenous Firms in the Media Cluster of Central London

Winfried Ruigrok, *U. of Saint Gallen* and Hardy Wagner, *U. of Saint Gallen*. Matching Managers to Strategies: Do Multinational Companies Need Multicultural Top Management Teams

MED Jyostsna Mukherji, *Texas A&M International U.* and Ananda Mukherji, *Texas A&M International U.* The Relationship among Knowledge, Opportunity, and Ethical Perceptions: a Cross-national Investigation

MH Trevor Buck, de Montfort U. Russian History and the "Americanization" of Corporate Governance*

Bill Cooke, U. of Manchester. From Colonial

Administration to Development Management

MOC R. Scott Marshall, *Portland State U.* Hierarchy of Beliefs, Trust, and Dynamic Managerial Decision-making: A Cross-national Comparison*

Craig E. Carroll, *U. of Texas, Austin,* and Cees BM Van Riel, *Erasmus U.* We Who Are Many Form One Body: Organizational Identification and the Impact of Multiple Perceptions of Identity and Image in an International Policy-setting Organization

^{*} Finalist

Carolyn Dexter Award Nominees

Division Nominee

MSR Emma Bell, *U. of Warwick* and Scott Taylor, *Open U., U.K.* 'A Rumor of Angels': Researching Spirituality and Work Organizations

OB Jeffrey Sanchez-Burks, *U. of Southern California* and Fiona Lee, *U. of Michigan*. Conversing across Cultural Ideologies: East-West Communication Styles in Work and Non-work Contexts*

Steven M. Farmer, *Wichita State U.*, Pamela Tierney, *Portland State U.* and Kate Kung, *Wichita State U.* Employee Creativity in Taiwan: The Interaction of Role Identity and Multiple Cultural Domains

OCIS Mark Mortensen, Stanford U. and Pamela Hinds, Stanford U. Conflict and Shared Identity in Geographically Distributed Teams

ODC Phillipp A. W. Käser, *U. of Saint Gallen* and Raymond E. Miles, *U. of California, Berkeley.* Knowledge Activists: The Cultivation of Motivation and Trust Properties of Knowledge Sharing Relationships.

Maris G. Martinsons, City U., Hong Kong, and Paul Hempel, City U., Hong Kong. Process-based Organizational Change: From China Towards a Global Model

OMT Alessandro Lomi, *U. of Bologna*, Erik Reiner Larsen, City U., and John Freeman, U. of California, Berkeley. Things Change: Dynamic Resource Constraints and System-dependent Selection in the Evolution of Organizational Populations

Division Nominee

Alexander Styhre Chalmers, *U. of Technology.* The (Re)Embodied Organization

PNP Rangamohan V. Eunni, *Boston U.* and John F. Mahon, *U. of Maine.* How Government Matters: Strategic Decision Making in Public Bureaucracies that Impact Private Enterprises

Jason Z.Yin, Seton Hall U. and Doowon Lee, Yonsei U. Does WTO Matter? An Analysis of WTO Trade Dispute Settlement

TIM Kwanghui Lim, National U., Singapore. The Concentration of Basic and Applied Research In the Semiconductor and Pharmaceutical Industries: Implications for Theories of Knowledge Spillovers

Ganesh Prabhu, *Indian Institute of Management* and Utkarsh Majmudar, *Indian Institute of Management*. A Conceptual Map of Business Models in Internet Commerce

Deborah J. Dougherty, *Rutgers U.* Grounded Theory Building: Some Principles and Practices for Technology and Innovation Management Research

Kevin Kobelsky, *U. of Southern California*. The Impact of IT on Performance in High-Tech Manufacturing Supply Chains: A Study of the Disk Drive Industry

* Finalist

My Father's Career



In Memoriam Donald F. Poulson Ph. D. Professor Emeritus of Biology, Yale October 5, 1910 - December 7, 1989 The earnest young man holding his pipe

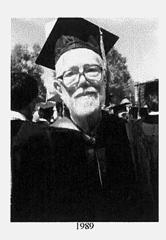
Sitting in front of a wall of books smiling slightly at the camera

Becomes

An old man peering from unfocused eyes over a bushy white beard

Standing in academic robes in front of the camera

On the day this son inherits his father's mantle



Christian F. Poulson Ph. D. Yale 1989

June 1997

My Father's Career Chris Poulson

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Blue Chips and White Papers Laura Baker

Academy of Management



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2002 Denver

August 11-14

Colorado Convention Center and Surrounding Hotels

2003 Seattle

August 3-6

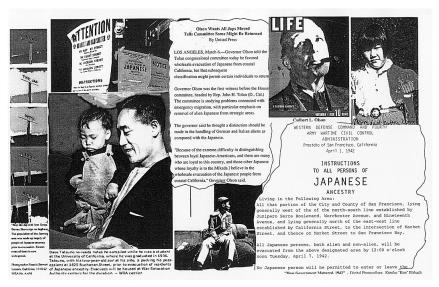
Washington State Convention & Trade Center and Surrounding Hotels

2004 New Orleans

2005 Honolulu

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1994-1995	Von Glinow, Mary Ann	Florida International U.	1964-1965	McFarland, Dalton E.★	Michigan State U.
1993-1994	Oldham, Greg R	U. Of Illinois	1963-1964	Davis, Keith	
1992-1993	Hambrick, Donald C	Columbia U.	1962-1963	Koontz, Harold*	U. of California,
1991-1992	Aldag, Ramon J	U. of Wisconsin			Los Angeles
1990-1991	Beyer, Janice M	U. of Texas A, Austin	1961-1962	Smiddy, Harold F.*	General Electric Co.
1989-1990	Kerr, Steven	General Electric Co.	1960-1961	Terry, George R.*	Northwestern U.
1988-1989	Bedeian, Arthur G	Louisiana State U.	1959-1960	Towle, Joseph W.★	Washington U.
1986-1987	Steers, Richard M	U. of Oregon	1958-1959	Mandeville, Merten J.*	U. of Illinois
1985-1986	Luthans, Fred	U. of Nebraska	1957-1958	Goetz, Billy E.★	Massachusetts Institute of Technology
1984-1985	Bartol, Kathryn M	U. of Maryland	1956-1957	Brown, Alvin*	Johns-Manville Corp.
1983-1984	Slocum, John W.	Southern Methodist U.	1955-1956	Moore, Franklin G.*	U. of Michigan
1982-1983	Duncan, Robert B	Northwestern U.	1954-1955	Shuman, Robert B.*	U. of Oklahoma
1981-1982	Wortman, Max	Iowa State U.	1953-1954	Spriegel, William R.*	U. of Texas
1980-1981	Cummings, Larry L★	U. of Minnesota	1952-1953	Folts, Franklin E.*	Harvard U.
1979-1980	Glueck, William F.*	U. of Georgia	1951-1952	Mee, John F.*	Indiana U.
1978-1979	Pledger, Rosemary★	U. of Houston	1950-1951	Newman, William H	mdiana C.
1976-1977	Kast, Fremont F	U. of Washington	1949-1950	Jucius, Michael J.*	Ohio State U.
1975-1976	Vance, Stanley C		1948-1949	Schell, Erwin H.*	Massachusetts Institute
1974-1975	Hicks, Herbert G		1740-1747	Schen, Erwin 11.	of Technology
1973-1974	Porter, Lyman W	U. of California, Irvine	1947-1948	Davis, Ralph C.★	Ohio State U.
1972-1973	Summer, Charles E.*	U. of Washington	1941-1947	Brecht, Robert P.*	U. of Pennsylvania
1971-1972	Steiner, George A.	U. of California, Los Angeles	1936-1940	Jamison, Charles L.*	U. of Michigan
			* Deceased		



How Government Mattered, 1942 Kimberly (Kimiko Elsbach

2001 AoM Meeting Statistics

Table 1: 2001 Submissions by Division

Division	PAPERS	Symposia
ART	32	NA
BPS	316	35
CAR	42	5
CM	76	8
ENT	147	9
GDO	99	23
HCM	60	6
HR	169	29
IM	227	33
MC	35	8
MED	56	25
MH	35	5
MOC	72	12
MSR	32	7
OB	260	58
OCIS	49	14
ODC	64	21
OM	38	2
OMT	181	52
ONE	46	1
PNP	79	9
RM	47	16
SIM	68	17
TIM	131	16
Totals	2329	411

No Box to Check

Another survey

more demographic questions

There is no box for me to check. If I check "other" you discard my input If I check "white" I discard my heritage.

Many generations

Egypt, Palestine, now some in Jordan, too. No one lived or loved in Europe.

Hospital wristband gives no clue

we almost lose her

until someone asks the origin of her hyphenated name. A correct diagnosis is finally made.

There was no box to check

Diversity lecture

differences celebrated

native american, asian-pacific american, african american, hispanic american... He is assigned to the majority group

but he has never known white privilege. There was no other box to check.

We taste hot dogs and grow up with fourth of July celebrations.

birth certificates, passports, social security cards ... Leave your identity at the border please.

There will be no box to check.

Become an activist?

Talk to others about voting in a block?

It's easier to order an American Girl doll for your daughter

customized with olive skin and dark eyes. Marry a white American

Get a box for your children to check.

No Box to Check Dina Mansour-Cole

Table 2: 2001 Papers, Symposia and Sessions

	Submissions	SCHEDULED	Number
Papers	2329	Accepted for Division	747
		Accepted for SIT	124
		Accepted for Interactive	175
		Total papers accepted	1046
		Accepted for Proceedings	121
Symposi	ia 411	Jointly sponsored	158
		Accepted for Showcase	31
		Accepted for AA	18
		Singly sponsored	133
		Total symposia accepted	
Sessions		Paper Sessions	330
		Symposia	
		PDW	259
		Other	97
		Total sessions	977
People		On program	3200
		Reviewers	

Table 3: Universities with 30+ Program Participants

U. of Maryland 53
U. of Pennsylvania 53
Harvard U 50
U. of Michigan 41
New York U
U. of Wisconsin
U. of Southern California 35
Michigan State U
George Washington U 32
Texas A&M U
U. of Minnesota

Table 4: Non-U.S. Program Participants*

Argentina 1	Italy 21
Australia	Japan
Austria 5	Korea
Belgium 8	Mexico 4
Bosnia-Herzegovina1	Netherlands
Brazil	New Zealand 7
Bulgaria 1	Norway
Canada 150	Poland 1
China	Portugal 1
Costa Rica 1	Scotland3
Denmark 5	Singapore 24
England 1	Slovenia
Finland 8	South Africa 1
France	Spain 25
Germany	Sweden 29
Hong Kong 20	Switzerland
India 3	Taiwan5
Indonesia 1	Thailand 3
Ireland 9	Turkey 1
Israel 25	United Kingdom 56

^{*} Self-identified. Data may be incomplete. The Academy takes no position on national borders.

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MAR: Exhibits Area, Hall C			AC: Exhibits	ornp					
MAR: Harding	371	3 OMT: OMT Dist		nolar	449	OMT: Net	works and Social		
MAR: Hoover	57.	OWIT. OWIT DIS	uriguisi ica oci	Iolai			Leadership and		
MAR: Kennedy	370	SIT: Organization	anal luctica				ge Management		
MAR: Maryland A	373			n Management		OB: Group			
MAR: Maryland B	261	5 OB: Creating K			439	OB. Gloup	D EIIICACY &		
MAR: Maryland C	300	OB. Cleating N	lowledge with	Citigroup	440	OD: OD as	ad Entrancanaurahir		
MAR: McKinley	200 000 200	ODC: Nam Dan		\/-			nd Entrepreneurship		
MAR: Roosevelt	326 ODC: 369			ie values and			anizational Change		
MAR: Salon 2		SIT: Organization		roto mi			orks and Network		
MAR: Salon 3 T1		AA: Politics in C		rategy	405	AA. Creati	ing Value Through		
		5 IPC: Expatriate:			400	IDO E	D. C. C.	_	
MAR: Salon 3 T10		B IPC: Worker Sk					oyee Participation		
MAR: Salon 3 T11		PC: Manageme					pational Health:		
MAR: Salon 3 T12		IPC: Cross-Cult			435	IPC: Mark	et Transactions,		
MAR: Salon 3 T13		5 IPC: Stakeholde							
MAR: Salon 3 T14		5 IPC: Decision-n							
MAR: Salon 3 T2	349	IPC: Leadership	Research ar	nd Theory	424	IPC: Lead	ership and		
MAR: Salon 3 T3	347	7 IPC: Team Effe	ctiveness and	Learning	425	IPC: Facto	ors Associated with		
MAR: Salon 3 T4	351	I IPC: Emerging	Trends in Asia	1	426	IPC: Exch	ange Relationships		
MAR: Salon 3 T5	352	2 IPC: Corporate	Governance		427	IPC: Recri	uitment and Person	-	
MAR: Salon 3 T6	353	3 IPC: Interfirm C	ooperation an	d Networks	429	IPC: Using	the Internet to Do		
MAR: Salon 3 T7	354	1 IPC: Meta-analy	tic Findings C	Concerning Job	430	IPC: Tech	nology		
MAR: Salon 3 T8	350	B IPC: Strategic N	Management,	Competition,	431	IPC: Strate	egic Choice		
MAR: Salon 3 T9		7 IPC: Communic					eived Organizationa	d	
MAR: Truman		5 PNP: Governme							
MAR: Virginia A		HR: Personnel							
MAR: Virginia B		D HR: Manageme		ent in the Celtic	417	HR: On Te	enuous Ground:		
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Conference Program Guide--Monday

Mo	onday Morni	ng, Augu	st 6, 2001	(cont.)
7:00	7:30 8:00 8:30	9:00 9:30	10:00 10:30	11:00 11:30 12:00
MAR: Virginia C	342 HR: Training		416 HR: New Dev	elopments in
MAR: Wilson A		Trends in TMT Research	406 BPS: CEO Se	
MAR: Wilson B	331 BPS: Technolog		408 BPS: The Dyr	
MAR: Wilson C		Cooperative R&D: Theory	407 BPS: Firm Re	
OMN: Cabinet	335 ENT: AlMs in Er		412 ENT: Entrepre	
OMN: Calvert		CIS: Platform Technologies	445 OCIS: IT Man	
OMN: Capitol	327 TIM: TIM 400 TII		459 TIM: Org. Cap	
OMN: Congressional A		: The MNC Organizational	418 IM: Headquar	
OMN: Congressional B		: The Culture Debate	419 IM: Culture &	
OMN: Diplomat	370 ODC/OMT: Orga		454 RM/ODC/OMT	
OMN: Empire		orporate Governance and	420 IM/OMT/MH: (
OMN: Executive				
OMN: Forum	376 RM: Multiple Lev		453 RM: Challeng	
01111 0		NT: Welcome	413 ENT: Family F	
OMN: Governor's 324 OMN: Hampton		·	436 MC: Knowledg	
OMN: Hampton OMN: Palladium		OC: Framing Risk and	438 MOC: Emergi	
OWIN. Fallaululli	364 MOC/OB/OMT:		409 BPS/ENT/TIM:	
	Monday Aft	ernoon, A	august 6, 2	4:00 4:30 5:00
HIL: Caucus				4.00 4.30 5.00
	469 CM: Intractable Conf		CM: Task, Relationship,	
HIL: Conservatory T1	478 IPC: Ethics and the l			
HIL: Conservatory T2	477 IPC: Health Care Ma			
HIL: Conservatory T3	484 IPC: Environmental S	Sustainability		
HIL: Conservatory T4	485 IPC: Discrimination, 1	√ictimization,		
HIL: Conservatory T5	488 IPC: Current Issues i	n Management		
HIL: Dupont	492 MED: Luncheon of P	ast MED		
HIL: Georgetown East	509 SIT: Careers			
HIL: Georgetown West	506 SIM/PNP: Markets, C	Sovernments & 526	HCM: Government-	595 HCM: Distinguished
HIL: Hemisphere	493 MH/BPS: Chandler,	Management		601 MH: Division
HIL: Jefferson East	461 511 MSR/MED/SIM	1: Spirituality 566	MSR: Spirituality:	603 MSR: Spiritual
HIL: Jefferson West		524	GDO/ODC: Doing	594 GDO/IM:
HIL: Lincoln East	463 AA: Unanticipated Co	onsequences of 525	GDO/SIM: Sex Bias and	590 CAR/HR/OMT:
HIL: Lincoln West				
I IIIL. LIIIOOIII WOOL	499 OM/OCIS/OB: Comp	nunication Media 521	CM/OB/IM: Governing as	591 CM/IM/OB·
HIL: Map	499 OM/OCIS/OB: Comn		CM/OB/IM: Governing as	591 CM/IM/OB: 593 GDO: "Invisible"
HIL: Map	471 GDO: Work-Family C	Conflict 523	GDO: Division Special	593 GDO: "Invisible"
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Monday Afternoon, August 6, 2001 (cont.) 1:00 3:00 5:00 MAR: McKinley 574 ODC: Strategic Change MAR: Nathan Hale 460 AAC: Journal of OB Luncheon MAR: Roosevelt **508** SIT: Knowledge Transfer 582 SIT: Social 617 SIT: Venture MAR: Salon 2 464 AA: Government Matters as Friend, **587** AA: Perspectives 516 AA: Governments and MAR: Salon 3 T 24 555 IPC: Illness, Health, and MAR: Salon 3 T1 479 IPC: International HR 532 IPC: New Business MAR: Salon 3 T10 490 IPC: Corporate Governance and **541** IPC: Doctoral Education MAR: Salon 3 T11 542 IPC: When Career and MAR: Salon 3 T12 543 IPC: Re-conceiving the MAR: Salon 3 T13 544 IPC: Issues Affecting MAR: Salon 3 T14 545 IPC: From Strategic MAR: Salon 3 T15 546 IPC: New Directions in MAR: Salon 3 T16 **547** IPC: Internet Startups in MAR: Salon 3 T17 548 IPC: Integration of MAR: Salon 3 T18 549 IPC: Stakeholder MAR: Salon 3 T19 550 IPC: Pedagogical Caring MAR: Salon 3 T2 480 IPC: Strategic Alliances in Industry 533 IPC: International MAR: Salon 3 T20 551 IPC: Initial Stages on MAR: Salon 3 T21 552 IPC: Trust and Privacy in MAR: Salon 3 T22 553 IPC: Science Based MAR: Salon 3 T23 554 IPC: HRM and MAR: Salon 3 T25 556 IPC: How Governments MAR: Salon 3 T26 558 IPC: Chinese MAR: Salon 3 T27 559 IPC: Improvisation. MAR: Salon 3 T28 560 IPC: Textbook MAR: Salon 3 T29 561 IPC: Whiteness as a MAR: Salon 3 T3 481 IPC: Research and Development **534** IPC: Korean MAR: Salon 3 T30 557 IPC: Managing MAR: Salon 3 T4 482 IPC: Organizational Innovation 535 IPC: Social Status and MAR: Salon 3 T5 536 IPC: Classroom of the MAR: Salon 3 T6 483 IPC: Forms of Organization and 537 IPC: Management as a MAR: Salon 3 T7 486 IPC: A Look at Trends and Current 538 IPC: Regional Innovation MAR: Salon 3 T8 **487** IPC: Research in Entrepreneurship 539 IPC: Funding MAR: Salon 3 T9 540 IPC: Knowledge and 489 IPC: Measurement, Strategy, and MAR: Truman 503 PNP: Key Issues for Nonprofits MAR: Virginia A 527 HR: Career MAR: Virginia B 474 HR: Withdrawal and Misconduct **596** HR: Personality and MAR: Virginia C 473 HR: Theoretical Perspectives and 528 HR: Human Resource MAR: Wilson A 465 BPS: Behavioral Dynamics in TMTs 518 BPS: Corporate MAR: Wilson B 467 BPS: Knowledge Based View of the 519 BPS: Acquisition & 588 BPS: Adaptation vs MAR: Wilson C 466 BPS: Resource Based View of the **517** BPS: Dynamics of Firm OMN: Ambassador 579 PNP: Creating a OMN: Cabinet 470 ENT: Emergence and Nascency **522** ENT: Opportunity 592 ENT: Entrepreneurial Teams and OMN: Calvert 512 OCIS: Technology and 572 OCIS: Conflict and 608 OCIS: OCIS OMN: Capitol 618 TIM: Helping Hand? **510** TIM: Knowledge Management 584 TIM: Internet and E-OMN: Congressional A 514 IM: Multinationality & 529 IM: MNC Learning & OMN: Congressional B 515 IM: Government & MNC **599** MC: Warner Burke **530** IM: Host Government OMN: Diplomat 531 IM/OMT: Organization as 597 IM: Distinguished Scholar Forum OMN: Embassy 583 TIM: Micro-fabric of TIM **619** TIM: Insights from OMN: Empire 476 IM/HR: SIHRM: New Perspectives, 573 OCIS/OMT: Knowledge 614 RM/OMT/MOC: OMN: Executive **504** RM: A Collaborative Action-Science 613 RM: RMD OMN: Governor's 513 MC: Developing Leaders 562 MC: Consultants as OMN: Hampton 564 MOC: Relational Models **494** MOC: Organizational Identity and 602 MOC: Causal OMN: Palladium 462 AA: Institutional Variation, the Role of **565** MOC/IM: Corporate 586 AA: Government and

Conference Program Guide--Monday

Conference Fregram Gar		_1 _ T	7	•	A _		2001		
	Won	aay 1	Lven	ıng, A	Augus	st 6, .	ZUU I		
								0.00	
HIL: Georgetown East	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	
			636 HO	CM: HCM Divisi	on Reception				
HIL: Georgetown West	621 HC	CM: Division							
HIL: Hemisphere					lonoring Al Boltor	1			
HIL: Jefferson West			635 GI	OO: Social Hou	r				
HIL: Map	620 GE	O: Business							
HIL: Monroe East		629 OM	1: OM Division						
HIL: Monroe West	626 ON	NE: Business M	eeting	6	40 ONE: Socia	al			
HIL: Thoroughbred		632 SIN	1: Division Wir	e and Cheese F	Party				
MAR: Eisenhower	627 PN	IP:							
MAR: Harding	625 ON	ИT:							
MAR: Hoover		630 OM	IT: OMT Socia	ı					
MAR: Maryland AB				639 OB: OE	B Division Social I	Hour			
MAR: Maryland C	624 OB	B: OB Awards a	nd Division						
MAR: Truman		631 PN	P: PNP Recep	otion					
MAR: Virginia Suite	622 HR	R: Human Reso	urces Division	ce Cream Socia	al				
MAR: Wilson A			634 BF	S: Educator A	ward				
OFF: NFIB		628 EN	T: Business M	eeting and Soci	al				
OFF: TBA						MC Friends 8	& Members Dinr	ner	
OMN: Cabinet	← ENT: Entreprene	eurial							
OMN: Congressional A		633	MC: MC So	cial Hour					
OMN: Congressional B	623 MC	D:							
OMN: Diplomat	← IM: Distinguished	d Scholar							
OMN: Hampton	-		637 IM	: IM Division So	ocial & Reception				

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	Tuesd	av	Mornin	ıg, Aı	ugust	7,2	00°	1	
HIL: Bancroft	8:00	8:30	9:00	9:30	10:00	10:30		11:00	11:30
HIL: Caucus			SIT: Conflict Manager		ution		014 5		0.1.0
			CM/MED: Fairness in						nce & Justice
HIL: Conservatory T1			IPC: Governmental In		ronmental			olicy Support,	
HIL: Conservatory T2			IPC: Environmental S			730	IPC: M	lobility, Promo	tion, Political
HIL: Conservatory T3			IPC: Emerging Issues		agement				
HIL: Georgetown East			SIT: Mergers and Acc					dustrial Relati	
HIL: Georgetown West		685	OMT/HCM: Physician	Unionization				Employee Adj	
HIL: Jefferson East						736	MSR: S	Spirituality: Ma	anagement
HIL: Jefferson West		<u>651</u>	CAR: Field Report - C	Career Concerns	3				of Marginalized
HIL: Lincoln East		655	GDO/CM: Bridges Ov	er Troubled Wa	ters	710	CM/GD	O: Conflict a	nd Diversity
HIL: Lincoln West		674	MED/MC: Corporate	Universities		716	HCM/N	ISR/SIM: Out	side the Box
HIL: Map		654	GDO: Confronting the	Powers that Be	9	713	GDO:	Older and Dis	abled Workers
HIL: Military		673	MED: Cross-national	Realities in Mar	nagement	733	MED:	nnovative Pe	dagogical
HIL: Monroe East		684	OM: Flexibility and Ac	gility		743	OM: Q	uality Manage	ement
HIL: Monroe West						746	ONE: (Green Signals	
HIL: State		675	MH: Contributions in	Context					
HIL: Thoroughbred		689	SIM: Stakeholder Dia	log		750	SIM: G	overnance ar	nd International
MAR: Conv. Reg 1 & 2			698 AAC:	Placement					
MAR: Coolidge	645 OMT: A	Alliance :	Strategy and Design						
MAR: Cotillion North			ODC/OMT/SIM: When	n One Person M	latters	748	PNP/O	DC: Leadersh	nip and
MAR: Cotillion South			OMT/OB: Culture and			739	OB/IM/	OMT: Teams	within Cultures
MAR: Delaware A			OB/ODC/IM: Virtual T				0 2/ 1111/	<u> </u>	
MAR: Delaware B			HR/OCIS: Organization		nessing the	708	BPS/TI	M: E-Busines	s Impact
MAR: Eisenhower		000	THEODIC: Organizatio	ono omino. man	icoonig tile				and Motivation
MAR: Exhibit Break Area					7	'03 AAC:		Managomonic	and wouvation
MAR: Exhibit Hall B South			701 INT	Art & Poetry Ex		00 AAO.			
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MAR: Exhibit HallC				Membership					
MAR: Exhibits Area, Hall C			700 AAC:						
MAR: Harding	GA2 OMT.	Hudvina				745	OMT	Postmodern a	nd Critical
MAR: Hoover			Organizations Close-up nal Environments)					mergence and
MAR: Johnson	044 OWIT. I	istitutioi	ildi Environinents		702 ^^				nergence and
MAR: Kennedy		CO4	OIT. Affirmation Action	_	1UZ AA	C: Meet the			!!
MAR: Maryland A			SIT: Affirmative Action					b Choice, Or	
MAR: Maryland B			OB: Organizational C			738	OB: O	rganizational (Jilmate
•		6/8	OB: The Future of Wo	ork Motivation			0D T		
MAR: Maryland C					_		02	eamwork	
MAR: McKinley			ODC: Complex Chan		ie Process			Organization I	
MAR: Roosevelt			SIT: Leadership Rese		_			centive Syste	
MAR: Salon 2	64		How Governments Mat		Strategy			e Role of Gov	
MAR: Salon 3 T1			IPC: Customer Service			722	IPC: S	upply Chain F	erspectives
MAR: Salon 3 T10		672	IPC: Theory and the I	Management of	Meaning				
MAR: Salon 3 T2								roduct Develo	
MAR: Salon 3 T3		662	IPC: Affirmative Actio	n and the Value	of Diversity			ognitive Pers	
MAR: Salon 3 T4			IPC: Overcoming Res			725	IPC: In	side the Corp	orate Boardroom
MAR: Salon 3 T5		664	IPC: Job Insecurity, R	tisk-seeking, an	d OCB in	726	IPC: M	anagement F	ashions
MAR: Salon 3 T6		665	IPC: Corporate Reput	ation				ountry of Orig	
MAR: Salon 3 T7		668	IPC: Quantitative Res	earch Methods	Medley	728	IPC: R	esearch Meth	ods Medley II
MAR: Salon 3 T8		670	IPC: Current Issues in	Public and No	nprofit	729	IPC: S	ocial Capital	
MAR: Salon 3 T9		671	IPC: Current Issues in	Organization					
MAR: Truman		687	PNP: Networks and C	Collaboration					
MAR: Virginia A		656	HR: New Issues in Re	esearch on Pers	on-				
MAR: Virginia B						717	HR: Pe	erformance Ap	ppraisal and
MAR: Virginia C		657	HR: Compensation						man Resource
MAR: Wilson A			BPS: Market Entry Be	havior				atest Trends	
MAR: Wilson B		648	BPS: Dynamics of Int	erfirm Alliances		707	RES. F	soundary of th	ie Firm
			BPS: Dynamics of Int		nv			Boundary of the Diversification	
MAR: Wilson B MAR: Wilson C OMN: Cabinet		650	BPS: Dynamics of Int BPS: New Trends in t ENT: Internationalizat	he New Econor		705	BPS: [Soundary of the Diversification of the Country of t	& Alliances

Conference Program Guide--Tuesday

	Tuesday	7 Mo	rning	g, Au	gus	st 7,	2001	(cont	.)	
	8:00	8:30	9:00	9:	30	10:00	10:30	11:00	11:	30
DMN: Calvert		681	OCIS: Best Pr	ractices for Ma	naging Vir	rtual	740	OCIS: Inteperso	nal and Comr	nunity
MN: Capitol			TIM: Governa					TIM: Insights fro		
MN: Congressional A				Firm Internat		n		IM: MNC Growt		.,000
MN: Congressional B				Research on				IM: TMT and Bo		
MN: Diplomat		659	IM/HR: Culture		WINTO WIGH	lagoro		IM/HR/OB: Bey		
MN: Empire			IM/OB: Manac		ork			MOC/ENT: Nav	•	
MN: Executive			RM: Ethnogra			nde		RM: Has the Ed		iio
MN: Forum			Γ: Multi-level Ap					ENT: Governan		nd Now
MN: Governor's		OTI LINI	i. Main-level Ap	prodon to Orge	arnzational	Tomation		MC: Multiple Dia		IQ INOW
MN: Hampton		676	MOC: Strateg	v Performanc	a and Dis	k		MOC: Making S		70
MN: Palladium			MOC/OB/OMT		c, and Mo	N.		OCIS/MH: Histo		
	Tues								4:20	F-00
III - Coursus	12:00 12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
IIL: Caucus					761	CM: Domesti	c Violence	826	CM: Busine	ss Meeting →
IIL: Conservatory										
IL: Georgetown East						SIT: Knowled				
IL: Georgetown West							edge Transfer		HCM: Hosp	ital Service
IL: Hemisphere					797 I	MH: Industry	and Technolog	У		
IL: International Ballro	oom 755 AAC: Pres	idential Lunch	eon							<u> </u>
IL: Jefferson West						GDO: Mostly			CAR: Edga	r Schein
IL: Lincoln East					756 /	AA: Governm	nent and Higher	829	GDO/OB/HF	R: Diversity as
IL: Lincoln West					796 I	MED/IM: Inte	rcultural			
IL: Map					765 (GDO: How G	overnment		GDO: Affirm	
IL: Military					795 I	MED: Letting	Go of Control	836	MED: The C	Changing
IL: Monroe East					805	OM: Survey I	Research			
IL: Monroe West								848	ONE: Energ	gy and
IL: State								843	OM/OB: Co	mplexity and
IL: Thoroughbred					811	SIM: Perspec	ctives on			
AR: Conv. Reg 1 & 2	← AAC: Placement									
IAR: Coolidge							leets the New		OMT: Micro	
IAR: Cotillion North						OB/ODC/OM			BPS/OCIS:	
IAR: Cotillion South					807	OMT/OB/MO	C: Play in	847	OMT/OB: W	le Do It our
AR: Delaware A					769 H	HR/GDO: Qu	ality of Life		PNP/MED/S	
AR: Delaware B								841	OB/GDO/HF	R: Effects of
AR: Exhibit Break Are										
AR: Exhibit Hall B So					773	NT: Art & Po	etry			
AR: Exhibit Hall C	← AAC: Registration									
AR: Exhibit HallC	← AAC: Membership)								
AR: Exhibits Area, Ha	all C ← AAC: Exhibits									
AR: Harding								845	OMT: Theo	rizing
AR: Hoover					808	OMT/SIM: To	the Barricades		OMT: Organ	
AR: Kennedy					813	SIT: Downsiz	ring	851	SIT: Impact	of the
AR: Maryland A					800	OB: Diversity	1			
AR: Maryland B								840	OB: Gaining	IRB Approval
AR: Maryland C					801	OB: Leaders	hip	839	OB: Motivat	ion
AR: McKinley					804	ODC: The 30	Anniversary of	842	ODC: The 3	30th →
AR: Roosevelt					814	SIT: Human I	Resource	852	SIT: Transit	ional
IAR: Salon 2					757	AA: Governir	ng the Economy			and Business
IAR: Salon 3 T1					774	PC: Workah	olism and			
IAR: Salon 3 T10					783	PC: Mindfulr	ness, Meditation	,		
IAR: Salon 3 T11		·			784	PC: Human	Response to		·	
IAR: Salon 3 T12					785	PC: Issues A	Affecting Smalle	r		
IAR: Salon 3 T13							search Direction			

Tuesday Afternoon, August 7, 2001 (cont.) 12:00 12:30 1:00 1:30 2:00 3:00 4:00 4:30 5:00 MAR: Salon 3 T15 788 IPC: Psychological Contracts MAR: Salon 3 T16 **789** IPC: From Personal MAR: Salon 3 T17 790 IPC: Using the Case Method MAR: Salon 3 T18 791 IPC: Assessing Organizational MAR: Salon 3 T19 792 IPC: Appreciative Inquiry and MAR: Salon 3 T2 775 IPC: Entrepreneurship for MAR: Salon 3 T20 793 IPC: From Organizational MAR: Salon 3 T3 776 IPC: EMONET, the EMOtions MAR: Salon 3 T4 777 IPC: Current Research on MAR: Salon 3 T5 778 IPC: Incorporating Innovative MAR: Salon 3 T6 779 IPC: Curriculum Requirements MAR: Salon 3 T7 780 IPC: The Capstone Business MAR: Salon 3 T8 **781** IPC: Natural Environment MAR: Salon 3 T9 782 IPC: Spirituality in Work Life MAR: Truman 809 PNP: Culture, Values, and MAR: Virginia A 767 HR: Job Attitudes and Stress MAR: Virginia B 817 HR: HR Business Meeting MAR: Virginia C 768 HR: Strategic Human MAR: Virginia Suite MAR: Wilson A 760 BPS: Outcomes in Mergers & 822 BPS: Dynamics of MAR: Wilson B 759 BPS: Alliances and Networks 823 BPS: The Creation of MAR: Wilson C 758 BPS: Commercializing 821 BPS: Implications of OMN: Cabinet 827 ENT: Social Capital and 763 ENT: Skills and Human OMN: Calvert 803 OCIS: Genres and OMN: Capitol 815 TIM: Alliances and Networks 853 TIM: TIM Distinguished OMN: Congressional A 770 IM: Liability & Benefit of 831 IM: Foreign Market Entry OMN: Congressional B 771 IM: Research on China 832 IM: Research on Japan OMN: Council OMN: Diplomat 772 IM/OMT/HR: Enacting 834 IM/OMT/ODC: OMN: Empire 816 TIM/BPS: E-Organizations: 833 IM/HR: Women on Global OMN: Executive 850 RM: Personal Research 810 RM: Special Forum -OMN: Forum 762 ENT: Entrepreneurship and OMN: Governor's 835 MC/MH: The Developing OMN: Hampton 798 MOC: Knowledge Creation 837 MOC: From the West OMN: Palladium 794 MC/ODC: Diffusion of 820 AA: How Governments

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	T	Jar. T	1	~ A	~ ~4 7	2001	
	1 ues	uay E	Evenin	g, Au	gust /	, 2001	
5:30	6:00	6:30	7:00	7:30	8:00	8:30	
HIL: Jefferson East	860 MSF	R: MSR Business	s Meeting				
HIL: Jefferson West	855 CAR	R: Division Busin	ess Meeting				
HIL: Lincoln East			•	876 ME	D: MED Social: Ce	elebrating Knowledge	
HIL: Lincoln West				877 MS	R: MSR Social Ho	ur	
HIL: Map				875 CAR: Ca	reers Division Soci	al "Hour"	
HIL: Military	858 MED): MED Business	s Meeting				
MAR: Coolidge	← OMT: M	icro					
MAR: Cotillion North	854 BPS	: BPS Business					
MAR: Cotillion South			868 AAC	: Human Relation	ns Reception		
MAR: Delaware A			873 ODG	C: ODC Social Ho	our		
MAR: Harding	← OMT:						
MAR: Hoover	← OMT:						
MAR: McKinley	862 ODC	C: ODC Business	s and				
MAR: Salon 2	← AA: NG(Os and					
MAR: Truman	863 PNP	: National Discip	olinary Associations				
MAR: Virginia Suite	857 HR:	HR Division Soc	cial Hour				
MAR: Wilson A/B/C			870 BPS	: BPS Social Hou	ur		
OFF: Canadian Embassy			869 AAC	: AoM Fellows R	eception)
OMN: Cabinet	← ENT: So	cial					
OMN: Calvert			872 OCI	S: OCIS Division	Social Hour.		
OMN: Capitol	865 TIM:	TIM Business N	Meeting				
OMN: Congressional A		866 IM: IM B	usiness Meeting				
OMN: Council	861 OCI	S: OCIS Division	1				
OMN: Embassy			874 TIM	: The Best Social	Event in Town		
OMN: Executive	864 RM:	RMD 867 RM	1: RMD Business M				
OMN: Hampton	859 MOC	C: Division Busin	ness 871 MO	C: Division Social	Hour		
OMN: Palladium	← AA: How	1		·			·

W	/ednesc	lay	7 Mo	rning,	Augus	t 8, 2	001	
	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HIL: Caucus			930	CM: Negotiations		94	1 CM: Featuri	ng CMD Student Papers
HIL: Dupont	← MED:							
HIL: Georgetown East		923	SIT: Workford	e Diversity		96	1 SIT: Role of	Trust
HIL: Georgetown West		891	HCM: Organiz	zation Field Dynamics		94	5 HCM: Enha	ncing HCO Performance
HIL: Hemisphere	879 MH: Mai	ry Parke	er Follett Sympo	osium				
HIL: Jefferson East	880 MSR: U	sing Fa	ith Based Princ	iples				
HIL: Jefferson West		887	CAR: Mentori	ng				
HIL: Lincoln East		889	GDO/PNP: G	ender, IT, and Organia	zations			
HIL: Lincoln West		890	GDO/RM: Ide	ntities in Organization	S	95	9 SIM/PNP/EN	IT: Fighting Poverty with
HIL: Map			93 [,]	1 GDO: Demograph	ics and Work	94	4 GDO: Mana	gement Gender
HIL: Military		907	MED: Manage	ement Development Ir	nitiatives and Team	95	2 MED: Chall	enges and Issues in the
HIL: Monroe East		914	OM: 93	5 OM: Product Deve	lopment			
HIL: Monroe West						95	5 ONE: Susta	inable Communities
HIL: Thoroughbred		921	SIM: Ethics a	nd Governance: Interr	ational	95	8 SIM: Ethics	Culture and Codes of
MAR: Conv. Reg 1 & 2			92	7 AAC: Placement				
MAR: Coolidge		916	OMT: Flexibili	ty and Innovation				
MAR: Cotillion North		911	OB/IM: Persp	ectives on Stress, Cor	oing	95	7 PNP/TIM: F	ederal R&D Labs and
MAR: Cotillion South		912	OB/OCIS: Evi	dence and Virtual Tea	ıms	94	7 HR/OB: Pie	ces in the Puzzls of Fit
MAR: Delaware A		917	OMT/BPS: Ch	ninese State Enterpris	es			
MAR: Eisenhower			·			95	6 PNP: Trade	and Economic
MAR: Exhibit Break Area					93	6 AAC:		
MAR: Exhibit Hall C			920	6 AAC: Registration				Ů
MAR: Exhibit HallC			928	B AAC: Membership				
MAR: Exhibits Area, Hall C			929	AAC: Exhibits				~
MAR: Harding		915	OMT: Trust			95	4 OMT: Organ	nizational Control
MAR: Kennedy		922	SIT: Corporat	e Governance		96	2 SIT: Organi	zational Commitment
MAR: Maryland A		909	OB: Workplac	e Aggression				
MAR: Maryland B		910	OB: Organiza	tional Citizenship				
MAR: Maryland C						95	3 OB: Time a	nd Timing
MAR: McKinley	881 ODC:	913	ODC: Insights	Into Source and Dire	ction in Change			
MAR: Roosevelt		924	SIT: Organiza	tional Learning		96	O SIT: Dysfun	ctional Behavior in
MAR: Salon 2		883	AA: NAFTA a	nd Beyond: Pros and	Cons	93	7 AA: Strateg	ies and Tactics in Politica
MAR: Salon 3 T1		895	IPC: The Lea	rning Organization				
MAR: Salon 3 T10		904	IPC: Alliances	s, Networks, Strategies	s, and Wealth			
MAR: Salon 3 T11		905	IPC: Researc	h in Entrepreneurship	II			
MAR: Salon 3 T2				nd Team Process Issu				
MAR: Salon 3 T3		897	IPC: Issues C	oncerning Top Execu	tives in the			, ,
MAR: Salon 3 T4		898	IPC: Foreign	Direct Investment Issu	es			
MAR: Salon 3 T5				for and Costs Associ				
MAR: Salon 3 T6				h Incorporating Resou				
MAR: Salon 3 T7				ational Culture and Va	ues			
MAR: Salon 3 T8				ogy Management				
MAR: Salon 3 T9			IPC: HR Topic					
MAR: Truman				nce in Government				
MAR: Virginia A				arassment and Divers				
MAR: Virginia B		893	HR: Organiza	tional Entry and Appli	cant Attraction			
MAR: Virginia C								erformance Work
MAR: Wilson A				ecision Making, & Stra				nic Perspectives on
MAR: Wilson B				s Groups Around the				etitive Dynamics between
MAR: Wilson C				ities, Governance & P				Diversification Matter?
OMN: Cabinet		888		, Performance and G		94	3 ENT: Finan	cing New Ventures
OMN: Capital				4 OCIS: Coordinatio	n and Knowledge			
OMN: Capitol		925	TIM: Strategio					ructure and Processes or
OMN: Congressional A				2 IM: Alliance Forma				nture Performance
OMN: Congressional B				3 IM: International D				V and IB Research
OMN: Diplomat				t Country effects on M		95	O IM/TIM: Ted	hnology & Subsidiary
OMN: Executive		919	RM: Researd	n Methods in Strategic	Mat			

Conference Program Guide--Wednesday

W	'edn	esda	y Mo	rning	, Au	gust 8,	2001	(cor	nt.)
		8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
OMN: Forum			882 ENT: A	A Knowledge Bas	sed Perspective	of Entrepreneurship	94	2 ENT: HR	and Careers in Small Firms
OMN: Governor's				IC: Consultancy					ersity-Based Approaches to
OMN: Hampton			908 N	MOC: Linking So	cial Networks a	nd Organizational			
OMN: Palladium			920 R	M/ODC/MOC: K	inowledge & G	ounded Research	96	4 TIM/BPS:	University Technology
	12:00	ednes	sday 2	After1	2:00	, Augu		2001	
HIL: Hemisphere		972 MH: Ho	w Governments	s Matter					
HIL: Jefferson East		973 MSR/SI	M: Religious O	rg. Missions,Cult	ures				
HIL: Map		969 GDO: [Diversity and Le	adership		976 GDO: R	oad Warriors		
HIL: Military		971 MED: S	Service-learning	at the College &	Univ.	977 MED: To	oday's Service-le	arning: Proje	ct Ideas
MAR: Cotillion South		968 BPS/ON	MT: Investor Ca	pitalism					
MAR: Maryland A		975 OB: Str	ess and Burnou	ıt					
MAR: Maryland B		974 OB: Le	adership in 21st	Century					
MAR: Salon 2		965 AA: Go	vernment and S	Strategy in the U.	S.				
MAR: Wilson A		966 BPS: C	ooperative Stra	tegy					
MAR: Wilson C		967 BPS: D	iversification an	d Firm Performa	nce				
OMN: Congressional A									

Academy/Affiliate Activities and Committees

Program Chair: Jone L. Pearce, U. of California, Irvine
Program Coordinator: Carol Sexton, U. of California, Irvine
Professional Development Workshop Chair: Rosalie L. Tung, Simon Fraser U.
Professional Development Workshop Coordinator: Rita Collins, Simon Fraser U.
International Theme Committee Program Chair: Ann Gregory, Memorial U., Newfoundland
Teaching Theme Committee's Practitioner Series Chair: Joel I. Harmon, Fairleigh Dickinson U.
Mentoring Committee PDW Worshop Co-Chairs: Liz Borredon, EDHEC and
Troy R. Nielson, California State U., San Marcos

Asia Academy of Management Chair: Chung-Ming Lau, Chinese U., Hong Kong Iberoamerican Academy of Management Chair: Isabel Gutierrez, U.Carlos III de Madrid New Doctoral Student Consortium Chair: Davina E. Vora, U. of South Carolina Critical Management Studies Chair: Paul Adler, U. of Southern California

	Start	#	Location	Session Information
Fri	1:00pm	13	HIL:Jefferson East	SPDW: PS Action-research Proj Dev I
		8	MAR:McKinley	SPDW: CMS Tutorial:Critical Theories of Power and Politics
_		7	MAR:Congressional	Board of Governors' Meeting
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
-	8:00am	60	HIL:Monroe East	SPDW: PS Action-research Proj Dev II
		45	MAR:Lanai 160	Membership Committee Meeting
		48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald on: What's Critical
		55	HIL:International West	New Doctoral Student Consortium (NDSC)
		61	HIL:Lincoln East	SPDW: Learning Histories
_	8:30am	68	MAR:Harding	Electronic Commerce in Iberoamerica
-	9:00am	83	MAR:Eisenhower	Microfinance, Transnational and Institutional Transformation
		82	MAR:Congressional	Board of Governors' Meeting
	10:00am	95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
		96	MAR:Maryland A	SPDW: Teaching & CMS
	10:30am	104	MAR:Harding	Globalization of the Telecom and the Internet industries
_		109	MAR:Exhibit Hall C	Registration
	12:00pm	110	MAR:Conv. Reg 1 & 2	Placement
		111	MAR:Exhibit HallC	Membership
	1:00pm	120	MAR:Roosevelt	SPDW: Global Leadership: A Debate of the Issues
		132	HIL:Monroe East	SPDW: PS/RM AR Issues in Action
	1:30pm	140	MAR:Maryland C	Human Resources in an Iberoamerican Context
	2:00pm	148	HIL:Georgetown East	SPDW: Learning Histories as Intervention
		144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	3:00pm	151	HIL:Georgetown West	Broadening Conceptions of Mentoring: Paradoxes in Research and Practice
	3:30pm	158	MAR:Harding	How Politics and Government Affect Business
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
-	5:00pm	166	MAR:Nathan Hale	Denver 2002 Organizing Committee
		169	HIL:Georgetown East	All Doctoral Student Reception
		167	MAR:Johnson	AMJ Editorial Board
-	6:00pm	176	MAR:Harding	How to use AoM Placement Services
		178	MAR:Coolidge	Iberoamerican Academy of Management New Journals & Business Meeting
-	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
-	7:00pm	182	MAR:Ethan Allen	Asia Academy of Management
-	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
	-	186	MAR:Maryland A	Research Initiatives from around the World Heading South

Academy/Affiliate Activities and Committees

Bay Start # Location Session Information 8.00am 210 HIL:Monroe East SPDW: PS/RM Reflection in Action 8.00am 210 HIL:Monroe East SPDW: CMS: Continential Breakfast & Organizational Meeting 196 MAR:Collilion North SPDW: Higher Education as a Strategic Industry 191 MAR:Conv. Reg 1 & 2 Placement 231 MAR:Exhibits Hall C Registration 233 MAR:Exhibit Hall C Registration 234 MAR:Collilion North SPDW: CMS: Voice@Work 4229 MAR:Exhibit Hall C SPDW: CMS: Voice@Work 429 MAR:Exhibit Hall C Registration 232 OMN:Executive SPDW: CMS: Voice@Work 44 MAR:Conlilion North SPDW: CMS: Voice@Work 45 MAR:Lanai 152 Executive Committee of Council 244 MAR:Lanai 152 Executive Committee of Council 245 MAR:Lanai 156 Regional AoM Affiliates' Officers 254 MAR:Lanai 156 Newsletter Editors ADE/EMJ Writers' Workshop SPDW: Centaing Value Using e	
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1:00pm 290 MAR:Harding How to Use AoM Placement Services	
2:00pm 298 MAR:Johnson M@n@gement	
292 MAR:Delaware B New Member Orientation	
294 MAR:Kennedy Human Relations	
293 MAR:Embassy AMJ Outgoing Editorial Board	
303 MAR:Lanai 152 Journal of Occ. Health Psychology	
304 MAR:Roosevelt Group and Organization Management	
296 MAR:Eisenhower Leadership Quarterly	
302 MAR:Harding Organization Science	
305 MAR:McKinley Journal of Management Inquiry	
295 MAR:Hoover Academy of Management Executive	
300 MAR:Congressional AoM Learning & Education Journal	
291 MAR:Lanai 160 Academy of Management Review	
297 MAR:Ethan Allen Journal of Management	
299 MAR:Thomas Paine Journal of Org. Change Management/TAMARA	
306 MAR:Maryland A Administrative Science Quarterly	
307 MAR:Nathan Hale Organization	
308 MAR:Wilson A Journal of Operations Management	
301 MAR:Taft Management Learning	

Academy/Affiliate Activities and Committees

Day	Start	#	Location	Session Information
Sun	2:45pm	309	MAR:Exhibit Break Area	Conference Break
	3:00pm	311	MAR:Lanai 156	Mentoring Committee Meeting
Mon	9:00am	385	MAR:Exhibit Hall C	Registration
		387	MAR:Exhibit HallC	Membership
		386	MAR:Conv. Reg 1 & 2	Placement
		388	MAR:Exhibits Area, Hall C	Exhibits
	10:00am	402	MAR:Congressional	Journal of Organizational Behavior
	10:15am	403	MAR:Exhibit Break Area	Conference Break
	12:10pm	460	MAR:Nathan Hale	Journal of OB Luncheon
	2:45pm	585	MAR:Exhibit Break Area	Conference Break
	9:00pm	642	MAR:Salon 2	Reception for New & International Members
Tue	9:00am	700	MAR:Exhibits Area, Hall C	Exhibits
		699	MAR:Exhibit HallC	Membership
		698	MAR:Conv. Reg 1 & 2	Placement
		697	MAR:Exhibit Hall C	Registration
	10:00am	702	MAR:Johnson	Meet the Academy Journal Editors
	10:15am	703	MAR:Exhibit Break Area	Conference Break
	12:15pm	755	HIL:International Ballroom	Presidential Luncheon
	3:45pm	818	MAR:Exhibit Break Area	Conference Break
	6:30pm	868	MAR:Cotillion South	Human Relations Reception
		869	OFF:Canadian Embassy	AoM Fellows Reception
Wed	9:00am	929	MAR:Exhibits Area, Hall C	Exhibits
		927	MAR:Conv. Reg 1 & 2	Placement
		928	MAR:Exhibit HallC	Membership
		926	MAR:Exhibit Hall C	Registration
	10:15am	936	MAR:Exhibit Break Area	Conference Break

All Academy

Program Chair: Joyce Osland, U. of Portland

Day	Start	#	Location	Session Information
Fri	1:00pm	6	OFF:Library of Congress	SPDW: Library of Congress Tour
		288	MAR:Cotillion Ballroom	AoM Award Winners' Symposium
		289	MAR:Delaware A	Effective Teaching with Cases
Sun	3:00pm	310	MAR:Cotillion Ballroom	Distinguished Program Speaker
	5:00pm	319	MAR:Cotillion Ballroom	AoM Convocation
	7:00pm	321	MAR:Marriott Ballroom Foyer	Cabaret and Conversation
	7:30pm	322	MAR:Cotillion Ballroom	Capitol Steps
Mon	8:30am	328	MAR:Salon 2	Politics in Competitive Strategy
	10:40am	404	HIL:Lincoln East	Alliances with Governments
		405	MAR:Salon 2	Creating Value Through Cross-boundary Partnerships
	12:20pm	462	OMN:Palladium	Institutional Variation, the Role of Government and Firm Performance
		463	HIL:Lincoln East	Unanticipated Consequences of Health Reform
		464	MAR:Salon 2	Government Matters as Friend, Foe and Ar
	2:30pm	516	MAR:Salon 2	Governments and Professional Service Organizations
	4:10pm	586	OMN:Palladium	Government and Technology Infrastructure
		587	MAR:Salon 2	Perspectives from the National Academy of Public Administration
Tue	8:20am	646	MAR:Salon 2	How Governments Matter to Business Strategy
	10:30am	704	MAR:Salon 2	The Role of Government, National Culture and Social Capital
	2:30pm	756	HIL:Lincoln East	Government and Higher Education: Friends or Foes?
		757	MAR:Salon 2	Governing the Economy
	4:10pm	819	MAR:Salon 2	NGOs and Business-Government Relations
		820	OMN:Palladium	How Governments Matter: An International Perspective
Wed	8:30am	883	MAR:Salon 2	NAFTA and Beyond: Pros and Cons
	10:40am	937	MAR:Salon 2	Strategies and Tactics in Political Markets
	12:20pm	965	MAR:Salon 2	Government and Strategy in the U.S. Telecommunications Industry

Showcase Symposia

Program Chair: Jone L. Pearce, U. of California, Irvine Program Coordinator: Carol Sexton, U. of California, Irvine

Day	Start	#	Location	Session Information
Mon	8:30am	364	OMN:Palladium	SHCS: Beyond the Handbook
		332	MAR:Cotillion South	SHCS: Strgy & Entrshp In The Dgtl Economy
		333	MAR:Cotillion North	SHCS: Knowledge, Innovation & Learning
		339	HIL:Lincoln West	SHCS: To Err is Organizational
	10:40am	415	HIL:Lincoln West	SHCS: Health Care Innovations
		450	MAR:Cotillion South	SHCS: Cultures of Future Organizations
		409	OMN:Palladium	SHCS: Studies of the Internet Economy
	12:20pm	497	MAR:Cotillion South	SHCS: Men, Women, Money, and Markets
		499	HIL:Lincoln West	SHCS: Communication Media To Service
	2:30pm	578	MAR:Cotillion South	SHCS: Networks and Learning
		565	OMN:Palladium	SHCS: Corporate Reputations
	4:10pm	589	MAR:Cotillion South	SHCS: Second-in-Command Executives
		591	HIL:Lincoln West	SHCS: Retaliation & Unfair Governance
		611	MAR:Delaware A	SHCS: Collective Accomplishment
		598	MAR:Cotillion North	SHCS: 21st Century World Idstrl Dvlpt
Tue	8:30am	686	MAR:Cotillion South	SHCS: Culture and Enculturation
		674	HIL:Lincoln West	SHCS: Corporate Universities
		677	OMN:Palladium	SHCS: Dirty Work
	10:30am	739	MAR:Cotillion South	SHCS: Teams within Cultures
		741	OMN:Palladium	SHCS: History of Information Systems and Complex Organizations
	2:30pm	807	MAR:Cotillion South	SHCS: Play in Organizations
		796	HIL:Lincoln West	SHCS: Intercultural Teaching in Times of Virtuality
		794	OMN:Palladium	SHCS: Diffusion of Enabling Technologies
	4:10pm	847	MAR:Cotillion South	SHCS: We Do It our Way
		843	HIL:State	SHCS: Complexity and Environment
		824	MAR:Cotillion North	SHCS: Digital Age Strategic Imperatives
Wed	8:30am	912	MAR:Cotillion South	SHCS: Evidence and Virtual Teams
		890	HIL:Lincoln West	SHCS: Identities in Organizations
		920	OMN:Palladium	SHCS: Knowledge & Grounded Research
	10:40am	959	HIL:Lincoln West	SHCS: Fighting Poverty with Microenterprise
	12:20pm	968	MAR:Cotillion South	SHCS: Investor Capitalism
			-	

Shared Interest Track

Program Chair: Rosalie L. Tung, Simon Fraser U.

Day	Start	#	Location	Session Information
Mon	8:30am	380	MAR:Roosevelt	SIT: Organizational Teams
		378	HIL:Georgetown East	SIT: Cyberspace Virtual Teams
		379	MAR:Kennedy	SIT: Organizational Justice
	10:40am	457	MAR:Roosevelt	SIT: Networks and Network Analysis
		458	HIL:Georgetown East	SIT: Diversity in the Workplace
		456	MAR:Kennedy	SIT: Change Management
	12:20pm	509	HIL:Georgetown East	SIT: Careers
		508	MAR:Roosevelt	SIT: Knowledge Transfer
		507	MAR:Kennedy	SIT: Negotiation Behavior and Outcomes
	2:30pm	582	MAR:Roosevelt	SIT: Social Responsibility and Ethics
		581	MAR:Kennedy	SIT: Fostering Creativity
	4:10pm	617	MAR:Roosevelt	SIT: Venture Capitalism
		616	MAR:Kennedy	SIT: Managing Innovations
Tue	8:30am	690	MAR:Roosevelt	SIT: Leadership Research
		691	MAR:Kennedy	SIT: Affirmative Action
		692	HIL:Bancroft	SIT: Conflict Management and Resolution
		693	HIL:Georgetown East	SIT: Mergers and Acquisitions
	10:30am	751	HIL:Georgetown East	SIT: Industrial Relations
		752	MAR:Kennedy	SIT: Job Choice, Organizational Commitment
		753	MAR:Roosevelt	SIT: Incentive Systems And Organizational Performance
	2:30pm	814	MAR:Roosevelt	SIT: Human Resource Management
		812	HIL:Georgetown East	SIT: Knowledge Creation
		813	MAR:Kennedy	SIT: Downsizing
	4:10pm	851	MAR:Kennedy	SIT: Impact of the Internet
		852	MAR:Roosevelt	SIT: Transitional Economics
Wed	8:30am	924	MAR:Roosevelt	SIT: Organizational Learning
		923	HIL:Georgetown East	SIT: Workforce Diversity
		922	MAR:Kennedy	SIT: Corporate Governance
	10:40am	960	MAR:Roosevelt	SIT: Dysfunctional Behavior in Organizations
		961	HIL:Georgetown East	SIT: Role of Trust
		962	MAR:Kennedy	SIT: Organizational Commitment

Interactive Papers and Caucuses

Interactive Papers Program Chair: Tammy D. Allen, U. of South Florida Caucuses Chair: Charles B. Shrader, Iowa State U.

Day	Start	#	Location	Session Information
Mon	8:30am	353	MAR:Salon 3 T6	IP: Interfirm Cooperation and Networks
		356	MAR:Salon 3 T8	IP: Strategic Management, Competition, Performance
		351	MAR:Salon 3 T4	IP: Emerging Trends in Asia
		350	HIL:Conservatory T4	IP: Negotiation Skills, Behaviors, and Outcomes
		355	MAR:Salon 3 T14	IP: Decision-making and Styles
		358	MAR:Salon 3 T10	IP: Worker Skills, Competence, and Human Capital
		360	MAR:Salon 3 T12	IP: Cross-Culture Studies and Best Practices
		359	MAR:Salon 3 T11	IP: Management Consulting
		347	MAR:Salon 3 T3	IP: Team Effectiveness and Learning
		352	MAR:Salon 3 T5	IP: Corporate Governance
		354	MAR:Salon 3 T7	IP: Meta-analytic Findings Concerning Job Performance
		345	MAR:Salon 3 T1	IP: Expatriates
		346	MAR:Salon 3 T13	IP: Stakeholders and Corporate Boards
		349	MAR:Salon 3 T2	IP: Leadership Research and Theory
		348	HIL:Conservatory T2	IP: Management History and Principles
		344	HIL:Conservatory T1	IP: Faces of Organizational Misconduct
		357	MAR:Salon 3 T9	IP: Communication, Trust, and Information Exchange
	10:40am	430	MAR:Salon 3 T7	IP: Technology Competences, Collaboration, and Risks
		428	HIL:Conservatory T5	IP: Environmental Accounting
		426	MAR:Salon 3 T4	IP: Exchange Relationships and Psychological Contracts
		433	MAR:Salon 3 T10	IP: Employee Participation
		4 33	HIL:Conservatory T1	IP: Corporate Philanthropy
		424	MAR:Salon 3 T2	IP: Leadership and Management of Teams
		423	HIL:Conservatory T4	IP: Work-family Support and Conflict
		425	MAR:Salon 3 T3	IP: Factors Associated with an Entrepreneurial Orientation
		435	MAR:Salon 3 T12	IP: Market Transactions, Market Liberalization, Environmental Uncertainty
		434	MAR:Salon 3 T11	IP: Occupational Health: Workplace Injury and Sickness
		427	MAR:Salon 3 T5	IP: Recruitment and Person-Organization Fit
		429	MAR:Salon 3 T6	~
		429 422		IP: Using the Internet to Do Business
			MAR:Salon 3 T9	IP: Perceived Organizational Support
		432 431	HIL:Conservatory T6	IP: Human Services Delivery and Education
	12:20pm		MAR:Salon 3 T8	IP: Strategic Choice
	12.20pm	489	MAR:Salon 3 T9	IP: Measurement, Strategy, and Firm Performance
		479	MAR:Salon 3 T1	IP: International HR
		481	MAR:Salon 3 T3	IP: Research and Development Strategies, Trends, and Patterns
		482 485	MAR:Salon 3 T4	IP: Organizational Innovation
		485	HIL:Conservatory T4	IP: Discrimination, Victimization, and Identity
		477	HIL:Conservatory T2	IP: Health Care Management
		486	MAR:Salon 3 T7	IP: A Look at Trends and Current Issues in Strategic Management
		488	HIL:Conservatory T5	IP: Current Issues in Management Education
		480	MAR:Salon 3 T2	IP: Strategic Alliances in Industry
		483	MAR:Salon 3 T6	IP: Forms of Organization and Structure
		478	HIL:Conservatory T1	IP: Ethics and the Individual
		490	MAR:Salon 3 T10	IP: Corporate Governance and Governmental Regulation
		484	HIL:Conservatory T3	IP: Environmental Sustainability
		487	MAR:Salon 3 T8	IP: Research in Entrepreneurship

Interactive Papers and Caucuses

Day	Start	#	Location	Session Information
Mon	2:30pm	Caucuses		
		537	MAR:Salon 3 T6	C: Management as a Liberal Art
		556	MAR:Salon 3 T25	C: How Governments Matter in Production of Managerial Knowlege
		553	MAR:Salon 3 T22	C: Science Based Managerial Leadership
		551	MAR:Salon 3 T20	C: Initial Stages on Capability Development
		544	MAR:Salon 3 T13	C: Issues Affecting Smaller Divisions - I
		539	MAR:Salon 3 T8	C: Funding opportunities at NIH/NIDA
		559	MAR:Salon 3 T27	C: Improvisation, Time, and Creative Inquiry
		532	MAR:Salon 3 T1	C: New Business Models
		545	MAR:Salon 3 T14	C: From Strategic HRM to eHR
		538	MAR:Salon 3 T7	C: Regional Innovation Systems
		546	MAR:Salon 3 T15	C: New Directions in Complexity Research
		550	MAR:Salon 3 T19	C: Pedagogical Caring
		552	MAR:Salon 3 T21	C: Trust and Privacy in the Digital Enterprise
		536	MAR:Salon 3 T5	C: Classroom of the Future
		555	MAR:Salon 3 T 24	C: Illness, Health, and Bodies in Organizations
		557	MAR:Salon 3 T30	C: Managing Knowledge
		548	MAR:Salon 3 T17	C: Integration of Mergers & Acquisitions
		549	MAR:Salon 3 T18	C: Stakeholder Learning Dialogues
		535	MAR:Salon 3 T4	C: Social Status and Structure
		558	MAR:Salon 3 T26	C: Chinese Management Research
		540	MAR:Salon 3 T9	C: Knowledge and Time as New Perespectives on Strategy
		534	MAR:Salon 3 T3	C: Korean Management Scholars
		542	MAR:Salon 3 T11	C: When Career and Life Collide
		561	MAR:Salon 3 T29	C: Whiteness as a Racial Issue
		554	MAR:Salon 3 T23	C: HRM and Performance
		533	MAR:Salon 3 T2	C: International Healthcare Management
		541	MAR:Salon 3 T10	C: Doctoral Education and the Academy
		560	MAR:Salon 3 T28	C: Textbook Publishing in Management
		547	MAR:Salon 3 T16	C: Internet Startups in Crisis
		543	MAR:Salon 3 T12	C: Re-conceiving the Concepts of Strategy and Management
Tue	8:30am		HIL:Conservatory T1	IP: Governmental Influence on Environmental Practices
		665	MAR:Salon 3 T6	IP: Corporate Reputation
		664	MAR:Salon 3 T5	IP: Job Insecurity, Risk-seeking, and OCB in Asian Cultures
		668	MAR:Salon 3 T7	IP: Quantitative Research Methods Medley
		670	MAR:Salon 3 T8	IP: Current Issues in Public and Nonprofit Management
		663	MAR:Salon 3 T4	IP: Overcoming Resistance and Creating Commitment to Change
		662	MAR:Salon 3 T3	IP: Affirmative Action and the Value of Diversity
		669	HIL:Conservatory T3	IP: Emerging Issues in Project Management
		672	MAR:Salon 3 T10	IP: Theory and the Management of Meaning
		667	HIL:Conservatory T2	IP: Environmental Stakeholders
		661	MAR:Salon 3 T1	IP: Customer Service
		671	MAR:Salon 3 T9	IP: Current Issues in Organization Management Theory
	10:30am		MAR:Salon 3 T2	IP: Product Development and Strategy
		723 731	HIL:Conservatory T1	IP: Policy Support, Community Investment, and Organizational Ethics
		731 724	•	
		725	MAR:Salon 3 T3 MAR:Salon 3 T4	IP: Cognitive Perspectives on Organizational Issues IP: Inside the Corporate Boardroom
				•
		728 730	MAR:Salon 3 T7	IP: Research Methods Medley II
		730	HIL:Conservatory T2	IP: Mobility, Promotion, Political Skill
		722	MAR:Salon 3 T1	IP: Supply Chain Perspectives
		729 726	MAR:Salon 3 T8	IP: Social Capital
		726	MAR:Salon 3 T5	IP: Management Fashions
		727	MAR:Salon 3 T6	IP: Country of Origin, Firm Performance

Interactive Papers and Caucuses

Day	Start	#	Location	Session Information
Tue	2:30pm Cau	cuses		
		792	MAR:Salon 3 T19	C: Appreciative Inquiry and Workplace Diversity
		780	MAR:Salon 3 T7	C: The Capstone Business Policy Course
		793	MAR:Salon 3 T20	C: From Organizational Values and Ethics to Organizational Performance
		781	MAR:Salon 3 T8	C: Natural Environment Courses in Business
		779	MAR:Salon 3 T6	C: Curriculum Requirements for Degree in Management Consulting
		782	MAR:Salon 3 T9	C: Spirituality in Work Life
		775	MAR:Salon 3 T2	C: Entrepreneurship for Community Development
		787	MAR:Salon 3 T14	C: Women's Entrepreneurship
		786	MAR:Salon 3 T13	C: LMX Research Directions
		777	MAR:Salon 3 T4	C: Current Research on Virtual Teams
		789	MAR:Salon 3 T16	C: From Personal Transformation to Organizational Transformation
		790	MAR:Salon 3 T17	C: Using the Case Method of Instruction
		785	MAR:Salon 3 T12	C: Issues Affecting Smaller AoM Divisions - II
		778	MAR:Salon 3 T5	C: Incorporating Innovative Technologies into the Classroom
		784	MAR:Salon 3 T11	C: Human Response to Information Technology at Work
		774	MAR:Salon 3 T1	C: Workaholism and Emotional Well-being
		788	MAR:Salon 3 T15	C: Psychological Contracts
		783	MAR:Salon 3 T10	C: Mindfulness, Meditation, and Management
		776	MAR:Salon 3 T3	C: EMONET, the EMOtions NETwork
		791	MAR:Salon 3 T18	C: Assessing Organizational Effectiveness
Wed	8:30am	903	MAR:Salon 3 T9	IP: HR Topics and Policies
		900	MAR:Salon 3 T6	IP: Research Incorporating Resource-based Views of the Firm
		902	MAR:Salon 3 T8	IP: Technology Management
		899	MAR:Salon 3 T5	IP: Reasons for and Costs Associated with Turnover
		904	MAR:Salon 3 T10	IP: Alliances, Networks, Strategies, and Wealth Creation
		895	MAR:Salon 3 T1	IP: The Learning Organization
		898	MAR:Salon 3 T4	IP: Foreign Direct Investment Issues
		897	MAR:Salon 3 T3	IP: Issues Concerning Top Executives in the Organization
		905	MAR:Salon 3 T11	IP: Research in Entrepreneurship II
		901	MAR:Salon 3 T7	IP: Organizational Culture and Values
		896	MAR:Salon 3 T2	IP: Group and Team Process Issues

Art and Poetry: How Governments Matter

Program Chair: Dennis A. Gioia, Pennsylvania State U.

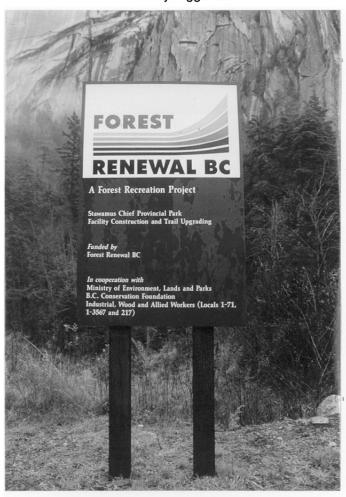
Day	Start	#	Location	Session Information
Sun	6:30pm	320	MAR:Wilson A/B/C	Art & Poetry Reception
Mon	9:00am	393	MAR:Exhibit Hall B South	Art & Poetry Exhibition
Tue	9:30pm	701	MAR:Exhibit Hall B South	Art & Poetry Exhibition
	2:30pm	773	MAR:Exhibit Hall B South	Art & Poetry Exhibition

The Art & Poetry Division thanks its reviewers:

Erika Ringseis, U. of Calgary Steve Taylor, U. of Bath Elden Wiebe, U. of Alberta Gail Whiteman, NorthSouth Institute

From the Art & Poetry Exhibit

Public Sector Governance and B.C.'s Coastal Forest
Products Industry: A Multi-stockholder Imperative
Nancy Higginson



Program Chair: Ranjay Gulati, Northwestern U. Professional Development Workshop Chair: Javier Gimeno, INSEAD

Day	Start	#	Location	Session Information
Fri	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	6:30pm	33	MAR:Wilson A	BPS Doctoral Consortium
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	39	MAR:Wilson A	BPS Doctoral Consortium
		40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		46	MAR:Wilson B	BPS New Faculty Consortium
	9:00am	88	MAR:Truman	SPDW: Conversations on Knowledge Management
		96	MAR:Maryland A	SPDW: Teaching & CMS
	10:00am	95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
	12:00pm	112	MAR:Salon 3	SPDW: Analysis of Text Data
	1:00pm	118	OMN:Capitol	AMJ/AMR Strategic Management Reviewer Workshop
	2:00pm	144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	3:00pm	152	MAR:Virginia C	SPDW: Inter-firm Knowledge Transfer
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	7:30am	189	MAR:Wilson A	BPS Doctoral Consortium
	8:00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
		192	MAR:Virginia B	Conversations on Business and Competitive Strategy
		194	MAR:Wilson B	BPS New Faculty Consortium
		193	MAR:Embassy	Conversations on Corporate Strategy
	8:30am	213	MAR:Salon 2	Conversations on Cooperative Strategy
		215	MAR:Virginia A	SPDW: Bringing Technology into the Classroom
		214	MAR:Taft	SPDW: International Strategy and Management: Conversations
	9:00am	233	OMN:Palladium	SPDW: Entrepreneurial and Innovative Strategies
		236	MAR:Maryland C	SPDW: Conversations on Corporate Leadership and Governance
		234	MAR:Hoover	SPDW: Managing your Dissertation Workshop
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		237	MAR:Cotillion North	SPDW: CMS: Voice@Work
		244	OMN:Congressional A	SPDW: Conversations on Knowledge Management
	10:00am	235	MAR:Kennedy	SPDW: Discussion Learning: Using the Case Method in Your Classroom
	10:30am	261	OMN:Congressional B	SPDW: The Craft of Reviewing
	11:00am	278	MAR:Virginia A	SPDW: E-business: Where Strategy and Operations Meet
Mon	8:30am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	0.30aiii	352	MAR:Salon 3 T5	IP: Corporate Governance
		332	MAR:Cotillion South	SHCS: Strgy & Entrshp In The Dgtl Economy
		331	MAR:Wilson B	Technology Strategy
		343 330	OMN:Empire	JS: Corporate Governance and Governments Research Trends in TMT Research
		356	MAR:Wilson A MAR:Salon 3 T8	IP: Strategic Management, Competition, Performance
		329	MAR:Wilson C	Promoting Cooperative R&D: Theory and Evidence
		333	MAR:Cotillion North	SHCS: Knowledge, Innovation & Learning
		353 353	MAR:Salon 3 T6	IP: Interfirm Cooperation and Networks
		300	11, 11 (.Odioi) 0 10	

Day	Start	#	Location	Session Information
	10:40am	431	MAR:Salon 3 T8	IP: Strategic Choice
		456	MAR:Kennedy	SIT: Change Management
		407	MAR:Wilson C	Firm Resources & Outcomes
		409	OMN:Palladium	SHCS: Studies of the Internet Economy
		408	MAR:Wilson B	The Dynamics of Innovation
		441	MAR:Hoover	JS: Leadership and Group Processes
		406	MAR:Wilson A	CEO Selection and Turnover
		457	MAR:Roosevelt	SIT: Networks and Network Analysis
	12:20pm	480	MAR:Salon 3 T2	IP: Strategic Alliances in Industry
		467	MAR:Wilson B	Knowledge Based View of the Firm
		502	MAR:Hoover	JS: Sport and Organization
		493	HIL:Hemisphere	JS: Chandler, Management History and Strategy
		486	MAR:Salon 3 T7	IP: A Look at Trends and Current Issues in Strategic Management
		508	MAR:Roosevelt	SIT: Knowledge Transfer
		468	MAR:Delaware A	JS: "Hand-in-glove" Buyer-supplier Relationships
		466	MAR:Wilson C	Resource Based View of the Firm
		465	MAR:Wilson A	Behavioral Dynamics in TMTs
		489	MAR:Salon 3 T9	IP: Measurement, Strategy, and Firm Performance
	2:30pm	581	MAR:Kennedy	SIT: Fostering Creativity
		578	MAR:Cotillion South	SHCS: Networks and Learning
		517	MAR:Wilson C	Dynamics of Firm Capabilities
		518	MAR:Wilson A	Corporate Governance Research
		519	MAR:Wilson B	Acquisition & Utilization of Knowledge
	4:10pm	607	MAR:Delaware B	JS: Challenges of Improvisation
		617	MAR:Roosevelt	SIT: Venture Capitalism
		588	MAR:Wilson B	Adaptation vs Selection of Organizations
		589	MAR:Cotillion South	SHCS: Second-in-command Executives
		598	MAR:Cotillion North	SHCS: 21st Century World Idstrl Dvlpt
	6:30pm	634	MAR:Wilson A	Educator Award to Michael A. Hitt
Tue	8:30am	649	MAR:Wilson A	Market Entry Behavior
		650	MAR:Wilson C	New Trends in the New Economy
		665	MAR:Salon 3 T6	IP: Corporate Reputation
		693	HIL:Georgetown East	SIT: Mergers and Acquisitions
	10:20	648	MAR:Wilson B	Dynamics of Interfirm Alliances
	10:30am	724	MAR:Salon 3 T3	IP: Cognitive Perspectives on Organizational Issues
		725	MAR:Salon 3 T4	IP: Inside the Corporate Boardroom
		723	MAR:Salon 3 T2	IP: Product Development and Strategy
		707	MAR:Wilson B	Boundary of the Firm
		705	MAR:Wilson C	Diversification & Alliances
		729	MAR:Salon 3 T8	IP: Social Capital
		706 708	MAR:Wilson A	Latest Trends in M&A's
	2:30pm	708 813	MAR:Delaware B	JS: E-business Impact
	2.00pm		MAR:Kennedy	SIT: Downsizing
		759 758	MAR:Wilson B MAR:Wilson C	Alliances and Networks
				Commercializing Complex Products
		816 760	OMN:Empire MAR:Wilson A	JS: E-organizations: Emerging Forms and Strategies in the Internet Era Outcomes in Mergers & Acquisitions
	4:10pm	822	MAR:Wilson A	Dynamics of Knowledge Generation
	4.10pm	824		•
		824 823	MAR:Cotillion North MAR:Wilson B	SHCS: Digital Age Strategic Imperatives The Creation of Interfirm Alliances
		821	MAR:Wilson C	Implications of Governance Choices
	5:30pm	854	MAR:Cotillion North	BPS Business Meeting
	6:30pm	870	MAR:Wilson A/B/C	BPS Social Hour
	0.00pm	0/0	IVIAN. VVIISUIT A/D/C	DI O OUGI HOUI

Day Start	#	Location	Session Information
Wed 8:30am	904	MAR:Salon 3 T10	IP: Alliances, Networks, Strategies, and Wealth Creation
	924	MAR:Roosevelt	SIT: Organizational Learning
	900	MAR:Salon 3 T6	IP: Research Incorporating Resource-based Views of the Firm
	884	MAR:Wilson C	Capabilities, Governance & Performance
	917	MAR:Delaware A	JS: Chinese State Enterprises
	885	MAR:Wilson A	Risk, Decision Making, & Strategy
	886	MAR:Wilson B	Business Groups Around the World
10:40am	964	OMN:Palladium	JS: University Technology Transfer and Entrepreneurship
	940	MAR:Wilson A	Dynamic Perspectives on Strategy
	939	MAR:Wilson B	Competitive Dynamics between Firms
	938	MAR:Wilson C	Does Diversification Matter?
12:20pm	968	MAR:Cotillion South	SHCS: Investor Capitalism
	967	MAR:Wilson C	Diversification and Firm Performance
	966	MAR:Wilson A	Cooperative Strategy

Business Policy and Strategy scholars also may be interested in All-Academy Sessions, "How Governments Matter: Politics in Competitive Strategy" (Session 328), "Interaction between Professional Service Organizations and Governments" (Session 516), "How Governments Matter in an Era of Globalization and Regionalization" (Session 646), "Why Governments Matter: Strategies and Tactics in Political Markets" (Session 936), and "Politics, Regulation, Strategy and Performance in the U.S. Telecommunications Industry" (Session 964).

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Careers

Program Chair: Susan M. Adams, Bentley College Professional Development Workshop Chair: Lillian Eby, U. of Georgia

Day	Start	#	Location	Session Information
Sat	8:00am	54	MAR:Virginia A	SPDW: Social Networks Research
		47	HIL:Jefferson West	Advancing Careers Research
	8:30am	79	HIL:Conservatory	SPDW: Governing the Past in Qualitative Research
-	10:00am	94	HIL:Jefferson West	SPDW: Innovative Methods Applicable to Careers Research
	1:00pm	133	HIL:Jefferson West	SPDW: Ask the Qualitative Experts
-	1:30pm	137	HIL:Jefferson East	SPDW: Research Data and Funding Opportunities
	3:00pm	149	OMN:Hampton	SPDW: Faculty & Families: Opportunities and Activism
-	3:30pm	153	HIL:Caucus	SPDW: Building and Rejuvenating Research
Sun	8:00am	195	HIL:State	Metaphor in Career Theory and Practice
-	10:00am	262	HIL:Caucus	SPDW: Ask the Quantitative Experts
		255	HIL:State	SPDW: Balancing Life and Career
Mon	8:30am	334	HIL:Jefferson West	Personal Career Development
		358	MAR:Salon 3 T10	IP: Worker Skills, Competence, and Human Capital
	10:40am	410	HIL:Jefferson West	Org. Change & Careers
		423	HIL:Conservatory T4	IP: Work-family Support and Conflict
	12:20pm	472	HIL:State	JS: Diminishing the Digital Divide
_		509	HIL:Georgetown East	SIT: Careers
	4:10pm	590	HIL:Lincoln East	JS: Employment Contracts & Careers
Tue	8:30am	691	MAR:Kennedy	SIT: Affirmative Action
_		651	HIL:Jefferson West	Field Report - Career Concerns
	10:30am	730	HIL:Conservatory T2	IP: Mobility, Promotion, Political Skill
		753	MAR:Roosevelt	SIT: Incentive Systems And Organizational Performance
		714	HIL:Jefferson West	JS: Careers of Marginalized
_	2:30pm	813	MAR:Kennedy	SIT: Downsizing
_	4:10pm	825	HIL:Jefferson West	Edgar Schein
_	5:30pm	855	HIL:Jefferson West	Division Business Meeting
	6:50pm	875	HIL:Map	Careers Division Social "Hour"
Wed	8:30am	887	HIL:Jefferson West	Mentoring
	10:40am	962	MAR:Kennedy	SIT: Organizational Commitment

The Careers Division thanks its 72 reviewers:

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Conflict Management

Program Chair: Karen A. Jehn, U. of Pennsylvania Professional Development Workshop Chair: Bruce Barry, Vanderbilt U.

Day	Start	#	Location	Session Information
Fri	12:00pm	2	HIL:Kalorama	SPDW: CM Junior Faculty Research Incubator
	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald on: What's Critical
	8:30am	81	HIL:Lincoln West	SPDW: Civil Public Policy Discourse
		77	MAR:Roosevelt	SPDW: Negotiating Environmental Rules
		64	HIL:Kalorama	SPDW: CM Junior Faculty Research Incubator
	10:00am	96	MAR:Maryland A	SPDW: Teaching & CMS
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
	2:00pm	144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
	8:30am	216	HIL:Lincoln West	SPDW: Ain't Misbehavin': Understanding Aggressive/Antisocial Behavior
	9:00am	237	MAR:Cotillion North	SPDW: CMS: Voice@Work
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
	10:15am	267	HIL:Lincoln West	SPDW: Workshop on Levels of Analysis
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	379	MAR:Kennedy	SIT: Organizational Justice
		337	HIL:Lincoln East	JS: Work-Family Interfaces
	0.00===	350	HIL:Conservatory T4	IP: Negotiation Skills, Behaviors, and Outcomes
	9:00am	389	HIL:Caucus	Trust and Social Motives
	10:40am	458	HIL:Georgetown East	SIT: Diversity in the Workplace
		442	MAR:Delaware B	JS: Management of Emotions at Work
	12:20pm	411	HIL:Caucus	Use Your Voice!
	12.20μπ	507	MAR:Kennedy	SIT: Negotiation Behavior and Outcomes
		485 469	HIL:Conservatory T4	IP: Discrimination, Victimization, and Identity Intractable Conflicts
	2:30pm	520	HIL:Caucus	
	2.50pm	520 521	HIL:Caucus HIL:Lincoln West	Task, Relationship, and Role JS: Governing as Leaders
		569	MAR:Delaware B	JS: Issues in Org Justice
	4:10pm	591	HIL:Lincoln West	SHCS: Retaliation & Unfair Governance
Tue	8:30am	691	MAR:Kennedy	SIT: Affirmative Action
		655	HIL:Lincoln East	JS: Bridges Over Troubled Waters
		692	HIL:Bancroft	SIT: Conflict Management and Resolution
		652	HIL:Caucus	JS: Fairness in the Classroom
	10:30am	730	HIL:Conservatory T2	IP: Mobility, Promotion, Political Skill
		710	HIL:Lincoln East	JS: Conflict and Diversity
		751	HIL:Georgetown East	SIT: Industrial Relations
		731	HIL:Conservatory T1	IP: Policy Support, Community Investment, and Organizational Ethics
		709	HIL:Caucus	Ethnicity, Deviance & Justice
	2:30pm	761	HIL:Caucus	Domestic Violence
	4:10pm	826	HIL:Caucus	Business Meeting
	5:30pm	856	HIL:Conservatory	Social Hour

Conflict Management

Day	Start	#	Location	Session Information
Wed	8:30am	923	HIL:Georgetown East	SIT: Workforce Diversity
		896	MAR:Salon 3 T2	IP: Group and Team Process Issues
	9:00am	930	HIL:Caucus	Negotiations
	10:40am	941	HIL:Caucus	Featuring CMD Student Papers

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Entrepreneurship

Program Chair: Alex Stewart, Marquette U. Professional Development Workshop Chair: Kelly G. Shaver, College of William and Mary

Day	Start	#	Location	Session Information
Fri	12:00pm	3	MAR:Coolidge	ENT Doctoral Consortium
	1:30pm	14	MAR:Cotillion North	Welcome.
	2:00pm	17	MAR:Cotillion North	NSF Support for Innovation
	3:30pm	22	MAR:Cotillion North	Research Issues in Entrepreneurship & Public Policy
	5:00pm	27	OMN:Congressional A	ENT New Faculty Consortium
	7:30pm	37	OFF:Meeting	Entrepreneurship Division Doctoral Consortium Dinner Meeting
Sat	7:30am	41	OMN:Senate	ENT Doctoral Consortium
	8:00am	49	OMN:Executive	Entrepreneurship and Non-Traditional Academics
	8:30am	65	OMN:Council	ENT New Faculty Consortium
	9:30am	91	OMN:Executive	Pathways of Innovation
		92	OMN:Congressional A	Longitudinal Research in Entrepreneurship
	11:00am	106	OMN:Executive	Entrepreneurship Pedagogy Award Winner
	12:30pm	117	OMN:Forum	Endowed Chairs Annual Luncheon
		116	OMN:Congressional A	Multi-level Modeling
	1:30pm	138	OFF:Torpedo Factory	Field Trip: Torpedo Factory, Alexandria VA
	2:00pm	146	OMN:Congressional A	Recent Developments in the PSED
		145	OMN:Executive	Financing University Entrepreneurship Centers
	3:30pm	155	OMN:Executive	SPDW: Mission Statements and Entrepreneurship Centers
		154	OMN:Congressional A	Writing For Rejection
	6:00pm	177	OFF:Spirit of Washington	ENT Social Event
Sun	7:30am	190	OMN:Senate	ENT Doctoral Consortium
	8:00am	197	MAR:Coolidge	Networks and Entrepreneurs
	8:30am	217	OMN:Cabinet	Entrepreneurship Division New Faculty Consortium
	9:00am	233	OMN:Palladium	SPDW: Entrepreneurial and Innovative Strategies
	9:30am	250	MAR:Coolidge	Award Winning Dissertations
		251	OMN:Diplomat	Strategies to Enhance Entrepreneurship for Social Benefits
	11:00am	280	MAR:Coolidge	Thinking Entrepreneurially?
Mon	8:30am	346	MAR:Salon 3 T13	IP: Stakeholders and Corporate Boards
		335	OMN:Cabinet	AIMs in Entrepreneurship
		332	MAR:Cotillion South	SHCS: Strgy & Entrshp In The Dgtl Economy
	9:00am	390	OMN:Forum	Welcome
	10:40am	457	MAR:Roosevelt	SIT: Networks and Network Analysis
		413	OMN:Forum	Family Firms and Governance
		425	MAR:Salon 3 T3	IP: Factors Associated with an Entrepreneurial Orientation
		412	OMN:Cabinet	Entrepreneurial Reasoning
		409	OMN:Palladium	SHCS: Studies of the Internet Economy
	12:20pm	488	HIL:Conservatory T5	IP: Current Issues in Management Education
		470	OMN:Cabinet	Emergence and Nascency
		483	MAR:Salon 3 T6	IP: Forms of Organization and Structure
		487	MAR:Salon 3 T8	IP: Research in Entrepreneurship
	2:30pm	581	MAR:Kennedy	SIT: Fostering Creativity
		582	MAR:Roosevelt	SIT: Social Responsibility and Ethics
	4:10nm	522	OMN:Cabinet	Opportunity Recognition
	4:10pm	616	MAR:Kennedy	SIT: Managing Innovations
	6:00n~	592	OMN:Cabinet	Entrepreneurial Teams and Employees
Tue	6:00pm	628	OFF:NFIB	Business Meeting and Social
Tue	8:20am	647	OMN:Forum	Multi-level Approach to Organizational Formation
	8:30am 10:30am	653	OMN:Cabinet	Internationalization of SMEs and Entrepreneurial Firms
	. 0.000111	752	MAR:Kennedy	SIT: Job Choice, Organizational Commitment
		735	OMN:Empire	JS: Navigating Dynamic Environments
		711	OMN:Cabinet	International Corporate Entrepreneurship

Entrepreneurship

Day	Start	#	Location	Session Information
Tue	10:30am	712	OMN:Forum	Governance in SMEs and New Ventures
		729	MAR:Salon 3 T8	IP: Social Capital
	2:30pm	763	OMN:Cabinet	Skills and Human Capital
		762	OMN:Forum	Entrepreneurship and Economic Development
	4:10pm	851	MAR:Kennedy	SIT: Impact of the Internet
		827	OMN:Cabinet	Social Capital and Social Networks
Wed	8:20am	882	OMN:Forum	A Knowledge Based Perspective of Entrepreneurship
	8:30am	904	MAR:Salon 3 T10	IP: Alliances, Networks, Strategies, and Wealth Creation
		888	OMN:Cabinet	Strategy, Performance and Growth
		905	MAR:Salon 3 T11	IP: Research in Entrepreneurship II
	10:40am	961	HIL:Georgetown East	SIT: Role of Trust
		959	HIL:Lincoln West	SHCS: Fighting Poverty with Microenterprise
		943	OMN:Cabinet	Financing New Ventures
		942	OMN:Forum	HR and Careers in Small Firms

Entrepreneurship scholars also may be interested in the All-Academy Session, "Interaction between Professional Service Organizations and Governments" (Session 516).

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Gender and Diversity in Organizations

Program Chair: Gayle M. Baugh, U. of West Florida Professional Development Workshop Chair: Ellen Ernst Kossek, Michigan State U.

Day	Start	#	Location	Session Information
Fri	6:00pm	29	OMN:Executive	Gender and Diversity in Organizations Doctoral Consortium
Sat	8:00am	50	OMN:Hampton	Gender and Diversity in Organizations Doctoral Consortium
	10:00am	97	HIL:Military	SPDW: A Musical History Women & Work
		94	HIL:Jefferson West	SPDW: Innovative Methods Applicable to Careers ResearchResearch
	12:00pm	113	OMN:Hampton	Building Virtual Faculty Communities on Gender and Diversity
	1:00pm	119	OMN:Hampton	SPDW: European Perspectives on Gender & Diversity in The New Economy
		133	HIL:Jefferson West	SPDW: Ask the Qualitative Experts
	3:00pm	149	OMN:Hampton	SPDW: Faculty & Families: Opportunities and Activism
	4:30pm	165	OMN:Hampton	How to Teach to a Diverse, Global, and Technology Driven Audience
	5:30pm	172	OMN:Hampton	GDO Professional Development Workshops Social Hour
Sun	8:00am	211	HIL:Thoroughbred	SPDW: Feminist Research Methodologies
		198	OMN:Empire	Breakfast Reception to Celebrate GDO Members' Families and Friends
	9:00am	239	OMN:Empire	Two Heads are Better than One: Networking and Research in Progress
	10:00am	255	HIL:State	SPDW: Balancing Life and Career
Mon	7:00am	323	HIL:Map	Breakfast with Gender and Diversity
	8:30am	337	HIL:Lincoln East	JS: Work-Family Interfaces
		336	HIL:Map	Welcome and New Member Orientation
	9:01am	401	HIL:Map	People with Disabilities
	10:40am	458	HIL:Georgetown East	SIT: Diversity in the Workplace
		423	HIL:Conservatory T4	IP: Work-family Support and Conflict
		414	HIL:Map	Dealing with Sexual Harassment
	12:20pm	485	HIL:Conservatory T4	IP: Discrimination, Victimization, and Identity
	·	497	MAR:Cotillion South	SHCS: Men, Women, Money, and Markets
		471	HIL:Map	Work-family Conflict
		472	HIL:State	JS: Diminishing the Digital Divide
	2:30pm	524	HIL:Jefferson West	JS: Doing Diversity Work
		525	HIL:Lincoln East	JS: Sex Bias and Discrimination
		523	HIL:Map	Division Special Session
		582	MAR:Roosevelt	SIT: Social Responsibility and Ethics
	4:10pm	594	HIL:Jefferson West	JS: Government and Chinese Women
		593	HIL:Map	"Invisible" Diversity
	5:30pm	620	HIL:Map	Business Meeting
	6:30pm	635	HIL:Jefferson West	Social Hour
	8:30am	655	HIL:Lincoln East	JS: Bridges Over Troubled Waters
Tue		691	MAR:Kennedy	SIT: Affirmative Action
		662	MAR:Salon 3 T3	IP: Affirmative Action and the Value of Diversity
		654	HIL:Map	Confronting the Powers that Be
	10:30am	752	MAR:Kennedy	SIT: Job Choice, Organizational Commitment
		713	HIL:Map	Older and Disabled Workers
		714	HIL:Jefferson West	JS: Careers of Marginalized
		710	HIL:Lincoln East	JS: Conflict and Diversity
	2:30pm	769	MAR:Delaware A	JS: Quality of Life Policies
		765	HIL:Map	How Government Matters to GDO
		764	HIL:Jefferson West	Mostly Mentoring
	4:10pm	841	MAR:Delaware B	JS: Effects of Group Composition
		828	HIL:Map	Affirmative Action Beliefs
		829	HIL:Lincoln East	JS: Diversity as Context

Gender and Diversity in Organizations

Day	Start	#	Location	Session Information
Wed	8:30am	889	HIL:Lincoln East	JS: Gender, IT, and Organizations
		890	HIL:Lincoln West	SHCS: Identities in Organizations
		923	HIL:Georgetown East	SIT: Workforce Diversity
		899	MAR:Salon 3 T5	IP: Reasons for and Costs Associated with Turnover
		903	MAR:Salon 3 T9	IP: HR Topics and Policies
	9:00am	931	HIL:Map	Demographics and Work Teams
	10:40am	944	HIL:Map	Management Gender Stereotypes
	12:20pm	969	HIL:Map	Diversity and Leadership
	2:30pm	976	HIL:Map	Road Warriors

The Gender & Diversity in Organizations Division thanks its 171 reviewers:

Cheryl L. Adkins, Longwood College

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C21

Health Care Management

Program Chair: Kathleen Montgomery, U. of California, Riverside Professional Development Workshop Chair: Leonard H. Friedman, Oregon State U.

Day	Start	#	Location	Session Information
Fri	6:00pm	30	HIL:Military	Reception and Welcome
	7:30pm	38	HIL:Military	Creating and Building Your Professional Network
Sat	8:00am	51	HIL:Caucus	Continental Breakfast Networking Forum
	8:30am	66	HIL:Caucus	The Joy of Teaching: Stories from Master Teachers
	10:30am	102	HIL:Caucus	The Joy of Teaching: Teaching Using the Case Method
	12:00pm	114	HIL:Caucus	Network with HCMD Friends and Colleagues over Lunch
	1:30pm	139	HIL:Caucus	The Joy of Research: Initiating and Maintaining a Research Program
	3:30pm	156	HIL:Conservatory	Whose Work is it Anyway? The Ethics of Scholarship
Sun	8:00am	199	HIL:Jefferson East	Continental Breakfast Networking Forum
	8:30am	218	HIL:Jefferson East	Scholarship Unbounded: Rating Scholarly Journals
	10:00am	256	HIL:Jefferson East	Scholarship Unbounded: A Session on Sessions
	11:30am	281	HIL:Jefferson West	Next Steps: Beyond Networking
Mon	8:30am	338	HIL:Georgetown West	Division Welcome
		380	MAR:Roosevelt	SIT: Organizational Teams
		339	HIL:Lincoln West	SHCS: To Err is Organizational
	8:45am	382	HIL:Georgetown West	Teamwork, Creativity, and Commitment
	10:40am	415	HIL:Lincoln West	SHCS: Health Care Innovations
	12:20pm	477	HIL:Conservatory T2	IP: Health Care Management
	2:30pm	526	HIL:Georgetown West	Government-influenced Organizational Forms
	4:10pm	595	HIL:Georgetown West	Distinguished Speaker
	5:30pm	621	HIL:Georgetown West	Division Business Meeting
	6:30pm	636	HIL:Georgetown East	HCM Division Reception
Tue	8:30am	685	HIL:Georgetown West	JS: Physician Unionization
	10:30am	752	MAR:Kennedy	SIT: Job Choice, Organizational Commitment
		715	HIL:Georgetown West	Employee Adjustment to Organizational Change
		716	HIL:Lincoln West	JS: Outside the Box HCM Theories
	2:30pm	766	HIL:Georgetown West	Knowledge Transfer
		813	MAR:Kennedy	SIT: Downsizing
	4:10pm	830	HIL:Georgetown West	Hospital Service Provision
Wed	8:30am	891	HIL:Georgetown West	Organization Field Dynamics
	10:40am	945	HIL:Georgetown West	Enhancing HCO Performance

Health Care Management scholars also may be interested in the All-Academy Session, "How Governments Matter: The Unanticipated Consequences of Health Reform" (Session 464).

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Human Resources

Program Chair: Timothy A. Judge, U. of Florida Professional Development Workshop Chair: Patrick Wright, Cornell U.

DayStart#LocationSession InformationSat8:00am53MAR:Delaware BHR Division Junior Faculty Consortium52MAR:Maryland BHR Division Doctoral Student Consortium8:30am67OFF:George Washington U.High Tech - High Touch: Workshop on Usin10:30am103MAR:Cotillion NorthEditors Roundtable: HR Jr. Faculty/Doctora1:00pm119OMN:HamptonSPDW: European Perspectives on Gender	al Consortia and Diversity in The New Economy
52 MAR:Maryland B HR Division Doctoral Student Consortium 8:30am 67 OFF:George Washington U. High Tech - High Touch: Workshop on Usin 10:30am 103 MAR:Cotillion North Editors Roundtable: HR Jr. Faculty/Doctora	al Consortia and Diversity in The New Economy
8:30am 67 OFF:George Washington U. High Tech - High Touch: Workshop on Usin 10:30am 103 MAR:Cotillion North Editors Roundtable: HR Jr. Faculty/Doctora	al Consortia and Diversity in The New Economy
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100	and Diversity in The New Economy
	· · · · · · · · · · · · · · · · · · ·
1:30pm 137 HIL:Jefferson East SPDW: Research Data and Funding Oppor	
3:30pm 157 MAR:Maryland C Overcoming Obstacles in International HRN	
5:30pm 173 MAR:Salon 3 HR Division Doctoral/Junior Faculty Consor	
Sun 8:00am 200 MAR:Delaware B HR Division Junior Faculty Consortium	Tita (toooption
8:30am 219 MAR:Maryland B HR Division Doctoral Student Consortium	
10:00am 261 OMN:Congressional B SPDW: The Craft of Reviewing	
Mon 8:30am 358 MAR:Salon 3 T10 IP: Worker Skills, Competence, and Human	n Canital
342 MAR: Virginia C Training	ГСарітаі
354 MAR:Salon 3 T7 IP: Meta-analytic Findings Concerning Job	Performance
341 MAR: Virginia A Personnel Selection	r charmanac
340 MAR:Virginia B Management Development in the Celtic Tig	ier Economy
10:40am 416 MAR:Virginia C New Developments in Managing Via the Int	-
417 MAR:Virginia B On Tenuous Ground: Downsizing and Job 9	
424 MAR:Salon 3 T2 IP: Leadership and Management of Teams	
426 MAR:Salon 3 T4 IP: Exchange Relationships and Psycholog	
443 MAR:Delaware A JS: Employers and Psych Contracts	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
442 MAR:Delaware B JS: Management of Emotions at Work	
427 MAR:Salon 3 T5 IP: Recruitment and Person-Organization F	Fit
434 MAR:Salon 3 T11 IP: Occupational Health: Workplace Injury	
422 MAR:Salon 3 T9 IP: Perceived Organizational Support	
12:20pm 509 HIL:Georgetown East SIT: Careers	
474 MAR:Virginia B Withdrawal and Misconduct	
473 MAR: Virginia C Theoretical Perspectives and Frameworks.	
483 MAR:Salon 3 T6 IP: Forms of Organization and Structure	
475 MAR:Cotillion North JS: The Gap Between Science and Practice	e in HRM
476 OMN:Empire JS: SIHRM: New Perspectives, New Work	
2:30pm 527 MAR:Virginia A Career Development	
569 MAR:Delaware B JS: Issues in Org Justice	
528 MAR:Virginia C Human Resource Systems and Firm Perfor	ma
4:10pm 606 MAR:Coolidge JS: Economic and Social Exchange	
596 MAR:Virginia B Personality and Leadership	
590 HIL:Lincoln East JS: Employment Contracts & Careers	
5:30pm 622 MAR:Virginia Suite Human Resources Division Ice Cream Soci	ia
Tue 8:30am 658 MAR:Delaware B JS: Organizations Online: Harnessing the F	Power of Advanced
659 OMN:Diplomat JS: Culture Standards	
656 MAR: Virginia A New Issues in Research on Person-Organiz	Z
657 MAR:Virginia C Compensation	
10:30am 721 OMN:Diplomat JS: Beyond Expatriate Adjustment	
718 MAR: Virginia C International Human Resource Managemer	nt
717 MAR:Virginia B Performance Appraisal and Evaluation	
2:30pm 768 MAR:Virginia C Strategic Human Resource Management	
767 MAR:Virginia A Job Attitudes and Stress	
814 MAR:Roosevelt SIT: Human Resource Management	
769 MAR:Delaware A JS: Quality of Life Policies	
772 OMN:Diplomat JS: Enacting Complex Cultural Firms	
3:40pm 817 MAR:Virginia B HR Business Meeting	

Human Resources

Day	Start	#	Location	Session Information
Tue	4:10pm	829	HIL:Lincoln East	JS: Diversity as Context
		841	MAR:Delaware B	JS: Effects of Group Composition
		833	OMN:Empire	JS: Women on Global Assignments
	5:30pm	857	MAR:Virginia Suite	HR Division Social Hour
Wed	8:30am	893	MAR:Virginia B	Organizational Entry and Applicant Attra
		899	MAR:Salon 3 T5	IP: Reasons for and Costs Associated with Turnover
		903	MAR:Salon 3 T9	IP: HR Topics and Policies
		923	HIL:Georgetown East	SIT: Workforce Diversity
		892	MAR:Virginia A	Sexual Harassment and Diversity
	10:40am	946	MAR:Virginia C	High Performance Work Systems
		947	MAR:Cotillion South	JS: Pieces in the Puzzle of Fit
		962	MAR:Kennedy	SIT: Organizational Commitment

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International Management

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Day	Start	#	Location	Session Information
Fri	12:00pm	4	OFF:Foreign Serv. Institute	SPDW: Foreign Service Institute Leadership
	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald on: What's Critical
		54	MAR:Virginia A	SPDW: Social Networks Research
	8:30am	69	MAR:Maryland C	Experiential Teaching and Learning in International Management
		71	MAR:McKinley	IMD Junior Faculty Consortium
		70	OMN:Embassy	IMD Doctoral Consortium
	10:00am	96	MAR:Maryland A	SPDW: Teaching & CMS
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
	1:00pm	120	MAR:Roosevelt	SPDW: Global Leadership: A Debate of the Issues
	•	119	OMN:Hampton	SPDW: European Perspectives on Gender and Diversity in The New Economy
	2:00pm	147	MAR:Virginia B	SPDW: Who Really Matters?
	·	144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	181	OMN:Hampton	IMD PDW Reception
		180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational Meeting
		201	OMN:Calvert	IMD Doctoral Consortium
		202	OMN:Embassy	SPDW: Higher Education as a Strategic Industry
	8:30am	220	MAR:McKinley	IMD Junior Faculty Consortium
		214	MAR:Taft	SPDW: International Strategy and Management: Conversations
	9:00am	240	MAR:Wilson C	Your Workshop
		234	MAR:Hoover	SPDW: Managing your Dissertation Workshop
		237	MAR:Cotillion North	SPDW: CMS: Voice@Work
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		232	OMN:Executive	SPDW: Business and Government Issues in Asia
	10:00am	257	MAR:Virginia C	SPDW: Creating Value Using eBusiness
	10:30am	275	OMN:Calvert	Barry M. Richman Dissertation Award Finalists Presentations
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	345	MAR:Salon 3 T1	IP: Expatriates
		346	MAR:Salon 3 T13	IP: Stakeholders and Corporate Boards
		343	OMN:Empire	JS: Corporate Governance and Governments
		351	MAR:Salon 3 T4	IP: Emerging Trends in Asia
		360	MAR:Salon 3 T12	IP: Cross-culture Studies and Best Practices
	8:40am	381	OMN:Congressional A	IM Division Welcome
	9:00am	392	OMN:Congressional B	The Culture Debate
		391	OMN:Congressional A	The MNC Organizational Challenge
	10:40am	429	MAR:Salon 3 T6	IP: Using the Internet to Do Business
		418	OMN:Congressional A	Headquarters-subsidiary Relations
		420	OMN:Empire	JS: Corporate Governance and Stock Markets
		457	MAR:Roosevelt	SIT: Networks and Network Analysis
		419	OMN:Congressional B	Culture & Interpersonal Relations
		423	HIL:Conservatory T4	IP: Work-family Support and Conflict
		433	MAR:Salon 3 T10	IP: Employee Participation
		435	MAR:Salon 3 T12	IP: Market Transactions, Market Liberalization, Environmental Uncertainty

International Management

Day	Start	#	Location	Session Information
	12:20pm	490	MAR:Salon 3 T10	IP: Corporate Governance and Governmental Regulation
		476	OMN:Empire	JS: SIHRM: New Perspectives, New Work
		479	MAR:Salon 3 T1	IP: International HR
		488	HIL:Conservatory T5	IP: Current Issues in Management Education
_	12:50pm	514	OMN:Congressional A	Multinationality & Performance
		515	OMN:Congressional B	Government & MNC Operation
_	2:30pm	530	OMN:Congressional B	Host Government Relations
		521	HIL:Lincoln West	JS: Governing as Leaders
		565	OMN:Palladium	SHCS: Corporate Reputations
		529	OMN:Congressional A	MNC Learning & Innovation
		531	OMN:Diplomat	JS: Organization as Space
_	4:10pm	591	HIL:Lincoln West	SHCS: Retaliation & Unfair Governance
		598	MAR:Cotillion North	SHCS: 21st Century World Idstrl Dvlpt
		594	HIL:Jefferson West	JS: Government and Chinese Women
		617	MAR:Roosevelt	SIT: Venture Capitalism
		597	OMN:Diplomat	Distinguished Scholar Forum
_	6:30pm	637	OMN:Hampton	IM Division Social & Reception
Tue	8:30am	690	MAR:Roosevelt	SIT: Leadership Research
		660	OMN:Empire	JS: Management and Work
		680	MAR:Delaware A	JS: Virtual Teams
		659	OMN:Diplomat	JS: Culture Standards
_	8:50am	695	OMN:Congressional A	Firm Internationalization
		696	OMN:Congressional B	Research on MNC Managers
_	10:30am	727	MAR:Salon 3 T6	IP: Country of Origin, Firm Performance
		739	MAR:Cotillion South	SHCS: Teams within Cultures
		721	OMN:Diplomat	JS: Beyond Expatriate Adjustment
		753	MAR:Roosevelt	SIT: Incentive Systems And Organizational Performance
		719	OMN:Congressional A	MNC Growth & Evolution
		720	OMN:Congressional B	TMT and Board Influence
_	2:30pm	796	HIL:Lincoln West	SHCS: Intercultural Teaching in Times of Virtuality
		771	OMN:Congressional B	Research on China
		770	OMN:Congressional A	Liability & Benefit of Foreignness
		814	MAR:Roosevelt	SIT: Human Resource Management
		772	OMN:Diplomat	JS: Enacting Complex Cultural Firms
_	4:10pm	832	OMN:Congressional B	Research on Japan
		831	OMN:Congressional A	Foreign Market Entry
		834	OMN:Diplomat	JS: Transforming China's State Enterprises
		852	MAR:Roosevelt	SIT: Transitional Economics
		833	OMN:Empire	JS: Women on Global Assignments
_		851	MAR:Kennedy	SIT: Impact of the Internet
	5:50pm	866	OMN:Congressional A	IM Business Meeting
Wed	8:30am	898	MAR:Salon 3 T4	IP: Foreign Direct Investment Issues
		901	MAR:Salon 3 T7	IP: Organizational Culture and Values
		897	MAR:Salon 3 T3	IP: Issues Concerning Top Executives in the Organization
		911	MAR:Cotillion North	JS: Perspectives on Stress, Coping
		894	OMN:Diplomat	JS: Host Country effects on MNEs
		904	MAR:Salon 3 T10	IP: Alliances, Networks, Strategies, and Wealth Creation
_		922	MAR:Kennedy	SIT: Corporate Governance
	9:00am	933	OMN:Congressional B	International Diversification
_		932	OMN:Congressional A	Alliance Formation & Learning
_		950	OMN:Diplomat	JS: Technology & Subsidiary Evolution
			0.010	The DDV and ID Decemb
	10:40am	949	OMN:Congressional B	The RBV and IB Research
_	10:40am 12:20pm	949 948	OMN:Congressional A OMN:Congressional A	Joint Venture Performance

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International Management

International Management scholars also may be interested in All-Academy Sessions, "How Governments Matter in an Era of Globalization and Regionalization" (Session 646), "How Governments Matter: The Role of Government, National Culture and Social Capital" (Session 704), and "How Governments Matter: An International Perspective" (Session 819).

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Management Consulting

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Day	Start	#	Location	Session Information
Fri	12:30pm	5	OMN:Congressional B	PDW I - Essential Concepts and Skills
Sat	7:30am	42	MAR:Kennedy	PDW II - Advanced and Emerging Competencies
Sun	8:30am	221	OMN:Hampton	PDW III - Converting Public Service Suppliers to Interactive Business
		225	OMN:Capitol	SPDW: Enhancing Self-aware Consciousness
Mon	7:45am	324	OMN:Governor's	Management Consulting in 2001
	8:30am	359	MAR:Salon 3 T11	IP: Management Consulting
		361	OMN:Governor's	Consulting as Frame Building and Breaking
	10:40am	436	OMN:Governor's	Knowledge Management and Consulting
	12:45pm	513	OMN:Governor's	Developing Leaders
	2:30pm	562	OMN:Governor's	Consultants as Change Agents
	4:10pm	599	OMN:Congressional B	Warner Burke On Non-linear Change
		589	MAR:Cotillion South	SHCS: Second-in-command Executives
	5:30pm	623	OMN:Congressional B	MC Business Meeting
	6:10pm	633	OMN:Congressional A	MC Social Hour
	7:30pm	641	OFF:TBA	MC Friends & Members Dinner
Tue	8:30am	674	HIL:Lincoln West	SHCS: Corporate Universities
	10:30am	732	OMN:Governor's	Multiple Dimensions of Consulting
	2:30pm	812	HIL:Georgetown East	SIT: Knowledge Creation
		794	OMN:Palladium	SHCS: Diffusion of Enabling Technologies
	4:10pm	835	OMN:Governor's	JS: The Developing Critique of Management Consulting
Wed	8:30am	901	MAR:Salon 3 T7	IP: Organizational Culture and Values
		906	OMN:Governor's	Consultancy Research and Academe Roles
	10:40am	951	OMN:Governor's	University-Based Approaches to Developing Management Consulting

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Day	Start	#	Location	Session Information
Fri	12:00pm	4	OFF:Foreign Serv. Institute	SPDW: Foreign Service Institute Leadership
	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
		6	OFF:Library of Congress	SPDW: Library of Congress Tour
		9	HIL:Chevy Chase	The Global Business Game
		12	OMN:Hampton	SPDW: Advances in Environmental Management Education
		13	HIL:Jefferson East	SPDW: PS Action-rsrch Proj Dev I
	2:00pm	18	HIL:Dupont	Teaching Abroad
	3:00pm	20	HIL:Jefferson Ballroom	SPDW: Sustainable Inner Development: The Labyrinth Walk
		19	HIL:Bancroft	Teaching the Dynamics of Strategy
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
		25	HIL:Chevy Chase	Spirituality in the Classroom
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
		43	OFF:Habitat for Humanity	SPDW: Greater DC Habitat for Humanity
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		60	HIL:Monroe East	SPDW: PS Action-rsrch Proj Dev II
	8:30am	72	HIL:Military	Experiential Exercises-Strategy
		75	MAR:Johnson	SPDW: The Impact of Technology on Teaching OB
	9:00am	85	HIL:Georgetown West	SPDW: Core Values in Spirituality & Management
		84	HIL:Chevy Chase	Teaching and Scholarship
	10:00am	97	HIL:Military	SPDW: A Musical History Women & Work
		96	MAR:Maryland A	SPDW: Teaching & CMS
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
	1:00pm	124	HIL:Dupont	SPDW: Success Experiences in Teaching Spirituality
		121	HIL:Lincoln West	A Case Critique Colloquium
		132	HIL:Monroe East	SPDW: PS/RM AR Issues in Action
		126	HIL:Conservatory	SPDW: Research Methods for Spirituality and Management
	1:30pm	142	HIL:Thoroughbred	SPDW: Cultivating Creativity
		141	HIL:Edison	HR Concepts in Cinema
	2:00pm	144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
		147	MAR:Virginia B	SPDW: Who Really Matters
	3:00pm	150	HIL:Dupont	SPDW: Computer Integration in Education
	3:30pm	160	HIL:Grant	SPDW: Cross-cultural Films
		159	HIL:Farragut	A Spiritual Approach to Careers
	4:00pm	163	HIL:Lincoln East	SPDW: Exploring the Spirit at Work
		162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	5:30pm	174	HIL:Grant	Lecture on Lecturing
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:00pm	183	HIL:Farragut	Keynote Leadership: A Musical and Poetic Rendition
_	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	204	HIL:Monroe West	E-media Resources Management
		196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
		210	HIL:Monroe East	SPDW: PS/RM Reflection in Action
		205	HIL:Georgetown East	SPDW: Designing & Delivering OB Courses
		203	HIL:Chevy Chase	A Business Game and Role Play
		206	HIL:Dupont	SPDW: Online Research Methods

Management Education and Development

Day	Start	#	Location	Session Information
Sun	9:00am	238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		235	MAR:Kennedy	SPDW: Discussion Learning: Using the Case Method in Your Classroom
		237	MAR:Cotillion North	SPDW: CMS: Voice@Work
_		241	HIL:Map	Peer Evaluation Team
_	9:30am	252	HIL:Bancroft	SPDW: Hand-in-Hand: Organizational Service Learning
	10:00am	259	HIL:Jefferson West	Connecting Parts to Wholes
		258	HIL:Monroe West	Partners in Learning
_		260	HIL:Farragut	Team Experiential Exercises in Strategy
_	10:30am	276	HIL:Chevy Chase	International Education Partnerships
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	378	HIL:Georgetown East	SIT: Cyberspace Virtual Teams
		362	HIL:Military	MED Division Welcome
_		358	MAR:Salon 3 T10	IP: Worker Skills, Competence, and Human Capital
	9:00am	394	HIL:Military	Keynote Speaker
	10:40am	432	HIL:Conservatory T6	IP: Human Services Delivery and Education
		437	HIL:Military	Reflexivity, Language and Action: Episte
		488	HIL:Conservatory T5	IP: Current Issues in Management Education
	12:20pm	498	MAR:Delaware B	JS: Revitalizing Leadership Education
		491	HIL:Military	The Move to Cyberspace
		492	HIL:Dupont	Luncheon of Past MED Division Chairs
	12:36pm	511	HIL:Jefferson East	JS: Spirituality and Mgt. Education
	2:30pm	563	HIL:Military	Rethinking Management Education for the 21st Century
		581	MAR:Kennedy	SIT: Fostering Creativity
_	4:10pm	600	HIL:Military	Web-based Initiatives in Management Educ
Tue	8:30am	674	HIL:Lincoln West	SHCS: Corporate Universities
		673	HIL:Military	Cross-national Realities in Management E
		652	HIL:Caucus	JS: Fairness in the Classroom
_	10:30am	733	HIL:Military	Innovative Pedagogical Designs in Manage
_	2:30pm	795	HIL:Military	Letting Go of Control
		796	HIL:Lincoln West	SHCS: Intercultural Teaching in Times of Virtuality
_	4:10pm	849	MAR:Delaware A	JS: Service-Learning Fellows
		852	MAR:Roosevelt	SIT: Transitional Economics
		836	HIL:Military	The Changing Face of Management Educatio
_	5:30pm	858	HIL:Military	MED Business Meeting
_	7:00pm	876	HIL:Lincoln East	MED Social: Celebrating Knowledge
Wed	7:00am	878	HIL:Dupont	MED Executive Committee Breakfast
-	8:30am	924	MAR:Roosevelt	SIT: Organizational Learning
		907	HIL:Military	Management Development Initiatives and T
_	10:40am	960	MAR:Roosevelt	SIT: Dysfunctional Behavior in Organizations
		952	HIL:Military	Challenges and Issues in the Classroom
	12:20pm	971	HIL:Military	Service-learning at the College & Univ. Level
	12.20piii	911		

Management Education and Development scholars also may be interested in All-Academy Sessions, "Effective Teaching with Cases that Show How Governments Matter" (Session 289) and "Government and Higher Education: Friends or Foes in a Tide of Change" (Session 756).

Management Education and Development

The Management Education and Development Division thanks its 105 reviewers:

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Management History

Program Chair: Charles Booth, U. of the West of England Professional Development Workshop Chair: Shawn M. Carraher, Texas A&M U.

Day	Start	#	Location	Session Information
Sat	8:30am	73	MAR:Coolidge	Introduction
		80	HIL:State	SPDW: Researching Manufacturing Practices of Nike
	10:00am	98	MAR:Coolidge	AACSB Education
	11:00am	107	MAR:Coolidge	Time Management
	1:00pm	122	MAR:Coolidge	AACSB Standards
	3:30pm	161	MAR:Coolidge	Managing the Dissertation Process
Sun	8:30am	222	MAR:Harding	Getting Published
	10:30am	277	MAR:Harding	Getting Involved
Mon	8:00am	325	HIL:Hemisphere	MHD Welcome
	8:30am	348	HIL:Conservatory T2	IP: Management History and Principles
	9:00am	395	HIL:Hemisphere	Pioneers in Management History
	10:40am	420	OMN:Empire	JS: Corporate Governance and Stock Markets
		457	MAR:Roosevelt	SIT: Networks and Network Analysis
	12:20pm	483	MAR:Salon 3 T6	IP: Forms of Organization and Structure
		490	MAR:Salon 3 T10	IP: Corporate Governance and Governmental Regulation
		493	HIL:Hemisphere	JS: Chandler, Management History and Strategy
	4:10pm	601	HIL:Hemisphere	Division Business Meeting
	6:30pm	638	HIL:Hemisphere	Reception: Honoring Al Bolton
Tue	8:30am	675	HIL:State	Contributions in Context
	10:30am	726	MAR:Salon 3 T5	IP: Management Fashions
		751	HIL:Georgetown East	SIT: Industrial Relations
		741	OMN:Palladium	SHCS: History of Information Systems and Complex Organizations
	2:30pm	797	HIL:Hemisphere	Industry and Technology
	4:10pm	835	OMN:Governor's	JS: The Developing Critique of Management Consulting
Wed	8:00am	879	HIL:Hemisphere	Mary Parker Follett Symposium
	12:20pm	972	HIL:Hemisphere	How Governments Matter

Management History scholars also may be interested in the All-Academy Sessions, "Government Matters as Friend, Foe, and Arbiter" (Session 464) and "How Governments Matter: An International Perspective" (Session 819).

The Management History Division thanks its 71 reviewers:

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Management Spirituality and Religion

Program Chair: Lee Perry Robbins, Golden Gate U. Professional Development Workshop Chair: James J. McGee, Santa Clara U.

Day	Start	#	Location	Session Information
Fri	3:00pm	20	HIL:Jefferson Ballroom	SPDW: Sustainable Inner Development: The Labyrinth Walk
Sat	7:30am	43	OFF:Habitat for Humanity	SPDW: Greater DC Habitat for Humanity
-	9:00am	85	HIL:Georgetown West	SPDW: Core Values in Spirituality & Management
	1:00pm	125	HIL:Chevy Chase	SPDW: Creating Sacred Moments
		124	HIL:Dupont	SPDW: Success Experiences in Teaching Spirituality
		126	HIL:Conservatory	SPDW: Research Methods for Spirituality and Management
	1:30pm	142	HIL:Thoroughbred	SPDW: Cultivating Creativity
	3:30pm	155	OMN:Executive	SPDW: Mission Statements and Entrepreneurship Centers
	4:00pm	163	HIL:Lincoln East	SPDW: Exploring the Spirit at Work
Sun	9:30am	252	HIL:Bancroft	SPDW: Hand-in-hand: Organizational Service Learning
Mon	8:30am	349	MAR:Salon 3 T2	IP: Leadership Research and Theory
	8:45am	383	HIL:Jefferson East	Spirituality: Leadership, Change
	12:10pm	461	HIL:Jefferson East	Spirituality and Mgt.Education: Part I
	12:36pm	511	HIL:Jefferson East	JS: Spirituality and Mgt. Education
-	2:30pm	566	HIL:Jefferson East	Spirituality: Empirical Research
	4:10pm	603	HIL:Jefferson East	Spiritual Discernment & Strategy
Tue	8:30am	672	MAR:Salon 3 T10	IP: Theory and the Management of Meaning
-	10:30am	736	HIL:Jefferson East	Spirituality: Management Theory
		716	HIL:Lincoln West	JS: Outside the Box HCM Theories
	2:30pm	799	HIL:Jefferson East	Distinguished Speaker: Spirituality in U.S. Government
-	4:10pm	838	HIL:Jefferson East	Experiential:Teaching Spirituality
-	5:30pm	860	HIL:Jefferson East	MSR Business Meeting
-	7:00pm	877	HIL:Lincoln West	MSR Social Hour
Wed	8:00am	880	HIL:Jefferson East	Using Faith Based Principles
-	12:20pm	973	HIL:Jefferson East	JS: Religious Org. Missions, Cultures

The Management, Spirituality and Religion Division thanks its 40 Reviewers:

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Managerial and Organizational Cognition

Program Chair: Andrea Casey, George Washington U. Professional Development Workshop Chair: Neal M. Ashkanasy, U. of Queensland

Day	Start	#	Location	Session Information
Fri	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		54	MAR:Virginia A	SPDW: Social Networks Research
		61	HIL:Lincoln East	SPDW: Learning Histories
	8:30am	74	HIL:Thoroughbred	Mood and Emotion in Cognition
		79	HIL:Conservatory	SPDW: Governing the Past in Qualitative Research
	9:00am	88	MAR:Truman	SPDW: Conversations on Knowledge Management
	10:00am	100	HIL:Georgetown East	SPDW: Contextual Interpretation of Conversation
		96	MAR:Maryland A	SPDW: Teaching & CMS
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
	1:00pm	123	HIL:Hemisphere	SPDW: Organizational Image and Identity
		134	HIL:Georgetown West	SPDW: The Critical Turn in Organizational Research
		130	MAR:Maryland A	SPDW: States of the Art
	2:00pm	148	HIL:Georgetown East	SPDW: Learning Histories as Intervention
		144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	5:00pm	168	OFF:National Zoo	How Pandas Matter
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
	8:30am	224	HIL:Lincoln East*	Cognition in the Rough (DS)
		223	HIL:Lincoln East	Cognition in the Rough (Fac)
	9:00am	246	HIL:Hemisphere	SPDW: SIM Research Workshop
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		244	OMN:Congressional A	SPDW: Conversations on Knowledge Management
		237	MAR:Cotillion North	SPDW: CMS: Voice@Work
	10:00am	263	HIL:Georgetown West	SPDW: Innovations for Postmodern Inquiry
		264	HIL:Military	SPDW: Ethnography in Organizations
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	345	MAR:Salon 3 T1	IP: Expatriates
		363	OMN:Hampton	MOC Division Welcome
		355	MAR:Salon 3 T14	IP: Decision-making and Styles
		350	HIL:Conservatory T4	IP: Negotiation Skills, Behaviors, and Outcomes
		364	OMN:Palladium	SHCS: Beyond the Handbook
		380	MAR:Roosevelt	SIT: Organizational Teams
	9:00am	396	OMN:Hampton	Framing Risk and Choice
	10:40am	438	OMN:Hampton	Emerging Social Structures in Teams
		450	MAR:Cotillion South	SHCS: Cultures of Future Organizations
	-	458	HIL:Georgetown East	SIT: Diversity in the Workplace
	12:20pm	494	OMN:Hampton	Organizational Identity and Identification
	2:30pm	564	OMN:Hampton	Relational Models
		570	MAR:Delaware A	JS: Personality Research
		581	MAR:Kennedy	SIT: Fostering Creativity
		565	OMN:Palladium	SHCS: Corporate Reputations
	4:10pm	614	OMN:Empire	JS: Organizations as Interpreted Worlds
		602	OMN:Hampton	Causal Mapping

Managerial and Organizational Cognition

Day	Start	#	Location	Session Information
Tue	8:30am	672	MAR:Salon 3 T10	IP: Theory and the Management of Meaning
		693	HIL:Georgetown East	SIT: Mergers and Acquisitions
		692	HIL:Bancroft	SIT: Conflict Management and Resolution
		676	OMN:Hampton	Strategy, Performance, and Risk
		677	OMN:Palladium	SHCS: Dirty Work
	10:30am	735	OMN:Empire	JS: Navigating Dynamic Environments
		724	MAR:Salon 3 T3	IP: Cognitive Perspectives on Organizational Issues
		734	OMN:Hampton	Making Sense of Change
	2:30pm	807	MAR:Cotillion South	SHCS: Play in Organizations
		798	OMN:Hampton	Knowledge Creation Across Boundaries
	4:10pm	837	OMN:Hampton	From the West Wing to Beijing
	5:30pm	859	OMN:Hampton	Division Business Meeting
	6:30pm	871	OMN:Hampton	Division Social Hour
Wed	8:30am	897	MAR:Salon 3 T3	IP: Issues Concerning Top Executives in the Organization
		920	OMN:Palladium	SHCS: Knowledge & Grounded Research
		908	OMN:Hampton	Linking Social Networks and Organizational Learning
	10:40am	961	HIL:Georgetown East	SIT: Role of Trust
		960	MAR:Roosevelt	SIT: Dysfunctional Behavior in Organizations

The Managerial and Organizational Cognition Division thanks its 88 Reviewers:

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Operations Management

Program Chair: Janet L. Hartley, Bowling Green State U. Professional Development Workshop Chair: Kenneth Boyer, Michigan State U.

Day	Start	#	Location	Session Information
Fri	1:30pm	16	MAR:Harding	OM Doctoral Consortium - Managing Chess Game
	3:30pm	23	MAR:Harding	OM Doctoral Consortium - Mastering the Middle Game
Sat	7:30am	44	MAR:Lanai 156	OM Doctoral Consortium - Middle and End Games
	10:30am	105	MAR:Lanai 156	OM Doctoral Consortium - Research and Publishing
	1:00pm	129	MAR:Lanai 160	SPDW: Teaching Project Management in the 21st Century
		128	MAR:Lanai 156	The Emerging Role of Technology in Supply Chain Management
	5:00pm	170	MAR:Eisenhower	OM Welcome Reception
Sun	8:30am	226	MAR:Truman	Efficient Operations in Government and Nonprofit Services
	10:30am	278	MAR:Virginia A	SPDW: E-Business: Where Strategy and Operations Meet
Mon	8:30am	356	MAR:Salon 3 T8	IP: Strategic Management, Competition, Performance
		372	HIL:Monroe East	Technology and Performance
	10:40am	429	MAR:Salon 3 T6	IP: Using the Internet to Do Business
		447	HIL:Monroe East	Managing Globally
	12:20pm	499	HIL:Lincoln West	SHCS: Communication Media To Service
	2:30pm	575	HIL:Monroe East	Service Operations
	4:10pm	616	MAR:Kennedy	SIT: Managing Innovations
		609	HIL:Monroe East	Business Meeting
	6:00pm	629	HIL:Monroe East	OM Division Social
Tue	8:30am	669	HIL:Conservatory T3	IP: Emerging Issues in Project Management
		684	HIL:Monroe East	Flexibility and Agility
	10:30am	743	HIL:Monroe East	Quality Management
	2:30pm	805	HIL:Monroe East	Survey Research
	4:10pm	843	HIL:State	SHCS: Complexity and Environment
Wed	8:30am	914	HIL:Monroe East	Continental Breakfast
	9:00am	935	HIL:Monroe East	Product Development

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Jim Stoner, Fordham U., Lincoln Center

Organization and Management Theory

Program Chair: Joel A. C. Baum, U. of Toronto Professional Development Workshop Chair: Mary Jo Hatch, U. of Virginia

Day	Start	#	Location	Session Information
Fri	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
		32	MAR:Cotillion South	SPDW: Doctoral Student Consortium
		31	MAR:Delaware A	SPDW: Junior Faculty Consortium
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		61	HIL:Lincoln East	SPDW: Learning Histories
		57	MAR:Cotillion South	SPDW: Doctoral Student Consortium
		56	MAR:Delaware A	SPDW: Junior Faculty Consortium
	9:00am	87	MAR:Wilson C	Scholars' Journeys
		88	MAR:Truman	SPDW: Conversations on Knowledge Management
	9:30am	93	MAR:Salon 2	Organizational Discourse
	10:00am	95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
		96	MAR:Maryland A	SPDW: Teaching & CMS
	12:00pm	112	MAR:Salon 3	SPDW: Analysis of Text Data
	1:00pm	123	HIL:Hemisphere	SPDW: Organizational Image and Identity
		130	MAR:Maryland A	SPDW: States of the Art
	2:00pm	148	HIL:Georgetown East	SPDW: Learning Histories as Intervention
		144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	208	MAR:Delaware A	SPDW: Junior Faculty Consortium
		196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
		209	MAR:Cotillion South	SPDW: Doctoral Student Consortium
	8:30am	215	MAR:Virginia A	SPDW: Bringing Technology into the Classroom: Teaching with Multimedia
	9:00am	243	MAR:Maryland A	OMT Teaching Workshop
		234	MAR:Hoover	SPDW: Managing your Dissertation Workshop
		236	MAR:Maryland C	SPDW: Conversations on Corporate Leadership and Governance
		244	OMN:Congressional A	SPDW: Conversations on Knowledge Management
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
	10.00	237	MAR:Cotillion North	SPDW: CMS: Voice@Work
	10:00am	263	HIL:Georgetown West	SPDW: Innovations for Postmodern Inquiry
	11.00	261	OMN:Congressional B	SPDW: The Craft of Reviewing
N4	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	370	OMN:Diplomat	JS: Organizational Aesthetics
		343	OMN:Empire	JS: Corporate Governance and Governments
		364	OMN:Palladium	SHCS: Beyond the Handbook
		373	MAR:Harding	OMT Distinguished Scholar
	10:40am	339	HIL:Lincoln West	SHCS: To Err is Organizational
	10:40am	420	OMN:Empire	JS: Corporate Governance and Stock Markets
		444 454	MAR:Cotillion North	JS: Team Boundary Management
		454 450	OMN:Diplomat	JS: Theatre and Organization
		450 448	MAR:Cotillion South	SHCS: Cultures of Future Organizations Competing with Style
		446 449	MAR:Coolidge MAR:Harding	Networks and Social Capital
		449 415	HIL:Lincoln West	SHCS: Health Care Innovations
		410	THE ENTONIT WEST	OFFICO. FICALLIF CALC HILLOVALIONS

Organization and Management Theory

	Start	#	Location	Session Information
Mon	12:20pm	502	MAR:Hoover	JS: Sport and Organization
		480	MAR:Salon 3 T2	IP: Strategic Alliances in Industry
		501	MAR:Harding	Organizational Rates
		500	MAR:Coolidge	Evolutionary Approaches
		468	MAR:Delaware A	JS: "Hand-in-Glove" Buyer-Supplier Relationships
	2:30pm	531	OMN:Diplomat	JS: Organization as Space
		577	MAR:Harding	Embeddedness
		578	MAR:Cotillion South	SHCS: Networks and Learning
		576	MAR:Coolidge	Theorizing Field Emergence
		573	OMN:Empire	JS: Knowledge Sharing in Teams
		571	MAR:Cotillion North	JS: 21st Century Organizational Sciences
	4:10pm	617	MAR:Roosevelt	SIT: Venture Capitalism
	•	607	MAR:Delaware B	JS: Challenges of Improvisation
		589	MAR:Cotillion South	SHCS: Second-in-Command Executives
		611	MAR:Delaware A	SHCS: Collective Accomplishment
		614	OMN:Empire	JS: Organizations as Interpreted Worlds
		590	HIL:Lincoln East	JS: Employment Contracts & Careers
		610		Organizational Identity and Form
	5:30pm		MAR:Harding	,
		625	MAR:Harding	OMT Business Meeting
T	6:00pm	630	MAR:Hoover	OMT Social Hour
Tue	8:00am	644	MAR:Hoover	Institutional Environments
		643	MAR:Harding	Studying Organizations Close-up
		645	MAR:Coolidge	Alliance Strategy and Design
	8:30am	683	MAR:Cotillion North	JS: When One Person Matters
		665	MAR:Salon 3 T6	IP: Corporate Reputation
		677	OMN:Palladium	SHCS: Dirty Work
		685	HIL:Georgetown West	JS: Physician Unionization
		686	MAR:Cotillion South	SHCS: Culture and Enculturation
		671	MAR:Salon 3 T9	IP: Current Issues in Organization Management Theory
	10:30am	724	MAR:Salon 3 T3	IP: Cognitive Perspectives on Organizational Issues
		723	MAR:Salon 3 T2	IP: Product Development and Strategy
		745	MAR:Harding	Postmodern and Critical Perspectives
		744	MAR:Hoover	Institutional Emergence and Diffusion
		739	MAR:Cotillion South	SHCS: Teams within Cultures
		726	MAR:Salon 3 T5	IP: Management Fashions
•	2:30pm	807	MAR:Cotillion South	SHCS: Play in Organizations
		802	MAR:Cotillion North	JS: Trust and Organizational Change
		813	MAR:Kennedy	SIT: Downsizing
		808	MAR:Hoover	JS: To the Barricades!
		772	OMN:Diplomat	JS: Enacting Complex Cultural Firms
		806	MAR:Coolidge	OMT Meets the New Economy
	4:10pm	844	MAR:Coolidge	Micro and Macro Dynamics
	- 1	845	MAR:Harding	Theorizing Organizations
		847	MAR:Cotillion South	SHCS: We Do It our Way
		846	MAR:Hoover	•
				Organizational Learning
		834	OMN:Diplomat	JS: Transforming China's State Enterprises
Wed	8:30am	895	MAR:Salon 3 T1	IP: The Learning Organization
	0.000111	897	MAR:Salon 3 T3	IP: Issues Concerning Top Executives in the Organization
				· ·
		894	OMN:Diplomat	JS: Host Country effects on MNEs
		916	MAR:Coolidge	Flexibility and Innovation
		896	MAR:Salon 3 T2	IP: Group and Team Process Issues
		917	MAR:Delaware A	JS: Chinese State Enterprises
		900	MAR:Salon 3 T6	IP: Research Incorporating Resource-based Views of the Firm
		922	MAR:Kennedy	SIT: Corporate Governance

Organization and Management Theory

Day Start	#	Location	Session Information
Wed 8:30am	924	MAR:Roosevelt	SIT: Organizational Learning
	915	MAR:Harding	Trust
10:40am	954	MAR:Harding	Organizational Control
12:20pm	968	MAR:Cotillion South	SHCS: Investor Capitalism

OMT scholars also may be interested in All-Academy Sessions, "Institutional Variation and Firm Performance" (Session 462) and "Governing the Economy: How Government Regulations Build Institutions that Shape Business Activity" (Session 757).

The Organization Management and Theory Division thanks its 252 reviewers:

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Organization Development and Change

Program Chair: Peter Sorensen, Benedictine U. Professional Development Workshop Chair: Chris Worley, Pepperdine U.

Day	Start	#	Location	Session Information
Fri	1:00pm	13	HIL:Jefferson East	SPDW: PS Action-rsrch Proj Dev I
		10	MAR:Johnson	Perspectives on International Consulting
		11	MAR:Wilson B	SPDW: Applying Environmental and Change Models to a Case
		8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	1:30pm	15	MAR:Wilson C	SPDW: Planned Change of Information Technology
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	32	MAR:Cotillion South	SPDW: Doctoral Student Consortium
		28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:00pm	34	MAR:Wilson B	Hospitality Suite: Welcome for International Members
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	60	HIL:Monroe East	SPDW: PS Action-researrch Proj Dev II
		48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		58	OMN:Calvert	Practice and Research in a Total Theory of Management
		57	MAR:Cotillion South	SPDW: Doctoral Student Consortium
		59	OMN:Capitol	Doctoral Consortium for Alternative Executive Programs
		61	HIL:Lincoln East	SPDW: Learning Histories
	8:30am	80	HIL:State	SPDW: Researching Manufacturing Practices of Nike
	9:00am	86	MAR:Lanai 152	First Person Practice: Using Action Science
	10:00am	96	MAR:Maryland A	SPDW: Teaching & CMS
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
	1:00pm	125	HIL:Chevy Chase	SPDW: Creating Sacred Moments: Leaders' Tools
	·	132	HIL:Monroe East	SPDW: PS/RM AR Issues in Action
		133	HIL:Jefferson West	SPDW: Ask the Qualitative Experts
		130	MAR:Maryland A	SPDW: States of the Art
		127	OMN:Governor's	Teaching Organization Development and Change
	1:30pm	143	OMN:Cabinet	Extending the OD&C Guidelines
	2:00pm	144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
		148	HIL:Georgetown East	SPDW: Learning Histories as Intervention
	3:30pm	153	HIL:Caucus	SPDW: Building and Rejuvenating Research
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:00pm	184	MAR:Nathan Hale	Welcome for New Doctoral Students
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
		210	HIL:Monroe East	SPDW: PS/RM Reflection in Action
		209	MAR:Cotillion South	SPDW: Doctoral Student Consortium
	8:30am	225	OMN:Capitol	SPDW: Enhancing Self-Aware Consciousness for Transformation
	9:00am	242	MAR:Ethan Allen	Developing a Vision for the OD&C Division
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		237	MAR:Cotillion North	SPDW: CMS: Voice@Work
	10:00am	263	HIL:Georgetown West	SPDW: Innovations for Postmodern Inquiry
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon		326	MAR:McKinley	ODC Division Welcome and Continental Bre
•	8:30am	347	MAR:Salon 3 T3	IP: Team Effectiveness and Learning
	0.000111	347 371	MAR:Delaware A	JS: Social Networks and Planned Organizational Change
		353	MAR:Salon 3 T6	IP: Interfirm Cooperation and Networks
		369	MAR:McKinley	New Perspectives on the Values and Outco
		370	OMN:Diplomat	JS: Organizational Aesthetics
		3/0	Own.Dipionat	00. Organizational Acothetics

Organization Development and Change

Day	Start	#	Location	Session Information
Mon	10:40am	424	MAR:Salon 3 T2	IP: Leadership and Management of Teams
		433	MAR:Salon 3 T10	IP: Employee Participation
		446	MAR:McKinley	Organizational Change: Furthering the U
		454	OMN:Diplomat	JS: Theatre and Organization
	12:20pm	483	MAR:Salon 3 T6	IP: Forms of Organization and Structure
	2:30pm	524	HIL:Jefferson West	JS: Doing Diversity Work
		574	MAR:McKinley	Strategic Change: New Insights
		571	MAR:Cotillion North	JS: 21st Century Organizational Sciences
Tue	8:30am	680	MAR:Delaware A	JS: Virtual Teams
		682	MAR:McKinley	Complex Change: Managing the Process
		663	MAR:Salon 3 T4	IP: Overcoming Resistance and Creating Commitment to Change
		662	MAR:Salon 3 T3	IP: Affirmative Action and the Value of Diversity
		683	MAR:Cotillion North	JS: When One Person Matters
	10:30am	742	MAR:McKinley	Organization Learning and Change: A Mult
		753	MAR:Roosevelt	SIT: Incentive Systems And Organizational Performance
		748	MAR:Cotillion North	JS: Leadership and Innovation
	2:30pm	794	OMN:Palladium	SHCS: Diffusion of Enabling Technologies
		802	MAR:Cotillion North	JS: Trust and Organizational Change
		804	MAR:McKinley	The 30 Anniversary of the ODC Division
	4:10pm	834	OMN:Diplomat	JS: Transforming China's State Enterprises
		852	MAR:Roosevelt	SIT: Transitional Economics
		851	MAR:Kennedy	SIT: Impact of the Internet
		842	MAR:McKinley	The 30th Anniversary of the ODC Division
	5:30pm	862	MAR:McKinley	ODC Business and Awards
	6:30pm	873	MAR:Delaware A	ODC Social Hour
Wed	8:00am	881	MAR:McKinley	ODC Continental Breakfast
	8:30am	920	OMN:Palladium	SHCS: Knowledge & Grounded Research
		895	MAR:Salon 3 T1	IP: The Learning Organization
		897	MAR:Salon 3 T3	IP: Issues Concerning Top Executives in the Organization
		922	MAR:Kennedy	SIT: Corporate Governance
		924	MAR:Roosevelt	SIT: Organizational Learning
		913	MAR:McKinley	Insights Into Source and Direction in Ch

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Day	Start	#	Location	Session Information
Fri	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	32	MAR:Cotillion South	SPDW: Doctoral Student Consortium
		28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
		31	MAR:Delaware A	SPDW: Junior Faculty Consortium
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		57	MAR:Cotillion South	SPDW: Doctoral Student Consortium
		56	MAR:Delaware A	SPDW: Junior Faculty Consortium
	8:30am	75	MAR:Johnson	SPDW: The Impact of Technology on Teaching OB
	10:00am	95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
		96	MAR:Maryland A	SPDW: Teaching & CMS
	1:00pm	126	HIL:Conservatory	SPDW: Research Methods for Spirituality and Management
	1:30pm	142	•	
	2:00pm		HIL:Thoroughbred	SPDW: Cultivating Creativity
		144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	3:00pm	150	HIL:Dupont	SPDW: Computer Integration in Education
	3:30pm	160	HIL:Grant	SPDW: Cross-cultural Films
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	208	MAR:Delaware A	SPDW: Junior Faculty Consortium
		196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
		205	HIL:Georgetown East	SPDW: Designing & Delivering OB Courses
		209	MAR:Cotillion South	SPDW: Doctoral Student Consortium
		207	OMN:Council	An International Perspective on the Changing Nature of Work
	8:30am	216	HIL:Lincoln West	SPDW: Ain't Misbehavin': Understanding Aggressive/Antisocial Behavior
	9:00am	238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		237	MAR:Cotillion North	SPDW: CMS: Voice@Work
	10:00am	261	OMN:Congressional B	SPDW: The Craft of Reviewing
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	379	MAR:Kennedy	SIT: Organizational Justice
		357	MAR:Salon 3 T9	IP: Communication, Trust, and Information Exchange
		337	HIL:Lincoln East	JS: Work-Family Interfaces
		349	MAR:Salon 3 T2	IP: Leadership Research and Theory
		354	MAR:Salon 3 T7	IP: Meta-analytic Findings Concerning Job Performance
		365	MAR:Maryland B	Creating Knowledge with Citigroup
		347	MAR:Salon 3 T3	IP: Team Effectiveness and Learning
		350	HIL:Conservatory T4	IP: Negotiation Skills, Behaviors, and Outcomes
		364	OMN:Palladium	SHCS: Beyond the Handbook
		366	MAR:Coolidge	JS: The Social Side of Technology
		380	MAR:Roosevelt	SIT: Organizational Teams
		358	MAR:Salon 3 T10	IP: Worker Skills, Competence, and Human Capital
		367	MAR:Delaware B	JS: Images and Influences of Emotion
	9:00am	397	MAR:Maryland A	Impression Management
	10:40am	426	MAR:Salon 3 T4	IP: Exchange Relationships and Psychological Contracts
		443	MAR:Delaware A	JS: Employers and Psych Contracts
		442	MAR:Delaware B	JS: Management of Emotions at Work
		440	MAR:Maryland C	OB and Entrepreneurship
			<i>y</i>	

Day	Start	#	Location	Session Information
Mon	10:40am	450	MAR:Cotillion South	SHCS: Cultures of Future Organizations
		424	MAR:Salon 3 T2	IP: Leadership and Management of Teams
		433	MAR:Salon 3 T10	IP: Employee Participation
		458	HIL:Georgetown East	SIT: Diversity in the Workplace
		422	MAR:Salon 3 T9	IP: Perceived Organizational Support
		434	MAR:Salon 3 T11	IP: Occupational Health: Workplace Injury and Sickness
		439	MAR:Maryland A	Group Efficacy & Effectiveness
		427	MAR:Salon 3 T5	IP: Recruitment and Person-Organization Fit
		441	MAR:Hoover	JS: Leadership and Group Processes
		444	MAR:Cotillion North	JS: Team Boundary Management
	10.00	485	HIL:Conservatory T4	IP: Discrimination, Victimization, and Identity
	12:20pm	498	MAR:Delaware B	JS: Revitalizing Leadership Education
		497	MAR:Cotillion South	SHCS: Men, Women, Money, and Markets
		499	HIL:Lincoln West	SHCS: Communication Media To Service
		496	MAR:Maryland C	Understanding Creativity
		495	MAR:Maryland B	Social-cognitive Approaches in OB
		502	MAR:Hoover	JS: Sport and Organization
	2:30pm	569	MAR:Delaware B	JS: Issues in Org Justice
		521	HIL:Lincoln West	JS: Governing as Leaders
		571	MAR:Cotillion North	JS: 21st Century Organizational Sciences
		570	MAR:Delaware A	JS: Personality Research
		568	MAR:Maryland C	Personality & Differences
_		567	MAR:Maryland A	Teamwork: Ground and Air
	4:10pm	606	MAR:Coolidge	JS: Economic and Social Exchange
		611	MAR:Delaware A	SHCS: Collective Accomplishment
		604	MAR:Maryland A	Organizational Justice
		607	MAR:Delaware B	JS: Challenges of Improvisation
		616	MAR:Kennedy	SIT: Managing Innovations
		605	MAR:Maryland B	Identity in Organizations
		591	HIL:Lincoln West	SHCS: Retaliation & Unfair Governance
	5:30pm	624	MAR:Maryland C	OB Awards and Division Business
	6:50pm	639	MAR:Maryland AB	OB Division Social Hour
Tue	8:30am	664	MAR:Salon 3 T5	IP: Job Insecurity, Risk-seeking, and OCB in Asian Cultures
		677	OMN:Palladium	SHCS: Dirty Work
		679	MAR:Maryland A	Organizational Commitment
		690	MAR:Roosevelt	SIT: Leadership Research
		660	OMN:Empire	JS: Management and Work
		678	MAR:Maryland B	The Future of Work Motivation
		661	MAR:Salon 3 T1	IP: Customer Service
		686	MAR:Cotillion South	SHCS: Culture and Enculturation
		692	HIL:Bancroft	SIT: Conflict Management and Resolution
-		680	MAR:Delaware A	JS: Virtual Teams
	10:30am	730	HIL:Conservatory T2	IP: Mobility, Promotion, Political Skill
		752	MAR:Kennedy	SIT: Job Choice, Organizational Commitment
		721	OMN:Diplomat	JS: Beyond Expatriate Adjustment
		738	MAR:Maryland A	Organizational Climate
		737	MAR:Maryland C	Teamwork
		739	MAR:Cotillion South	SHCS: Teams within Cultures
	2:30pm	807	MAR:Cotillion South	SHCS: Play in Organizations
		801	MAR:Maryland C	Leadership
		802	MAR:Cotillion North	JS: Trust and Organizational Change
		800	MAR:Maryland A	Diversity
	2:30pm	801 802	MAR:Maryland C MAR:Cotillion North	Leadership JS: Trust and Organizational Change

Day	Start	#	Location	Session Information
Tue	4:10pm	839	MAR:Maryland C	Motivation
		840	MAR:Maryland B	Gaining IRB Approval for Research
		843	HIL:State	SHCS: Complexity and Environment
		841	MAR:Delaware B	JS: Effects of Group Composition
		847	MAR:Cotillion South	SHCS: We Do It our Way
		829	HIL:Lincoln East	JS: Diversity as Context
Wed	8:30am	910	MAR:Maryland B	Organizational Citizenship
		912	MAR:Cotillion South	SHCS: Evidence and Virtual Teams
		895	MAR:Salon 3 T1	IP: The Learning Organization
		896	MAR:Salon 3 T2	IP: Group and Team Process Issues
		901	MAR:Salon 3 T7	IP: Organizational Culture and Values
		909	MAR:Maryland A	Workplace Aggression
		911	MAR:Cotillion North	JS: Perspectives on Stress, Coping
		899	MAR:Salon 3 T5	IP: Reasons for and Costs Associated with Turnover
		903	MAR:Salon 3 T9	IP: HR Topics and Policies
	10:40am	961	HIL:Georgetown East	SIT: Role of Trust
		960	MAR:Roosevelt	SIT: Dysfunctional Behavior in Organizations
		953	MAR:Maryland C	Time and Timing
		962	MAR:Kennedy	SIT: Organizational Commitment
		947	MAR:Cotillion South	JS: Pieces in the Puzzle of Fit
	12:20pm	975	MAR:Maryland A	Stress and Burnout
		974	MAR:Maryland B	Leadership in 21st Century

Organizational Behavior scholars also may be interested in the All-Academy Session, "How Governments Matter: The Role of Government, National Culture and Social Capital" (Session 704).

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Organizational Communication and Information Systems

Program Chair: V. Sambamurthy, U. of Maryland Professional Development Workshop Chair: Cynthia M. Beath, U. of Texas, Austin

Day	Start	#	Location	Session Information
Fri	12:00pm	2	HIL:Kalorama	SPDW: CM Junior Faculty Research Incubator
	1:30pm	15	MAR:Wilson C	SPDW: Planned Change of Information Technology
	3:00pm	21	MAR:Hoover	SPDW: TIM/OCIS Doctoral Consortium
Sat	8:00am	63	MAR:Hoover	SPDW: TIM/OCIS Doctoral Consortium
	8:30am	64	HIL:Kalorama	SPDW: CM Junior Faculty Research Incubator
		76	HIL:Cabinet	SPDW: OCIS/TIM Jr. Faculty Consortium
	6:00pm	179	HIL:Jefferson East	OCIS Reception
Sun	10:00am	255	HIL:State	SPDW: Balancing Life and Career
Mon	8:30am	366	MAR:Coolidge	JS: The Social Side of Technology
		368	OMN:Calvert	Division Welcome
		378	HIL:Georgetown East	SIT: Cyberspace Virtual Teams
		349	MAR:Salon 3 T2	IP: Leadership Research and Theory
		357	MAR:Salon 3 T9	IP: Communication, Trust, and Information Exchange
	9:00am	398	OMN:Calvert	Platform Technologies and Organizational
	10:40am	429	MAR:Salon 3 T6	IP: Using the Internet to Do Business
		444	MAR:Cotillion North	JS: Team Boundary Management
		445	OMN:Calvert	IT Management Processes
	12:20pm	508	MAR:Roosevelt	SIT: Knowledge Transfer
		479	MAR:Salon 3 T1	IP: International HR
		499	HIL:Lincoln West	SHCS: Communication Media To Service
	12:40pm	512	OMN:Calvert	Technology and Government
	2:30pm	572	OMN:Calvert	Conflict and Communication in Teams
		573	OMN:Empire	JS: Knowledge Sharing in Teams
	4:10pm	608	OMN:Calvert	OCIS Keynote Address
Tue	8:30am	658	MAR:Delaware B	JS: Organizations Online: Harnessing the Power of Advanced IT
		681	OMN:Calvert	Best Practices for Managing Virtual Teams
		669	HIL:Conservatory T3	IP: Emerging Issues in Project Management
	10:30am	740	OMN:Calvert	Intepersonal and Community Perspectives
		722	MAR:Salon 3 T1	IP: Supply Chain Perspectives
		741	OMN:Palladium	SHCS: History of Information Systems and Complex Organizations
	2:30pm	812	HIL:Georgetown East	SIT: Knowledge Creation
		803	OMN:Calvert	Genres and Communicative Processes
	4:10pm	824	MAR:Cotillion North	SHCS: Digital Age Strategic Imperatives
	5:30pm	861	OMN:Council	OCIS Division Meeting.
	6:30pm	872	OMN:Calvert	OCIS Division Social Hour.
Wed	8:30am	912	MAR:Cotillion South	SHCS: Evidence and Virtual Teams
		903	MAR:Salon 3 T9	IP: HR Topics and Policies
	9:00am	934	OMN:Calvert	Coordination and Knowledge Integration
	10:40am	961	HIL:Georgetown East	SIT: Role of Trust

Organizational Communication and Information Systems scholars also may be interested in All-Academy Sessions, "Governments and the Creation of Technology Infrastructure" (Session 586) and "Politics, Regulation, Strategy and Performance in the U.S. Telecommunications Industry" (Session 964).

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Organizations and the Natural Environment

Program Chair: Sanjay Sharma, St. Mary's U. Professional Development Workshop Chair: Carolyn Egri, Simon Fraser U.

Day	Start	#	Location	Session Information
Fri	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
		11	MAR:Wilson B	SPDW: Applying Environmental and Change Models
		12	OMN:Hampton	SPDW: Advances in Environmental Management Education
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	4:30pm	26	MAR:Delaware B	Defining a Research Agenda for Voluntary Environmental Initiatives
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
		43	OFF:Habitat for Humanity	SPDW: Greater DC Habitat for Humanity
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
	8:30am	81	HIL:Lincoln West	SPDW: Civil Public Policy Discourse
,		77	MAR:Roosevelt	SPDW: Negotiating Environmental Rules
,	9:00am	89	MAR:Ethan Allen	ONE Doctoral and Junior Faculty Research-Oriented Consortium
	10:00am	96	MAR:Maryland A	SPDW: Teaching & CMS
,		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
,	11:30am	108	OMN:Cabinet	SPDW: Public Information and Management Research
	2:00pm	144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
,		147	MAR:Virginia B	SPDW: Who Really Matters?
,	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
,	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	5:00pm	171	MAR:Virginia B	ONE Welcoming Reception
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational Meeting
	9:00am	238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		237	MAR:Cotillion North	SPDW: CMS: Voice@Work
,	0.00	246	HIL:Hemisphere	SPDW: SIM Research Workshop
,	9:30am	252	HIL:Bancroft	SPDW: Hand-in-hand: Organizational Service Learning
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	374	HIL:Monroe West	ONE Interest Group Welcome
,	8:50am	384	HIL:Monroe West	HRM, Leadership And Attitudes
	10:40am	428	HIL:Conservatory T5	IP: Environmental Accounting
		456	MAR:Kennedy	SIT: Change Management
	10:00:	451	HIL:Monroe West	Drivers for EMS Adoption
	12:20pm	481	MAR:Salon 3 T3	IP: Research and Development Strategies, Trends, and Patterns
	4:10pm	484	HIL:Conservatory T3	IP: Environmental Sustainability
	5:30pm	612	HIL:Monroe West	Governments & Sustainable Enterprise
	7:15pm	626	HIL:Monroe West	Business Meeting
Tue	8:30am	640	HIL:Monroe West	Social Discourage and define a configuration of the street
iue	o.odiii	666 665	HIL:Conservatory T1	IP: Governmental Influence on Environmental Practices IP: Corporate Reputation
		665 667	MAR:Salon 3 T6	IP: Corporate Reputation IP: Environmental Stakeholders
	10:30am	746	HIL:Conservatory T2	
	4:10pm	848	HIL:Monroe West HIL:Monroe West	Green Signals Energy and Sustainability
Wed		900	MAR:Salon 3 T6	IP: Research Incorporating Resource-based Views of the Firm
*****	10:40am			
	10. 1 0aiii	955	HIL:Monroe West	Sustainable Communities

Organization and Natural Environment scholars also may be interested in All-Academy Sessions, "Governments, Firms, and Non-governmental Organizations" (Session 818) and "NAFTA and Beyond: The Pros and Cons of Free Trade and Conditioning 'Free Trade' with Labor and Environmental Side Agreements" (Session 882).

Organizations and the Natural Environment

Organizations and Natural Environment Division thanks its 59 reviewers:

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Public and Nonprofit

Program Chair: Laurie N. DiPadova, U. of Utah Professional Development Workshop Chair: David W. Hart, Brigham Young U.

Day	Start	#	Location	Session Information
Fri	12:00pm	4	OFF:Foreign Serv. Institute	SPDW: Foreign Service Institute Leadership
	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	1:30pm	15	MAR:Wilson C	SPDW: Planned Change of Information Technology
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
		43	OFF:Habitat for Humanity	SPDW: Greater DC Habitat for Humanity
	8:00am	61	HIL:Lincoln East	SPDW: Learning Histories
		48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
	8:30am	79	HIL:Conservatory	SPDW: Governing the Past in Qualitative Research
		81	HIL:Lincoln West	SPDW: Civil Public Policy Discourse
		80	HIL:State	SPDW: Researching Manufacturing Practices of Nike
	9:00am	85	HIL:Georgetown West	SPDW: Core Values in Spirituality & Management
	10:00am	96	MAR:Maryland A	SPDW: Teaching & CMS
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
		99	OFF:Holocaust Museum	SPDW: United States Hololcaust Memorial and Mu
	12:00pm	115	MAR:Taft	PNP Junior Faculty Consortium
	1:00pm	131	MAR:Wilson C	PNP Doctoral Student Consortium
		133	HIL:Jefferson West	SPDW: Ask the Qualitative Experts
	2:00pm	148	HIL:Georgetown East	SPDW: Learning Histories as Intervention
		147	MAR:Virginia B	SPDW: Who Really Matters?
		144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
		211	HIL:Thoroughbred	SPDW: Feminist Research Methodologies
	8:30am	227	HIL:Military	SPDW: A Theory of Unmanagement
	9:00am	237	MAR:Cotillion North	SPDW: CMS: Voice@Work
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
		245	OMN:Forum	PNP Doctoral Consortium
	9:30am	252	HIL:Bancroft	SPDW: Hand-in-Hand: Organizational Service Learning
	10:00am	264	HIL:Military	SPDW: Ethnography in Organizations
		263	HIL:Georgetown West	SPDW: Innovations for Postmodern Inquiry
		262	HIL:Caucus	SPDW: Ask the Quantitative Experts
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	344	HIL:Conservatory T1	IP: Faces of Organizational Misconduct
		375	MAR:Truman	Government Processes Matter
		380	MAR:Roosevelt	SIT: Organizational Teams
		353	MAR:Salon 3 T6	IP: Interfirm Cooperation and Networks
	10:40am	456	MAR:Kennedy	SIT: Change Management
		432	HIL:Conservatory T6	IP: Human Services Delivery and Education
		452	MAR:Eisenhower	Decision Making and Strategy
	12:20pm	490	MAR:Salon 3 T10	IP: Corporate Governance and Governmental Regulation
		503	MAR:Truman	Key Issues for Nonprofits
		506	HIL:Georgetown West	JS: Markets, Governments & Society
	2:30pm	582	MAR:Roosevelt	SIT: Social Responsibility and Ethics
		579	OMN:Ambassador	Creating a Community of Consent
	5:30pm	627	MAR:Eisenhower	PNP Division Business Meeting

Public and Nonprofit

Day	Start	#	Location	Session Information
Mon	6:00pm	631	MAR:Truman	PNP Reception
Tue	8:30am	690	MAR:Roosevelt	SIT: Leadership Research
		670	MAR:Salon 3 T8	IP: Current Issues in Public and Nonprofit Management
		662	MAR:Salon 3 T3	IP: Affirmative Action and the Value of Diversity
		687	MAR:Truman	Networks and Collaboration
		693	HIL:Georgetown East	SIT: Mergers and Acquisitions
	10:30am	748	MAR:Cotillion North	JS: Leadership and Innovation
		751	HIL:Georgetown East	SIT: Industrial Relations
		747	MAR:Eisenhower	Management and Motivation
	2:30pm	809	MAR:Truman	Culture, Values, and Learning
		812	HIL:Georgetown East	SIT: Knowledge Creation
		814	MAR:Roosevelt	SIT: Human Resource Management
	4:10pm	849	MAR:Delaware A	JS: Service-Learning Fellows
		852	MAR:Roosevelt	SIT: Transitional Economics
	5:30pm	863	MAR:Truman	National Disciplinary Associations Servi
Wed	8:30am	918	MAR:Truman	Excellence in Government
		889	HIL:Lincoln East	JS: Gender, IT, and Organizations
		899	MAR:Salon 3 T5	IP: Reasons for and Costs Associated with Turnover
	10:40am	957	MAR:Cotillion North	JS: Federal R&D Labs and Accountability
		956	MAR:Eisenhower	Trade and Economic Development
		959	HIL:Lincoln West	SHCS: Fighting Poverty with Microenterprise

Public and Nonprofit scholars also may be interested in All-Academy Sessions, "Managing the Reconstruction of a War-torn Society: The Case of Bosnia-Herzegovina" (Session 310), "Governments, Non-profits, and Corporations: Creating Value through Cross-boundary Partnerships" (Session 405), "Government Matters as Friend, Foe, and Arbiter" (Session 464), "How Government Matters: Perspectives from the National Academy of Public Administration" (Session 587), and "Governments, Firms, and Non-governmental Organizations" (Session 818).

The Public and Nonprofit Division thanks its reviewers:

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Research Methods

Program Chair: Terri A. Scandura, U. of Miami Professional Development Workshop Chair: Tojo Thatchenkery, George Mason U.

Day	Start	#	Location	Session Information
Fri	1:00pm	13	HIL:Jefferson East	SPDW: PS Action-rsrch Proj Dev I
		8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		-10	MAR:Virginia A	SPDW: Social Networks Research
		60	HIL:Monroe East	SPDW: PS Action-rsrch Proj Dev II
		61	HIL:Lincoln East	SPDW: Learning Histories
	8:30am	79	HIL:Conservatory	SPDW: Governing the Past in Qualitative Research
		78	HIL:Jefferson East	Estimating Interaction Effects Using Multiple Regression
		80	HIL:State	SPDW: Researching Manufacturing Practices of Nike
	9:00am	85	HIL:Georgetown West	SPDW: Core Values in Spirituality & Management
		90	HIL:Hemisphere	Measuring Personality Via Conditional Reasoning
	10:00am	97	HIL:Military	SPDW: A Musical History Women & Work
		96	MAR:Maryland A	SPDW: Teaching & CMS
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
		94	HIL:Jefferson West	SPDW: Innovative Methods Applicable to Careers Research
		100	HIL:Georgetown East	SPDW: Contextual Interpretation of Conversation
	11:30am	108	OMN:Cabinet	SPDW: Public Information and Management Research
	12:00pm	112	MAR:Salon 3	SPDW: Analysis of Text Data
	1:00pm	134	HIL:Georgetown West	SPDW: The Critical Turn in Organizational Research
	•	130	MAR:Maryland A	SPDW: States of the Art
		132	HIL:Monroe East	SPDW: PS/RM AR Issues in Action
		133	HIL:Jefferson West	SPDW: Ask the Qualitative Experts
		126	HIL:Conservatory	SPDW: Research Methods for Spirituality and Management
	2:00pm	148	HIL:Georgetown East	SPDW: Learning Histories as Intervention
		144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	4:00pm	162	MAR:Cotillion North	SPDW: CMS: Gender, Race, and Class
		163	HIL:Lincoln East	SPDW: Exploring the Spirit at Work: Ritual of Engaging, Reflecting, Creating
	4:30pm	164	MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	6:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
	7:30pm	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
Sun	8:00am	210	HIL:Monroe East	SPDW: PS/RM Reflection in Action
		196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
		211	HIL:Thoroughbred	SPDW: Feminist Research Methodologies
		206	HIL:Dupont	SPDW: Online Research Methods
	8:30am	227	HIL:Military	SPDW: A Theory of Unmanagement
	9:00am	237	MAR:Cotillion North	SPDW: CMS: Voice@Work
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
	10:00am	263	HIL:Georgetown West	SPDW: Innovations for Postmodern Inquiry
		264	HIL:Military	SPDW: Ethnography in Organizations
		262	HIL:Caucus	SPDW: Ask the Quantitative Experts
	10:15am	267	HIL:Lincoln West	SPDW: Workshop on Levels of Analysis
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
Mon	8:30am	376	OMN:Executive	Multiple Levels of Analysis
		378	HIL:Georgetown East	SIT: Cyberspace Virtual Teams
		360	MAR:Salon 3 T12	IP: Cross-Culture Studies and Best Practices
		371	MAR:Delaware A	JS: Social Networks and Planned Organizational Change
		367	MAR:Delaware B	JS: Images and Influences of Emotion

Research Methods

Day	Start	#	Location	Session Information
Mon	10:40am	453	OMN:Executive	Challenges of Mixed Methods Research
		454	OMN:Diplomat	JS: Theatre and Organization
	12:20pm	504	OMN:Executive	A Collaborative Action-Science Experiment
		488	HIL:Conservatory T5	IP: Current Issues in Management Education
		475	MAR:Cotillion North	JS: The Gap Between Science and Practice in HRM
	4:10pm	614	OMN:Empire	JS: Organizations as Interpreted Worlds
		613	OMN:Executive	RMD Community Governance
Tue	8:30am	668	MAR:Salon 3 T7	IP: Quantitative Research Methods Medley
		688	OMN:Executive	Ethnography and Interview Methods
	10:30am	728	MAR:Salon 3 T7	IP: Research Methods Medley II
		749	OMN:Executive	Has the Editorial Review Process Gone Awry?
	2:30pm	810	OMN:Executive	Special Forum - Grounded Research
	4:10pm	850	OMN:Executive	Personal Research Productivity
	5:30pm	864	OMN:Executive	RMD Social
	6:00pm	867	OMN:Executive	RMD Business Meeting
Wed	8:30am	920	OMN:Palladium	SHCS: Knowledge & Grounded Research
		919	OMN:Executive	Research Methods in Strategic Mgt
		890	HIL:Lincoln West	SHCS: Identities in Organizations

The Research Methods Division thanks its 83 Reviewers:

Talya Bauer, Portland State U. Richard Blackburn, U. of North Carolina David Boje, New Mexico State U. Steve Borgatti, Boston College Stephanie Castro, U. of Miami David Chan, National U., Singapore Gordon Cheung, Chinese U., Hong Kong Claudia Cogliser, Oregon State U. Steven Currall, Rice U. Michelle Dean, U. of North Texas Kenneth Doerr, U. of Miami Robert Eder, Portland State U. Jeffrey Edwards, U. of North Carolina Martin Evans, U. of Toronto Mary Farmbrough, Case Western Reserve U. Mark Fichman, Carnegie-Mellon U. Steven Floyd, U. of Connecticut Lucy Ford, Virginia Commonwealth U. Bernard Forgues, Paris-Dauphine U. Jeanie Forray, Western New England U. Donald Gardner, James Cook U. Mark Gavin, Oklahoma State U. Karen Golden-Biddle, U. of Alberta Mark Griffin, Queensland U. of Technology Rosalie Hall, U. of Akron Betti Hamilton, U. of Miami LaVerne Higgins, Le Moyne College Janice Joplin, Southern Illinois U.

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Social Issues in Management

Program Chair: Lawrence J. Lad, Butler U. Professional Development Workshop Chair: Melissa S. Baucus, Xavier U.

Day	Start	#	Location	Session Information
Fri	9:00am	1	OFF:GW Lenn	Meaning & Mindfulness Work
	1:00pm	12	OMN:Hampton	SPDW: Advances in Environmental Management Education
•	7:00pm	35	HIL:Thoroughbred	SIM Doctoral Consortium
Sat	7:30am	43	OFF:Habitat for Humanity	SPDW: Greater DC Habitat for Humanity
•	8:00am	62	HIL:Monroe West	SIM Doctoral Consortium
•	8:30am	81	HIL:Lincoln West	SPDW: Civil Public Policy Discourse
•	10:00am	99	OFF:Holocaust Museum	SPDW: United States Hololcaust Memorial and Mu
•	1:00pm	135	HIL:Military	SIM Open Forum
•	2:00pm	147	MAR:Virginia B	SPDW: Who Really Matters?
•	5:30pm	175	HIL:Monroe East	SIM Keynote Address
Sun	7:00am	187	OFF:Offsite	Running with SIM
•	9:00am	246	HIL:Hemisphere	SPDW: SIM Research Workshop
		232	OMN:Executive	SPDW: Business and Government Issues in Asia
•	9:30am	252	HIL:Bancroft	SPDW: Hand-in-Hand: Organizational Service Learning
	10:00am	255	HIL:State	SPDW: Balancing Life and Career
Mon	8:30am	339	HIL:Lincoln West	SHCS: To Err is Organizational
		346	MAR:Salon 3 T13	IP: Stakeholders and Corporate Boards
		344	HIL:Conservatory T1	IP: Faces of Organizational Misconduct
		377	HIL:Thoroughbred	Program Chair's Welcome
	9:00am	399	HIL:Thoroughbred	Political and Social Strategy
	10:40am	421	HIL:Conservatory T1	IP: Corporate Philanthropy
		455	HIL:Thoroughbred	Stakeholder management: theory and practice
	12:20pm	507	MAR:Kennedy	SIT: Negotiation Behavior and Outcomes
		506	HIL:Georgetown West	JS: Markets, Governments & Society
		478	HIL:Conservatory T1	IP: Ethics and the Individual
		505	HIL:Thoroughbred	Lobbying and Political Strategy
	12:36pm	511	HIL:Jefferson East	JS: Spirituality and Mgt. Education
	2:30pm	525	HIL:Lincoln East	JS: Sex Bias and Discrimination
		582	MAR:Roosevelt	SIT: Social Responsibility and Ethics
		580	HIL:Thoroughbred	Division Chairperson Address
	4:10pm	615	HIL:Thoroughbred	Business Meeting
	6:00pm	632	HIL:Thoroughbred	Division Wine and Cheese Party
Tue	8:30am	690	MAR:Roosevelt	SIT: Leadership Research
		683	MAR:Cotillion North	JS: When One Person Matters
	10.00	689	HIL:Thoroughbred	Stakeholder Dialog
	10:30am	750	HIL:Thoroughbred	Governance and International Issues
		731	HIL:Conservatory T1	IP: Policy Support, Community Investment, and Organizational Ethics
	0.00	716	HIL:Lincoln West	JS: Outside the Box HCM Theories
	2:30pm	811	HIL:Thoroughbred	Perspectives on Alliances and Social Con
	4:40:	808	MAR:Hoover	JS: To the Barricades!
\A/'	4:10pm	849	MAR:Delaware A	JS: Service-Learning Fellows
Wed	8:30am	922	MAR:Kennedy	SIT: Corporate Governance
	10:400	921	HIL:Thoroughbred	Ethics and Governance: International Per
	10:40am	958	HIL:Thoroughbred	Ethics, Culture and Codes of Conduct
	10:20n	959	HIL:Lincoln West	SHCS: Fighting Poverty with Microenterprise
	12:20pm	973	HIL:Jefferson East	JS: Religious Org. Missions, Cultures

Social Issues in Management scholars also may be interested in the All-Academy Session, "Managing the Reconstruction of a War-torn Society: The Case of Bosnia-Herzegovina" (Session 310).

Technology and Innovation Management

Program Chair: Raghu Garud, New York U. Professional Development Workshop Chair: James Wade, U. of Wisconsin, Madison

Day	Start	#	Location	Session Information
Fri	12:00pm	2	HIL:Kalorama	SPDW: CM Junior Faculty Research Incubator
	1:00pm	8	MAR:McKinley	SPDW: CMS Tutorial: Critical Theories of Power and Politics
	3:00pm	21	MAR:Hoover	SPDW: TIM/OCIS Doctoral Consortium
	4:00pm	24	OMN:Forum	SPDW: CMS Tutorial: Critical Ethics
	6:00pm	28	MAR:Cotillion North	SPDW: CMS: Reception for Arriving Critters
	7:30pm	36	MAR:Salon 2	SPDW: CMS: Doctoral Workshop: Careers
Sat	7:30am	40	MAR:Cotillion North	SPDW: CMS: Continental Breakfast
	8:00am	48	MAR:Cotillion North	SPDW: CMS Plenary: Mayer Zald On: What's Critical
		63	MAR:Hoover	SPDW: TIM/OCIS Doctoral Consortium
	8:30am	64	HIL:Kalorama	SPDW: CM Junior Faculty Research Incubator
		76	HIL:Cabinet	SPDW: OCIS/TIM Jr. Faculty Consortium
	10:00am	101	MAR:Virginia C	Research Lessons from the Trenches: Qualitative and Quantitative
		95	MAR:Salon 3	SPDW: CMS & Knowledge Work/ers
		96	MAR:Maryland A	SPDW: Teaching & CMS
	1:00pm	129	MAR:Lanai 160	SPDW: Teaching & Gine SPDW: Teaching Project Management in the 21st Century
		136	MAR:Virginia C	Teaching Technology and Innovation Management
	2:00pm	144	MAR:Cotillion North	SPDW: CMS: New Directions in Critical Research
	3:00pm	152	MAR:Virginia C	SPDW: Inter-Firm Knowledge Transfer
	4:00pm	162	MAR: Virginia C MAR: Cotillion North	SPDW: Inter-Firm Knowledge Transfer SPDW: CMS: Gender, Race, and Class
	4:30pm	164		
	6:30pm		MAR:Lanai 156	SPDW: CMS: Globalization, Imperialism, and Organizations
	7:30pm	180	MAR:Cotillion North	SPDW: CMS Plenary Speaker: John Sweeney, Pres. AFL-CIO
un	8:00am	185	MAR:Cotillion North	SPDW: CMS: Social Hour/ What's New in CMS?
un	6.00am	196	MAR:Cotillion North	SPDW: CMS: Continential Breakfast & Organizational meeting
	0.00	212	OMN:Ambassador	Technology Standards Research: Present Perspectives and Future Agenda
	9:00am	233	OMN:Palladium	SPDW: Entrepreneurial and Innovative Strategies
		238	OMN:Governor's	SPDW: CMS: Doctoral Workshop: Research
	10.00	237	MAR:Cotillion North	SPDW: CMS: Voice@Work
	10:00am	257	MAR:Virginia C	SPDW: Creating Value Using eBusiness
	44.00	265	OMN:Ambassador	E-commerce Research Themes
	11:00am	279	MAR:Cotillion North	SPDW: CMS Plenary
lon	8:20am	327	OMN:Capitol	TIM Welcome (Continental Breakfast)
	8:30am	378	HIL:Georgetown East	SIT: Cyberspace Virtual Teams
		352	MAR:Salon 3 T5	IP: Corporate Governance
		353	MAR:Salon 3 T6	IP: Interfirm Cooperation and Networks
		333	MAR:Cotillion North	SHCS: Knowledge, Innovation & Learning
	9:00am	400	OMN:Capitol	Construction of Technologies
	10:40am	459	OMN:Capitol	Org. Capabilities/Tech. Innov.
		430	MAR:Salon 3 T7	IP: Technology Competences, Collaboration, and Risks
	10.00	409	OMN:Palladium	SHCS: Studies of the Internet Economy
	12:20pm	481	MAR:Salon 3 T3	IP: Research and Development Strategies, Trends, and Patterns
		508	MAR:Roosevelt	SIT: Knowledge Transfer
		482	MAR:Salon 3 T4	IP: Organizational Innovation
	-	510	OMN:Capitol	Knowledge Management
	2:30pm	584	OMN:Capitol	Internet and E-Commerce
		583	OMN:Embassy	Micro-fabric of TIM Research
	4:10pm	616	MAR:Kennedy	SIT: Managing Innovations
		618	OMN:Capitol	Helping Hand? Govt. & Public Sector Issues
		619	OMN:Embassy	Insights from Naturalistic Inquiry
		617	MAR:Roosevelt	SIT: Venture Capitalism
ue	8:30am	661	MAR:Salon 3 T1	IP: Customer Service
		694	OMN:Capitol	Governance of Network Fields

Technology and Innovation Management

Day	Start	#	Location	Session Information
Tue	10:30am	722	MAR:Salon 3 T1	IP: Supply Chain Perspectives
		708	MAR:Delaware B	JS: E-Business Impact
		754	OMN:Capitol	Insights from Patent Analyses
	2:30pm	816	OMN:Empire	JS: E-Organizations: Emerging Forms and Strategies in the Internet Era
		815	OMN:Capitol	Alliances and Networks
	4:10pm	853	OMN:Capitol	TIM Distinguished Speaker
		851	MAR:Kennedy	SIT: Impact of the Internet
	5:30pm	865	OMN:Capitol	TIM Business Meeting
	6:30pm	874	OMN:Embassy	The Best Social Event in Town
Wed	8:30am	902	MAR:Salon 3 T8	IP: Technology Management
		925	OMN:Capitol	Strategic Sourcing
	10:40am	957	MAR:Cotillion North	JS: Federal R&D Labs and Accountability
		950	OMN:Diplomat	JS: Technology & Subsidiary Evolution
		964	OMN:Palladium	JS: University Technology Transfer and Entrepreneurship
		963	OMN:Capitol	The Structure and Processes of Inter-firm Coordination

Technology and Innovation Management scholars also may be interested in the All-Academy Session, "Governments and the Creation of Technology Infrastructure" (Session 586).

Technology and Innovation Management Division thanks its 277 Reviewers:

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Daniel Reaume, General Motors

Guido Reger, U. of Brandenburg

Susan Reid, Concordia U. Mark Rice, Rensselaer Polytechnic Institute

Tudor Rickards, U. of Manchester

Arie Rip, U. of Twente

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Janice Thomas, U. of Calgary Michael Thorn, Nova Southeastern U.

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ThuHang Tran, U. of Massachusetts,

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Rodney Walter, Jr., Western Illinois U.

Thierry Weil, Ecole Des Mines De Paris

Joseph Weiss, Bentley College

Jerry Wellman, Fielding Institute

Joel West, U. of California, Irvine

George Westerman, Harvard U. Gary Whitney, U. of San Diego

Batia Wiesenfeld, New York U.

Celeste Wilderom, U. of Twente

Scott Williams, Wright State U.

Alla Wilson, U. of Wisconsin, Green Bay Donald Wilson, Rochester Institute of

Technology

Joette Wisnieski, Indiana U. Jaana Woiceshyn, U. of Calgary

Susan Yager, Southern Illinois U.

Elaine Yakura, Michigan State U.

TienHua Yim-Teo, Nanyang Technological

Emil Zahner, Morphological Institute

Arvids Ziedonis, U. of Pennsylvania Giancarlo Gavidia Zuliga

Robert Zmud, U. of Oklahoma

Friday, August 3, 2001

Friday 9:00AM

1: (SIM) Meaning & Mindfulness Work

9:00- 5:00 Off Site: GW Lenn By invitation only. Offsite.

Facilitator: Dawn R. Elm, U. of St. Thomas

Friday 12:00PM

2 (CM, OCIS, TIM) Conflict Management Division's Junior Faculty Research Incubator on Conflict and New Media

12:00- 9:00 Hilton Washington & Towers: Kalorama

Pre-registration required. Contact the Incubator Chair by email at bruce.barry@owen.vanderbilt.edu.

Chair: Bruce Barry, Vanderbilt U.

Facilitators: Peter Carnevale, U. of Illinois, Urbana-Champaign; Michael Morris, Columbia U.; Marshall Scott Poole, Texas A&M U.; Harris Sondak, U. of Utah

3: (ENT) Entrepreneurship Division Doctoral Consortium

12:00- 5:30 Marriott Wardman Park Hotel: Coolidge

Organizers: Candida G. Brush, Boston U.; Ben Oviatt, Georgia State U.

4 © 8 SPDW: (IM, MED, PNP) Why Does the Foreign Service Institute Have a Jail? Lessons in Management Development from the U.S. Department of State

12:00- 5:00 Off Site: Foreign Serv. Institute

Held off-site at the Foreign Service Institute. Presenters from the Foreign Service Institute include Ambassador Aurelia Brazeal, Dean of the Leadership and Management School. Pre-registration required - limit of 50 people. Participants will be provided with directions on how to reach the Institute, but must do so on their own. \$10 fee charged for refreshments while on site. Contact WeechWA@state.gov to register.

Organizer: William A. Weech, Foreign Service Institute
Presenters: Aurelia Brazeal, Foreign Service Institute; Barry
Wells, Foreign Service Institute; Carol Wzorek, Foreign Service
Institute; Dawn Frick, Foreign Service Institute; Patricia
Schmid, Foreign Service Institute; Christine Powers, Foreign
Service Institute; Richard Welebir, Foreign Service Institute;
Susan Novick, Foreign Service Institute; Hugh Williams,
Foreign Service Institute

Friday 12:30PM

5: (MC) Developing Consulting Potential: PDW I - Essential Concepts and Skills

12:30- 9:00 Omni Shoreham Hotel: Congressional B

Please pre-register before July 15, 2001, \$50 USD registration fee, with Marion HOEREN (hoeren@hec.fr).

Facilitator: Rickie Moore, E.M. Lyon

Organizer: Georges Trepo, HEC School of Management Presenters: Terry R. Armstrong, Emmerson College; Kurt April, U. of Cape Town; Aaron De Smet, PwC; Richard Dunford, Macquarie U.; Suzanne L Geigle, PwC; Carol Gorelick, SOLUTIONS Inc./ Pace U.; David Jamieson, Pepperdine U.; Robert F. Jenefsky, Ecole Hoteliere de Lausanne, Switzerland

Friday 1:00PM

6 8 SPDW: (AA, MED) Library of Congress (LOC) Tour and Presentation

1:00- 5:00 Off Site: Library of Congress

We will meet in the Lobby of the Marriott at the Hotel Registration Desk at 12:45, and take the Metro to the LOC. Or, if you know D.C., meet us at the LOC visitor entrance (Jefferson Building) at 1:45pm. This workshop is free but preregistration is required (limited to the first 80 people). Register at chasteen@utdallas.edu and state whether you will meet at the Marriott Hotel Registration Desk at 12:45 or the LOC at 1:45.

Organizer: Larry Chasteen, U. of Texas, Dallas Presenter: Judy Schneider, Library of Congress

7: (AAC) Board of Governors' Meeting

1:00- 5:00 Marriott Wardman Park Hotel: Congressional

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

8 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS Tutorial: Critical Theories of Power and Politics

1:00- 3:30 Marriott Wardman Park Hotel: McKinley

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.eduThis session is designed as a tutorial for people at any level of prior knowledge interested in the topic. Presenter: Stewart Clegg, U. of Technology, Sydney

9 (MED) Experiential Adventures: The Global Business Game

1:00- 2:30 Hilton Washington & Towers: Chevy Chase

Organizer: Joseph Wolfe, Experiential Adventures LLC Presenter: Joseph Wolfe, Experiential Adventures LLC

10 ©: (ODC) Perspectives on International Consulting

1:00- 4:30 Marriott Wardman Park Hotel: Johnson

Organizers: Thomas C. Head, Roosevelt U.; Therese F. Yaeger, Benedictine U.

Panel: Mickey Veich, ProChange; Ralph Haug, Roosevelt U.; Flemming Poulfelt, Copenhagen Business School; Henrik Holt Larsen, Copenhagen Business School; Miguel Caldas, Escola de Administração de Empresas de São Paulo, Brazil; Jorge M. Herrera, Nova Southeastern U.; José Guadalupe Vargas-Hernández, CUSUR-UDG

11 © SPDW: (ODC, ONE) Applying Environmental and Change Models to a Case of Sustainability in a Resort Community

1:00- 4:30 Marriott Wardman Park Hotel: Wilson B

Organizer: Ann E. Feyerherm, Pepperdine U.

Presenters: Gordon P. Rands, Western Illinois U.; Ian Thomson, Hunter Thomson Consulting

12 @SPDW: (ONE, MED, SIM) Advances in

Environmental Management Education: Exploring New Resources, New Courses, and New Programs to Integrate Business and the Natural Environment

1:00- 4:00 Omni Shoreham Hotel: Hampton

Session Details--Friday

Organizer: Mark Cordano, Wright State U.

Panel: Rick Bunch, World Resources Institute; Mark Cordano, Wright State U.; Kevin A. Fletcher, Rensselaer Polytechnic Institute; Sanjay Sharma, St. Mary's U.

13 ©SPDW: (PS, RM, ODC, MED) PS Action-research Project Development I

1:00- 5:00 Hilton Washington & Towers: Jefferson East

Chairs: Daniel F. Twomey, Fairleigh Dickinson U.; Rupert F. Chisholm Jr., Pennsylvania State U.

Facilitators: Victoria Marsick, Columbia U.; Martha A. Gephart, Columbia U.; Judith A. Neal, Association for Spirit at Work; Diane L. Dixon,Ed.D, D. Dixon & Associates; Lena Neal, CSC Consulting; Andrew F. Simon, Seton Hall U.; Jeana Wirtenberg, Public Service Enterprise Group; Jane Seiling, Business Performance Group; Thoralf Ulrik Qvale, Work Research Institute; Oyvind Palshaugen, Work Research Institute; Olav Eikeland, Work Research Institute; Gwen Jones, Fairleigh Dickinson U.; Terry Orr, Columbia U.; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Rita Kowalski, U.S. Dept. of Veterans Affairs

Organizer: Joel I. Harmon, Fairleigh Dickinson U.

Participants: Gedeon Mudacumura, Pennsylvania Treasury
Department; Geoff Meade, U. of Bath; Peter Reason, U. of Bath;
Judi Marshall, U. of Bath; Don Austin, General Composites;
Michael J. Kavanagh, State U. of New York, Albany; Edward J.
DeFranco, NYS Criminal Justice Services; Moira Tolan, State U.
of New York, Albany; Susan Givens, State U. of New York,
Albany; Kenneth Murrell, U. of West Florida; Kate Louise
McArdle, U. of Bath; Judith McMorland, U. of Auckland; Susan
Byrne, U. of Auckland; Nick Bibu, U. of West Florida; Patrice
Braun, U. of Ballarat; Sandra Billard, U. of Ballarat; Teresa
Rose, U. of Alberta; Jeff Allot, General Composites; Ion
Danaiata, U. of the West, Timisoara

Friday 1:30PM

14: (ENT) Welcome

1:30- 2:00 Marriott Wardman Park Hotel: Cotillion North

Moderator: Kelly G. Shaver, College of William and Mary

15 ♥ 5 SPDW: (ODC, OCIS, PNP) Planned Change of Information Technology in the New York State Probation Department

1:30- 4:30 Marriott Wardman Park Hotel: Wilson C

Organizer: Michael J. Kavanagh, State U. of New York, Albany Presenters: Moira Tolan, State U. of New York, Albany; Edward J. DeFranco, NYS Criminal Justice Services; Susan Givens, State U. of New York, Albany

16 □ ♥: (OM) OM Doctoral Consortium - Managing the Chess Game of Academic Life

1:30- 3:30 Marriott Wardman Park Hotel: Harding

Chairs: Steven A. Melnyk, Michigan State U.; Robert Sroufe, Boston College

Presenters: Frank Montabon, Iowa State U.; Sime Curkovic, Western Michigan U.

Friday 2:00PM

17 🖔 : (ENT) National Science Foundation Support for Innovation

2:00- 3:30 Marriott Wardman Park Hotel: Cotillion North

Keynote Speaker: Nathaniel Pitts, National Science Foundation Moderator: Kelly G. Shaver, College of William and Mary

18 ☐: (MED) Teaching Abroad During National Crisis: An American Professor's Experience with Exercises, Cases and Improv Theater Techniques in an Eastern European Environment

2:00- 4:00 Hilton Washington & Towers: Dupont

This PDW is part of an OBTS/MED collaborative effort. The presentation deals with the impact of government crisis on teaching in the classroom.

Presenter: Ellen Greenberg, American U., Bulgaria

Friday 3:00PM

19 □: (MED) Teaching the Dynamics of Strategy

3:00- 5:00 Hilton Washington & Towers: Bancroft

Organizer: Kim Warren, London Business School Presenter: Kim Warren, London Business School

20 SPDW: (MSR, MED) Sustainable Inner Development: Using the Labyrinth Walk as a Cross-cultural Exercise in Consulting and Teaching

3:00- 5:00 Hilton Washington & Towers: Jefferson Ballroom

Presenters: Judith A. Neal, Association for Spirit at Work; Joe Miguez, Labyrinth Experience

21 SPDW: (TIM, OCIS) TIM/OCIS Doctoral Consortium

3:00- 9:00 Marriott Wardman Park Hotel: Hoover

Organizers: Cynthia M. Beath, U. of Texas, Austin; James Wade, U. of Wisconsin, Madison

Participants: Gautam Ahuja, U. of Texas, Austin; William P. Barnett, Stanford U.; Wanda J. Orlikowski, Massachusetts Institute of Technology; Claudia Bird Schoonhoven, U. of California, Irvine; Toby E. Stuart, U. of Chicago

Friday 3:30PM

22 : (ENT) Research Issues in Entrepreneurship and Public Policy: Past Lessons and Future Opportunities

3:30- 5:00 Marriott Wardman Park Hotel: Cotillion North

Organizer: Norris F. Krueger Jr., Boise State U.
Presenters: S. Michael Camp, Ewing Marion Kauffman
Foundation; Zoltan Acs, U.of Baltimore; William J. Dennis,
National Federation of Independent Business; Jack Rennie,
RISEBusiness; Bruce D. Phillips, National Federation of
Independent Business

23 (OM) OM Doctoral Consortium - Mastering the Middle Game - Identifying the Issues - Focus Group Discussions

3:30- 5:00 Marriott Wardman Park Hotel: Harding

Chairs: Steven A. Melnyk, Michigan State U.; Robert Sroufe, Boston College

Presenters: Frank Montabon, Iowa State U.; Sime Curkovic, Western Michigan U.

Friday 4:00PM

24 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS Tutorial: Critical Theories of Ethics**

4:00- 6:30 Omni Shoreham Hotel: Forum

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.eduThis session is designed as a tutorial for people at any level of prior knowledge interested in the topic.

Chair: George Watson, U. of South Florida

Panel: Robert Edward Freeman, U. of Virginia; Denis Collins, Bridgeport: Jesse Taylor, Appalachian State U.

25 (MED) The Challenge of Going Public with Spirituality in the Management Classroom

4:00- 6:00 Hilton Washington & Towers: Chevy Chase
This PDW is part of an OBTS/MED collaborative effort.
Organizer: Robert Marx, U. of Massachusetts, Amherst
Presenters: Robert Marx, U. of Massachusetts, Amherst; Charles
C. Manz, U. of Massachusetts, Amherst; Karen P. Manz, U. of
Massachusetts, Amherst; Christopher P. Neck, Virginia
Polytechnic Institute and State U.

Friday 4:30PM

26 © ♥: (ONE) Defining a Research Agenda for Voluntary Environmental Initiatives

4:30- 7:30 Marriott Wardman Park Hotel: Delaware B

Facilitators: Bruce Paton, U. of California, Santa Cruz; Pratima Bansal, U. of Western Ontario

Friday 5:00PM

27 : (ENT) Entrepreneurship Division New Faculty Consortium

5:00- 7:00 Omni Shoreham Hotel: Congressional A

Organizers: Anne McCarthy, Colorado State U.; Phillip Phan, Rensselaer Polytechnic Institute; Barbara Jean Bird, American U.

Friday 6:00PM

28 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS: Reception for Arriving Critters** 6:00-7:30 Marriott Wardman Park Hotel: Cotillion North

Come along and meet others interested in critical management studies. The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Hosts: Paul Adler, U. of Southern California; Ralph Stablein, Massey U.

29 (GDO) Gender and Diversity in Organizations
Doctoral Consortium - From Student to Peer: The

Successful Completion of Graduate School and Transition to College Professor

6:00- 9:30 Omni Shoreham Hotel: Executive

Preregistration strongly recommended. Contact ecooper@uri.edu Chair: Elizabeth Cooper, U. of Rhode Island Presenters: Anita D. Bhappu, Southern Methodist U.; Suzanne C. De Janasz, James Madison U.; Caren Goldberg, George Washington U.; Jorge A. Gonzalez, U. of Wisconsin, Milwaukee;

Washington U.; Jorge A. Gonzalez, U. of Wisconsin, Milwaukee Deborah R. Litvin, Simmons College; Quinetta M. Roberson, Cornell U.; Robert Sardy, California School of Professional Psychology; Kate Walsh, Cornell U.; Carolyn Wiethoff, Indiana U., Bloomington; Diana J. Wong-Ming Ji, Bowling Green State U.

30: (HCM) Reception and Welcome to the HCM Division

6:00- 7:30 Hilton Washington & Towers: Military

Pre-register for the HCMD PDW with Leonard Friedman at leonard.friedman@orst.edu

Program Chair: Kathleen Montgomery, U. of California, Riverside Division Chair: Jacqueline Zinn, Temple U.

Professional Development Workshop Chair: Leonard H. Friedman, Oregon State U.

31 SPDW: (OB, OMT) Junior Faculty Consortium

6:00- 9:00 Marriott Wardman Park Hotel: Delaware A

Consortium runs from Friday evening until Sunday afternoon. Preregistration is required.

Organizers: Sigal G. Barsade, Yale U.; Anne Cummings, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Brian Uzzi, Northwestern U.

Panel: Christina L. Ahmadjian, Columbia U.; Daniel J. Brass, U. of Kentucky; Jennifer Chatman, U. of California, Berkeley; Dafna Eylon, U. of Richmond; Jerry Goodstein, Washington State U.; Madeline E. Heilman, New York U.; Paul M. Hirsch, Northwestern U.; Matthew Kraatz, U. of Illinois, Urbana-Champaign; Barbara S. Lawrence, U. of California, Los Angeles; Charles O'Reilly, Stanford U.; Michael L. Tushman, Harvard U.; Don Vandewalle, Southern Methodist U.; Batia Mishan Wiesenfeld, New York U.

32 SPDW: *(OB, OMT, ODC)* **Doctoral Student Consortium** 6:00- 8:00 Marriott Wardman Park Hotel: Cotillion South

Organizers: Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Ranjay Gulati, Northwestern U.; Abraham B. Rami Shani, California State U., Fullerton; Angelo J. Kinicki, Arizona State U. Panel: Michael Beer, Harvard U.; David Chan, National U., Singapore; Allan R. Cohen, Babson College; Tina Dacin, Queens U.; Peter H. Docherty, National Institute of Working Life; Jerald Greenberg, Ohio State U.; Daniel R. Ilgen, Michigan State U.; Paul Ingram, Columbia U.; David Krackhardt, Carnegie Mellon U.; Carol T. Kulik, Arizona State U.; Mark S. Mizruchi, U. of Michigan; Susan A. Mohrman, U. of Southern California; Donald Palmer, U. of California, Davis; Ronald E. Purser, California State U., San Francisco; Frans M. van Eijnatten, Eindhoven U. of Technology

Session Details--Friday

Friday 6:30PM

33 : (BPS) BPS Doctoral Consortium

6:30- 9:00 Marriott Wardman Park Hotel: Wilson A

Pre-registration required. Contact zenger@olin.wustl.edu Coordinators: Todd Zenger, Washington U.; Jeff Dyer, Brigham Young U.

Panel: Jay Barney, Ohio State U.; Constantinos Markides, London Business School; Anita McGahan, Boston U.; William G. Mitchell, U. of Michigan; Jack A. Nickerson, Washington U.; Brian Silverman, Harvard U.; Olav Sorenson, U. of California, Los Angeles; Edward Zajac, Northwestern U.

Friday 7:00PM

34 : (ODC) **ODC** Hospitality Suite: Welcome and Orientation for International Members and Newcomers

7:00- 8:00 Marriott Wardman Park Hotel: Wilson B

35: (SIM) SIM Doctoral Consortium

7:00- 8:30 Hilton Washington & Towers: Thoroughbred

By invitation only. Contact Jennifer Griffin (jgriffin@gwu.edu) or Dan Gilbert (dgilbert@gettysburg.edu) for information.

Organizers: Jennifer Griffin, George Washington U.; Daniel R. Gilbert, Gettysburg College

Friday 7:30PM

36 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT,

ONE, PNP, RM, TIM) CMS: Doctoral Workshop: Careers 7:30-9:30 Marriott Wardman Park Hotel: Salon 2

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Coordinators: Alessia Contu, Lancaster U.; David Jacobs,

American U.; Naomi R. Olson, Boston College

Panel: Elena P. Antonacopoulou, U. of Manchester; Grace Ann Rosile, New Mexico State U.; Tony Tinker, City U., New York; Bart Irwin Victor, Vanderbilt U.; George Watson, U. of South Florida

37: *(ENT)* Entrepreneurship Division Doctoral Consortium Dinner Meeting

7:30- 9:00 Off Site: Meeting

Organizers: Candida G. Brush, Boston U.; Ben Oviatt, Georgia State U.

38 : (HCM) Creating and Building Your Professional Network

7:30- 9:30 Hilton Washington & Towers: Military

Preregistration required. Contact leonard.friedman@orst.edu

Coordinator: Leonard H. Friedman, Oregon State U.

Program Chair: Kathleen Montgomery, U. of California, Riverside Division Chair: Jacqueline Zinn, Temple U.

Facilitators: Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.; Jon Chilingerian, Brandeis U; Myron D. Fottler, U. of Central Florida; Timothy Hoff, State U. of New York, Albany; Anne Osborne Kilpatrick, Medical U., South Carolina; Donna Malvey, U. of South Florida; Stephen J. O'Connor, U. of Alabama, Birmingham; Sharon Topping, U. of Southern Mississippi; Hanh Q. Trinh, U. of Wisconsin, Milwaukee; Jeanine W. Turner, Georgetown U.; Bryan J. Weiner, U. of North Carolina, Chapel Hill

Introduction: Kathryn Dansky, Pennsylvania State U

Saturday, August 4, 2001

Saturday 7:30AM

39: (BPS) BPS Doctoral Consortium

7:30- 9:00 Marriott Wardman Park Hotel: Wilson A

Pre-registration required. Contact zenger@olin.wustl.edu

Coordinators: Todd Zenger, Washington U.; Jeff Dyer, Brigham Young U.

Panel: Jay Barney, Ohio State U.; Constantinos Markides, London Business School; Anita McGahan, Boston U.; William G. Mitchell, U. of Michigan; Jack A. Nickerson, Washington U.; Brian Silverman, Harvard U.; Olav Sorenson, U. of California, Los Angeles; Edward Zajac, Northwestern U.

40 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS: Continental Breakfast**

7:30- 8:00 Marriott Wardman Park Hotel: Cotillion North

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

41 : *(ENT)* Entrepreneurship Division Doctoral Consortium

7:30- 5:30 Omni Shoreham Hotel: Senate

Organizers: Candida G. Brush, Boston U.; Ben Oviatt, Georgia State U.

42: (MC) Developing Consulting Potential: PDW II - Advanced and Emerging Competencies

7:30- 6:30 Marriott Wardman Park Hotel: Kennedy Please pre-register before July 15, 2001, \$50 USD registration fee, with Marion HOEREN (hoeren@hec.fr).

Organizer: Georges Trepo, HEC School of Management Presenters: Marc Bonnet, U. of Lyon, Lumiere/ISEOR; Leon de Caluwe, Vrije U., Amsterdam; Paul N. Friga, U. of North Carolina, Chapel Hill; Graham K. Kenny, CEO KMS; Ralph H. Kilmann, U. of Pittsburgh; Rickie Moore, E.M. Lyon

43 SPDW: (MSR, PNP, SIM, MED, ONE) Greater DC Habitat for Humanity

7:30- 4:30 Off Site: Habitat for Humanity

Volunteers will preferably work all day (7:30 a.m.-5:00 p.m.). This will include a brief site orientation. Advance registration is required. Contact Gerald Ramey no later than July 15, 2001 (gramey@lcsc.edu). Participants may want to attend Sunday morning workshop (Session #10380).

Facilitator: Gerald W. Ramey, Lewis and Clark State College

44 □: (OM) OM Doctoral Consortium - Mastering the Middle and End Games

7:30- 10:30 Marriott Wardman Park Hotel: Lanai 156

Chairs: Steven A. Melnyk, Michigan State U.; Robert Sroufe, Boston College

Participants: Sime Curkovic, Western Michigan U.; Dave Denzler, California State U., San Jose

Saturday 8:00AM

45: (AAC) Membership Committee Meeting

8:00- 9:30 Marriott Wardman Park Hotel: Lanai 160

Organizer: Jane Whitney Gibson, Nova Southeastern U.

46 (BPS) BPS New Faculty Consortium

8:00- 5:00 Marriott Wardman Park Hotel: Wilson B

Application and pre-registration required. New faculty are expected to have had at least one year of full time employment as a PhD. A call for applications will be sent out on BPS-Net. You can also email Thomas Brush at brusht@mgmt.purdue.edu for an application. Presidings: Thomas Brush, Purdue U.; Suresh B. Kotha, U. Washington

Presenters: Thomas R. Eisenmann, Harvard U.; Dawn Harris, Loyola U., Chicago; Rita Gunther McGrath, Columbia U.; Anju Seth, U. of Illinois, Urbana-Champaign; Harbir Singh, U. of Pennsylvania; Mary Tripsas, Harvard U.; Carolyn Y. Woo, U. of Notre Dame; Dodo zu Knyphausen-Aufsess, U. of Bamberg

47 : (CAR) Join the Scholars for Roundtable Discussions on Advancing and Developing Careers Research

8:00- 10:00 Hilton Washington & Towers: Jefferson West

Advance registration required. Participants should email a 250-500 word abstract on a research topic they are pursuing to vmg3@psu.edu.

Chair: Veronica M. Godshalk, Pennsylvania State U., Great Valley

Participants: Michael B. Arthur, Suffolk U.; Jeffrey Greenhaus, Drexel U.; Douglas T. Hall, Boston U.; Nigel Nicholson, London Business School; Denise M. Rousseau, Carnegie Mellon U.; Joy Schneer, Rider U.; Linda K. Stroh, Loyola U., Chicago

48 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS Plenary: Mayer Zald On: What's Critical About CriticalManagement Studies?

8:00- 9:30 Marriott Wardman Park Hotel: Cotillion North

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Chair: Paul Adler, U. of Southern California Keynote Speaker: Mayer Zald, U. of Michigan

49: (ENT) Entrepreneurship and Non-traditional Academics: Experiences and Views from Two Continents 8:00- 9:30 Omni Shoreham Hotel: Executive

Organizer: McRae C. Banks, Worcester Polytechnic Institute Presenters: Antoine Hermens, U. of Technology, Sydney; William Cunningham, The Cunningham Group

50 ☐: (GDO) Gender and Diversity in Organizations Doctoral Consortium - Learning to Play Well with Others: The Secrets of Collaborative Research

8:00- 12:00 Omni Shoreham Hotel: Hampton

Preregistration strongly encouraged as space is limited. Contact Elizabeth Cooper at ecooper@uri.edu.

Chair: Elizabeth Cooper, U. of Rhode Island
Presenters: Mary Fambrough, Case Western Reserve U.;
Oluremi B. Ayoko, U. of Queensland; Lynn Bowes-Sperry,
Western New England College; Alison M. Konrad, Temple U.;
Nancy H. Leonard, Lewis and Clark State College; Lena
Rodriguez, San Diego State U.; Robert Sardy, California School
of Professional Psychology; Diana J. Wong-Ming Ji, Bowling
Green State U.

51: (HCM) Continental Breakfast Networking Forum

8:00- 8:30 Hilton Washington & Towers: Caucus

Facilitators: All panelists, presenters, and chairs. Pre-registration equired. Contact leonard.friedman@orst.edu

Coordinator: Leonard H. Friedman, Oregon State U.

52: (HR) HR Division Doctoral Student Consortium

8:00- 5:30 Marriott Wardman Park Hotel: Maryland B
Pre-registration required. Contact jdelery@walton.uark.edu
Organizers: John E. Delery, U. of Arkansas; Robert L. Cardy,
Arizona State U.; Elissa Perry, Columbia U.
Division Chair: Lynn M. Shore, Georgia State U.
Kevnote Speaker: Jeffrey Pfeffer, Stanford U.

Presenters: Barry Gerhart, U. of Wisconsin, Madison; Joseph J. Martocchio, U. of Illinois, Urbana-Champaign; Mark Huselid, Rutgers U.; Carol T. Kulik, Arizona State U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Amy L. Kristof-Brown, U. of Iowa; Neal Schmitt, Michigan State U.; Raymond A. Noe, Ohio State U.; Loriann Roberson, Arizona State U.; Theresa M. Welbourne, U. of Michigan; Angelo De Nisi, Texas A&M U.; Miriam Erez, Technion-Israel Institute of Technology; Caren Goldberg, George Washington U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign: Christina Shalley, Georgia Institute of Technology; Rosemary Batt, Cornell U.; Mary A. Gowan, U. of Central Florida; Howard Klein, Ohio State U.; Blaine McCormick, Baylor U.; Rebecca A. Thacker, Ohio U.; Nancy H. Leonard, Lewis and Clark State College; Philip L. Roth, Clemson U.; Marta M. Elvira, U. of California, Irvine; Alison M. Konrad, Temple U.

53: (HR) HR Division Junior Faculty Consortium 8:00- 5:00 Marriott Wardman Park Hotel: Delaware B

Organizers: Jose M. Cortina, George Mason U.; Adrienne Colella, Texas A&M U.; Cynthia Kay Stevens, U. of Maryland Presenters: Donald P. Schwab, U. of Wisconsin, Madison; Cynthia Fukami, U. of Denver; Bruce M. Meglino, U. of South Carolina; Teresa J. Rothausen, U. of St. Thomas; K. Michele Kacmar, Florida State U.; Stanley M. Gully, Rutgers U.; Dianna L. Stone, U. of Central Florida; Elaine D. Pulakos, Personnel Decisions Incorporated; Joyce E.A. Russell, U. of Maryland

54 SPDW: (*IM, RM, CAR, MOC*) **Social Networks Research** 8:00- 5:00 Marriott Wardman Park Hotel: Virginia A

-Preregistration is required (contact Nicholas Athanassiou at n.athanassiou@neu.edu). A \$45 fee per registrant. Participants will receive a CD ROM version of UCINET 5 network analysis software (3 month trial version) and KRACKPLOT social network plot software.

Professional Development Workshop Chair: Nicholas Athanassiou, Northeastern U.

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

55: (NDSC) New Doctoral Student Consortium (NDSC)

8:00- 5:00 Hilton Washington & Towers: International West Sponsored by George Mason University. This consortium is designed for first and second year doctoral students. As space is limited, pre-registration is required. Contact voradap2@spanky.badm.sc.edu

56 □ SPDW: (OB, OMT) Junior Faculty Consortium

8:00- 6:00 Marriott Wardman Park Hotel: Delaware A

Consortium runs from Friday evening until Sunday afternoon.

Preregistration is required. Contact sigal.barsade@yale.edu

Organizers: Sigal G. Barsade, Yale U.; Anne Cummings, U. of

Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Brian Uzzi,

Northwestern U.

Panel: Christina L. Ahmadjian, Columbia U.; Daniel J. Brass, U. of Kentucky; Jennifer Chatman, U. of California, Berkeley; Dafna Eylon, U. of Richmond; Jerry Goodstein, Washington State U.; Madeline E. Heilman, New York U.; Paul M. Hirsch, Northwestern U.; Matthew Kraatz, U. of Illinois, Urbana-Champaign; Barbara S. Lawrence, U. of California, Los Angeles; Charles O'Reilly, Stanford U.; Michael L. Tushman, Harvard U.; Don Vandewalle, Southern Methodist U.; Batia Mishan Wiesenfeld, New York U.

57 SPDW: (OB, OMT, ODC) Doctoral Student Consortium

8:00- 5:00 Marriott Wardman Park Hotel: Cotillion South
Consortium to run from Friday evening through Sunday afternoon.
Preregistration required. Contact jredwards@unc.edu

Organizers: Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Ranjay Gulati, Northwestern U.; Abraham B. Rami Shani, California State U., Fullerton

Panel: Michael Beer, Harvard U.; David Chan, National U., Singapore; Allan R. Cohen, Babson College; Tina Dacin, Queens U.; Peter H. Docherty, National Institute of Working Life; Jerald Greenberg, Ohio State U.; Daniel R. Ilgen, Michigan State U.; Paul Ingram, Columbia U.; Angelo J. Kinicki, Arizona State U.; David Krackhardt, Carnegie Mellon U.; Carol T. Kulik, Arizona State U.; Mark S. Mizruchi, U. of Michigan; Susan A. Mohrman, U. of Southern California; Donald Palmer, U. of California, Davis; Ronald E. Purser, California State U., San Francisco; Frans M. van Eijnatten, Eindhoven U. of Technology

58 €: (ODC) A Total Theory of Managerial, Organizational, and Leadership, and its Application in Practice and Research

8:00- 5:00 Omni Shoreham Hotel: Calvert

Organizer: Elliott Jaques, George Washington U.

Presenters: Thomas Helton, United Stationers; Kathryn Cason,
Requisite Organization Intl; Ron Mazzeo, Mazzeo & Assoc.;
Nancy Lee, Requisite Organization Assoc.

59 ☐: (ODC) Doctoral Consortium for Executive Alternative Programs in OD and Management

8:00- 12:00 Omni Shoreham Hotel: Capitol

A continuation of the dialogue that began in 1999 and 2000. Organizers: Therese F. Yaeger, Benedictine U.; Sven Kylen, Chalmers U. of Technology

Participants: Henrik Holt Larsen, Copenhagen Business School; Thomas C. Head, Roosevelt U.; Mitchell Kusy, U. of St. Thomas; Victoria Marsick, Columbia U.; David R. Schwandt, George Washington U.; Kurt Motamedi, Pepperdine U.; David Coghlan, U. of Dublin; Jean M. Bartunek, Boston College; John D. Aram, Case Western Reserve U.; Mark Jenkins, Cranfield U.; Cristina Boari, U. of Bologna

60 ©SPDW: (PS, ODC, MED, RM) PS Action-research Project Development II

8:00- 12:00 Hilton Washington & Towers: Monroe East

Chairs: Rupert F. Chisholm Jr., Pennsylvania State U.; Daniel F. Twomey, Fairleigh Dickinson U.

Facilitators: Victoria Marsick, Columbia U.; Martha A. Gephart, Columbia U.; Judith A. Neal, Association for Spirit at Work; Diane L. Dixon,Ed.D, D. Dixon & Associates; Lena Neal, CSC Consulting; Andrew F. Simon, Seton Hall U.; Jeana Wirtenberg, Public Service Enterprise Group; Jane Seiling, Business Performance Group; Thoralf Ulrik Qvale, Work Research Institute; Oyvind Palshaugen, Work Research Institute; Olav Eikeland, Work Research Institute; Gwen Jones, Fairleigh Dickinson U.; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Rita Kowalski, U.S. Dept. of Veterans Affairs

Organizer: Joel I. Harmon, Fairleigh Dickinson U.

Participants: Judith McMorland, U. of Auckland; Susan Byrne, U. of Auckland; Gedeon Mudacumura, Pennsylvania Treasury Department; Geoff Meade, U. of Bath; Peter Reason, U. of Bath; Judi Marshall, U. of Bath; Don Austin, General Composites; Jeff Allot, General Composites; Michael J. Kavanagh, State U. of New York, Albany; Edward J. DeFranco, NYS Criminal Justice Services; Moira Tolan, State U. of New York, Albany; Susan Givens, State U. of New York, Albany; Nick Bibu, U. of West Florida; Kenneth Murrell, U. of West Florida; Patrice Braun, U. of Ballarat; Sandra Billard, U. of Ballarat; Teresa Rose, U. of Alberta; Kate Louise McArdle, U. of Bath; Ion Danaiata, U. of the West. Timisoara

61 SPDW: (RM, ODC, OMT, PNP, PS, MOC) Learning Histories: Integrating Action, Research, and Teaching 8:00- 3:00 Hilton Washington & Towers: Lincoln East

Presenters: George Roth, Massachusetts Institute of Technology; Art Kleiner, New York U.

62: (S/M) SIM Doctoral Consortium

8:00- 5:00 Hilton Washington & Towers: Monroe West

By invitation only. Contact Jennifer Griffin (jgriffin@gwu.edu) or Dan Gilbert (dgilbert@gettysburg.edu) with questions.

Organizers: Jennifer Griffin, George Washington U.; Daniel R. Gilbert, Gettysburg College

Presenters: Ann K. Buchholtz, U. of Georgia; Dawn R. Elm, U. of St. Thomas; Edwin M. Epstein, St. Mary's College; Steve Feldman, Case Western Reserve U.; Robert Edward Freeman, U. of Virginia; Virginia Woods Gerde, U. of New Mexico; Jeffrey S. Harrison, U. of Central Florida; Pursey P.M.A.R. Heugens, Erasmus U.; Patrice Luoma, Quinnipiac College; Douglas R. May, U. of Nebraska, Lincoln; Tim Rowley, U. of Toronto; Craig VanSandt, Augustana College; Steve Wartick, U. of Northern Iowa; Stephanie Welcomer, U. of Maine; Andrew C. Wicks, U. Washington; Duane Windsor, Rice U.; Donna J. Wood, U. of Pittsburgh; Craig S. Fleisher, U. of New Brunswick; Shawn Berman, Santa Clara U.; Joshua D. Margolis, Harvard U.

63 SPDW: (*TIM, OCIS*) **TIM/OCIS Doctoral Consortium** 8:00- 5:00 Marriott Wardman Park Hotel: Hoover

Organizers: Cynthia M. Beath, U. of Texas, Austin; James Wade, U. of Wisconsin, Madison

Participants: Gautam Ahuja, U. of Texas, Austin; William P. Barnett, Stanford U.; Wanda J. Orlikowski, Massachusetts

Institute of Technology; Claudia Bird Schoonhoven, U. of California, Irvine; Toby E. Stuart, U. of Chicago

Saturday 8:30AM

64 SPDW: (CM, OCIS, TIM) Conflict Management Division's Junior Faculty Research Incubator on Conflict and New Media

8:30- 6:00 Hilton Washington & Towers: Kalorama

Pre-registration required. Contact the Incubator Chair by email at bruce.barry@owen.vanderbilt.edu.

Chair: Bruce Barry, Vanderbilt U.

Facilitators: Peter Carnevale, U. of Illinois, Urbana-Champaign; Michael Morris, Columbia U.; Marshall Scott Poole, Texas A&M U.; Harris Sondak, U. of Utah

65: (ENT) Entrepreneurship Division New Faculty Consortium

8:30- 6:00 Omni Shoreham Hotel: Council

Organizers: Anne McCarthy, Colorado State U.; Phillip Phan, Rensselaer Polytechnic Institute; Barbara Jean Bird, American

66 □: (HCM) The Joy of Teaching: Stories from Master Teachers

8:30- 10:00 Hilton Washington & Towers: Caucus

Pre-register with Leonard Friedman at leonard friedman@orst.edu

Chair: Kathryn Dansky, Pennsylvania State U.

Panel: Margarete Arndt, Clark U.; Jon Chilingerian, Brandeis U; Jon Thompson, James Madison U.

67 ☐: (HR) High Tech - High Touch: A Hands-on Workshop on Using Technology in the Classroom

8:30- 12:00 Off Site: George Washington U.

Location: Offsite at George Washington University Group will leave from the Marriott Wardman Park Hotel registration desk promptly at 8:30 am. Pre-registration recommended: contact Mary Watson at watsonm@newschool.edu.

Organizers: Mary R. Watson, New School U.; Caren Goldberg, George Washington U.

Facilitators: Susan Kuner, Vanderbilt U.; Amy L. Kenworthy-U'Ren, Bond U.; Mabel Miguel, U. of North Carolina, Chapel Hill; Leo Vazquez, New School U.; Todd Weber, U. of North Carolina, Chapel Hill; Randall Dunham, U. of Wisconsin, Madison Organizer: Rebecca A. Thacker, Ohio U.

68 →: (IAM) Electronic Commerce in Iberoamerica: The Coming Markets and their Coming Battles

8:30- 10:00 Marriott Wardman Park Hotel: Harding

Chair: Ramiro Montealegre, U. of Colorado, Boulder Participants: Alejandro Carrera, IAE, U. Austral; Carlos Scheel, ITESM; David Montesinos, INCAE; Josep Valor, U. of Navarra

69 □: (IM) Experiential Teaching and Learning in International Management: What We've Learned and What We're Learning

8:30- 12:30 Marriott Wardman Park Hotel: Maryland C Pre-registration appreciated. Contact Jeanne McNett (jmcnett@assumption.edu) Organizer: Jeanne M. McNett, Assumption College Panel: Ann Gregory, Memorial U., Newfoundland; Allan W. Bird, U. of Missouri, St. Louis; Joyce Osland, U. of Portland; Winfried Ruigrok, U. of St. Gallen; Mikael Sondergaard, U. of Southern Denmark; Martha L. Maznevski, International Institute for Management Development; Mark Mendenhall, U. of Tennessee, Chattanooga; Christian Scholz, U. of Saarland; Harry Lane, Northeastern U.

70 (IM) IMD Doctoral Consortium

8:30- 6:30 Omni Shoreham Hotel: Embassy

By invitation only; Breakfast sponsored by Knight Ridder Center for Excellence in Management, Florida International University. Organizer: Mary Ann Von Glinow, Florida International U. Panel: Christopher P. Earley, Indiana U.; Anne S. Tsui, Hong Kong U. of Science and Technology; Peter R. Monge, U. of Southern California; Vladimir Pucik, International Institute for Management Development; Schon Beechler, Columbia U.; Kannan Ramaswamy, Thunderbird, The American Graduate School of International Management; Stefanie Lenway, U. of Minnesota; Peter J. Dowling, U. of Tasmania

71 (IM) IMD Junior Faculty Consortium

8:30- 6:30 Marriott Wardman Park Hotel: McKinley Registration fee \$30. By invitation only. Breakfast and

refreshments provided.

Organizer: Harry G. Barkema, Tilburg U.

Panel: Michael A. Hitt, Arizona State U.; Rosalie L. Tung, Simon Fraser U.; Susan C. Schneider, U. of Geneva; Katherine Xin, Hong Kong U. of Science and Technology; Christopher A. Bartlett, Harvard U.

72 : (MED) Experiential Exercises in the Strategy Classroom: Trickle-down O.B. Methodology

8:30- 10:00 Hilton Washington & Towers: Military

This PDW is part of an OBTS / MED collaborative effort.

Organizer: Kathy Lund Dean, Saint Louis U.

Presenters: Kathy Lund Dean, Saint Louis U.; Charles

Fornaciari, Florida Gulf Coast U.

73 (MH) New Member Workshop: Introduction to the Academy of Management, the Management History Division, and the Annual Meeting

8:30- 10:00 Marriott Wardman Park Hotel: Coolidge

Chair: Shawn M. Carraher, Texas A&M U.

Presenters: Geralyn McClure Franklin, U. of Texas, Permian Basin; Daniel A. Wren, U. of Oklahoma, Norman; Charles Booth, U. of the West of England

74 (MOC) Mood and Emotion in Cognition

8:30- 12:30 Hilton Washington & Towers: Thoroughbred

Pre-registration preferred but not required. Please e-mail Bob Jones

(RobertJones@smsu.edu) by July 23 to register.

Organizer: Robert G. Jones, Southwest Missouri State U. Presenters: Neal M. Ashkanasy, U. of Queensland; Robert G. Jones, Southwest Missouri State U.; Howard M. Weiss, Purdue U.

75 □ 3 SPDW: (OB, MED) Employing Institutional Resources and Transcending Boundaries in Teaching

OB: How Technology Affects Student and Faculty Resource Usage

8:30- 4:30 Marriott Wardman Park Hotel: Johnson

Organizer: Randall G. Sleeth, Virginia Commonwealth U.

76 SPDW: (OCIS, TIM) OCIS/TIM Junior Faculty Consortium

8:30- 5:00 Hilton Washington & Towers: Cabinet

Pre-register for this activity by emailing Mark Keil (mkeil@gsu.edu). Organizer: Mark Keil, Georgia State U.

Participants: Daniel Robey, Georgia State U.; Jeff Smith, Wake Forest U.; Philip C. Anderson, Dartmouth College; Shane Greenstein, Northwestern U.; JoAnne Yates, Massachusetts Institute of Technology

77 © 8 SPDW: (ONE, CM) Negotiating Environmental Rules 8:30-11:00 Marriott Wardman Park Hotel: Roosevelt

Organizer: Catherine A. Ramus, U. of California, Santa Barbara Presenters: Jim O'Leary, U.S. Environmental Protection Agency; Robert B. Schaffer, Coyne Textile Services; Peter G. Mayberry, INDA, Association of the Nonwoven Fabrics Industry; Douglas Greenhaus, National Automobile Dealers Association

78: (RM) Estimating Interaction Effects Using Multiple Regression

8:30-12:00 Hilton Washington & Towers: Jefferson East Introductory graduate-level statistics and research methods background required. Pre-registration and fee of \$30.00 are required by July 13, 2001. Seats are limited. Contact Tojo Thatchenkery (joseph@qmu.edu)

Presenter: Herman Aguinis, U. of Colorado, Denver

79 SPDW: (RM, CAR, PNP, MOC) On Retrospect: Governing the Past in Qualitative Research

8:30- 10:30 Hilton Washington & Towers: Conservatory *Chair:* Julie R. Wolfram Cox, Monash U.

Presenters: Melanie Bryant, Monash U.; Helen De Cieri, Monash U.; Marilyn Fenwick, Monash U.; Julie R. Wolfram Cox, Monash

Discussant: Anne Bardoel, Monash U.

80 SPDW: (RM, MH, ODC, PNP) Creating a Research Agenda to Examine the Global Manufacturing Practices of Nike Corporation and its Subcontractors

8:30- 4:00 Hilton Washington & Towers: State

Coordinators: Dave M. Boje, New Mexico State U.; Nancy E. Landrum, Morehead State U.

81 8 SPDW: (SIM, CM, PNP, ONE) Civil Public Policy Discourse

8:30- 12:30 Hilton Washington & Towers: Lincoln West

Organizers: Kathleen A. Getz, American U.; Brian Shaffer, U. of Maryland, College Park

Presenters: Joseph A. Petrick, Wright State U.; Kathleen A. Getz, American U.; Brian Shaffer, U. of Maryland, College Park

Saturday 9:00AM

82: (AAC) Board of Governors' Meeting

9:00- 5:00 Marriott Wardman Park Hotel: Congressional

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

83 □ ♥ ⅓: (ITC) Microfinance, Transnational and Institutional Transformation

9:00- 11:00 Marriott Wardman Park Hotel: Eisenhower

This panel will examine cross cultural, transnational issues in the institutional transformation of the microfinance industry. Empirical research involving studies that contrast and compare multiple cultural/national environments affecting this industry will be presented.

Chairs: Gary M. Woller, Brigham Young U.; Benson Honig, U. of Haifa

Presenters: Michael Christie, Queensland U. of Technology; David S. Watkins, Southampton Business School, U.K.; Thomas A. Bryant, Rutgers U.; Raymond Saner, Center For Socio-Economic Development; Joseph Lampel, U. of Nottingham; David W. Hart, Brigham Young U.; Gary M. Woller, Brigham Young U.

84 □: (MED) Connecting Teaching and Scholarship: Prospects, Processes and Promises

9:00-11:00 Hilton Washington & Towers: Chevy Chase
This PDW is part of an OBTS / MED collaborative effort.
Organizer: Dale E. Fitzgibbons, Illinois State U.
Presenters: Dale E. Fitzgibbons, Illinois State U.; Gordon Dehler,
U. of Dayton

85 SPDW: (MSR, RM, MED, PNP) Foundational Values in Spirituality and Management: Calling-vocation, Community, and Service in Career and Organizational Life

9:00- 11:00 Hilton Washington & Towers: Georgetown West Part I of 3 sessions (Part II - Research Methods for Spirituality and Management and Part III - Exploring the Spirit at Work: A Ritual of Engaging, Reflecting, and Creating) May attend any or all of the three sessions.

Facilitator: Paul Gibbons, Future Considerations
Organizer: James J. McGee, Santa Clara U.
Presenters: Moses L. Pava, Yeshiva U.; Rita Weathersby, U. of
New Hampshire; Judith B. White, Santa Clara U.; Iqbal Unus,
International Institute of Islamic Thought

86 €: (ODC) First Person Practice: Using Action Science/Action Inquiry to Improve Ourselves, Our Interactions, and Our Research

9:00- 5:30 Marriott Wardman Park Hotel: Lanai 152 Organizer: Erica Foldy, Boston College

Presenters: Steven S. Taylor, U. of Bath; Jenny W. Rudolph,

Boston College

87 (OMT) Scholars' Journeys: Research, Renewal, and Values

9:00- 12:00 Marriott Wardman Park Hotel: Wilson C *Organizer:* **Ralph Stablein, Massey U.**

Panel: Dennis A. Gioia, Pennsylvania State U.; Anne S. Huff, U. of Colorado, Boulder; Joanne Martin, Stanford U.; Ralph Stablein, Massey U.; Karl E. Weick, U. of Michigan

88 SPDW: (OMT, BPS, MOC) Conversations on Knowledge Management

9:00- 5:00 Marriott Wardman Park Hotel: Truman

Preregistration required. Contact Mark Meckler at meckler@up.edu, Mark Jenkins at m.jenkins@cranfield.ac.uk, Vikas Anand at vikas@walton.uark.edu or Candace Jones jonescq@bc.edu Organizers: Candace Jones, Boston College; Mark R. Meckler, U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of Arkansas

Moderators: John S. Carroll, Massachusetts Institute of Technology; Raghu Garud, New York U.; Robert M. Grant, Georgetown U.; Jon Johnson, U. of Arkansas; Peter J. Lane, Arizona State U.; Arie Y. Lewin, Duke U.; Sue McEvily, U. of Pittsburgh; J.C. Spender, Fashion Institute of Technology, State U. of New York; Silvia Massini, U. of Manchester Institute of Science & Technology; Henk W. Volberda, Erasmus U.

89: (ONE) ONE Doctoral and Junior Faculty Researchoriented Consortium

9:00- 5:00 Marriott Wardman Park Hotel: Ethan Allen Preregistration required. Contact milsteim@bschool.unc.edu Organizers: Mark B. Milstein, U. of North Carolina, Chapel Hill; Anne S. York, U. of North Carolina, Chapel Hill Facilitators: Gautam Ahuja, U. of Texas, Austin; Pratima Bansal, U. of Western Ontario; Petra Christmann, U. of Virginia; Andrew King, New York U.; Sanjay Sharma, St. Mary's U. Panel: Max H. Bazerman, Harvard U.; Kimberly D. Elsbach, U. of California, Davis; Stuart Hart, U. of North Carolina, Chapel Hill; Andrew Hoffman, Boston U.; James P. Walsh, U. of Michigan

90 : (RM) Measuring Personality via Conditional Reasoning

9:00- 12:00 Hilton Washington & Towers: Hemisphere

Chair: Lawrence R. James, U. of Tennessee, Knoxville Presenters: Lawrence R. James, U. of Tennessee, Knoxville; James LeBreton, U. of Tennessee, Knoxville; Michael D. McIntyre, U. of Tennessee, Knoxville; Michael Ingerick, George Mason U.

Saturday 9:30AM

91 (ENT) Pathways of Innovation in Entrepreneurship Education: Present and Future Pedagogical Approaches for the Classroom

9:30- 11:00 Omni Shoreham Hotel: Executive

Presenters: Jill R. Kickul, DePaul U.; Lisa K. Gundry, DePaul U.; Kelly G. Shaver, College of William and Mary

92 (ENT) Doing Longitudinal Research In Entrepreneurship: Rewards and Challenges

9:30- 11:00 Omni Shoreham Hotel: Congressional A
Organizer: Shaker A. Zahra, Georgia State U.
Presenters: Howard Aldrich, U. of North Carolina, Chapel Hill;
Arnold C. Cooper, Purdue U.; Per Davidsson, Jönköping
International Business School; Charles Baden-Fuller, City U.,
London

93: (OMT) Organizational Discourse Theory and Analysis 9:30- 4:30 Marriott Wardman Park Hotel: Salon 2

Participation is by invitation based on review of 800-word abstract to be submitted to Nelson Phillips (Phillips@management.mcgill.ca) or David Grant (d.grant@econ.usyd.edu.au) ASAP.

Organizers: Cynthia Hardy, U. of Melbourne; Nelson Phillips, McGill U.

Panel: Cynthia Hardy, U. of Melbourne; Nelson Phillips, McGill U.; David Grant, U. of Sydney; Clifford Oswick, King's College, London; Tom Keenoy, King's College, London

Saturday 10:00AM

94 SPDW: (CAR, RM, GDO) Expert Panel on Innovative Qualitative and Quantitative Methods Applicable to Careers Research

10:00- 12:30 Hilton Washington & Towers: Jefferson West

No advance registration required. Chair: Lillian Eby, U. of Georgia

Facilitators: Virginia E. Schein, Gettysburg College; Terri A.

Scandura, U. of Miami

Panel: Thomas W. Lee, U. Washington; Anshuman Prasad, U. of New Haven; Charles Lance, U. of Georgia; Jennifer Schmidt, U. of Chicago

95 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Critical Perspectives on Knowledge Work/ers

10:00- 12:00 Marriott Wardman Park Hotel: Salon 3

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Chair: Stephen J. Frenkel, U. of New South Wales

Panel: Martin Kenney, U. of California, Davis; Stephen Barley, Stanford U.; Larry Prusak, I. for Knowledge Management

96 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE. PNP. RM. TIM) Teaching & CMS

10:00- 12:00 Marriott Wardman Park Hotel: Maryland A

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Chair: Ann L. Cunliffe. U. of New Hampshire

Panel: Ann Welsh, U. Cincinnati; Grace Ann Rosile, New Mexico State U.

97 SPDW: (MED, GDO, RM) A Musical History of Women and Work

10:00- 12:00 Hilton Washington & Towers: Military

Bring ideas about how particular songs influenced you and your

attitudes towards yourself and others!
Organizer: Dorothy Marcic, Vanderbilt U.
Presenter: Dorothy Marcic, Vanderbilt U.

98: *(MH)* Role of AACSB in Education 10:00-11:00 Marriott Wardman Park Hotel: Coolidge

Chair: Shawn M. Carraher, Texas A&M U.

Presenters: Geralyn McClure Franklin, U. of Texas, Permian Basin; Frank Hoy, U. of Texas, El Paso

99 SPDW: (PNP, SIM) United States Hololcaust Memorial and Museum: Tour and Seminar

10:00- 3:00 Off Site: Holocaust Museum Contact balfourd@gvsu.edu

Presenter: Danny L. Balfour, Grand Valley State U.

100 SPDW: (RM, MOC) Contextual Interpretation of Conversation Through Qualitative Research:A

Hermeneutical Approach in Face Space, Cyberspace, and Text Space

10:00- 12:00 Hilton Washington & Towers: Georgetown East

Presenters: Ann C. Baker, George Mason U.; Don Lavoie, George Mason U.

101: (TIM) Lessons from the Trenches: The Good, the Bad, and the Ugly from Qualitative and Quantitative Research

10:00- 12:00 Marriott Wardman Park Hotel: Virginia C

Organizer: Laura B. Cardinal, U. of North Carolina, Chapel Hill Panel: Caroline A. Bartel, New York U.; Raghu Garud, New York U.; Chris P. Long, Duke U.; Claudia Bird Schoonhoven, U. of California, Irvine; Mary Tripsas, Harvard U.

Saturday 10:30AM

102 (HCM) The Joy of Teaching: Teaching Using the Case Method

10:30- 12:00 Hilton Washington & Towers: Caucus

Pre-register with Leonard Friedman at leonard.friedman@orst.edu

Chair: Donna Malvey, U. of South Florida

Panel: Myron D. Fottler, U. of Central Florida; Robert C. Myrtle, U. of Southern California; Jonathon S. Rakich, Indiana U., Southeast

103 : (HR) Editors' Roundtable: Joint Session of HR Division Doctoral Student and Junior Faculty Consortia

10:30- 12:00 Marriott Wardman Park Hotel: Cotillion North

Organizers: John E. Delery, U. of Arkansas; Jose M. Cortina, George Mason U.

Presenters: Maureen L. Ambrose, U. of Central Florida; Edward J. Conlon, U. of Notre Dame; Rodger W. Griffeth, Georgia State U./Ohio State U.; K. Michele Kacmar, Florida State U.; Kevin Murphy, Pennsylvania State U.; John R. Hollenbeck, Michigan State U.; Mark Huselid, Rutgers U.; Larry J. Williams, Organizational Research Methods Journal

104 ♥→: (IAM) Globalization of the Telecom and the Internet industries

10:30- 12:00 Marriott Wardman Park Hotel: Harding

Chair: Manuel Becerra, Instituto De Empresa
Presenters: Ovstein Fieldstad. Norwegian School of

Management; Kjell Stahl, Telenor; Martin Varsavsky, Jazztel

105 (OM) OM Doctoral Consortium - Mastering the End Game - Research and Publishing

10:30- 1:00 Marriott Wardman Park Hotel: Lanai 156 *Chair:* **Steven A. Melnyk, Michigan State U.**

Presenters: Morgan Swink, Michigan State U.; Roger Schroeder, U. of Minnesota; Jack R. Meredith, Wake Forest U.; Sue Neff, American Production & Inventory Control Society

Saturday 11:00AM

106 ☐: (ENT) The Irwin - McGraw-Hill Innovation In Entrepreneurship Pedagogy Award Winner

11:00- 12:30 Omni Shoreham Hotel: Executive *Moderator:* **Jill R. Kickul, DePaul U.**

107: (MH) Strategic Time Management for the Graduate Student

11:00- 12:00 Marriott Wardman Park Hotel: Coolidge Chair: **Shawn M. Carraher, Texas A&M U.**

Presenter: Jane Whitney Gibson, Nova Southeastern U.

Saturday 11:30AM

108 8 SPDW: (ONE, RM) Public Information and Management Research: Mining the Environmental Protection Agency's Data to Learn More about Organizations and the Natural Environment

11:30- 1:30 Omni Shoreham Hotel: Cabinet

Organizer: Frederick Wolf, U. of Puget Sound

Presenters: Eli Berniker, Pacific Lutheran U.; Alfred Marcus, U. of Minnesota; David Tetta, U.S. Environmental Protection

Agency; Frederick Wolf, U. of Puget Sound

Saturday 12:00PM

109: (AAC) Registration

12:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall C

Organizer: Nancy Urbanowicz, Academy of Management

110 : *(AAC)* **Placement**

12:00- 5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2

Hand in forms and receive listings of pre-registered applicants and positions

Organizer: Nancy H. Leonard, Lewis and Clark State College

111 : (AAC) Membership

12:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall--C

Discover the benefits of membership, update member information, find out how to get involved.

Organizer: Jane Whitney Gibson, Nova Southeastern U.

112 SPDW: (BPS, OMT, RM) Turning Words into Numbers: A Tutorial on the Analysis of Text Data in Strategy and Organizations Research

12:00- 5:00 Marriott Wardman Park Hotel: Salon 3

Presenters: Eric Abrahamson, Columbia U.; Joseph Porac,

Emory U.; Gabriel Szulanski, U. of Pennsylvania

Discussants: Mark Miller, U. of Tennessee; Lyn Richards, QSR International Pty Ltd; Tom Richards, QSR International Pty Ltd; Klaus Krippendorf, U. of Pennsylvania

113 (GDO) Building Virtual Communities for Researchers and Teaching Faculty on Gender and Diversity

12:00- 1:00 Omni Shoreham Hotel: Hampton

Preregistration with Ellen Ernst Kossek strongly encouraged. Contact kossek@msu.edu.

Contact Rossek@msu.edu.

Organizer: Ellen Ernst Kossek, Michigan State U.

Presenters: Marcie Pitt-Catsouphes, Boston College; dt ogilvie, Rutgers U.

114 : (HCM) Network with HCMD Friends and Colleagues over Lunch

12:00- 1:30 Hilton Washington & Towers: Caucus

Facilitators: All panelists, presenters, and chairs. Pre-registration required. Contact leonard.friedman@orst.edu
Coordinator: Leonard H. Friedman, Oregon State U.

115: (PNP) Public and Nonprofit Division Junior Faculty Consortium

12:00- 6:00 Marriott Wardman Park Hotel: Taft

Pre-registration and fee required. Contact Matthew Liao-Troth (Liao-Troth@olin.wustl.edu) or Judith Weisinger (J.Weisinger@neu.edu).

Organizers: Matthew Liao-Troth, Washington U.; Judith Y. Weisinger, Northeastern U.

Panel: Lisa Berlinger, Yale U.; James P. Gelatt, U. of Maryland U. College; Nancy Roberts, Naval Postgraduate School; Sue R. Faerman, State U. of New York, Albany; Melissa M. Stone, U. of Minnesota; dt ogilvie, Rutgers U.; Roger Lohmann, West Virginia U.; Reed Nelson, Southern Illinois U., Carbondale; Karen Golden-Biddle, U. of Alberta; Danny L. Balfour, Grand Valley State U.; Keith G. Provan, U. of Arizona

Saturday 12:30PM

116 : (ENT) Multi-level Modeling in Entrepreneurship Research

12:30- 2:00 Omni Shoreham Hotel: Congressional A

Presenter: John B. Nezlek. College of William and Marv

117 : (ENT) Council of Endowed Chairs Annual Luncheon

12:30- 2:00 Omni Shoreham Hotel: Forum

Host: McRae C. Banks, Worcester Polytechnic Institute

Saturday 1:00PM

118: (BPS) AMJ/AMR Strategic Management Reviewer Professional Development Workshop

1:00- 5:00 Omni Shoreham Hotel: Capitol

Participants must preregister for this session, and participation will be limited to 40. Pre-register by e-mail to either of the two session coordinators.

Organizers: Albert A. Cannella Jr., Texas A&M U.; Catherine M. Daily, Indiana U.

Facilitators: Sven-olof Collin, Lund U.; Joyce S. Falkenberg, Norwegain School of Economics and Business Administration; Amy Hillman, Arizona State U.; R. Duane Ireland, U. of Richmond; Rebecca Ann Luce, Texas Christian U.; Nandini Rajagopalan, U. of Southern California; Marshall J. Schminke, U. of Central Florida

119 >> SPDW: (GDO, HR, IM) European Perspectives on Gender and Diversity in the New Economy

1:00- 3:00 Omni Shoreham Hotel: Hampton

Preregistration with Ellen Kossek strongly encouraged. Contact kossek@msu.edu.

Chair: Ellen Ernst Kossek, Michigan State U.

Participants: Jean Hartley, U. of Warwick; Lyndsay Rashman, U. of Warwick; Rene Schalk, Tilburg U.; Marilyn Davidson, U. of Manchester Institute of Science & Technology; Sandra Fielden, U. of Manchester Institute of Science & Technology; Andrew Gale, U. of Manchester Institute of Science & Technology; Sandi Rhys Jones, Halley House

120 SPDW: (IM, ITC) Global Leadership: A Debate of the Issues and Discussion of the Research

1:00- 5:00 Marriott Wardman Park Hotel: Roosevelt

Refreshments are sponsored by the University of Portland.

Organizer: Joyce Osland, U. of Portland

Panel: Allan W. Bird, U. of Missouri, St. Louis; Martha L. Maznevski, International Institute for Management Development; Mark Mendenhall, U. of Tennessee, Chattanooga; Nancy J. Adler, McGill U.; Paula M. Caligiuri, Rutgers U.; Gary Oddou, Utah State U.; Schon Beechler, Columbia U.; Sully Taylor, Portland State U.

121 (MED) A Case Critique Colloquium

1:00- 5:00 Hilton Washington & Towers: Lincoln West

This interactive workshop demonstrates the art of editing and improving already good teaching cases and their teaching notes. A panel of journal editors, book authors, and other experienced case researchers give their often conflicting opinions on how good cases can be made better. Preregister and a set of the cases will be sent to you. Contact: John F. Mahon: mahon@maine.edu

Organizers: Timothy W. Edlund, Morgan State U.; John F. Mahon, U. of Maine

Presenters: Timothy W. Edlund, Morgan State U.; John F. Mahon, U. of Maine; John A. Seeger, Bentley College; Margaret J. Naumes, U. of New Hampshire; Steven Maranville, U. of Houston, Downtown

122: (MH) Changes in the AACSB Standards: Are They Consistent with the AACSB History?

1:00- 3:00 Marriott Wardman Park Hotel: Coolidge Chair: Shawn M. Carraher, Texas A&M U. Presenter: Larry E. Penley, Arizona State U.

123 SPDW: (MOC, OMT) Organizational Image and Identity: Putting Theory to Work

1:00- 5:00 Hilton Washington & Towers: Hemisphere

Pre-registration preferred, but not required. Please e-mail Tim Tobin (ttobin@gwu.edu) no later than July 23 to register.

Organizer: Timothy J. Tobin, George Washington U.

Presenters: Janet M. Dukerich, U. of Texas, Austin; C. Marlena Fiol, U. of Colorado, Denver; Mary Jo Hatch, U. of Virginia; Majken Schultz, Copenhagen Business School; June Edwards, National Aeronautics and Space Administration

124 SPDW: (MSR, MED) Sharing Success Experiences in Teaching Spirituality in a Business Classroom

1:00- 3:00 Hilton Washington & Towers: Dupont

Presenters: Gerald Biberman, U. of Scranton; Sandra West King, California State U., Fullerton; Regina Bento, U. of Baltimore

125 SPDW: (MSR, ODC) Creating Sacred Moments: Leaders' Tools to Enhance the Emergence of Spirit and Capability

1:00- 3:30 Hilton Washington & Towers: Chevy Chase

Presenters: Sue Catana, Ohio State U.; Kevin O'Neill, State U. of New York. New Paltz

126 SPDW: (MSR, RM, MED, OB) Research Methods for Spirituality and Management

1:00- 3:30 Hilton Washington & Towers: Conservatory

Part II of three sessions (See Part I - Foundational Values in Spirituality and Management: Calling-Vocation, Community, and Service in Career and Organizational Life and Part III - Exploring the Spirit at Work: A Ritual of Engaging, Reflecting, and Creating) May attend all or any of the sessions.

Presenters: James J. McGee, Santa Clara U.; Gregory N. P. Konz, John Carroll U.; Marjolein Lips-Wiersma, U. of Canterbury; Thierry C. Pauchant, HEC Management School; Michael Skelley, DePaul U.

127 (ODC) Teaching Organization Development and Change: Exploring Graduate and Undergraduate Approaches

1:00- 5:00 Omni Shoreham Hotel: Governor's Pre-registered participants should email syllabi (egoodman@coloradotech.edu) at least one week prior to the session.

Organizer: Eric Goodman, Colorado Technical U. Presenters: Lynda M. Kilbourne, Xavier U.; Gib Akin, U. of Virginia; Kenneth Murrell, U. of West Florida; Richard W. Woodman, Texas A&M U.; David L. Bradford, Stanford U.

128 **©**: (OM) The Emerging Role of Technology in Supply Chain Management

1:00- 2:30 Marriott Wardman Park Hotel: Lanai 156

Chair: Gregory N. Stock, Northern Illinois U.

Presenter: Tonya Boone, College of William and Mary

Saturday 1:00PM (cont.)

129 SPDW: (OM, TIM) Teaching Project Management in the 21st Century

1:00- 4:30 Marriott Wardman Park Hotel: Lanai 160

Chair: Mohan V. Tatikonda, U. of North Carolina, Chapel Hill Participants: Rebecca Duray, U. of Colorado, Colorado Springs; Oscar Hauptman, Melbourne Business School; John McCreery, North Carolina State U.; V. K. Narayanan, Drexel U.; Dwight Smith-Daniels, Arizona State U.

130 SPDW: (OMT, RM, ODC, MOC) States of the Art: The Theory, Practice and Research of Artful Inquiry and Intervention

1:00- 5:00 Marriott Wardman Park Hotel: Maryland A

Organizers: David Barry, U. of Auckland; Nick Nissley, U. of St. Thomas

Panel: Dvora Yanow, California State U., Hayward; Dennis A. Gioia, Pennsylvania State U.; John Cimino, Creative Leaps International; Charles Palus, Center for Creative Leadership; Gail Whiteman, North South Institute

131: (PNP) PNP Doctoral Student Consortium

1:00- 5:00 Marriott Wardman Park Hotel: Wilson C

Organizers: Debra Mesch, Indiana U./Purdue U., Indianapolis; Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis Participants: Lisa Berlinger, Yale U.; Jon P. Gant, Indiana U.; Hal G. Rainey, U. of Georgia

132 ©SPDW: (*PS, RM, ODC, MED*) **RM & PS Joint Session:** Action-research Issues in Action: Doing Research in Your Own Organization

1:00- 5:00 Hilton Washington & Towers: Monroe East

Chair: Victoria Marsick, Columbia U.

Organizer: Joel I. Harmon, Fairleigh Dickinson U.

Moderator: David Coghlan, U. of Dublin

Panel: Michel Berry, CRG & Ecole de Management; Jeana Wirtenberg, Public Service Enterprise Group; Bruce James Hanson, Pepperdine U.; Robert Roberts, Benedictine U.; Peter Reason, U. of Bath; Judi Marshall, U. of Bath; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs: Ramkrishnan V. Tenkasi, Benedictine U.; Rita Kowalski, U.S. Dept. of Veterans Affairs: Jeanine K. Mount, Benedictine U.; Don Austin, General Composites; Gedeon Mudacumura, Pennsylvania Treasury Department; Jim Scaringi, U.S. Dept. of Veterans Affairs; Geoff Meade, U. of Bath; Edward J. DeFranco, NYS Criminal Justice Services

133 SPDW: (RM, CAR, ODC, PNP, GDO) Cooking up

Qualitative Research: Ask the Experts

1:00- 4:30 Hilton Washington & Towers: Jefferson West

Chair: Ali H. Mir, Purdue U.

Presenters: Marta B. Calas, U. of Massachusetts, Amherst; Raza A. Mir, Monmouth U.; Linda Smircich, U. of Massachusetts, Amherst; Kamala Visweswaran, U. of Texas, Austin

134 SPDW: (RM, MOC) Following the Critical Turn in Organizational Research: Materialism, Deconstruction, Interpretivism and Institutional Ethnography

1:00- 3:00 Hilton Washington & Towers: Georgetown West Organizer: Anshuman Prasad, U. of New Haven Chair: Pushkala Prasad, Skidmore College

Presenters: Maureen Scully, Simmons College; Dvora Yanow, California State U., Hayward; Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College

135 8: (SIM) SIM Open Forum

1:00- 5:00 Hilton Washington & Towers: Military Organizer: Dawn R. Elm, U. of St. Thomas

Moderator: Dawn R. Elm, U. of St. Thomas

Participants: Jeanne M. Logsdon, U. of New Mexico; Lawrence J. Lad, Butler U.; Melissa S. Baucus, Xavier U.; D. Jeffrey Lenn, George Washington U.; Daniel Greening, U. of Missouri, Columbia; Archie B. Carroll, U. of Georgia; Bryan W. Husted, ITESM/Instituto de Empresa; Kathleen Rehbein, Marquette U.; Gary R. Weaver, U. of Delaware; Diane L. Swanson, Kansas State U.: Craig P. Dunn, San Diego State U. Presenter: Bradley R. Agle, U. of Pittsburgh

136: (TIM) Current Trends in Teaching Technology and **Innovation Management**

1:00- 3:00 Marriott Wardman Park Hotel: Virginia C

Chair: V. K. Narayanan, Drexel U.

Panel: Linda L. Brennan, Mercer U.; Henry Chesbrough, Harvard U.; Oscar Hauptman, Melbourne Business School; Marianne W. Lewis, U. of Cincinnati; Christopher L. Tucci, New York U.; B. J. Zirger, U. of Cincinnati

Saturday 1:30PM

137 SPDW: (CAR, HR) Research Data and Funding **Opportunities for Careers Research**

1:30- 3:30 Hilton Washington & Towers: Jefferson East

No advance registration required.

Chair: Tammy D. Allen, U. of South Florida

Panel: Michael Drillings, U. S. Army Research Institute; Mariann Jelinek, National Science Foundation; Cynthia McCauley, Center for Creative Leadership; Mary Mattis, Catalyst; Zack Allen, Inter-U. Consortium for Political and Social Research

138 : (ENT) Field Trip: The Torpedo Factory, Alexandria Virginia. A Case Study of Arts-based Community Entrepreneurship Development

1:30- 5:00 Off Site: Torpedo Factory

Organizer: Thomas A. Bryant, Rutgers U. Participant: Patricia F. Kettenring, Rutgers U.

Host: Taylor C. Wells, The Torpedo Factory Art Center

Participant: Sibel Yamak, Galatasaray U.

139: (HCM) The Joy of Research: Initiating and Maintaining a Research Program

1:30- 3:30 Hilton Washington & Towers: Caucus

Pre-register with Leonard Friedman at leonard.friedman@orst.edu Chair: Bryan J. Weiner, U. of North Carolina, Chapel Hill Panel: Bruce Fried, U. of North Carolina, Chapel Hill; Anne Osborne Kilpatrick, Medical U., South Carolina; Keith G. Provan. U. of Arizona

140 →: (IAM) Interactive Research Forum: Human Resources and Micro-organizational Issues in an Iberoamerican Context

1:30- 3:00 Marriott Wardman Park Hotel: Maryland C Facilitator: Rita Campos e Cunha. Nova U., Lisbon Presenters: Eugene F. Stone-Romero, U. of Central Florida; Dianna L. Stone, U. of Central Florida; Eduardo Salas, U. of Central Florida: Mark Hartman, U. of Central Florida: Jose Ma Carretero, U.Carlos III de Madrid; Elizabeth Fraser Cabrera, U.Carlos III de Madrid; Isabel Delgado, U. Complutense, Madrid; Guillermo Wated, Florida International U.: Juan I. Sanchez. Florida International U.; Concha Alvarez-Dardet, U. Pablo de Olavide, Seville, Spain; Gloria Cuevas, U. Pablo de Olavide, Seville, Spain; Ramon Valle, U. Pablo de Olavide, Seville, Spain;

141 (MED) Human Resource Management Concepts in Cinema

1:30- 3:00 Hilton Washington & Towers: Edison

Elizabeth Muniz, U. of Central Florida

Organizer: Joseph E. Champoux, U. of New Mexico Presenter: Joseph E. Champoux, U. of New Mexico

142 SPDW: (MSR, MED, OB) Cultivating Spirituality Within a **Professional Community**

1:30- 5:30 Hilton Washington & Towers: Thoroughbred

Presenters: David C. Trott, St. Edwards U.; Molly H. Guzzino, **ISTSS**

143 (ODC) Application for Entry-level Competencies to Organization Development and Change

1:30- 5:30 Omni Shoreham Hotel: Cabinet

Organizer: Glenn H. Varney, Bowling Green State U. Presenters: Steven H. Cady, Bowling Green State U.; Raymond Saner, Center For Socio-Economic Development; Larry E. Pate, U. of Wisconsin, Madison; Mitchell J. Neubert, Bowling Green State U.; Kurt Motamedi, Pepperdine U.; Peter Sorensen,

Benedictine U.; Eric H. Neilsen, Case Western Reserve U.; Arthur M. Freedman, American U.; Chris Worley, Pepperdine U.

Saturday 2:00PM

144 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS: New Directions in Critical Research: Roundtables**

2:00- 4:00 Marriott Wardman Park Hotel: Cotillion North

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.eduSeated at round tables, groups of 3 authors will present papers for discussion. Abstracts will be posted at http://aom/pace.edu/cms/

Presenters: Yvonne Benschop, U. of Nijmegen; Charles Booth, U. of the West of England; Stuart Bowie, U. of the West of England: John Brocklesby, Victoria U., New Zealand: Brian K. Burton, Western Washington U.; Miguel Caldas, Escola de Administração de Empresas de São Paulo, Brazil; Anthony Cobb. Virginia Polytechnic Institute and State U.: Bill Cooke, U. of Manchester; Anastasia Cortes, Virginia Polytechnic Institute and State U.; Robert S. D'Intino, Pennsylvania State U.; Teri Domagalski, Florida I.T.; Hans Dooreward, U. of Nijmegen; Alex Faria, Pontifical Catholic U., PR; Francis M. Frey, U. of Virginia; Brad Geiger, Virginia Polytechnic Institute and State U.; Michael G. Goldsby, U. of Southern Indiana; John Hassard, U. of Manchester Institute of Science & Technology; Jose Vargus Hernandez, U. de Guadalajara; James Hoopes, Babson College; David Jacobs, American U.; Judith Jordan, U. of the West of England; Bill Kaghan, U. Washington; Mihaela Kelemen, Keele U., U.K.: Nina Kivinen, Abo Akademi U: Tv L. Menna, U. of Arkansas; Jonathan Murphy, U. of Manchester; Tim Newton, U. of Exeter; Martin Nyberg, Virginia Polytechnic Institute and State U.; Kathryn Pavlovich, U. of Waikato; Emmanuel Raufflet, McGill U.; Alf Rehn, Royal I.T.; Ann Rippin, U. of the West of England; Kala Saravanamuthu, U. of South Australia; Diana Rosemary Sharpe, U. of Warwick; Peter Sorensen, Benedictine U.; Carroll U. Stephens, Virginia Polytechnic Institute and State U.; Laura J. Taplin, Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.; Maria Jose Tonelli, Escola de Administração de Empresas de São Paulo, Brazil; Craig VanSandt, Augustana College; Flavio Vasconcelos, Escola de Administração de Empresas de São Paulo, Brazil; Isabella Gouveia Vasconcelos, Pontificia U. Católica, Paraná; Anni Weiler, Arbeitswelt; Elisabeth Wilson, Manchester U; Richard E. Wokutch, Virginia Polytechnic Institute and State U.; Thomaz Wood, Escola de Administração de Empresas de São Paulo, Brazil; Wendy Cukier, Ryerson U., Toronto; Irene Devine, Ryerson U., Toronto; Denise Shortt, Ryerson U., Toronto

145 ©: (ENT) Innovative Financing of University Entrepreneurship Centers

2:00- 3:30 Omni Shoreham Hotel: Executive

Organizers: Deborah S. Butler, Georgia State U.; Ben Oviatt, Georgia State U.

Presenters: Alex F. De Noble, San Diego State U.; Elizabeth Gatewood, Indiana U.

146 : (ENT) Recent Developments in the Panel Study of Entrepreneurial Dynamics (PSED)

2:00- 3:30 Omni Shoreham Hotel: Congressional A

Organizer: Jonathan Emmett, U. of Michigan

Presenters: Paul D. Reynolds, Babson College; Nancy M. Carter,
U. of St. Thomas; William B. Gartner, U. of Southern California

147 © 8 SPDW: (ONE, PNP, SIM, IM, MED) Who Really Matters? The Roles of Government, Business and NGOs in Environmental Sustainability and Climate Change

2:00- 5:00 Marriott Wardman Park Hotel: Virginia B Organizer: **Sharon Livesey**, **Fordham U**.

Panel: Max H. Bazerman, Harvard U.; Steve Bernow, Tellus Institute; Jan Beyea, Consulting in the Public Interest; Thomas L. Brewer, Georgetown U.; Alyssondra Campaigne, Natural Resources Defense Council; David Gardiner, David Gardiner & Associates, LLC; Daniel A. Lashof, Natural Resources Defense Council; David L. Levy, U. of Massachusetts; Gerry P. Matthews, Shell Oil Company; Michael J. McAdams, British Petroleum; Edwin L. Mongan, DuPont; David Wheeler, York U.

148 SPDW: (RM, OMT, ODC, PS, PNP, MOC) Learning Via Performance: Learning Histories as an Intervention 2:00- 4:00 Hilton Washington & Towers: Georgetown East Presenters: Phil Mirvis, Private Practice; Karen Ayas, Erasmus

Saturday 3:00PM

149 ©SPDW: (GDO, CAR) Faculty & Families:

Opportunities and Activism

3:00- 4:30 Omni Shoreham Hotel: Hampton

Preregistration with Ellen Ernst Kossek strongly encouraged. Contact kossek@msu.edu.

Contact kossek@msu.eau.

Presenters: Robert Drago, Pennsylvania State U.; Joan Williams, American U.

150 □SPDW: (MED, OB) Survey of Computer-integrated Teaching/Learning (CITL) in Management Education

3:00- 5:00 Hilton Washington & Towers: Dupont

Organizer: Leigh Stelzer, Seton Hall U.

Presenters: Leigh Stelzer, Seton Hall U.; Raquel Benbunan-Fich, Seton Hall U.; Jason Z. Yin, Seton Hall U.; Catherine Kelley, Seton Hall U.

151 : (MEN) Broadening Conceptions of Mentoring: Paradoxes in Research and Practice

3:00- 5:00 Hilton Washington & Towers: Georgetown West

Professional Development Workshop Chairs: Troy R. Nielson,
California State U., San Marcos; Liz Borredon, EDHEC

Panel: David Clutterbuck, U. of Sheffield; Ann Darwin,
Management Research Centre; Monica C. Higgins, Harvard U.;
Melenie J. Lankau, U. of Georgia; Belle Rose Ragins, U. of
Wisconsin, Milwaukee; Terri A. Scandura, U. of Miami; Stephen
Gibb, Strathclyde U.

152 SPDW: (TIM, BPS) The Mechanisms of Inter-Firm Knowledge Transfer

3:00- 5:00 Marriott Wardman Park Hotel: Virginia C

Organizer: Paul Almeida, Georgetown U.

Panel: Farok Contractor, Rutgers U.; Andrew Inkpen, Thunderbird, The American Graduate School of International Management; Anne S. Miner, U. of Wisconsin, Madison; Scott Shane, U. of Maryland, College Park; Jaeyong Song, Columbia II.

Saturday 3:30PM

153 SPDW: (CAR, ODC) Building and Rejuvenating Research: Developing Cross-generational, Cross-national, and Cross-disciplinary Research Ties

3:30- 5:30 Hilton Washington & Towers: Caucus Chair: Tammy D. Allen, U. of South Florida

Presenters: D. Anthony Butterfield, U. of Massachusetts, Amherst; Gary N. Powell, U. of Connecticut; Irene Hau-Siu Chow, Chinese U., Hong Kong; Cherlyn S. Granrose, Berry College; Louis C. Buffardi, George Mason U.; Carol J. Erwins, George Mason U.

154: (ENT) Writing For Rejection

3:30- 5:00 Omni Shoreham Hotel: Congressional A

Organizer: Kelly G. Shaver, College of William and Mary Presenters: Per Davidsson, Jönköping International Business School; Shaker A. Zahra, Georgia State U.; Anne McCarthy, Colorado State U.; Candida G. Brush, Boston U.; Dean Shepherd, U. of Colorado, Boulder

155 © SPDW: (ENT, MSR) Mission Statements: The Spiritual Expression of an Entrepreneurship Center's Relationship to its Governing Institution

3:30- 5:00 Omni Shoreham Hotel: Executive

Organizer: Dianne H. B. Welsh, John Carroll U. Presenters: Gregory N. P. Konz, John Carroll U.; Janice J. Jackson, York College of Pennsylvania

156: (HCM) Whose Work is it Anyway? The Ethics of Scholarship

3:30- 5:00 Hilton Washington & Towers: Conservatory

Pre-register with Leonard Friedman at leonard friedman@orst.edu

Chair: John A. Valentine, Florida Atlantic U.

Panel: Marcel LaFollette, George Washington U.; Alan Price, National Institutes of Health and Safety

157 : (HR) A Dialogue among International HRM Researchers: Overcoming Obstacles in Cross-National Research

3:30- 5:30 Marriott Wardman Park Hotel: Maryland C

Preregistration recommended: Contact Mary Watson at watsonm@newschool.edu

Organizer: Mary R. Watson, New School U.

Panel: Herman Aguinis, U. of Colorado, Denver; Elizabeth Fraser Cabrera, U.Carlos III de Madrid; Paula M. Caligiuri, Rutgers U.; Heh Jason Huang, National Sun Yat-Sen U.; Henrik Holt Larsen, Copenhagen Business School; Mabel Miguel, U. of North Carolina, Chapel Hill; Kathy Monks, Dublin City U.; Randall S. Schuler, Rutgers U.; Mary Ann Von Glinow, Florida International U.; Steve Werner, U. of Houston; Carolyn Wiley, U. College, Dublin

158 $rac{1}{3}$: (IAM) Interactive Research Forum: How Politics and Government Affect Business: Learning from our own Historical Experience

3:30- 5:30 Marriott Wardman Park Hotel: Harding

Facilitator: Isabel Gutierrez, U.Carlos III de Madrid Presenters: Marta Vidal, U. de Oviedo, Spain; Rodolfo Schmal-Simon, U. of Talca, Chile; Nuria E. Hurtado-Torres, U. of Granada, Spain; Jovino Moreira da Silva, UESB, Brasil; Natalia Martin, U. de Valladolid; Clementina Galera Casquet, U. de Extremadura; Valmir E. Hoffmann, U. do Vale do Itajaí, Brazil; Juan A. Rock, U. of Talca, Chile

159 □ ©: (MED) Composing a Career: A Spiritual Approach to Teaching Career Management

3:30- 5:00 Hilton Washington & Towers: Farragut

Presenters: Regina Bento, U. of Baltimore; Dorothy Marcic, Vanderbilt U.

160 SPDW: (MED, OB) Cross-Cultural Learning from Foreign Films

3:30- 5:00 Hilton Washington & Towers: Grant

Organizer: Joseph E. Champoux, U. of New Mexico Presenter: Joseph E. Champoux, U. of New Mexico

161: (MH) Managing the Dissertation Process

3:30- 5:00 Marriott Wardman Park Hotel: Coolidge Chair: Paul L. Govekar, Bluffton College

Presenters: Daniel A. Wren, U. of Oklahoma, Norman; Richard M. Hodgetts, Florida International U.; Julia Teahen, Baker College

Saturday 4:00PM

162 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT,

ONE, PNP, RM, TIM) CMS: Gender, Race, and Class

4:00- 6:00 Marriott Wardman Park Hotel: Cotillion North

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

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

Panel: Marleen O'Connor, Stetson U.; Wanda J. Smith, Virginia Polytechnic Institute and State U.

163 SPDW: (MSR, RM, MED) Exploring the Spirit at Work: A Ritual of Engaging, Reflecting, and Creating

4:00- 6:00 Hilton Washington & Towers: Lincoln East

Part III of three sessions (See Part I - Foundational Values in Spirituality and Management: Calling-Vocation, Community, and Service in Career and Organizational Life and Part II - Research Methods for Spirituality and Management) May attend any or all of the three sessions.

Presenters: Marjolein Lips-Wiersma, U. of Canterbury; Laura Brearley, RMIT U.

Saturday 4:30PM

164 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS:** Globalization, Imperialism, and **Organizations**

4:30- 6:30 Marriott Wardman Park Hotel: Lanai 156

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Chair: Kala Saravanamuthu, U. of South Australia Panel: Bobby Banerjee, RMIT U.; Ali H. Mir, Purdue U.; Raza A. Mir, Monmouth U.

165 □: (GDO) How to Teach to a Diverse, Global, and Technology Driven Audience

4:30- 5:30 Omni Shoreham Hotel: Hampton

Preregistration with Ellen Ernst Kossek strongly encouraged.

Contact kossek@msu.edu.

Organizer: Ellen Ernst Kossek, Michigan State U. Presenter: Paula J. Caproni, U. of Michigan

Saturday 5:00PM

166: (AAC) Denver 2002 Organizing Committee

5:00- 6:00 Marriott Wardman Park Hotel: Nathan Hale Organizer: Rosalie L. Tung, Simon Fraser U.

167: (AAC) AMJ Editorial Board

5:00- 7:00 Marriott Wardman Park Hotel: Johnson Organizer: **Thomas W. Lee, U. Washington**

168: (MOC) How Pandas Matter: MOC at the National Zoo

5:00- 9:00 Off Site: National Zoo

Meet at the Main Gate, opposite Panda enclosure. Pre-registration is required for those who plan to go onto the restaurants. E-mail Chris Kayes(dckayes@gwu.edu) by July 27 to register.

Organizers: Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.

Facilitator: Elizabeth George, U. of Queensland Host: D. Christopher Kayes, George Washington U.

169 : (NDSC) All Doctoral Student Reception

5:00- 6:30 Hilton Washington & Towers: Georgetown East Both new and more seasoned doctoral students a

Both new and more seasoned doctoral students attending the AoM annual meeting are invited to attend. This reception is sponsored by the New Doctoral Student Consortium (NDSC) and the Membership Committee to enable doctoral students to meet each other, catch up with old friends, and have fun! A cash bar and light appetizers will be available.

170 : (OM) Operations Management Welcome Reception

5:00- 7:00 Marriott Wardman Park Hotel: Eisenhower

Organizers: Janet L. Hartley, Bowling Green State U.; Kenneth Boyer, Michigan State U.

171 : (ONE) ONE Welcoming Reception

5:00- 7:00 Marriott Wardman Park Hotel: Virginia B

Co-sponsored by ONE and the SBPM Environmental and Social Sustainability Initiative. George Washington U.

Program Chair: Sanjay Sharma, St. Mary's U.

Professional Development Workshop Chair: Carolyn Egri, Simon Fraser U.

Saturday 5:30PM

172: (GDO) Gender and Diversity in Organizations Professional Development Workshops Social Hour

5:30- 6:30 Omni Shoreham Hotel: Hampton

Hosts: Ellen Ernst Kossek, Michigan State U.; Elizabeth Cooper, U. of Rhode Island

173 : (HR) HR Division Doctoral/Junior Faculty Consortia Reception

5:30- 7:00 Marriott Wardman Park Hotel: Salon 3

174 : (MED) Lecture on Lecturing

5:30- 7:30 Hilton Washington & Towers: Grant

This PDW is part of an OBTS/MED collaborative effort. Presenter: Rudolph Verderber, U. of Cincinnati

175 8: (SIM) SIM Keynote Address

5:30- 8:00 Hilton Washington & Towers: Monroe East

Co-sponsored with Society for Business Ethics with support from the Center for Corporate Community Relations. Boston College.

Reception precedes presentation.

Organizers: Craig S. Fleisher, U. of New Brunswick; Judith A. Clair, Boston College

Presenter: Andy Semmel, Foreign Affairs Legislative Assistant to Senator Richard Lugar

Saturday 6:00PM

176: (AAC) How to use AoM Placement Services

6:00- 7:00 Marriott Wardman Park Hotel: Harding

Organizer: Nancy H. Leonard, Lewis and Clark State College

177: (ENT) Entrepreneurship Division Social Event

6:00- 11:00 Off Site: Spirit of Washington

Preregistration required. We have a deck to ourselves on the Spirit of Washington for a dinner cruise on the Potomac. Cost for the excursion is \$50 per person, payable in advance to the ENT Treasurer, Steve Jones. Limit of 170 people, first come, first served. Take the Metro GREEN line to Waterfront.

Host: Kelly G. Shaver, College of William and Mary

178: (IAM) Presentation of the Iberoamerican Academy of Management Journals and Annual Business Meeting followed by Dinner

6:00- 8:00 Marriott Wardman Park Hotel: Coolidge

Organizer: Luis R. Gomez-Mejia, Arizona State U.

179: (OC/S) OCIS Reception

6:00- 8:00 Hilton Washington & Towers: Jefferson East

Professional Development Workshop Chair: Cynthia M. Beath, U. of Texas, Austin

Saturday 6:30PM

180 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS Plenary Speaker: John Sweeney,**

Pres. AFL-CIO
6:30- 7:30 Marriott Wardman Park Hotel: Cotillion North

All welcome!

Chair: Charles Heckscher, Rutgers U. Keynote Speaker: John Sweeney, AFL-CIO

181: (IM) IMD Professional Development Workshops Reception

6:30- 8:00 Omni Shoreham Hotel: Hampton

New international members are invited; for IMD Junior Faculty/Doctoral Consortium, and PDW participants

Saturday 7:00PM

182: (AAC) Asia Academy of Management

7:00- 9:00 Marriott Wardman Park Hotel: Ethan Allen

Organizer: Chung-Ming Lau, Chinese U., Hong Kong

183 🕮: (MED) Keynote Leadership: A Musical and Poetic

Rendition for Teaching Effective Leadership

7:00- 9:00 Hilton Washington & Towers: Farragut Organizer: Dorothy Marcic, Vanderbilt U.

Presenters: Dorothy Marcic, Vanderbilt U.; Judy Brown, U. of Maryland; Frank J. Barrett, Naval Postgraduate School

184 : (ODC) ODC Hospitality Suite: Welcome for New Doctoral Students

7:00- 8:00 Marriott Wardman Park Hotel: Nathan Hale

Saturday 7:30PM

185 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Social Hour and Posters: What's New in CMS?

7:30- 9:00 Marriott Wardman Park Hotel: Cotillion North

An opportunity for representatives of new journals, conferences, etc. to publicize their offerings. Bring along a poster or promo materials.All Welcome!

Hosts: Paul Adler, U. of Southern California; Ralph Stablein, Massey U.

186 : (ITC) Research Initiatives: A Current View from Asia, Africa, the Caribbean, the Middle East & Latin America

7:30- 10:00 Marriott Wardman Park Hotel: Maryland A

This is both a panel discussion and the annual reception of the International Theme Committee. This year our focus is on geographical areas in which the Academy of Management is not well represented. The panel discussion, in which scholars from universities in these areas will participate, will focus on current research initiatives. The annual reception will follow the panel and audience discussion.

Chair: Ann Gregory, Memorial U., Newfoundland
Presenters: Salem AlGhamdi, King Fahad U. of Petroleum &
Minerals; Viola Makin, U. of South Africa; Sjamsiah Achmad, U.
of Indonesia; Frans Mardi Hartanto, Indonesian Academy of
Management; Surachart Na Nongkhai, California School of
Professional Psychology; Jatuporn Sungkhawan, HSBC
Finance & Securities Ltd: Miguel R. Olivas-Luian, ITESM & II

Finance & Securities Ltd.; Miguel R. Olivas-Lujan, ITESM & U. of Pittsburgh; Betty Jane Punnett, U. of the West Indies; Sudhir K. Saha, Memorial U., Newfoundland

Sunday, August 5, 2001

Sunday 7:00AM

187: (SIM) Running with SIM

7:00- 8:00 Off Site: Offsite

Meet at 7 a.m. by the registration desk of the Hilton Hotel. Contact mbaucus@b202.usu.edu with questions.

Organizer: Melissa S. Baucus, Xavier U.

Sunday 7:30AM

188: (AAC) Breakfast Meeting with Current Division/Interest Group Chairs (2000-2001)

7:30- 9:00 Marriott Wardman Park Hotel: Nathan Hale Organizer: Jean M. Bartunek, Boston College

189: (BPS) BPS Doctoral Consortium

7:30- 12:00 Marriott Wardman Park Hotel: Wilson A

Pre-registration required.

Coordinators: Todd Zenger, Washington U.; Jeff Dyer, Brigham Young U.

Panel: Jay Barney, Ohio State U.; Constantinos Markides, London Business School; Anita McGahan, Boston U.; William G. Mitchell, U. of Michigan; Jack A. Nickerson, Washington U.; Brian Silverman, Harvard U.; Olav Sorenson, U. of California, Los Angeles; Edward Zajac, Northwestern U.

190 : (ENT) Entrepreneurship Division Doctoral Consortium

7:30- 12:00 Omni Shoreham Hotel: Senate

Organizers: Candida G. Brush, Boston U.; Ben Oviatt, Georgia

State U.

Sunday 8:00AM

191 : (AAC) Creating Sustainable Growth and Investing in Human Development: A Recorded Speech by Nobel Laureate Oscar Arias Sanchez and a Panel Discussion

8:00- 10:00 Marriott Wardman Park Hotel: Virginia C

Presented by the Eastern Academy of Management

Chair: Dilip Mirchandani, Rowan U.

Facilitator: Theodoros Peridis, York U., Canada

Contact: Dilip Mirchandani, Rowan U.

Moderator: Crist Inman, INCAE

192: (BPS) Conversations on Business and Competitive Strategy

8:00- 12:00 Marriott Wardman Park Hotel: Virginia B

Pre-registration is required because limited seating is available. Contact Rich Makadok at Rich_Makadok@bus.emory.edu.

Coordinators: Richard Makadok, Emory U.; Walter J. Ferrier, U. of Kentucky

Panel: Richard A. Bettis, U. of North Carolina, Chapel Hill; Ming-Jer Chen, U. of Virginia; Richard Anthony D'Aveni, Dartmouth College; Michael Lubatkin, U. of Connecticut; Joseph Mahoney, U. of Illinois; Margaret Peteraf, Dartmouth College; Joseph Porac, Emory U.; Ken G. Smith, U. of Maryland; Gordon Walker, Southern Methodist U.

193 ©: (BPS) Conversations on Corporate Strategy

8:00- 12:00 Marriott Wardman Park Hotel: Embassy

Coordinators: David J. Collis, Yale U.; Sea-Jin Chang, Korea U./Stanford U.

Panel: Philip Berger, U. of Pennsylvania; Constantinos Markides, London Business School; Garth Saloner, Stanford U.; Mohan Sawhney, Northwestern U.; Christopher L. Tucci, New York U.; Belen Villalonga, U. of California, Los Angeles

194 (BPS) BPS New Faculty Consortium

8:00- 12:00 Marriott Wardman Park Hotel: Wilson B

Application and pre-registration required. New faculty are expected to have had at least one year of full time employment as a PhD. A call for applications will be sent out on BPS-Net. You can also e-mail Thomas Brush at brusht@mgmt.purdue.edu for an application.

Presidings: Thomas Brush, Purdue U.; Suresh B. Kotha, U. Washington

Presenters: Thomas R. Eisenmann, Harvard U.; Dawn Harris, Loyola U., Chicago; Rita Gunther McGrath, Columbia U.; Anju Seth, U. of Illinois, Urbana-Champaign; Harbir Singh, U. of Pennsylvania; Mary Tripsas, Harvard U.; Carolyn Y. Woo, U. of Notre Dame; Dodo zu Knyphausen-Aufsess, U. of Bamberg

195: (CAR) The Use of Metaphor in Career Theory and Practice

8:00- 10:00 Hilton Washington & Towers: State *No advance registration required.*

Chair: Veronica M. Godshalk, Pennsylvania State U., Great Valley

Presenters: Kerr Inkson, Massey U., New Zealand; Polly Parker, U. of Auckland; Norman Amundson, U. of British Columbia

196 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS: Continental Breakfast &**

Organizational Meeting

8:00- 9:00 Marriott Wardman Park Hotel: Cotillion North

An opportunity for all critters to discuss the future of CMSW.The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Chair: Ralph Stablein, Massey U.

197 児: (ENT) Networks and Entrepreneurs: Theory, Practice and the Role of Government in Slovenia

8:00- 9:30 Marriott Wardman Park Hotel: Coolidge Organizer: **Bostjan Antoncic, U. of Ljubljana**

Presenters: Robert D. Hisrich, Case Western Reserve U.; Tea Petrin, U. of Ljubljana; Ales Vahcic, U. of Ljubljana; Mateja

Drnovsek, U. of Ljubljana

198: (GDO) Breakfast Reception to Celebrate Gender and Diversity in Organizations Members' Families, Children, Special Friends/Significant Others

8:00- 9:00 Omni Shoreham Hotel: Empire

Organizer: Ellen Ernst Kossek, Michigan State U.

199: (HCM) Continental Breakfast Networking Forum

8:00- 8:30 Hilton Washington & Towers: Jefferson East

Facilitators: All panelists, presenters, and chairs. Pre-registration required

Coordinator: Leonard H. Friedman, Oregon State U.

200 : (HR) HR Division Junior Faculty Consortium

8:00- 12:00 Marriott Wardman Park Hotel: Delaware B

Organizers: Jose M. Cortina, George Mason U.; Adrienne Colella, Texas A&M U.; Cynthia Kay Stevens, U. of Maryland Presenters: Lynn M. Shore, Georgia State U.; Neal Schmitt, Michigan State U.; Robert D. Gatewood, U. of Georgia; Eduardo Salas, U. of Central Florida; Wayne F. Cascio, U. of Colorado, Denver; Herman Aguinis, U. of Colorado, Denver; Paula M. Caligiuri, Rutgers U.; Angelo De Nisi, Texas A&M U.; M. Susan Taylor, U. of Maryland; Jean M. Phillips, Rutgers U.

201: (IM) IMD Doctoral Consortium

8:00- 10:15 Omni Shoreham Hotel: Calvert

By invitation only; Breakfast provided by Knight Ridder Center for Excellence in Management, Florida International University.

Organizer: Mary Ann Von Glinow, Florida International U.

Panel: Christopher P. Earley, Indiana U.; Anne S. Tsui, Hong Kong U. of Science and Technology; Peter R. Monge, U. of Southern California; Vladimir Pucik, International Institute for Management Development; Schon Beechler, Columbia U.; Peter J. Dowling, U. of Tasmania; Kannan Ramaswamy, Thunderbird, The American Graduate School of International Management; Stefanie Lenway, U. of Minnesota

202 SPDW: (IM, ITC) Higher Education as a Strategic Industry: A Multi-nation Perspective

8:00- 12:00 Omni Shoreham Hotel: Embassy

This workshop will involve a number of activities, including:Panel Presentation, Structured Discussion, Sharing Experiences and Personal Learning (interaction with panel), and small group discussion of the Research Agenda.

Organizer: Alan Glassman, California State U., Northridge Panel: Katherine Xin, Hong Kong U. of Science and Technology; John F. Hulpke, Hong Kong U. of Science and Technology; Gerard L. Rossy, California State U., Northridge; James Goodrich, Pepperdine U.; Joan Winn, U. of Denver; Terry Young, Pepperdine U.

203 🚇 🖔 : (MED) Where Does Government Fit? A Business Game and Role Play

8:00- 9:30 Hilton Washington & Towers: Chevy Chase Organizer: A. Andrea Licari, St. John's U. Presenter: A. Andrea Licari, St. John's U.

204 : (MED) E-media Resources Management

8:00- 10:00 Hilton Washington & Towers: Monroe West Organizer: Charles B. Wankel, St. John's U.

Panel: Mitchell Adrian, Longwood College; Norman B. Bryan, Georgia State U.; William Casti, Federal Home Loan Mortgage Corporation; Deborah J. Dwyer, U. of Toledo; Alan B. Eisner, Pace U.; Martin G. Evans, U. of Toronto; Fabio Fonti, U. of Illinois, Urbana-Champaign; Bernard Forgues, U. of Paris; Eric Goodman, Colorado Technical U.; Stanley M. Gully, Rutgers U.; Hugh Gunz, U. of Toronto; Kurt Heppard, U.S. Air Force Academy; Mark Hoffman, Grand Valley State U.; David Ketchen, Florida State U.; Terence C. Krell, Western Illinois U.; Scott W. Kunkel, U. of San Diego; Dwight K. Lemke, James Cook U.; Jeffrey Lewis, Pitzer College; Luis L. Martins, U. of Connecticut; Sarfraz A. Mian, State U. of New York, Oswego; Paul Miesing, State U. of New York, Oswego; Thierry Rakotobe-Joel, Ramapo

College; Ron Roman, U. of Pittsburgh; Sandra Rothenberg, Rochester Institute of Technology; Tagi Sagafi-Nejad, Loyola College; John E. Sawyer, U. of Delaware; Jefferey Shay, U. of Montana; Paul Shrivastava, Bucknell U.; Gay L. Spencer, estorefixture.com; Charles B. Wankel, St. John's U.; Carolyn Wiethoff, Indiana U., Bloomington; B. J. Zirger, U. of Cincinnati; Matt L. Suppa, Academy of Management

205 SPDW: (MED, OB) Designing and Delivering Courses in Organization Behavior: Ensuring Relevance, Student Engagement, and Superior Learning

8:00- 12:00 Hilton Washington & Towers: Georgetown East

This PDW is open to all.

Organizer: Kenneth R. Thompson, DePaul U.

Presenters: Kenneth R. Thompson, DePaul U.; Kim S. Cameron,
U. of Michigan; Richard M. Steers, U. of Oregon; Regina Bento,
U. of Baltimore

206 SPDW: (MED, RM) Online Research Methods

8:00- 12:00 Hilton Washington & Towers: Dupont

Organizer: Tracy L. Tuten, Longwood College

Presenters: Tracy L. Tuten, Longwood College; Michael Bosnjak, Center for Survey Research and Methodology

207 (OB) An International Perspective on the Changing Nature of Work: Fostering Global Knowledge and Collaboration in Organizational Research

8:00- 12:00 Omni Shoreham Hotel: Council

Organizer: Carrie R. Leana, U. of Pittsburgh

208 SPDW: (OB. OMT) Junior Faculty Consortium

8:00- 12:00 Marriott Wardman Park Hotel: Delaware A

Consortium runs from Friday evening until Sunday afternoon. Preregistration is required.

Organizers: Sigal G. Barsade, Yale U.; Anne Cummings, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania; Brian Uzzi, Northwestern U.

Panel: Edward J. Conlon, U. of Notre Dame; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Dale E. Fitzgibbons, Illinois State U.; Yitzhak Fried, Wayne State U.; Kevin Murphy, Pennsylvania State U.; Gregory B. Northcraft, U. of Illinois; Christine Oliver, York U.

209 SPDW: (OB, OMT, ODC) Doctoral Student Consortium

8:00-12:00 Marriott Wardman Park Hotel: Cotillion South Consortium runs from Friday evening until Sunday afternoon. Preregistration required.

Organizers: Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Ranjay Gulati, Northwestern U.; Abraham B. Rami Shani, California State U., Fullerton

Panel: Michael Beer, Harvard U.; David Chan, National U., Singapore; Allan R. Cohen, Babson College; Tina Dacin, Queens U.; Peter H. Docherty, National Institute of Working Life; Jerald Greenberg, Ohio State U.; Daniel R. Ilgen, Michigan State U.; Paul Ingram, Columbia U.; Angelo J. Kinicki, Arizona State U.; David Krackhardt, Carnegie Mellon U.; Carol T. Kulik, Arizona State U.; Mark S. Mizruchi, U. of Michigan; Susan A. Mohrman, U. of Southern California; Donald Palmer, U. of California, Davis; Ronald E. Purser, California State U., San Francisco; Frans M. van Eijnatten, Eindhoven U. of Technology

210 ©SPDW: (PS, RM, ODC, MED) RM & PS Joint Session: Reflection in Action/ Do We Have to Stop Time to Start Thinking?

8:00- 12:00 Hilton Washington & Towers: Monroe East

Chair: Lyle Yorks, Columbia U.

Organizer: Joel I. Harmon, Fairleigh Dickinson U.

Panel: Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Daniel F. Twomey, Fairleigh Dickinson U.; Victoria Marsick, Columbia U.; Oyvind Palshaugen, Work Research Institute; Kate Louise McArdle, U. of Bath; Ramkrishnan V. Tenkasi, Benedictine U.; Olav Eikeland, Work Research Institute; Terry Orr, Columbia U.

211 SPDW: (RM, GDO, PNP) Feminist Research

Methodologies: A Workshop to Stretch the Boundaries of Knowledge

8:00- 12:00 Hilton Washington & Towers: Thoroughbred

Organizer: Susan S. Case, Case Western Reserve U.

Facilitators: Bonnie Richley-Cody, Case Western Reserve U.;

Mary H. Winter, Case Western Reserve U.

Presenters: Diana Bilimoria, Case Western Reserve U.; Margaret M. Hopkins, Case Western Reserve U.; Joanne Martin, Stanford U.; Deborah O'Neil, Case Western Reserve U.; Maria Ruiz, Case Western Reserve U.

212: (TIM) Research on Technology Standards: Present Perspectives and Future Agenda

8:00- 10:00 Omni Shoreham Hotel: Ambassador

Organizer: Sanjay Jain, U. of Wisconsin, Madison
Panel: Raghu Garud, New York U.; Shane Greenstein,
Northwestern U.; Martin Kenney, U. of California, Davis; Arun
Kumaraswamy, Rutgers U.; Richard Langlois, U. of
Connecticut; Lori Rosenkopf, U. of Pennsylvania

Sunday 8:30AM

213 : (BPS) Conversations on Cooperative Strategy

8:30- 12:00 Marriott Wardman Park Hotel: Salon 2

Attendance will be limited. Pre-registration is required. Please e-mail Africa Ariño (IESE) at afarino@iese.edu or Jeff Reuer (Ohio State University) at reuerj@cob.ohio-state.edu to apply and submit your research questions.

Organizers: Africa Ariño, U. of Navarra; Jeffrey J. Reuer, Ohio State U.

Panel: Yves Doz, INSEAD; Jean-Francois Hennart, Tilburg U.; William G. Mitchell, U. of Michigan; Peter S. Ring, Loyola Marymount U.

214 § SPDW: (BPS, IM) Conversations on International Strategy and Management

8:30- 12:00 Marriott Wardman Park Hotel: Taft

Coordinators: Xavier Martin, New York U.; Subramanian Rangan, INSEAD

Panel: Anil K. Gupta, U. of Maryland; Witold J. Henisz, U. of Pennsylvania; Joel M. Podolny, Stanford U.; Harbir Singh, U. of Pennsylvania

215 SPDW: (BPS, OMT, MED) Bringing Technology Into the Classroom: Teaching with Multimedia Cases and Simulations

8:30- 10:30 Marriott Wardman Park Hotel: Virginia A

Organizer: Petra Christmann, U. of Virginia

Presenters: Paul W. Farris, U. of Virginia; Joseph W. Harder, U. of Virginia; Chris Lehmbeck, U. of Virginia; Phillip E. Pfeifer, U. of Virginia

216 SPDW: *(CM, OB)* Ain't Misbehavin': Understanding Aggressive and Antisocial Behavior in Organizations

8:30- 10:00 Hilton Washington & Towers: Lincoln West

No Pre-registration Required. Continental breakfast served. Moderators: Donald E. Gibson, Yale U.; Michele Gelfand, U. of Maryland

Panel: Keith G. Allred, Harvard U.; Robert A. Baron, Rensselaer Polytechnic Institute; Robert Bies, Georgetown U.; Sandra L. Robinson, U. of British Columbia

217: (ENT) Entrepreneurship Division New Faculty Consortium

8:30- 12:00 Omni Shoreham Hotel: Cabinet

Organizers: Anne McCarthy, Colorado State U.; Phillip Phan, Rensselaer Polytechnic Institute; Barbara Jean Bird, American II

218 : (HCM) Scholarship Unbounded: Rating Scholarly Journals

8:30- 10:00 Hilton Washington & Towers: Jefferson East
Pre-register with Leonard Friedman at leonard.friedman@orst.edu
Chair: Eric S. Williams, U. of Alabama, Tuscaloosa
Presenters: Stephen J. O'Connor, U. of Alabama, Birmingham;
Grant T. Savage, U. of Alabama, Tuscaloosa

219: (HR) HR Division Doctoral Student Consortium

8:30- 12:00 Marriott Wardman Park Hotel: Maryland B

Organizers: John E. Delery, U. of Arkansas; Robert L. Cardy, Arizona State U.; Elissa Perry, Columbia U.

Presenters: Murray R. Barrick, Michigan State U.; Larry J. Williams, Organizational Research Methods Journal; Cheri L. Ostroff, Columbia U.; Anne S. Tsui, Hong Kong U. of Science and Technology; Anne M. O'Leary-Kelly, U. of Arkansas; Stuart A. Youngblood, Texas Christian U.; Janice S. Miller, U. of Wisconsin, Milwaukee; Dianna L. Stone, U. of Central Florida; Lucy L. Gilson, U. of Connecticut; Angelo J. Kinicki, Arizona State U.; Gerald R. Ferris, Florida State U.; David A. Harrison, Pennsylvania State U.; Jason D. Shaw, U. of Kentucky; Michelle K. Duffy, U. of Kentucky; Talya N. Bauer, Ph.D., Portland State U.; Frederick Morgeson, Michigan State U.; Christine Marie Riordan, U. of Georgia; Sara L. Rynes, U. of lowa; Greg L. Stewart, Brigham Young U.

220 : (IM) IMD Junior Faculty Consortium

8:30- 12:00 Marriott Wardman Park Hotel: McKinley

Registration fee \$30. By invitation only. Breakfast provided.

Organizer: Harry G. Barkema, Tilburg U.

Panel: Michael A. Hitt, Arizona State U.; Rosalie L. Tung, Simon Fraser U.; Susan C. Schneider, U. of Geneva; Katherine Xin, Hong Kong U. of Science and Technology; Christopher A. Bartlett, Harvard U.

221 : (MC) Developing Consulting Potential : PDW III - Converting Public Service Suppliers to Interactive Business Practices

8:30- 12:00 Omni Shoreham Hotel: Hampton

Please pre-register before July 15, 2001, \$25 USD registration fee, with Marion HOEREN (hoeren@hec.fr).

Organizer: Georges Trepo, HEC School of Management

Facilitator: Rickie Moore, E.M. Lyon

Presenters: Rafael Ramirez, HEC Management School; Charles Heckscher, Rutgers U.; Michael Maccoby, Maccoby Group; Pierre-Eric Tixier, GIP

222 : (MH) Getting Published: The Experts Speak

8:30- 10:30 Marriott Wardman Park Hotel: Harding Chair: Shawn M. Carraher, Texas A&M U.

Presenters: Daniel A. Wren, U. of Oklahoma, Norman; K. Michele Kacmar, Florida State U.; Robin Peterson, New Mexico State U.; Susan Petrie, Sloan Management Review; Richard M. Hodgetts, Florida International U.; Dewey E. Johnson, California State U., Fresno

223: (MOC) Cognition in the Rough IV (Faculty)

8:30- 12:00 Hilton Washington & Towers: Lincoln East

Pre-register by June 15 (callahan@vt.edu) by sending (1) name, affiliation, position, and contact information; (2) a 50-word abstract; and (3) a 750-word proposal that describes work-in-progress or mature ideas on which you would like to receive feedback.

Organizers: Jamie L. Callahan, Virginia Polytechnic Institute and State U.; Frank C. Schultz, Michigan State U./U. of Michigan; Cynthia G. Emrich, Purdue U.

Facilitators: Blake E. Ashforth, Arizona State U.; Neal M. Ashkanasy, U. of Queensland; Pamela S. Barr, Georgia State U.; Michel Bougon, Bryant College; Andrea Casey, George Washington U.; Mary M. Crossan, U. of Western Ontario; Colin Eden, U. of Strathclyde; Dov Eden, Tel Aviv U.; C. Marlena Fiol, U. of Colorado, Denver; Jack M. Feldman, Georgia State U.; Mary Jo Hatch, U. of Virginia; Gerard P. Hodgkinson, Leeds U.; Lynn A. Isabella, U. of Virginia; Gerry Johnson, U. of Strathclyde; Theresa K. Lant, New York U.; Frances J. Milliken, New York U.; Rhonda K. Reger, U. of Maryland, College Park; Susan C. Schneider, U. of Geneva; Majken Schultz, Copenhagen Business School; David R. Schwandt, George Washington U.; Sim B. Sitkin, Duke U. / Duke Corporate Education, Inc.; Kathleen M. Sutcliffe, U. of Michigan

224 : (MOC) Cognition in the Rough IV (Doctoral Students)

8:30- 12:00 Hilton Washington & Towers: Lincoln East*

Pre-register by June 15 (callahan@vt.edu) by sending (1) name, affiliation, position, and contact information; (2) a 50-word abstract; and (3) a 750-word proposal that describes work-in-progress or mature ideas on which you would like to receive feedback.

Organizers: Jamie L. Callahan, Virginia Polytechnic Institute and State U.; Frank C. Schultz, Michigan State U./U. of Michigan; Cynthia G. Emrich, Purdue U.

Facilitators: Blake E. Ashforth, Arizona State U.; Neal M. Ashkanasy, U. of Queensland; Pamela S. Barr, Georgia State U.; Michel Bougon, Bryant College; Andrea Casey, George Washington U.; Mary M. Crossan, U. of Western Ontario; Colin Eden, U. of Strathclyde; Dov Eden, Tel Aviv U.; C. Marlena Fiol, U. of Colorado, Denver; Jack M. Feldman, Georgia State U.; Mary Jo Hatch, U. of Virginia; Gerard P. Hodgkinson, Leeds U.; Lynn A. Isabella, U. of Virginia; Gerry Johnson, U. of Strathclyde; Theresa K. Lant, New York U.; Frances J. Milliken,

New York U.; Rhonda K. Reger, U. of Maryland, College Park; Susan C. Schneider, U. of Geneva; Majken Schultz, Copenhagen Business School; David R. Schwandt, George Washington U.; Sim B. Sitkin, Duke U. / Duke Corporate Education, Inc.; Kathleen M. Sutcliffe, U. of Michigan

225 © SPDW: (ODC, MC) Enhancing Self-aware Consciousness for Personal and Organizational Transformation

8:30- 12:00 Omni Shoreham Hotel: Capitol

Pre-registration preferred

Organizer: Ralph H. Kilmann, U. of Pittsburgh

226 So and the services of t

8:30- 10:00 Marriott Wardman Park Hotel: Truman

Chair: Susan Meyer, U. of Minnesota

Participants: Rohit Verma, DePaul U.; Craig M. Froehle, U. of Cincinnati

227 SPDW: (RM, PNP) **Developing a Theory of Unmanagement for the Knowledge Age**

8:30- 10:00 Hilton Washington & Towers: Military

Presenter: Charles Ehin, Westminster College

Sunday 9:00AM

228: (AAC) Placement

9:00- 5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2

Hand in forms and receive listings of pre-registered applicants and positions

Organizer: Nancy H. Leonard, Lewis and Clark State College

229 : (AAC) Membership

9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall--C

Discover the benefits of membership, update member information, find out how to get involved.

Coordinator: Jane Whitney Gibson, Nova Southeastern U.

230 : (AAC) **Exhibits**

9:00- 5:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

231 : (AAC) Registration

9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall C

Organizer: Nancy Urbanowicz, Academy of Management

232 → ¹/₃ SPDW: (AAM, IM, SIM) Business and Government Issues in Asia

9:00- 12:00 Omni Shoreham Hotel: Executive

The Asia Pacific Journal of Management will host a breakfast for all participants.

Facilitators: Chung-Ming Lau, Chinese U., Hong Kong; Hun-Joon Park, Yonsei U.

Presenters: David K. Tse, Hong Kong U.; Jacinto Gavino, Asian Institute of Management; Jeehong Kim, Yonsei U.; Kyung Tae Lee, Yonsei U.; Inki Joo, Yonsei U.; Young-Ryeol Park, Yonsei U.

Discussants: Zhong-Ming Wang, Zhejiang U.; Chan K. Hahn, Bowling Green State U.; Bing-Sheng Teng, George Washington U.; Joo-Heon Lee, U. of Virginia Host: Kulwant Singh, National U., Singapore

233 © 8 SPDW: (BPS, ENT, TIM) Conversations on Entrepreneurial and Innovative Strategies

9:00- 12:00 Omni Shoreham Hotel: Palladium

Pre-registration is necessary, to ensure we have enough space for everyone. Contact either Rita McGrath (rdm20@columbia.edu) or Mary Tripsas (mtripsas@hbs.edu).

Coordinators: Rita Gunther McGrath, Columbia U.; Mary Tripsas, Harvard U.

Panel: Howard Aldrich, U. of North Carolina, Chapel Hill; Raphael H. Amit, U. of Pennsylvania; Kathleen Eisenhardt, Stanford U.; Mariann Jelinek, National Science Foundation; Theresa M. Welbourne, U. of Michigan

234 SPDW: (BPS, IM, OMT) Managing Your Dissertation Workshop

9:00- 12:00 Marriott Wardman Park Hotel: Hoover

If you are interested in attending, please contact Alvaro Cuervo-Cazurra at acuervo@csom.umn.edu. Walk-in participants will be admitted on a first come first served basis only if space is still available.

Organizer: Alvaro Cuervo-Cazurra, U. of Minnesota Presenters: Jeffrey Kaufmann, Iowa State U.; Michael Lenox, New York U.; Quy Nguyen-Huy, INSEAD; Frank T. Rothaermel, Michigan State U.; Albert A. Cannella Jr., Texas A&M U.; Ann Langley, U. of Montreal; Don Lessard, Massachusetts Institute of Technology; Michael Lubatkin, U. of Connecticut; William G. Mitchell, U. of Michigan; Srilata Zaheer, U. of Minnesota

235 SPDW: (BPS, MED) Discussion Learning: Using the Case Method in Your Classroom

9:00- 12:00 Marriott Wardman Park Hotel: Kennedy

Presenters: Jay Dial, Case Western Reserve U.; Brian Golden, U. of Western Ontario; Amy Hillman, Arizona State U.

236 SPDW: (BPS, OMT) Conversations on Corporate Leadership and Governance

9:00- 12:00 Marriott Wardman Park Hotel: Maryland C Coordinators: James D. Westphal, U. of Texas, Austin; Margarethe Wiersema, U. of California, Irvine Panel: Harry G. Barkema, Tilburg U.; Warren Boeker, U. Washington; Mason A. Carpenter, U. of Wisconsin, Madison; Lex Donaldson, U. of New South Wales; James W. Fredrickson, U. of Texas, Austin; Marta A. Geletkanycz, Boston College; Donald C. Hambrick, Columbia U.; Pamela R. Haunschild, Stanford U.; William S. Hesterly, U. of Utah; Michael A. Hitt, Arizona State U.; Robert E. Hoskisson, U. of Oklahoma; Mark S. Mizruchi, U. of Michigan; William Ocasio, Northwestern U.; Donald Palmer, U. of California, Davis; Nandini Rajagopalan, U. of Southern California; H. L. Tosi Jr, U. of Florida; Michael Useem, U. of Pennsylvania; Edward Zajac, Northwestern U.

237 © SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) CMS: Voice@Work: The AFL-CIO's Research Agenda

9:00- 10:30 Marriott Wardman Park Hotel: Cotillion North

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.eduDiscussion of proposed AFL- CIO research agenda document posted at

http://aom.pace.edu/cms/workshopframe.html

Presenter: Sheldon Friedman, AFL-CIO Dept. of Public Affairs Discussants: David Jacobs, American U.; Susan Schurman, George Meany Center; Jeffrey B. Arthur, Virginia Polytechnic Institute and State U.

238 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT, ONE, PNP, RM, TIM) **CMS: Doctoral Workshop: Research** 9:00-10:30 Omni Shoreham Hotel: Governor's

The CMS workshop requires pre-registration and fee. Contact Paul Adler at padler@usc.edu

Coordinators: David Jacobs, American U.; Naomi R. Olson, Boston College; Alessia Contu, Lancaster U.

Panel: Mitchel Abolafia, State U. of New York, Albany; Elena P. Antonacopoulou, U. of Manchester; Jim Barker, U.S. Air Force Academy; Dave M. Boje, New Mexico State U.; Arthur P. Brief, Tulane U.; Anthony Cobb, Virginia Polytechnic Institute and State U.; Jim Gilbert, U. of Maryland; Ann L. Cunliffe, U. of New Hampshire; John Hassard, U. of Manchester Institute of Science & Technology; Mike Reed, Lancaster U.; Tony Tinker, City U., New York; Barbara Townley, U. of Edinburgh; Bart Irwin Victor, Vanderbilt U.; George Watson, U. of South Florida

239: (GDO) Two Heads Are Better than One: Networking and Research in Progress Workshops

9:00- 12:00 Omni Shoreham Hotel: Empire

For more information, please contact workshop organizers, Ellen Ensher at eensher@lmu.edu, Ellen Fagenson-Eland at efagenso@som.gmu.edu or Belle Rose Ragins at ragins@uwm.edu.

Chairs: Ellen Ensher, Loyola Marymount U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Ellen Fagenson-Eland, George Mason U.

240: (IM) "Your Workshop": A Proposal for an IM Division Professional Development Workshop

9:00- 12:00 Marriott Wardman Park Hotel: Wilson C

Please contact John Mezias at jmezias@miami.edu for more information concerning this innovative workshop.

Organizer: John Mezias, U. of Miami

241 (MED) Peer Evaluation Review Team: A Training Simulation for Team Peer Evaluation and Feedback

9:00- 12:00 Hilton Washington & Towers: Map

Offered under the joint sponsorship of MED and OBTS.

Organizer: Bryan Mundell, SDA Bocconi U.

Presenters: Bryan Mundell, SDA Bocconi U.; Christian F.

Poulson, II, California State U., Fullerton

242 ©: (ODC) Developing a Vision for the Organization Development and Change Division

9:00- 12:00 Marriott Wardman Park Hotel: Ethan Allen

Division Chair: Ronald E. Purser, California State U., San Francisco

Facilitators: Edward Hanna, Pepperdine U.; Keith P. Bahde, Benedictine U.; Marianne Araujo, Benedictine U.

Organizer: James D. Ludema, Benedictine U.

Professional Development Workshop Chair: Chris Worley, Pepperdine U.

243 : (OMT) Teaching Workshop: Grading and Assessment Issues in Teaching OMT

9:00- 12:00 Marriott Wardman Park Hotel: Maryland A

Organizer: Jean M. Forray, Western New England College Panel: Joy E. Beatty, Boston College; Jill M. Purdy, U. of Washington, Tacoma; Tracy A. Thompson, U. of Washington, Tacoma; Joyce K. Fletcher, Simmons College; Gavin M. Schwarz, U. of Queensland / U. of Woolongong; Scott W. Kunkel, U. of San Diego; William H. Bommer, Georgia State U.

244 SPDW: (OMT, BPS, MOC) Conversations on Knowledge Management - Conclusion

9:00- 11:00 Omni Shoreham Hotel: Congressional A

Preregistration required. See entry for Saturday's program.
Organizers: Candace Jones, Boston College; Mark R. Meckler,
U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of
Arkansas

Moderators: John S. Carroll, Massachusetts Institute of Technology; Raghu Garud, New York U.; Robert M. Grant, Georgetown U.; Jon Johnson, U. of Arkansas; Peter J. Lane, Arizona State U.; Arie Y. Lewin, Duke U.; Sue McEvily, U. of Pittsburgh; J.C. Spender, Fashion Institute of Technology, State U. of New York; Silvia Massini, U. of Manchester Institute of Science & Technology; Henk W. Volberda, Erasmus U.

245 : (PNP) PNP Doctoral Consortium

9:00- 11:00 Omni Shoreham Hotel: Forum

Organizers: Debra Mesch, Indiana U./Purdue U., Indianapolis; Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis

246 SPDW: (SIM. MOC. ONE) Social Network Research

9:00- 12:00 Hilton Washington & Towers: Hemisphere

Preregistration required with Judy Clair at clairiu@bc.edu

Organizers: Judith A. Clair, Boston College; Craig S. Fleisher, U. of New Brunswick

Presenters: Stephen P. Borgatti, Boston College; Tim Rowley, U. of Toronto

Sunday 9:30AM

247 : (AAC) Regional AoM Affiliates' Officers

9:30- 10:30 Marriott Wardman Park Hotel: Lanai 160

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

248: (AAC) Current Program Chairs (2000-2001)

9:30- 10:20 Marriott Wardman Park Hotel: Nathan Hale Organizer: Jone L. Pearce, U. of California, Irvine

249 : (AAC) Executive Committee of Council

9:30- 10:30 Marriott Wardman Park Hotel: Lanai 152

Organizer: dt ogilvie, Rutgers U.

250 : (ENT) Award Winning Dissertations in the Field of Entrepreneurship: A Discussion of the (1) Key Findings and Primary Contributions, and (2) Publication Experiences and Recommendations of Recent Heizer and NFIB/ETP Doctoral Dissertation Award Winners

9:30- 11:00 Marriott Wardman Park Hotel: Coolidge

Organizer: Kenneth C. Robinson, Kennesaw State U.

Presenters: Rodney C. Shrader, U. of Illinois, Chicago; Johan Wiklund, Jönköping International Business School; Andrew Zacharakis, Babson College; Charles W. Hofer, U. of Georgia

251 : (ENT) Symposium on Public Sector and NGO Strategies to Enhance Entrepreneurship for Social Benefits

9:30- 11:00 Omni Shoreham Hotel: Diplomat

Organizer: Thomas A. Bryant, Rutgers U.

Presenters: Michael Christie, Queensland U. of Technology; Raymond Saner, Center For Socio-Economic Development; Mark A. Lee, Lakeland College

252 SPDW: (MSR, PNP, SIM, MED, ONE) **Hand-in-hand: Organizational Service Learning and Team-building**

9:30- 11:30 Hilton Washington & Towers: Bancroft

Sequel to DC Habitat for Humanity service project. Open to all, including those who did not participate in the Habitat project. Panel: James J. McGee, Santa Clara U.; Gerald W. Ramey, Lewis and Clark State College; Charles S. Matthews, Florida Gulf Coast U.; David C. Trott, St. Edwards U.

Sunday 10:00AM

253 : (AAC) AME/EMJ Writers' Workshop

10:00- 12:00 Marriott Wardman Park Hotel: Congressional *Organizer:* **Sheila M. Puffer, Northeastern U.**

254: (AAC) Newsletter Editors for Divisions and Interest Groups

10:00- 11:00 Marriott Wardman Park Hotel: Lanai 156

Organizer: Norman B. Brvan. Georgia State U.

255 SPDW: (CAR, SIM, OCIS, GDO) Balancing Life and Career Spheres: An Interactive Workshop Focusing on Personal Development

10:00- 12:00 Hilton Washington & Towers: State No advance registration required.

Chair: Lillian Eby, U. of Georgia

Facilitator: Joyce E.A. Russell, U. of Maryland

256: (HCM) Scholarship Unbounded: A Session on Sessions

10:00- 11:30 Hilton Washington & Towers: Jefferson East

Pre-register with Leonard Friedman at leonard.friedman@orst.edu

Chair: Jeanine W. Turner, Georgetown U.

Panel: Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.;

James D. Bramble, Creighton U.

257 SPDW: (IM, TIM, ITC) Creating Value Using eBusiness: Do Different Countries Require Different Models?

10:00- 12:00 Marriott Wardman Park Hotel: Virginia C

Organizer: Carl Fey, Stockholm School of Economics

Panel: Marc Ventresca, Northwestern U.; Alice DeKoning,

Stockholm School of Economics; Tunga Kiyak, Michigan State
U.; Andrew Delios, National U., Singapore; Carl Fey, Stockholm

School of Economics

258 (MED) Partners in Learning: Integrating Faculty, Librarians and Executives in the Capstone Course

10:00- 12:00 Hilton Washington & Towers: Monroe West

Contact Aleta Best (abest@umassd.edu) or Kathleen Suchon (ksuchon@umassd.edu) for further information.

Organizer: Aleta Best, U. of Massachusetts, Dartmouth Presenters: Aleta Best, U. of Massachusetts, Dartmouth; Kathleen Suchon, U. of Massachusetts, Dartmouth; Kate Randall Haley, U. of Massachusetts, Dartmouth; Bruce Pulling, NYNEX (retired); Michael J. Haley, Pacific Scientific Energetic Materials Co.

259 (MED) Connecting Parts to Wholes: Teaching Techniques to Enliven Holistic Thinking

10:00- 11:30 Hilton Washington & Towers: Jefferson West

Organizer: Jane Schmidt-Wilk, Maharishi U.

Presenters: Jane Schmidt-Wilk, Maharishi U.; Dale E.

Fitzgibbons, Illinois State U.; David S. Steingard, St. Joseph's
U.; Dennis P. Heaton, Maharishi U.

260 ☐: (MED) Team-based Experiential Exercises in Strategic Management: Use of Individual Accountability and Assessment to Reinforce Learning

10:00- 11:30 Hilton Washington & Towers: Farragut

Pre-registration, while not required, will enable participants to receive materials in advance.

Organizer: C. Gopinath, Suffolk U.

Presenters: C. Gopinath, Suffolk U.; Julie Siciliano, Western New England College

261 SPDW: (OMT, BPS, HR, OB) The Craft of Reviewing

10:00- 12:00 Omni Shoreham Hotel: Congressional B

Organizers: Barbara A. Ribbens, Western Illinois U.; Hettie Richardson, U. of Georgia

Panel: Maureen L. Ambrose, U. of Central Florida; Tina Dacin, Queens U.; Jeffrey S. Harrison, U. of Central Florida; Robert J. Vandenberg, U. of Georgia

262 SPDW: (RM, CAR, PNP) Ask the Quantitative Experts

10:00- 12:00 Hilton Washington & Towers: Caucus *Organizer:* **Philip L. Roth, Clemson U.**

Presenters: Philip L. Roth, Clemson U.; Larry J. Williams, Organizational Research Methods Journal; Charles Lance, U. of Georgia; Stephanie L. Castro, Louisiana State U.; Bennett J. Tepper, U. of North Carolina, Charlotte; Nate Bennett, Louisiana State U.; David A. Hofmann, Michigan State U.; Mark A. Griffin, Queensland U. of Technology; Fred Switzer, Clemson U.; Philip Bobko, Gettysburg College; Herman Aguinis, U. of Colorado, Denver; Yoav Ganzach, Tel Aviv U.

263 SPDW: (*RM*, *ODC*, *OMT*, *PNP*, *MOC*) **Methodological Innovations for Postmodern Inquiry**

10:00- 12:00 Hilton Washington & Towers: Georgetown West

Presenters: Kenneth Gergen, Swarthmore College; Mary Gergen, Pennsylvania State U.

264 SPDW: (RM, PS, PNP, MOC) Ethnography or Bust: An Examination of the Adoption of Ethnography by U.S. Corporations

10:00- 12:00 Hilton Washington & Towers: Military

Chair: Ruth Sando, FannieMae

Presenters: Christine Riley, Intel Corp; Con Kenney, FannieMae; Barbara Perry, Barbara Perry Associates

265: (TIM) Research Themes in Digital Commerce

10:00- 12:00 Omni Shoreham Hotel: Ambassador

Organizer: Philip C. Anderson, Dartmouth College Panel: Anita McGahan, Boston U.; Wanda J. Orlikowski, Massachusetts Institute of Technology; Marc Ventresca, Northwestern U.

Sunday 10:15AM

266 : (AAC) Conference Break

10:15- 10:45 Marriott Wardman Park Hotel: Exhibit Break Area

Join us for refreshments.

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

267 SPDW: *(CM, RM)* Workshop on Levels of Analysis: Theoretical and Empirical Issues in Multilevel Research

10:15- 12:00 Hilton Washington & Towers: Lincoln West

No pre-registration required.

Organizers: Michele Gelfand, U. of Maryland; Donald E. Gibson, Yale U.

Panel: Katherine Klein, U. of Maryland; Paul Hanges, U. of Maryland

Sunday 10:30AM

268 : (AAC) Eastern Academy of Management Officers

10:30- 12:00 Marriott Wardman Park Hotel: Johnson

Organizer: Joel I. Harmon, Fairleigh Dickinson U.

269 : (AAC) Midwest Academy of Management Officers

10:30- 12:00 Marriott Wardman Park Hotel: Truman

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

270 : (AAC) Southwest Academy of Management Officers

10:30- 12:00 Marriott Wardman Park Hotel: Lanai 160

Organizer: Donde P. Ashmos, U. of Texas, San Antonio

271 : (AAC) Southern Academy of Management Officers

10:30- 12:00 Marriott Wardman Park Hotel: Eisenhower

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

272 : (AAC) Western Academy of Management Officers

10:30- 12:00 Marriott Wardman Park Hotel: Roosevelt

Organizer: Steven M. Sommer, U. of California, Riverside

273 : (AAC) Incoming Chairs of Divisions and Interest Groups (2001-2002)

10:30- 12:00 Marriott Wardman Park Hotel: Thomas Paine

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

274 : (AAC) Current and Incoming Heads and Members of Academy Committees

10:30- 11:30 Marriott Wardman Park Hotel: Nathan Hale

Organizer: Jean M. Bartunek, Boston College

275 : (*IM*) Barry M. Richman Dissertation Award Finalists Presentations

10:30- 12:00 Omni Shoreham Hotel: Calvert

Organizer: Mary Ann Von Glinow, Florida International U.

Chair: Douglas Nigh, U. of South Carolina

Presenters: Michelle Gittelman, New York U.; Howard Jerome Shatz, Public Policy Institute of California; Namgyoo K. Park, U. of Miami; Charles Dhanaraj, Indiana U.

276 🚇 🖔 : (MED) Supplementing the Government Dollar: **International Partnerships for Management Education**

10:30- 12:00 Hilton Washington & Towers: Chevy Chase Organizer: Ian Palmer, U. of Technology, Sydney Presenters: Ian Palmer, U. of Technology, Sydney; Cynthia Hardy, U. of Melbourne; Bill Harley, U. of Melbourne; Gill Palmer, Monash U.; Nelson Phillips, McGill U.; Geoff Soutar, U. of Western Australia; Lea Elizabeth Waters, U. of Melbourne; Frances Westley, McGill U.

277 : (MH) Getting Involved in Professional Organizations and Getting Your Work Accepted: Strategic Career **Strategies**

10:30- 12:00 Marriott Wardman Park Hotel: Harding Chair: Shawn M. Carraher, Texas A&M U.

Presenters: Jill Hough, U. of Tulsa; Geralyn McClure Franklin, U. of Texas, Permian Basin; Scott C. Douglas, U. of Montana; JoAnn Duffy, Sam Houston State U.

278 ©SPDW: (OM, BPS) E-Business: Where Strategy and **Operations Meet**

10:30- 12:00 Marriott Wardman Park Hotel: Virginia A

Coordinator: Marvin B. Lieberman, U. of California, Los Angeles Participants: Suresh B. Kotha, U. Washington; Andrew McAfee, Harvard U.; Joseph P. Bailey, U. of Maryland

Sunday 11:00AM

279 SPDW: (CMS, BPS, CM, IM, MED, MOC, OB, ODC, OMT,

ONE, PNP, RM, TIM) CMS: Plenary

11:00- 12:00 Marriott Wardman Park Hotel: Cotillion North

All welcome!

Chair: Ralph Stablein, Massey U.

280 : (ENT) Thinking Entrepreneurially? Understanding the Opportunities (and Pitfalls) of Research in **Entrepreneurial Cognition**

11:00- 12:00 Marriott Wardman Park Hotel: Coolidge

Organizer: Norris F. Krueger Jr., Boise State U.

Presenters: Ron K. Mitchell, U. of Victoria; Connie Marie Gaglio. California State U., San Francisco; Dean Shepherd, U. of Colorado, Boulder; Robert A. Baron, Rensselaer Polytechnic Institute

Sunday 11:30AM

281 : (HCM) Next Steps: Beyond Networking

11:30- 12:00 Hilton Washington & Towers: Jefferson West

Facilitators: All HCMD PDW attendees. Pre-registration required.

Coordinator: Leonard H. Friedman, Oregon State U.

Sunday 12:00PM

282: (AAC) Incoming Program Chairs (2001-2002)

12:00- 1:30 Marriott Wardman Park Hotel: Thomas Paine Organizer: Rosalie L. Tung, Simon Fraser U. 283: (AAC) Academy of Management Council

12:00- 2:00 Marriott Wardman Park Hotel: Johnson

Organizer: dt ogilvie, Rutgers U.

284 : (AAC) AMR Writers' Workshop

12:00- 2:00 Marriott Wardman Park Hotel: Coolidge

Organizer: Thomas A. D'Aunno, U. of Chicago

285: (AAC) Journal of Applied Managment and Entrepreneurship

12:00- 2:00 Marriott Wardman Park Hotel: Kennedy

Organizer: Jane Whitney Gibson, Nova Southeastern U.

286: (AAC) Incoming 2001-2002 PDW Chairs

12:00- 1:30 Marriott Wardman Park Hotel: Congressional

Organizer: TBA

287: (AAC) International Theme Committee

12:00- 2:00 Marriott Wardman Park Hotel: Lanai 160

Chair: Morten Huse, Centre for Church Research Organizer: Ann Gregory, Memorial U., Newfoundland

Sunday 1:00PM

288: (AA) AoM Award Winners' Symposium on the **Practice of Management Knowledge**

1:00- 2:30 Marriott Wardman Park Hotel: Cotillion Ballroom Here is one very special session to kick off your conference! Featuring last year's Academy Award winning heavyweights Henry Mintzberg, Scholarship Award; Joanne Martin, Educator Award; Art Bedeian, Service Award; and Howard Aldrich, Terry Book Award. President Andrew H. Van de Ven will host this distinguished panel discussion on the practice of management knowledge. Learn from their insights on how we can better develop and apply management knowledge in practice.

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

Presenters: Henry Mintzberg, McGill U.; Joanne Martin, Stanford U.; Arthur G. Bedeian, Louisiana State U.; Howard Aldrich, U. of North Carolina, Chapel Hill

289 🚇 🖞 : (AA) Effective Teaching with Cases that Show How Governments Matter: Teaching Demonstrations with Critical Discussions

1:00- 5:00 Marriott Wardman Park Hotel: Delaware A

Organizers: Timothy W. Edlund, Morgan State U.; John F.

Mahon, U. of Maine

The Iran-Contra Affair: Will No One Rid Me of This Troublesome Priest?

Steven Maranville, U. of Houston, Downtown

Fishery Products International Ltd: A New Challenge

Tami L. Hynes, Memorial U., Newfoundland; Glenn Rowe, Memorial U., Newfoundland

The U.K. National Lottery

David Wornham, U. of the West of England

CDMA Wars (A): Qualcomm's Technology Strategy

Joel West, U. of California, Irvine

290: (AAC) How to Use AoM Placement Services

1:00- 2:00 Marriott Wardman Park Hotel: Harding

Organizer: Nancy H. Leonard, Lewis and Clark State College

Sunday 2:00PM

291: (AAC) Academy of Management Review

2:00- 3:30 Marriott Wardman Park Hotel: Lanai 160 *Chair:* **Edward J. Conlon, U. of Notre Dame**

292: (AAC) New Member Orientation 2:00- 3:00 Marriott Wardman Park Hotel: Delaware B

Organizer: Jane Whitney Gibson, Nova Southeastern U.

293 : (AAC) Academy of Management Journal Outgoing Editorial Board

2:00- 3:30 Marriott Wardman Park Hotel: Embassy Chair: **Gregory B. Northcraft, U. of Illinois**

294: (AAC) Human Relations 2:00- 3:30 Marriott Wardman Park Hotel: Kennedy Chair: Paul Willman, U. of Oxford

295 : (AAC) Academy of Management Executive

2:00- 3:30 Marriott Wardman Park Hotel: Hoover Chair: Sheila M. Puffer, Northeastern U.

296: (AAC) Leadership Quarterly 2:00- 3:30 Marriott Wardman Park Hotel: Eisenhower Chair: James G. Hunt, Texas Tech U.

297: (AAC) Journal of Management 2:00- 3:30 Marriott Wardman Park Hotel: Ethan Allen

Chairs: K. Michele Kacmar, Florida State U.; David Ketchen,

Florida State U.

298 : (AAC) **M@n@gement**

2:00- 3:30 Marriott Wardman Park Hotel: Johnson

Chairs: Martin G. Evans, U. of Toronto; Bernard Forgues, U. of

Paris

299 : (AAC) Journal of Organizational Change Management /TAMARA

2:00- 3:30 Marriott Wardman Park Hotel: Thomas Paine

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

viorenead State U.

300: (AAC) Academy of Management Learning and Education Journal

2:00- 3:30 Marriott Wardman Park Hotel: Congressional *Chair:* **Roy J. Lewicki, Ohio State U.**

301 : (AAC) Management Learning Editorial Board

2:00- 3:30 Marriott Wardman Park Hotel: Taft

Chair: Elena P. Antonacopoulou, U. of Manchester

302: (AAC) Organization Science 2:00- 3:30 Marriott Wardman Park Hotel: Harding

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

303 : (AAC) Journal of Occupational Health Psychology

2:00- 3:30 Marriott Wardman Park Hotel: Lanai 152

Chair: Julian Barling, Queen's U.

304: (AAC) Group and Organization Management

2:00- 3:30 Marriott Wardman Park Hotel: Roosevelt Chair: Christopher P. Earley, Indiana U.

305 : (AAC) Journal of Management Inquiry

2:00- 3:30 Marriott Wardman Park Hotel: McKinley

Chairs: Paul M. Hirsch, Northwestern U.; Kimberly B Boal, Texas

Tech U.

306: (AAC) Administrative Science Quarterly

2:00- 3:30 Marriott Wardman Park Hotel: Maryland A

Chair: Christine Oliver, York U.

307: (AAC) Organization

2:00- 3:30 Marriott Wardman Park Hotel: Nathan Hale

Chairs: Marta B. Calas, U. of Massachusetts, Amherst; Linda

Smircich, U. of Massachusetts, Amherst

308: (AAC) Journal of Operations Management

2:00- 3:30 Marriott Wardman Park Hotel: Wilson A

Organizer: Robert D. Klassen, U. of Western Ontario

Sunday 2:45PM

309 : (AAC) Conference Break

2:45- 3:15 Marriott Wardman Park Hotel: Exhibit Break Area

Join us in the Exhibit area for refreshments. Sponsored by Prentice

Hall (Bronze Exhibitor Sponsor)

Coordinator: Geralyn McClure Franklin, U. of Texas, Permian

Basin

Sunday 3:00PM

310 খ : (AA) Distinguished Program Speaker: Managing the Reconstruction of a War-torn Society: The Case of Bosnia-Herzegovina

3:00- 4:30 Marriott Wardman Park Hotel: Cotillion Ballroom

Jacques Klein is the Under Secretary General of the United Nations, Special Representative of the Secretary General and Coordinator of the United Nations Operations in Bosnia and Herzegovina.

Organizer: Raymond Saner, Center For Socio-Economic Development

Program Chair: Jone L. Pearce, U. of California, Irvine Keynote Speaker: Jacques Klein, United Nations

311 : (AAC) Mentoring Committee Meeting

3:00- 4:30 Marriott Wardman Park Hotel: Lanai 156 Chair: Stacy Blake-Beard, Harvard U.

312: (AAC) Academy of Management Journal Incoming Editorial Board

3:30- 5:00 Marriott Wardman Park Hotel: Embassy Chair: **Thomas W. Lee, U. Washington**

Sunday 3:30PM

313: (AAC) Executive Committee Meetings of Divisions and Interest Groups

3:30- 5:00 Various Hotels: See Below

BPS- MAR: Kennedy:

CAR- HIL: Edison:

CM- HIL: Farragut;

ENT- OMN: Calvert;

GDO- HIL: Grant:

HCM- HIL: DuPont:

HRM- MAR: Johnson;

IM- OMN: Embassy:

MC- OMN: Cabinet:

MED- HIL: Chevy Chase;

MH- HIL: State;

MOC- OMN: Council:

MSR- HIL:Bancroft:

OM- HIL:Kalorama:

ODC- MAR: McKinley

OMT- MAR:Roosevelt;

OB- MAR: Eisenhower;

OCIS- OMN:Forum:

ONE- HIL: Map;

PNP- MAR: Taft;

RM- OMN: Executive:

SIM- HIL: Caucus;

TIM- OMN: Capitol

314: (AAC) Journal of Leadership Studies

3:30- 5:00 Marriott Wardman Park Hotel: Lanai 160

Chair: Richard M. Hodgetts, Florida International U.

315: (AAC) Journal of Management Education

3:30- 5:00 Marriott Wardman Park Hotel: Thomas Paine

Chair: Dale E. Fitzgibbons, Illinois State U.

316 : (AAC) Organization Science Editorial Board Review Reception

3:30- 5:00 Marriott Wardman Park Hotel: Virginia A

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

317: (AAC) Journal of Management Inquiry Editorial **Board Reception**

3:30- 5:00 Marriott Wardman Park Hotel: Virginia B

Organizers: Paul M. Hirsch, Northwestern U.; Kimberly B Boal, Texas Tech U.

318: (AAC) Management Science

3:30- 5:00 Marriott Wardman Park Hotel: Coolidge

Chair: Linda Argote, Carnegie Mellon U.

Sunday 5:00PM

319: (AA) Academy of Management Convocation

5:00- 6:55 Marriott Wardman Park Hotel: Cotillion Ballroom

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

Welcome

Jone L. Pearce, U. of California, Irvine

The State of the Academy of Management

Andrew H. Van de Ven, U. of Minnesota

All-Academy Awards and Celebration: Presentation of the Newman, Dexter, and Outstanding Mentoring Practice

Lisa K. Gundry, DePaul U.; Joycelyn Finley-Hervey, Jackson State U.; Alfred Kieser, Mannheim U.; Eleanor O'Higgins, U. College, Dublin

2001 Distinguished Academy of Management Executive: How a Mission-driven Company Creates Long-term Shareholder Value

William W. George, Medtronic, Inc.

Sunday 6:30PM

320 8: (ART) Art & Poetry Reception

6:30- 9:00 Marriott Wardman Park Hotel: Wilson A/B/C

Join us for the opening of the Art and Poetry Exhibition. On Monday and Tuesday, the exhibition can be viewed in Exhibit Hall B. adjacent to the Exhibits area, from 9:00 AM to 5:00 PM.

y Images of Governance: (1)The Corporate World-(2)The Common Man.

Rekha Krishnan, Tilburg U.

Still. Sad

Steven S. Taylor, U. of Bath

Hoping for a New Millennium.

Sylvia Meierewert, Vienna Business School

B Government and Freedom

Grace Ann Rosile, New Mexico State U.

Blue Chips and White Papers

Laura Ellen Baker, U. of Queensland

y The Intimacy of Nature

Mark P. Kriger, Norwegian Schoool of Mgmt

By Public Sector Governance and B. C.'s Coastal Forest Products Industry: A Multi-stakeholder Imperative Nancy Jean Higginson, U. of Calgary

8 No Longer Interested in Our Governance?

David L. Deephouse, Louisiana State U.

- Government as Attempted Management of Randomness Karen Bishop, U. of Louisville
- y I Ain't Mad at 'Em! How Government Matters C. Douglas Johnson, Winthrop U.
- 8 No Box to Check

Dina Mansour-Cole, Indiana U./Purdue U., Fort Wayne

" What Does it Take to Be a "Good" Citizen?

Gail H. McKee, Roanoke College

By Evolution: A Water Fountain Mark Pruett, George Mason U. y Urban Matters

Gabe Buntzman, Western Kentucky U.

We Know We Can Manage Well With a Government State of Mind

Karun K. Singh, Columbia U.

y The Boss

Ana Sierra Leonard, U. of Cincinnati

y The Old George

Rita Anne Durant, U. of Alabama

- y Behind the Bamboo Curtain Malika Richards, Drexel U.
- y A Brace of Ideologies William McKinley, SIUC
- Governing Employee Behaviors and Attitudes through Office Design

Gary Henderson, U. of California, Irvine; Christopher D. Zatzick, U. of California, Irvine

W How Government Mattered, 1942
Kimberly D. Elsbach, U. of California, Davis

The Globalization of Commercialization

Dennis A. Gioia, Pennsylvania State U.

Governing Images: My Father's Career.

Christian F. Poulson, II, California State U., Fullerton

9 Discovering Direction

Mary Sully de Luque, U. of Pennsylvania

8 Thought

Mary Sully de Lugue, U. of Pennsylvania

Moonlight Shadows: A Look Into Musical Governance Chee Kong Ho, National U., Singapore; Chay Hoon Lee, NTU, Singapore

At the Still Point, There is Only the Dance Nancy J. Adler, McGill U.

Sunday 7:00PM

321 : (AA) All-Academy Reception: Cabaret and Conversation

7:00- 9:00 Marriott Wardman Park Hotel: Marriott Ballroom Foyer Sponsored by the University of Virginia Darden Graduate School of Business Administration and the University of Richmond. The Washington, D.C. Organizing Committee welcomes you to the annual meeting with an opportunity to enjoy collegial conversations and strengthen and renew the friendships that keep our community strong. To engage you in the conference theme, we offer you a special performance by a political comedy entertainment group -- The Capitol Steps -- in the adjacent Cotillion Ballroom at 7:30.

Hosts: Jone L. Pearce, U. of California, Irvine; Carol Sexton, U. of California, Irvine; Rosalie L. Tung, Simon Fraser U.; Rita Collins, Simon Fraser U.; Joyce Osland, U. of Portland; Tammy D. Allen, U. of South Florida; Dennis A. Gioia, Pennsylvania State U.; Charles B Shrader, Iowa State U.; Dennis H Nagao, Georgia Institute of Technology; Karen S. Whelan-Berry, Samford U.; Geralyn McClure Franklin, U. of Texas, Permian Basin; Nancy H. Leonard, Lewis and Clark State College;

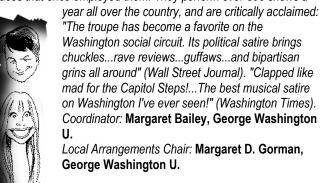
Morten Huse, Centre for Church Research; Jane Whitney Gibson, Nova Southeastern U.; and Matt L. Suppa. Academy of Management; Nancy Urbanowicz, Academy of Management; Terese Loncar, Academy of Management; Heather Crowe, Academy of Management; Linda M. Panzer, Academy of Management; Susan Zaid, Academy of Management Coordinators: D. Jeffrey Lenn, George Washington U.; Marybeth Anderson, George Washington U.: Margaret Bailey, George Washington U.; Gary A. Bojes, George Washington U.; Chris G Johnson, George Washington U.; Richard J. Klimoski, George Mason U.; Jason Korrasik, George Washington U.; Peggy Sweitzer, George Washington U.; Tamara Taylor, George Washington U.; Julie Wallace, George Washington U. Local Arrangements Chairs: Margaret D. Gorman, George Washington U.; Andrea Casey, George Washington U.; David R. Schwandt, George Washington U.

Sunday 7:30PM

322: (AA) Capitol Steps

7:30- 8:20 Marriott Wardman Park Hotel: Cotillion Ballroom
The Capitol Steps are a troupe of Congressional staffers-turned-

comedians who travel the country satirizing the very people and places that once employed them. They perform over 500 shows a





Monday, August 6, 2001

Monday 7:00AM

323: (GDO) Breakfast with Gender and Diversity

7:00- 8:15 Hilton Washington & Towers: Map

Well, you all have gender or diversity of some kind, don't you? So come have breakfast with the Gender and Diversity in Organizations Division. If you're already a member, come and chat with old friends and make new ones. If you're not already a member, come join us and see what we're about!

Monday 7:45AM

324 € 8 : (MC) State of Management Consulting in 2001 and Welcome Address

7:45- 8:25 Omni Shoreham Hotel: Governor's
State of Management Consulting in 2001. Join us for a "light breakfast" and meet 2001 program organizers, presetners, members and friends. It includes an overview of 2001 program.
Presenters: Kurt Motamedi, Pepperdine U.; Anthony F Buono, Bentley U.

Monday 8:00AM

325: (MH) Management History Division Welcome

8:00- 8:45 Hilton Washington & Towers: Hemisphere

A warm welcome is extended to members and friends of the Management History Division. Come and hear about our program for the 2001 meeting!

Division Chair: Eileen Kelly, Ithaca College

Program Chair: Charles Booth, U. of the West of England

326: (ODC) **ODC** Division Welcome and Continental Breakfast

8:00- 8:30 Marriott Wardman Park Hotel: McKinley Program Chair: Peter Sorensen, Benedictine U.

Monday 8:20AM

327 : (TIM) TIM Welcome (Continental Breakfast)

8:20- 8:55 Omni Shoreham Hotel: Capitol

Division Chair: Deborah J. Dougherty, Rutgers U.

Monday 8:30AM

328 8: (AA) How Governments Matter: Politics in Competitive Strategy

8:30- 10:20 Marriott Wardman Park Hotel: Salon 2

Chair: John M. de Figueiredo, Massachusetts Institute of Technology

Political Strategy in Internet Intellectual Property Protection John M. de Figueiredo, Massachusetts Institute of Technology

The Cost and Benefits of Commitment: The Chilean Experience with Price Cap Regulation Alexander Dyck, Harvard U.

The Politics of Electricity Investment Bennet Zelner, Georgetown U.

Where in the World Do You Put a Four-Billion Dollar Factory? The Location Decision in Semiconductor Manufacturing Witold J. Henisz, U. of Pennsylvania; Jeffrey Macher, Georgetown U.

Discussant: Shane Greenstein, Northwestern U.

329 8: (BPS) The Role of Governments in Promoting Cooperative R&D: Policy Objectives, Empirical Evidence, and Managerial Implications

8:30- 10:20 Marriott Wardman Park Hotel: Wilson C

Chair: Rosemarie Ham Ziedonis, U. of Pennsylvania

The Structure of Contracts in Strategic Alliances: Evidence From NCRA Filings of Joint Venture Research Consortia Suzanne E. Majewski, U.S. Deptartment of Justice; Dean V. Williamson, U.S. Deptartment of Justice

The Impact of SEMATECH on U.S. Semiconductor R&D Kenneth Flamm, U. of Texas, Austin

Estimating Spillover and Diffusion Effects of Research Consortia: Lessons from SEMATECH

Brian Silverman, Harvard U.; Arvids A Ziedonis, U. of Pennsylvania; Rosemarie Ham Ziedonis, U. of Pennsylvania Discussants: Mariko Sakakibara, U. of California, Los Angeles; David Mowery, U. of California, Berkeley

330: (BPS) Research Trends in Top Management Team Research

8:30- 10:20 Marriott Wardman Park Hotel: Wilson A

Chair: Daniel Tzabbar, U. of Toronto

What Do Top Management Teams Do?

Michael A. Roberto, Harvard U.

Who Needs a COO?Toward Understanding CEOs Who Delegate the Internal Leadership Role

Donald C. Hambrick, Columbia U.; Albert A. Cannella Jr., Texas A&M U.

Top Management Team Heterogeneity, Power, and Performance in a Hospital Setting

Patricia Cherie Pitcher, HEC Montreal; Anne D Smith, U. of Tennessee, Knoxville; Jacqueline N. Hood, U. of New Mexico; Susan Houghton, Georgia State U.

Discussant: Michael Jensen, Northwestern U.

331 : (BPS) Technology Strategy

8:30- 10:20 Marriott Wardman Park Hotel: Wilson B

Chair: Ilgaz Tahir Arikan, Ohio State U.

A Real Option Perspective on the Market Valuation of a Firm's Technological Competence *

Edward Levitas, U. of Wisconsin, Milwaukee; Tailan Chi, U. of Illinois, Urbana-Champaign

Linking Strategy Processes to Performance Outcomes in Dynamic Environments: The Need to Target Multiple Bull's Eve

Linda Tegarden, Virginia Polytechnic Institute and State U.; Yolanda A Sarason, Colorado State U.; Catherine Banbury, St. Mary's College Technology Investments As Real Options: An Evolutionary Perspective And Model

Kent Miller, Purdue U.; Andac Arikan, New York U.

●Innovation In Systemic Products: Implications For Incumbent Versus New Entrant Advantages Sendil Ethiraj, U. of Pennsylvania

Experience Spillovers Across Corporate Development Activities

Maurizio Zollo, INSEAD; Jeffrey J. Reuer, Ohio State U. Discussant: Johann Peter Murmann, Northwestern U.

332 SHCS: (BPS, ENT) Strategy and Entrepreneurship:

What Changes in the Digital Economy? 8:30- 10:20 Marriott Wardman Park Hotel: Cotillion South

Chair: Raphael H. Amit, U. of Pennsylvania

Industry Transformation and the Digital Economy Anita McGahan, Boston U.

Strategy And Entrepreneurship: What Changes in the Digital Economy? - Not Much

Jay Barney, Ohio State U.; Valentina Della Corte, U. of Naples; Mauro Sciarelli, Second U. of Naples

A Relational Perspective on Strategic Choice in the New Economy

Harbir Singh, U. of Pennsylvania

Interorganizational Partnerships in the Digital Economy Ranjay Gulati, Northwestern U.

Transaction Cost Economics: What Changes in the Digital Economy

Jeff Dyer, Brigham Young U.

What's New in Entrepreneurship: A Need to Begin Focusing on the Dynamics of Employment, Productivity and Social Wealth Creation

lan C Macmillan, U. of Pennsylvania Discussant: Christoph Zott, INSEAD

333 SHCS: (BPS, TIM) Managing Knowledge, Innovation and Learning: Insights from the Real Options Perspective 8:30- 10:20 Marriott Wardman Park Hotel: Cotillion North

Chairs: Tailan Chi, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign

An Option Pricing Approach to Technological Adoption in Environments Characterized by a Sequence of Innovations Michael J. Leiblein, Ohio State U.

A Dynamic Model of Inter-partner Learning in Knowledgeintensive Joint Ventures

Tailan Chi, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign

Uncertainty and the Likelihood of Entry: An Empirical Assessment of the Mediating Role of Sunk Costs Douglas Johnson, Purdue U.; Jonathan O'Brien, Purdue U.; Tim Folta, Purdue U.

Exercising Real Options on Technological Knowledge: The Risk of Escalation or Under-investment

Russell Coff, Emory U.; Kevin J. Laverty, U. of Washington, Bothell

334: (CAR) Taking Personal Control of Career Development

8:30- 10:20 Hilton Washington & Towers: Jefferson West

Chair: Monica L Forret, St. Ambrose U.

Building Career or Building Sandcastles?: Academics' Perceptions of the Benefit of Expatriation for Career Development

Julia Richardson, U. of Otago; Mary Mallon, U. of Otago

Towards a Theory of Career Self-management

Zella King, King's College, London

Being Proactive in Your Career: Linking Personality, Behaviors, and Career Outcomes

Scott Seibert, Cleveland State U.; Maria Kraimer, Cleveland State U.: Mike Crant, U. of Notre Dame

Gender and the Use of Supplication and Intimidation in Organizations *

Mark C. Bolino, U. of Notre Dame; William H. Turnley, Kansas State U.

Winner of Careers Division Applied Paper Award

Career Communities: A Preliminary Test of Member-defined Career Support Structures

Polly Parker, U. of Auckland

Discussants: Yehuda Baruch, UEA; Judi S Strauss, Benedictine

335: (ENT) Aspirations, Intentions, and Motivations in Entrepreneurship

8:30- 10:20 Omni Shoreham Hotel: Cabinet

Chair: Charlene Nicholls-Nixon, U. of Western Ontario Increasing Opportunity and Declining Motivation?: How Startup Size Affects External Learning

Paul Almeida, Georgetown U.: Gina Dokko, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania

Aspiration Level, Labor Market Evaluation, and the Decision To Become an Entrepreneur

Joo-Heon Lee, U. of Virginia; Sankaran Venkataraman, U. of Virginia

Adversity Quotient: The Role of Perseverance in New Venture Formation

Gideon D. Markman, Rensselaer Polytechnic Institute; Robert A. Baron, Rensselaer Polytechnic Institute; David B. Balkin, U. of Colorado, Boulder

→ Intentions and Growth: The Moderating Role of Resources and Opportunities *

Johan Wiklund, Jönköping International Business School; Dean Shepherd, U. of Colorado, Boulder

336 : (GDO) Welcome and New Member Orientation 8:30- 9:00 Hilton Washington & Towers: Map

Both new and more experienced members are invited to this session. Get to know one another and learn a little about the benefits of Division membership and how to become more involved in the Division.

337 JS: (GDO, OB, CM) Experiencing and Coping with Work-family Interfaces:Perspectives Across and Within **Cultures**

8:30- 10:20 Hilton Washington & Towers: Lincoln East

Chair: Frieda Reitman, Pace U.

The Nature and Process of Work-family Conflict: A Cross-Cultural Investigation of Employees in China, Hong Kong, Mexico, Singapore, and the United States

Margaret A. Shaffer, Hong Kong Baptist U.; Anne Marie Francesco, Hong Kong Baptist U.; Janice R. Joplin, U. of Texas, El Paso; Theresa Lau, Hong Kong Polytechnic U.

The Impact of National Culture on Work-family Conflict Yan Ling, U. of Connecticut; Gary N. Powell, U. of Connecticut

The Influence of Work-family Culture, Benefits, and Perceived Organizational Characteristics on Turnover Intentions Karen S Lyness, City U. of New York, Baruch College; Michael K Judiesch, Manhattan College; Cynthia A. Thompson, City U. of New York, Baruch College; Laura Lynn Beauvais, U. of Rhode Island

Culture and Workplace Flexibility

Marcia Brumit Kropf, Catalyst; Meredith J. Moore, Catalyst Thinking Through WFC: Does Cognitive Capacity Make a Difference?

Suzanne C. De Janasz, James Madison U.; Scott J Behson, Fairleigh Dickinson U.

Discussant: Frieda Reitman, Pace U.

338: (HCM) Division Welcome

8:30- 8:45 Hilton Washington & Towers: Georgetown West

Program Chair: Kathleen Montgomery, U. of California, Riverside

339 ♥ SHCS: (HCM, OMT, SIM) To Err is Organizational: Blindspots in Research on Adverse Medical Events 8:30-10:20 Hilton Washington & Towers: Lincoln West

6.50- 10.20 millon washington & Towers. Lincoln west

Chairs: Kathleen M. Sutcliffe, U. of Michigan; Michal Tamuz, U. of Texas, Houston

Challenges for Studying Adverse Events from the Inside Looking Out

Robert Wears, U. of Florida

Insight in Hindsight: Confronting Challenges of Studying Medical Mishaps in Retrospect

Marilynn Rosenthal, U. of Michigan ; Kathleen M. Sutcliffe, U. of Michigan ; Elizabeth Lewton, U. of Michigan

Videotaping of Patient Care: A Method to Assess Teamwork and Error in Healthcare

Eric J. Thomas, U. of Texas, Houston; Robert L. Helmreich, U. of Texas, Austin

Learning from Organizational Error: Group-level Influences as a Critical Blindspot

Amy C. Edmondson, Harvard U.

Illuminating the Blind Spots: Studying Organizational Learning About Adverse Events in Blood Banks

Michal Tamuz, U. of Texas, Houston; Harold S. Kaplan, Columbia U.

Discussant: Karl E. Weick, U. of Michigan

340 →: (HR) Management Education and Development Strategies in a High Performance Economy: The Case of Ireland

8:30- 10:20 Marriott Wardman Park Hotel: Virginia B

Chair: Jeanette N. Cleveland, Pennsylvania State U.

Management Development in Ireland: The New Organizational Wealth?

Noreen Heraty, U. of Limerick; Michael J. Morley, U. of Limerick

Lifelong Learning for the Celtic Tiger: The Role of Information and Communication Technologies (ICTs) and Open and Distance Learning

Kay MacKeogh, Dublin City U.

Responding to Managers' Learning Needs in an Edge-of-Chaos Environment

Finian Buckley, Dublin City U.; Kathy Monks, Dublin City U.

Mentoring Functions and Career Outcomes Among

Professionals and Managers

Carolyn Wiley, U. College, Dublin

Discussants: Henrik Holt Larsen, Copenhagen Business School; Kevin Murphy, Pennsylvania State U.

341 : (HR) Personnel Selection

8:30- 10:20 Marriott Wardman Park Hotel: Virginia A

Chair: Paul W. Mulvey, North Carolina State U.

An Applicant Level Meta-analytic Matrix of Predictors of Job Performance: Analysis of Validity, Adverse Impact, and Research Needs

Philip L. Roth, Clemson U.; Philip Bobko, Gettysburg College; Denise Potosky, Pennsylvania State U., Great Valley

●Interviewer Job Expertise and Rating Scale Format as Contextual Factors in Situational Interviews * Steven D. Maurer, Old Dominion U.

What Do Structured Employment Interviews Measure?
Examining the Construct Validity of a Behavior Description
Interview *

Chad H. Van Iddekinge, Clemson U.; Patrick H. Raymark, Clemson U.; Carl E. Eidson, Jr., Wilson Learning Corporation

The Interactive Effects of Extroversion and Conscientiousness on Job Performance

Lawrence A. Witt, U. of New Orleans

Explaining Racial Differences on Cognitive Ability Tests: An Integration of Face Validity and Stereotype Threat Research

Robert E. Ployhart, U. of Maryland; Jonathan Ziegert, U. of Maryland; Lynn A. McFarland, George Mason U.; Dalit Lev-Arey, George Mason U.

Discussant: Greg L. Stewart, Brigham Young U.

342 : (HR) **Training**

8:30- 10:20 Marriott Wardman Park Hotel: Virginia C

Chair: Jean M. Phillips, Rutgers U.

The Outsourcing of Training and Development: Its Impact on Client Organizations

Thomas W. Gainey, State U. of West Georgia; Brian S. Klaas, U. of South Carolina

New Frontiers in Training Evaluation: Relationships Among Cognitive Learning and Skill-based Performance Jim Paul, U. of Kansas; Christy Strbiak, U.S. Air Force Academy

→ The Relationship of Training Motivation to Participation in Training and Development *

Phyllis Tharenou, Monash U.

Individual Differences and Learning: A Test of a Model of Web-based Training

Marcia J. Simmering, Louisiana State U.

Discussant: Gary P. Latham, U. of Toronto

343 y JS: (IM, OMT, BPS) How Do Governments Matter for Corporate Governance? An International Perspective

8:30- 10:20 Omni Shoreham Hotel: Empire

A Closer Look at Corporate Governance Reform in Japan: Change as Politics and Fashion

Christina L. Ahmadjian, Columbia U.

From State and Family Capitalism to Potpourri Capitalism: Are Anglo-Saxon Corporate Governance Practices Exported and Institutionalized?

Ruth Aguilera, U. of Illinois, Urbana-Champaign

Globalization and Labor: French and German Corporate Governance in Comparative Perspective

Michael Goyer, Massachusetts Institute of Technology

Corporate Governance and Internationalization in the Former Soviet Union

Mike Wright, U. of Nottingham; Trevor Buck, De Montfort U.; Natalia Demina, U. of Nottingham

Discussant: Mason A. Carpenter, U. of Wisconsin, Madison Presenters: Michael Goyer, Massachusetts Institute of Technology; Mike Wright, U. of Nottingham; Christina L. Ahmadjian, Columbia U.; Ruth Aguilera, U. of Illinois, Urbana-Champaign

Authors: Trevor Buck, De Montfort U.; Natalia Demina, U. of Nottingham

344: (IP) Many Faces of Organizational Misconduct 8:30-10:20 Hilton Washington & Towers: Conservatory T1

Facilitator: Walter Nord, U. of South Florida

©SIM: No Pain, Yet Gain: Vicarious Learning from Crises in an Inter-organizational Field

Maria L. Nathan, Lynchburg College; Sarah Kovoor-Misra, U. of Colorado, Denver

SIM: Reputation, Misconduct and Performance in College Athletics: Application of a Theoretical Model of the Moderating Effects of Multiple Reputations on the Relationship Between Misconduct and Organizational and Sub-unit Performance

Lynne A. Sessions, State U. of New York, Oneonta

SIM: The View from the Passenger's Seat: A Multimethod Assessment of Passengers' Perceptions of Employee Dishonesty in the Airline Industry

Elizabeth D. Scott, Pennsylvania State U.

SIM: When Firms Fail to Learn: The Perpetuation of Discrimination in the Workplace

Lynn Perry Wooten, U. of Michigan ; Erika Hayes James, Emory U.

PNP: Individual Differences and Whistle-blowing *
Marcia P. Miceli, Georgetown U.; James R. Van Scotter, U. of

Memphis; Janet P. Near, Indiana U., Bloomington; Michael T. Rehg, Air Force Institute of Technology
Charles H. Levine Award

345: (IP) Expatriate Decisions, Performance Appraisal, and Skill Requirements

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T1

Facilitator: Mark C. Bolino, U. of Notre Dame

→ MOC: Unfolding Model of Expatriate Withdrawal and Nonwithdrawal Decisions: Decision Making from a Dualistic Adjustment Perspective

Riki Takeuchi, U. of Maryland, College Park

IM: Expatriate Managers: Understanding Skill Requirements and Cultural Influences on Work

Shung Jae Shin, Texas A&M U.; Frederick Morgeson, Michigan State U.; Michael A. Campion, Purdue U.

IM: Doing It All Over: The Relationship between Experience Factors and Receptivity to an International Assignment Don A. Larsen, Northeastern State U.; Sandra D. Edwards, Northeastern State U.

△→IM: Factors Influencing Expatriate Performance Appraisal System Success David C. Martin, American U.

346: (IP) Stakeholders and Corporate Boards

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T13

Facilitator: S. Trevis Certo, Indiana U.

IM: Inhibitors and Enhancers: The Role of Internal and External Stakeholders in the National Transition Process of Privatization and Economic Liberalization

Ben L. Kedia, U. of Memphis; Paula Danskin Harveston, Berry College

SIM: Is Boards of Directors' Stock-based Compensation Exclusionary?

Catherine M. Daily, Indiana U.; Dan R. Dalton, Indiana U.

ENT: The Liability and Asset of Newness and Stakeholders' Assessment: An Exploratory Study

Young Rok Choi, Rensselaer Polytechnic Institute

ENT: Board of Directors and CEO Influences During High Growth Transitions

Rebecca Ann Luce, Texas Christian U.

347 : (IP) Team Effectiveness and Learning

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T3

Facilitator: James W. Bishop, New Mexico State U.

OB: A Multi-level Model of Interdependence and Individual Effectiveness in Teams

Simon Taggar, York U.; Victor Y. Haines III, U. of Sherbrooke

OB: Team Learning: A Transactive Memory Approach Aleksander P. Ellis, Michigan State U.; John R. Hollenbeck, Michigan State U.; Daniel R. Ilgen, Michigan State U.; Christopher O.L.H. Porter, Michigan State U.

ODC: High Performance Organization Design and Self-Directed Work Teams: A Longitudinal Quasi-experimental Field Study

Gerard F Farias, Loyola U., Chicago; Barry A. Macy, Texas Tech U.

- OB: Shared Knowledge and Effort in Multicultural Teams: Cultural Diversity's Impact on Team Member Exchange Kimberly A. Eddleston, U. of Connecticut
- **348**: (IP) Management History and Principles of Thought 8:30-10:20 Hilton Washington & Towers: Conservatory T2

Facilitator: Daniel J. Svyantek, U. of Akron

- → MH: From Evangelical Fundamentalism to Liberal Theology: The Transformation of Quakerism and the Development of Twentieth-century Management Thought in Britain Michael Rowlinson, U. of North London
- → MH: Walther Rathenau's Principles of Management:A Neglected Classic in the History of Management Thought Emil Walter-Busch, U. of Saint Gallen
- MH: A Counter-historical Approach to Business History Teresa Ann McConville, Cranfield U.; Peter Cook, U. of Plymouth
- MH: Counterfactual Posturing: Hindsight into the Future? Robert Bradley MacKay, U. of St. Andrews
- → MH: The Modern Museum: Historicity and Postmodern Organisation Theory
 Soo Hee Lee, Birkbeck College, U. of London; Stephen Smith, Birkbeck College, U. of London

349: (IP) Leadership Research and Theory

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T2

Facilitator: Mark P. Kriger, Norwegian Schoool of Mgmt

OCIS: The Effects of Leader-member Exchange on Supervisor-subordinate Communication

- K. Michele Kacmar, Florida State U.; Suzanne Zivnuska, Florida State U.
- OB: Leadership as an Antecedent to Followers' Goal Orientation: A Review and Research Propositions Lisa Dragoni, U. of Maryland
- **OB**: A Theory of Leadership for Quality: Lessons from TQM for Leadership Theory

Chandrashekhar Lakshman, Southern Illinois U., Carbondale

MSR: To Be or Not to Be? Examining Organizational Meaning Systems from an Existential Perspective James Grinnell, Merrimack College

350: (IP) Negotiation Skills, Behaviors, and Outcomes

8:30- 10:20 Hilton Washington & Towers: Conservatory T4

Facilitator: Amy L. Pablo, U. of Calgary

- **OB:** Predicting Unethical Negotiating Behavior: An Empirical Examination of the Lewicki-Robinson Questionnaire Roger J. Volkema, American U.
- MOC: The Effect of Learning Teams on the Transfer of Skills in a Complex Multi-issue Negotiation Task

Yoella Bereby-Meyer, Harvard U.; Simone Moran, Ben Gurion U. of the Negev; Estee Aviram-Unger, Ben Gurion U. of the Negev

CM: A Social Comparison Account of Satisfaction in Interpersonal Bargaining

Nathan Novemsky, Yale U.; Maurice Schweitzer, U. of Pennsylvania

CM: Interactional Justice, Negotiator Outcome Satisfaction, and Desire for Future Negotiations: R-E-S-P-E-C-T at the Negotiating Table

Edward Eliyahu Kass, Long Island U. / New York U.

CM: The Importance of BATNAs Versus Contributions for Power and Performance in Negotiations
Peter H. Kim, U. of Southern California; Alison Fragale, Stanford U.

351: (IP) Emerging Trends in Asia

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T4

Facilitator: Garry D. Bruton, Texas Christian U.

→ " IM: How Governance Matters: Crisis and Reform In Corporate Governance in Asia

Thomas Frederick Clarke, U. of Technology, Sydney

- IM: From the Plantation to the Internet: The Changing Face of Corporate Governance in East Asia Michael Young, Chinese U., Hong Kong; Eunice Chan, Chinese U., Hong Kong
- → IM: Comparative Environments For Transnational Media: The Interplay Of Government And Business In Asia Amos Owen Thomas, Griffith U.
- → IM: Globalization and Logics of Action:Changing Employment Relations in India and China Stephen J. Frenkel, U. of New South Wales; Sarosh Kuruvilla, Cornell U.

352 : (IP) Corporate Governance

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T5

Facilitator: Shaker A. Zahra, Georgia State U.

TIM: External Governance Structures in Small, Emerging High Technology Firms: A Configurational Perspective Lance Richard Newey, U. of Queensland

- → g BPS: The Governance of Privatized Firms: A Theoretical Framework to Explore Environmental and Organizational Determinants of Privatization and Restructuring Rosario F. Faraci, U. of Catania
- BPS: Putting Your Money Where Your Mouth Is?Variation across Institutional Investors in the Supply of Governance Stephen Bowden, U. of Waikato; Anju Seth, U. of Illinois, Urbana-Champaign
- BPS: Does Persistence Pay? Strategic Persistence, Corporate Governance, and Executive Compensation
 Wayne Grossman, Hofstra U.
- **BPS:** The Moderating Effects of Position Power on the Governance Structure-performance Relationship: An Examination of Stockholder Reaction to Key Executive Deaths

Jim Combs, U. of Dayton; Maura S. Skill, U. of Dayton

353: (IP) Interfirm Cooperation and Networks

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T6

Facilitator: James M. Hagen, Cornell U.

PNP: Power and Hierarchy in Policy Networks: Privatizing Large Industrial Conglomerates in East Germany after 1990

Joerg Raab, U. of Arizona

→ ® ODC: Documenting Change: Governmentality, Intertextuality, and Organizational Networks

Julie R. Wolfram Cox, Monash U.

TIM: Technological Discontinuities and Interfirm Cooperation Frank T. Rothaermel, Michigan State U.

BPS: The Leveraging of a Dual Network as a Distinctive Relational Capability: Evidence from Three Longitudinal Case Studies

Antonio Capaldo, U. of Bologna

354 : (*IP*) Meta-analytic Findings Concerning Job Performance

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T7 Facilitator: Paul E. Tesluk, U. of Maryland

HR: The Consistency, Stability, and Test-retest Reliability of Employee Job Performance: A Meta-analytic Review of Longitudinal Findings

Michael C. Sturman, Cornell U.; Robin A. Cheramie, Louisiana State U.; Luke H. Cashen, Louisiana State U.

OB: A Meta-analysis of the Relationship Between Collective Efficacy and Work-related Performance Alexander D. Stajkovic, U. of Wisconsin, Madison; Dong-Seop Lee, U. of Wisconsin, Madison

OB: The Effect of Task Strategy Interventions as Moderators of the Goal-performance Relationship for Complex Tasks: A Meta Analysis

Robert W. Verner, Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.

355: (IP) Decision-making and Styles

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T14

Facilitator: Brian T. Loher, Mansfield U.

■MOC: Toward a Behavioral Theory of Board Involvement in the Strategic Decision Making Process

Ho-uk Lee, U. of Connecticut; Deosaran Bachoo, Texas A&M U.

™MOC: Organizational Decision-Losing: The 1976
Reorganization of U.S. Intelligence
James Douglas Orton, U. of Nevada

Maris G. Martinsons, City U., Hong Kong

356 : (*IP*) Strategic Management, Competition, Firm Performance

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T8

Facilitator: William P. Wan, Thunderbird, The American Graduate School of International Management

BPS: In Search of Hypercompetition

Gerry M. McNamara, Michigan State U.; Paul M Vaaler, Tufts U.

BPS: Industry vs. Firm and Long Term Performance Mats Lingblad, London Business School

BPS: Random Walks and Sustained Competitive Advantage Jerker C. Denrell, Stockholm School of Economics

BPS: The Action Dilemma: Empirical Evidence Regarding the Relationships Between Focal Firm Action, Rival Action and

Focal Firm Performance

Pamela Jean Derfus, U. of Maryland, College Park; Curt Grimm, U. of Maryland; Ken G. Smith, U. of Maryland

• OM: Competitive Orientation, Congruent Managerial Practices, and Manufacturing Performance Ravi Kathuria, Saint Joseph's U.; Fariborz Y. Partovi, Drexel U.; Jeffrey Greenhaus, Drexel U.

357 : (*IP*) Communication, Trust, and Information Exchange

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T9

Facilitator: Rhetta L. Standifer, U. of Missouri, Columbia
OCIS: Is It Who You Know or Where You Go?: A Comparison
of Relational and Non-Relational Information Sources
Raymond M. Henry, U. of Pittsburgh; Brian Butler, U. of

Pittsburgh

OCIS: Trusting the Source: Being Willing to Receive Knowledge in Knowledge Transfer Relationships Robert James Jensen, U. of Pennsylvania

OB: A Cognitive Model of Trust Transfer

Katherine J. Stewart, U. of Maryland, College Park

→ OB: Conversing across Cultural Ideologies: East-West Communication Styles in Work and Non-work Contexts Jeffrey Sanchez-Burks, U. of Southern California; Fiona Lee, U. of Michigan

358: (IP) Worker Skills, Competence, and Human Capital 8:30-10:20 Marriott Wardman Park Hotel: Salon 3 T10

Facilitator: Stacy E. McManus, Harvard U.

CAR: New Age Technology and New "Aged" Workers: The Impact of Age on Computer Technology Skill Acquisition and the Influence of Computer Self-efficacy, Age-related Beliefs, and Change Attitudes

Kendra Reed, Syracuse U.; Douglas R. May, U. of Nebraska, Lincoln; Shirley Waskel, U. of Nebraska, Omaha; D.Harold Doty, Syracuse U.

OB: The Mediating Effect of Skill Flexibility on Multiple Roles and Work Attitudes

Zehava Rosenblatt, U. of Haifa

HR: The Interaction Between Competence and Commitment as a Predictor of Human Capital Within the Firm Renu Burr, U. of Western Australia; Antonia Girardi, Murdoch U.

MED: Managerial Competence: Considerations for Resolving Conceptual Ambiguity

Maurice Grzeda, Laurentian U.

MED: An Examination of Self-awareness, and Improvement in Managerial Skills and Effectiveness Based on Pre-post 360 Feedback Data

Frank M. Shipper, Salisbury State U.

359 : (IP) Management Consulting

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T11

Facilitator: Rickie Moore, E.M. Lyon

Henri Savall, U. of Lyon2; Marc Bonnet, U. of Lyon, Lumiere/ISEOR; Marilyn E. Harris, CMU/HSCC

MC: A Theory of Action Analysis of Executive Coaching James M. Hunt, Babson College; Joseph R. Weintraub, Babson College

MC: Use and Assessment of Management Consulting in Southern Europe: Using Logit Models to Analyse the Influence of Client Type, Location and Assignment Specificity

Celeste Maria Amorim, U. of Reading, U.K.

360 : (IP) Cross-culture Studies and Best Practices

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T12

Facilitator: Michele Gelfand, U. of Maryland

→ RM: A Review of Cross-cultural Methodologies for Organizational Research: A Best Practices Approach Bryan Stuart Schaffer, U. of Georgia; Christine Marie Riordan, U. of Georgia

IM: Expectations and the Adjustment Process of Cross-culture Transitioners: A Comparison with Same-culture Transitioners.

Laurel Newman, U. of Illinois, Springfield; Marya L. Leatherwood, U. of Illinois, Springfield

IM: Understanding Motivation: A Cross-cultural Comparison of Sweden and Russia

Carl Fey, Stockholm School of Economics

IM: How Does Institutional Individualism Affect Employee Training: A Cross-national Study

Xiaowei Luo, U. of Illinois, Urbana-Champaign

361 □ ♥: (MC) Management Consulting: Frame Building And Frame Breaking

8:30- 10:20 Omni Shoreham Hotel: Governor's Chair: Marilyn E. Harris, CMU/HSCC

MC: Towards The Diversimilarity Paradigm: Lessons From McKinsey & Company

Joseph Ofori-Dankwa, Saginaw Valley State U.; Darryl Stickel, McKinsey & Company; Scott D. Julian, Saginaw Valley State U.

MC: Framing Effects And Outsourcing of Decision Making Ginka Nikova-Toegel, London Business School

→ MC: The Limits of ISO9000 Consulting Methods: Towards a Multidimensional Approach

Isabella Gouveia Vasconcelos, Pontificia U. Católica, Paraná; Flavio Vasconcelos, Escola de Administração de Empresas de São Paulo, Brazil

Discussant: Alberto Zanzi, Suffolk U.

362 : (MED) MED Division Welcome

8:30- 9:00 Hilton Washington & Towers: Military

Program Chair: Elena P. Antonacopoulou, U. of Manchester Division Chair: James A.F. Stoner, Fordham U.

363: (MOC) MOC Division Welcome

8:30- 8:55 Omni Shoreham Hotel: Hampton

Program Chair: Andrea Casey, George Washington U.

364 8 SHCS: (MOC, OB, OMT) Beyond the Handbook: Organizational Culture in the Twenty-first Century

8:30- 10:20 Omni Shoreham Hotel: Palladium

Chairs: Neal M. Ashkanasy, U. of Queensland; Mark F. Peterson, Florida Atlantic U.; Celeste P.M. Wilderom, Twente U.

Climate Strength: Development and Validation of the Construct

Benjamin Schneider, U. of Maryland, College Park

Emotion: The Unexplored Dimension of Organizational Culture and Climate

Neal M. Ashkanasy, U. of Queensland

On Operationalizing Organizational Culture

Celeste P.M. Wilderom, Twente U.; Peter van den Berg, Tilburg U.; Ursula Glunk, Maastricht U.; Ralf Maslowski, Twente U.

Governmental and Non-government Influences on Boundaries
Around Cultures

Mark F. Peterson, Florida Atlantic U.; Carlos L. Rodriguez, U. of North Carolina, Wilmington

Discussant: Ray Zammuto, U. of Colorado, Denver

365 →: (OB) Creating Knowledge with Citigroup: Academic Research in a Corporate Setting

8:30- 10:20 Marriott Wardman Park Hotel: Maryland B

Chair: Sheena S. Iyengar, Columbia U.

Participants: Jennifer Chatman, U. of California, Berkeley; Michael Morris, Stanford U.; Roberto M. Fernandez,

Massachusetts Institute of Technology

Discussants: Robert S. Gibbons, Massachusetts Institute of Technology; John Reed, Citigroup Behavioral Sciences Research Council

Winner of OB Division Most Innovative Session

366 8 JS: (OB, OC/S) The Social Side of Technology: Connecting and Disconnecting on the Job

8:30- 10:20 Marriott Wardman Park Hotel: Coolidge

Chairs: Bradley J. Alge, Purdue U.; Jerald Greenberg, Ohio State U.

Internet Surveillance: The Effects of Notification Policies on Privacy and Procedural Justice

Bradley J. Alge, Purdue U.; Gary A. Ballinger, Purdue U.; Heather Smithson, Purdue U.

Workplace Monitoring and Surveillance: The Role of Contextual and Procedural Factors

Elizabeth A. Douthitt, Rutgers U.; John R. Aiello, Rutgers U.

The Effect of Feedback on Performance in a Computermonitored Environment

G. Stoney Alder, Western Illinois U.; Maureen L. Ambrose, U. of Central Florida

Deception in Computer-mediated Communication

John R. Carlson, Baylor U.; Joey F. George, Florida State U.; Judee Burgoon, U. of Arizona

Triggers for Sensemaking in Virtual Teams: Collocated and Distant Subgroups

Terri L. Griffith, U. of California, Berkeley

Presenters: Bradley J. Alge, Purdue U.; Gary A. Ballinger,
Purdue U.; Heather Smithson, Purdue U.; Elizabeth A. Douthitt,
Rutgers U.; John R. Aiello, Rutgers U.; G. Stoney Alder,
Western Illinois U.; Maureen L. Ambrose, U. of Central Florida;
John R. Carlson, Baylor U.; Joey F. George, Florida State U.;
Judee Burgoon, U. of Arizona; Terri L. Griffith, U. of California,
Berkeley

Discussant: Jerald Greenberg, Ohio State U.

367 JS: (OB, RM) Images and Influences of Everyday Emotion: Experience Sampling of Emotions in Organizations

8:30- 10:20 Marriott Wardman Park Hotel: Delaware B

Chairs: Sigal G. Barsade, Yale U.; Stefan Meisiek, Stockholm School of Economics

Exploring the Causes and Consequences of Everyday Emotion at Work

Teresa M. Amabile, Harvard U.; Jennifer Mueller, Harvard U.
Telling How it Felt: Social Sharing of Emotion in Organizations
Stefan Meisiek, Stockholm School of Economics

Addressing a "Methodological Stalemate": Experience Sampling Events, Mood, Discretionary Behaviors, and Performance

Andrew G. Miner, U. of Illinois, Urbana-Champaign

To Be Angry or Not to Be Angry in Groups: Examining the Question

Sigal G. Barsade, Yale U.; Donald E. Gibson, Yale U.; Roger Putzel, Saint Michael's College

Presenters: Andrew G. Miner, U. of Illinois, Urbana-Champaign; Teresa M. Amabile, Harvard U.; Jennifer Mueller, Harvard U.; Stefan Meisiek, Stockholm School of Economics; Donald E. Gibson, Yale U.; Sigal G. Barsade, Yale U.; Roger Putzel, Saint Michael's College

368: (OCIS) **Division Welcome** 8:30-8:50 Omni Shoreham Hotel: Calvert

369 : (ODC) New Perspectives on the Values and Outcomes of OD: Trust, Positive Image, Leadership and Core Values

8:30- 10:20 Marriott Wardman Park Hotel: McKinley

Chair: Frank Friedlander, Fielding Institute

ODC: A New Model of Change and Change Leadership Alannah Rafferty, Queensland U. of Technology; Mark A. Griffin, Queensland U. of Technology

- ODC: Knowledge Activists: The Cultivation of Motivation and Trust Properties of Knowledge Sharing Relationships. * Philipp A.W. Käser, U. of Saint Gallen; Raymond E. Miles, U. of California, Berkeley
- **©ODC:** The Appreciative Inquiry Conversation and Its Impact on Affect, View of Self, and Creativity

Leslie E. Sekerka, Case Western Reserve U.; David L. Cooperrider, Case Western Reserve U.

ODC: Governing Global OD: An Investigation of International Consultants' Values and Challenges

Therese F. Yaeger, Benedictine U.

Discussants: David Coghlan, U. of Dublin; Thomas C. Head, Roosevelt U.

370 JS: (ODC, OMT) Organizational Aesthetics: Emerging Field or Passing Fad?

8:30- 10:20 Omni Shoreham Hotel: Diplomat Chair: Steven S. Taylor, U. of Bath

Seminar Overview: Organizational Aesthetics

Beyond Mind and Body - Exploring the Psycho-physiology of Environment: From Architecture of Space and Organization to Architecture of the Human Mind/body condition

George Cairns, U. of Strathclyde

What Machines Can't Do: Reconciling Aesthetics and Justice in Organizational Life

Mary Ellen Boyle, Clark U.

The Case of Exhibition Enterprising: Managing Vision, Will, and Realisation

Katja Lindqvist, Stockholm U.

The Aesthetic Value of Corporate Annual Reports

Monica C. Worline, U. of Michigan

Discussants: Stephen Linstead, U. of Essex; Rafael Ramirez, HEC Management School

371 ©JS: *(ODC, RM)* **Social Networks and Planned Organizational Change**

8:30- 10:20 Marriott Wardman Park Hotel: Delaware A

Chair: Jean M. Bartunek, Boston College

Structural Autonomy and Planned Organizational Change William B. Stevenson, Boston College; Jean M. Bartunek, Boston College; Stephen P. Borgatti, Boston College

Network Conditions of Organizational Change David Krackhardt, Carnegie Mellon U.

Fundamental Organization Change and the Importance of Networks

Susan A. Mohrman, U. of Southern California

Power, Social Networks, and Resistance to Change Daniel J. Brass, U. of Kentucky

Organizational Change and Social Network Analysis: Lessons from the Field

Robert L. Cross, U. of Virginia; Stephen P. Borgatti, Boston College

372: (OM) Division Welcome and Exploring the Technology and Performance Relationship

8:30- 10:20 Hilton Washington & Towers: Monroe East

Welcome: Janet L. Hartley, Bowling Green State U.

Chair: Christopher McDermott, Rensselaer Polytechnic Institute
OM: Exploring Performance Following ERP Implementation
Mark Cotteleer, Harvard U.

Winner of OM Division Best Student Paper Award

OM: The Relationship Between Technology and Performance: A Meta-analysis of Technology Models Michelle D. Heine, Bowling Green State U.; Varun Grover, U.

of South Carolina; Manoj K. Malhotra, U. of South Carolina

OM: Extending TAM to AMTAM: Does the Model Still Apply?
Thomas V. Scannell, Western Michigan U.; Steven A. Melnyk,
Michigan State U.; Roger J. Calantone, Michigan State U.

Discussants: Diane H. Parente, Pennsylvania State U., Erie; Elliot Bendoly, Emory U.; David G. Hollingworth, Rensselaer Polytechnic Institute

373 : (OMT) OMT Welcome Breakfast and Distinguished Scholar Award

8:30- 10:20 Marriott Wardman Park Hotel: Harding Program Chair: Joel A. C. Baum, U. of Toronto Introduction: Mary Jo Hatch, U. of Virginia Keynote Speaker: Jane E. Dutton, U. of Michigan

374: (ONE) **ONE Interest Group Welcome** 8:30- 8:49 Hilton Washington & Towers: Monroe West

Program Chair: Sanjay Sharma, St. Mary's U.

375 ∜: (PNP) Government Structures, Strategies, and Processes Matter

8:30- 10:20 Marriott Wardman Park Hotel: Truman

Chair: Joy A. Clay, U. of Memphis

The Problem of Nonmission-based Values in Results-oriented Public Management

David Rosenbloom, American U.; Suzanne Piotrowski, American U.

Cross-sector Collaboration and Challenges

Mary R. Hamilton, American Society for Public Administration

Presenters: David Rosenbloom, American U.; Mary R. Hamilton, American Society for Public Administration

Discussants: Melissa M. Stone, U. of Minnesota; Michael A. Brintnall, National Association of Schools of Public Affairs and Administration

376: (RM) Methods and Issues in Multiple Levels of Analysis

8:30- 10:20 Omni Shoreham Hotel: Executive

Chair: Rudolph J. Sanchez, California State U., Fresno RM: Four Hierarchical Linear Models of Organizational

John L. Michela, U. of Waterloo; Barbara Rothenburg, U. of Waterloo; Saletta M. Boni, Leadership Consulting Associates; W. Warner Burke, Columbia U.

RM: Using Factor Scores to Correct for Measurement Error in Multilevel Modeling

Robert A. McDonald, Rensselaer Polytechnic Institute

RM: Non-independence In Random-coefficient Models: It Is not only about too Much Type 1 Error

Paul Bliese, Walter Reed Army Institute of Research; Paul Hanges, U. of Maryland

RM: Use and Misuse of the r(WG) Coefficient of Within-group Agreement: Review and Suggestions for Future Research Chester A. Schriesheim, U. of Miami; Jacqueline A. Donovan, U. of Miami; Xiaohua Zhou, U. of Miami; James LeBreton, U. of Tennessee, Knoxville; James C. Whanger, U. of Tennessee; Larry R James, U. of Tennessee

Discussant: Mark B. Gavin, Oklahoma State U.

377: *(SIM)* **Program Chair's Welcome** 8:30- 8:59 Hilton Washington & Towers: Thoroughbred

Lawrence J. LadButler U.

378: (*SIT*) Cyberspace Virtual Teams: How Do We Make the Most of These Realities?

8:30- 10:20 Hilton Washington & Towers: Georgetown East

Facilitator: Raul Antonio Necochea, Georgia Institute of Technology

■ MED: A Skeptic's Conversion: Recognition of the Potential Expansion in Cyberspace to Supplement Face-to-face Conversations for Learning Ann C. Baker, George Mason U.

OCIS: Developments of Transactive Memory and Collective Mind in Virtual Teams

Youngjin Yoo, Case Western Reserve U.; Prasert Kanawattanachai, Case Western Reserve U.

→ RM: Web-based Experimental Research: Conceptual and Methodological Issues

Marta Sinclair, U. of Queensland; Raymond Chiam, U. of Queensland

TIM: Differentiation and Integration in the Launch of Online Drugstores

George Westerman, Harvard U.

379 : (S/T) Some Recent Findings on Organizational Justice

8:30- 10:20 Marriott Wardman Park Hotel: Kennedy

Facilitator: Yim -Yu Wong, San Francisco State U.

CM: When Values Collide: A Longitudinal Analysis of How Value Tension Influences Perceptions of Justice Scott J. Reynolds, U. of Minnesota; Russel Rogers, U. of Minnesota; Jeffrey A. Thompson, Miami U., Ohio

CM: Does One Form of Injustice Spawn Another?
Interactional Injustice as a Function of Procedural and Distributive Injustice

James J. Lavelle, Tulane U.; Robert Folger, Tulane U.

OB: Organizational Justice and Employee Evaluations of Benefit Programs

John Christopher, Bellsouth Telecommunications

OB: The Scale of Organizational Justice (SOJ): A Multi-level, Comprehensive Measure of Perceived Fairness in Organizations

Larry W. Howard, Middle Tennessee State U.

$\textbf{380}: (\textit{SIT}) \ \textbf{Building Effective Organizational Teams}$

8:30- 10:20 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Jaime Bonache, U.Carlos III de Madrid

• HCM: Using Rapid Cycle Change Methods: The Role of Team and Organizational Factors Supporting Improvement in Healthcare

G. Ross Baker, U. of Toronto; Kevin Tasa, U. of Toronto

MOC: Examining Group Knowledge and Long-term

Performance: Does Transactive Memory "Last" Over Time and Task?

Kyle Lewis, U. of Texas, Austin; Jerrod Kinnett, U. of Texas, Austin; Lynette Gillis, U. of Texas, Austin

OB: Exploring the Contextual Dependence of Team Behavior:
A Process Model of Core Technology Sourcing
Henrik Bresman, Massachusetts Institute of Technology

PNP: Leader Political Skill and Team Performance in a State Public Welfare System

Kathleen K. Ahearn, U. of Illinois, Urbana-Champaign; John Poertner, U. of Illinois, Urbana-Champaign; Gerald R. Ferris, Florida State U.; Wayne A. Hochwarter, U. of Alabama, Tuscaloosa; Anthony P. Ammeter, U. of Missouri, Rolla; Ceasar Douglas, Grand Valley State U.

Monday 8:40AM

381: (IM) IM Division Welcome

8:40- 9:00 Omni Shoreham Hotel: Congressional A

Welcomes: Farok Contractor, Rutgers U.; Srilata Zaheer, U. of Minnesota; Joseph L.C. Cheng, U. of Illinois; Sully Taylor, Portland State U.; Douglas Nigh, U. of South Carolina

Monday 8:45AM

382 **©**: (HCM) HR Issues in Health Care: Teamwork, Creativity, and Commitment

8:45- 10:20 Hilton Washington & Towers: Georgetown West Chair: Robert C. Myrtle, U. of Southern California

HCM: Multidisciplinary Teams in Healthcare: Barriers, Facilitation and Other Musings: Examples From Burn Teams

Gail W. McGee, U. of Alabama, Birmingham; Steven L. Woodruff, Athens State U.; Eva M. McMahan, James Madison U.; Beth Woodard, Belmont U.; Shane Spiller, U. of

Montevallo
HCM: Work Related Correlates of Individual Creativity: Testing

Nicholas S. Rohan, U. of Colorado, Boulder; Christine S. Koberg, U. of Colorado, Boulder; Wayne Boss, U. of Colorado, Boulder

HCM: Nurse Executive Transformational Leadership and the Relationship to Organizational Commitment Among Nurses

Linda Searle Leach, U. of Southern California Discussant: Kathryn Dansky, Pennsylvania State U.

an Interactionist Model

383: (MSR) The Relationship of Spirituality to Leadership, Meaningfulness and Organizational Change and MSR Welcome

8:45- 10:20 Hilton Washington & Towers: Jefferson East Chair: Jane M. Nakken, Hazelden Foundation Division Chair: Jerry Biberman, U. of Scranton

MSR: Existential Meaning in Organizations: Contributions from a Study on the Influence of Spiritual Belief on Career Behavior

Marjolein Lips-Wiersma, U. of Canterbury

MSR: Changing Managerial Beliefs: A Conversion Model Mzamo P. Mangaliso, U. of Massachusetts, Amherst; Stanley

Young, U. of Massachusetts, Amherst

MSR: The Enlightened CEO John E. Young, U. of New Mexico

Discussant: Rita Weathersby, U. of New Hampshire

Monday 8:50AM

384 (IIII): (ONE) The Influence of HRM Practices, Leadership and Managerial Attitudes on Environmental Practices

8:50- 10:20 Hilton Washington & Towers: Monroe West Chair: Robert P. Gephart, Jr., U. of Alberta

ONE: Environmental HRM Practices in the Canadian Manufacturing Sector

Carolyn Egri, Simon Fraser U.; Robert C. Hornal, Simon Fraser U.

SONE: Culture-free and Culture-bound Corporate
Environmentalism: Comparative Field Studies of Chinese
and Japanese Firm Leaders
Oana Branzei, U. of British Columbia; Masao Nakamura,

Oana Branzei, U. of British Columbia; Masao Nakamura, UBC; Taku Takahashi, UBC; Ilan Vertinsky, UBC; Dongsheng Zhou, City U., Hong Kong

CONE: Enhancing Environmental Management Teaching through Applications of Toxic Release Information Mark Cordano, Wright State U.; Irene H Frieze, U. of Pittsburgh

Discussants: Andrew Hoffman, Boston U.; Hilary Bradbury, Case Western Reserve U.; Joseph A. Petrick, Wright State U.

Monday 9:00AM

385: (AAC) Registration

9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall C

Organizer: Nancy Urbanowicz, Academy of Management

386 : (AAC) Placement

9:00- 5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2

Presenter: Nancy H. Leonard, Lewis and Clark State College

387 : (AAC) Membership

9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall--C

Discover the benefits of membership, update member information, find out how to get involved.

Coordinator: Jane Whitney Gibson, Nova Southeastern U.

388 : (AAC) **Exhibits**

9:00- 5:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

389 : (CM) Trust and Social Motives: Experiments and Models

9:00- 10:20 Hilton Washington & Towers: Caucus

Chair: Bruce Barry, Vanderbilt U.

CM: Attributions of Trust and the Calculus of Reciprocity Madan M. Pillutla, London Business School; Deepak Malhotra, Northwestern U.; J. Keith Murnighan, Northwestern U.

CM: An Attributional Impetus Model of Trust Development *
J. Mark Weber, Northwestern U.; Deepak Malhotra,
Northwestern U.; J. Keith Murnighan, Northwestern U.

CM: The Aftermath of Group Negotiation: The Influence of Social Motives During Group Negotiation on Postnegotiation Performance Bianca Beersma, U. of Amsterdam; Carsten Karel Willem De Dreu, U. of Amsterdam

 $\textbf{390}: \textit{(ENT)} \ \textbf{Entrepreneurship Division Welcome}$

9:00- 10:20 Omni Shoreham Hotel: Forum

391 →: (IM) The Organizational Challenge: Finding the Optimal Structure for Multinational Firms

9:00- 10:20 Omni Shoreham Hotel: Congressional A

Chair: Dan A Ondrack, U. of Toronto

→ IM: A Reexamination and Extension of International Strategy-structure Theory

Joachim Wolf, U. of Kiel; William G. Egelhoff, Fordham U.

- IM: Major Determinants of the Organizational Structures of Multinational Corporations: An Empirical Test Tailan Chi, U. of Illinois, Urbana-Champaign; Paul C. Nystrom, U. of Wisconsin, Milwaukee; Philipp Kircher, U. of Karlsruhe
- → IM: Adoption of an Organizational Practice by the Subsidiaries of the MNC: Institutional and Relational Effects Tatiana Kostova, U. of South Carolina; Kendall Roth, U. of South Carolina
- → IM: Firm Effects vs. Location Effects in the Organization of Pharmaceutical Research *

Jeffrey Furman, Massachusetts Institute of Technology Discussant: Hemant Merchant, Simon Fraser U.

392 →: (IM) How Much Does National Culture Really Matter?

9:00- 10:20 Omni Shoreham Hotel: Congressional B

Chair: Edwin L. Miller, U. of Michigan

- → IM: Perceived Goals of Business Leaders in 15 Countries: A Proposed Typology of Seven Managerial Profiles Geert Hofstede, IRIC Tilburg U.; Cheryl Van Deusen, U. of North Florida; Carolyn B Mueller, Stetson U.; Thomas A. Charles, Ball State U.
- → IM: Do Social Institutions Affect Unethical and Deviant Behaviors? A Cross-cultural Perspective
 K. Praveen Parboteeah, U. of Wisconsin, Whitewater; Martin Hoegl, Washington State U.; John B Cullen, Washington State U.
- IM: Culture's Quantitative Consequences: A Meta Analysis of the Effect Size of Hofstede's Culture Dimensions in International Management.

Jan Hansen, U. of Nebraska, Lincoln

Discussant: Don Ferrin, State U. of New York, Buffalo

393 8: (ART) Art & Poetry Exhibition

9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall B South Please stop by our gallery adjacent to the Exhibit area. Chair: Dennis A. Gioia, Pennsylvania State U.

394 **©**: (MED) Keynote Speaker: Dave Snowden, IBM - The Governance of Knowing

9:00- 10:20 Hilton Washington & Towers: Military

Introduction: Elena P. Antonacopoulou, U. of Manchester Keynote Speaker: Dave Snowden, Director, Institute for Knowledge Management, IBM

Discussants: Max Boisot, ESADE; J.C. Spender, Fashion Institute of Technology, State U. of New York

395: (MH) Pioneers in Management Philosophy and Practice: A Reassessment

9:00- 10:20 Hilton Washington & Towers: Hemisphere

Chair: Karl Moore, McGill U.

MH: An Alternative Perspective on the Origins and Significance of the Human Relations School of Management

Kyle Donovan Bruce, U. of Queensland
Paul Hersey Award for Best Paper on Leadership

MH: The Parable of the Pig Iron: An Analysis of Taylor's Story as Allegory

Paul L. Govekar, Bluffton College; Michele A. Govekar, Ohio Northern U.

MH: Prelude to Failure: The Ignored Warnings About Problems With Scientific Management (1910-1911)

Peter B. Petersen, Johns Hopkins U.

Discussants: Liz Ross, Nova Southeastern U.; Jo Ann E. Brown, U. of Mississippi; Howard R. Stanger, State U. of New York, Buffalo

396: (MOC) Double Jeopardy: Framing Risk and Choice 9:00-10:20 Omni Shoreham Hotel: Hampton

Chair: Leyland M. Lucas, Rutgers, The State U. of New Jersey

MOC: The Relationship Between Overconfidence and the Introduction of Riskier Products: Evidence From a Field Study

Mark Simon, Oakland U.; Susan Houghton, Georgia State U.

- MOC: "I'll Take the Variable Risk Preferences Model for \$1,000 Alex"....Jeopardy! A Natural Experiment Elizabeth Boyle, New York U.; Zur Shapira, New York U.
- → MOC: Risk-taking in Cultural and Organizational Contexts: Information Framing and Achievement Motives X.T. Wang, Hong Kong U. of Science and Technology; Xiao-Fei Xie, Peking U.

Discussant: Elizabeth George, U. of Queensland

397: (OB) Impression Management

9:00- 10:20 Marriott Wardman Park Hotel: Maryland A

Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison

- OB: Politeness and the Linguistic Enactment of Dominance, Deference, and Egalitarianism in Organizations David A. Morand, Pennsylvania State U., Harrisburg
- **OB:** Social Exchange, Impression Management, and Organizational Citizenship Behavior

Kelly L. Zellars, U. of North Carolina, Charlotte; Bennett J. Tepper, U. of North Carolina, Charlotte; Robert A. Giacalone, U. of North Carolina, Charlotte; Daniel E. Lockhart, U. of Kentucky

OB: Speaking Up in the Workplace: Antecedents and Process of Voicing One's Views

Sonya F. Premeaux, Arkansas State U.; Arthur G. Bedeian, Louisiana State U.

OB: Putting a Good Face on Impression Management: Team Citizenship, Satisfaction, and Audience Perceptions Nhung T. Nguyen, Virginia Commonwealth U.; Anson Seers, Virginia Commonwealth U.; Nathan S. Hartman, Virginia Commonwealth U.

398: (OC/S) Platform Technologies and Organizational Assimilation

9:00- 10:20 Omni Shoreham Hotel: Calvert Chair: Anandhi Bharadwai, Emory U.

OCIS: The Relationship of Software Reuse to Technological Flexibility

Karin M. Darais, U. of Utah; Kay M Nelson, U. of Utah

OCIS: Innovation Assimilation in the Presence of Knowledge
Barrier and Technology Uncertainty: The Case of
Component-Based Software Development *
The state of the Presentation Polytechnic Institute.

T Ravichandran, Rensselaer Polytechnic Institute

OCIS: Enabling Organizational Transition with Complex Technologies: Understanding Post-implementation Learning

Marie-Claude Boudreau, U. of Georgia; Daniel Robey, Georgia State U.

Discussants: Robert G. Fichman, Boston College; Elena Karahanna, U. of Georgia; Wanda J. Orlikowski, Massachusetts Institute of Technology

399: (SIM) Political and Social Strategy 9:00-10:20 Hilton Washington & Towers: Thoroughbred

Chair: Mary J. Mallott, U. of Hawaii

SIM: Corporate Social Exposure, Risk, and Shareholder Resolutions

Kathleen Rehbein, Marquette U.; Sandra A. Waddock, Boston College; Samuel B. Graves, Boston College

SIM: The Antecedents of Institutional Investor Activism: A Managerialist Model

Lori Verstegen Ryan, U. of Georgia; Marguerite Schneider, College of New Jersey

SIM: Toward a Model of Corporate Social Strategy Formulation

Bryan W. Husted, ITESM/Instituto de Empresa; David B. Allen, Instituto De Empresa

Discussant: Judith B. White, Santa Clara U.

400 : (TIM) Construction of Technologies

9:00- 10:20 Ómni Shoreham Hotel: Capitol

Chair: Joseph Lampel, U. of Nottingham

TIM: Understanding the Timing of Technological Transitions:
The Role of User Preference Discontinuities
Mary Tripsas, Harvard U.

TIM: The Evolution of Biotechnology: The Role of Social Evidence in Shaping a Technological Trajectory Fiona Murray, Massachusetts Institute of Technology; Sarah Kaplan, Massachusetts Institute of Technology

TIM: Computing Power: Benchmarks and the Construction of Microprocessor Performance

Amit Das, NTU, Singapore; Shobha S. Das, NTU, Singapore

●TIM: The Social Dynamics of Technology Evolution and Dominance: What Have We Learned So Far? Kamal Ahmed Munir, Cambridge U.

Monday 9:01AM

401 : (GDO) Perceiving and Evaluating People with Disabilities

9:01- 10:20 Hilton Washington & Towers: Map

Chair: Rosemary Booth, U. of North Carolina, Charlotte

GDO: The Effects of Consequences on Ratings of Applicants with Disabilities

Bradford S. Bell, Michigan State U.; Aleksander P. Ellis, Michigan State U.

GDO: Employee Acceptance of Coworkers with Disabilities: The Roles of Stigma, Disability Type, and Employee Characteristics

Mary E. McLaughlin, U. of Texas, Arlington; Myrtle P. Bell, U. of Texas, Arlington; Donna Y. Stringer, U. of Texas, Arlington

GDO: When Government Intervention is not Enough: Enhancing Attitudes toward People with Disabilities Courtney Hunt, Northern Illinois U.; Brandon Hunt, Pennsylvania State U.

Discussants: Kathleen Suchon, U. of Massachusetts, Dartmouth; Diana Reed, Drake U.

Monday 10:00AM

402: (AAC) Journal of Organizational Behavior Consulting Editors

10:00- 12:00 Marriott Wardman Park Hotel: Congressional Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 10:15AM

403 : (AAC) Conference Break

10:15- 10:45 Marriott Wardman Park Hotel: Exhibit Break Area Join us in the Exhibit area for refreshments.

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday 10:40AM

404 → y: (AA) Alliances with Governments

10:40- 12:00 Hilton Washington & Towers: Lincoln East

Chair: Magali Delmas, U. of California, Santa Barbara Social Theory, Regulatory Contracts, and the Natural Environment

Eric Orts, U. of Pennsylvania

Exploring the Seemingly Unexpected Successes of EPA Voluntary Technology Programs

John A. Laitner, U.S. Environmental Protection Agency Collaborating with Regulators: A Transaction Cost and Resource-based View

Magali Delmas, U. of California, Santa Barbara

A Case for Market Friendly Regulatins: A Theoretical Treatment of the Porter Hypothesis

Seema Arora, Stanford U.

Cognitive and Institutional Barriers to New Forms of Cooperation on the Environment: Insights from Project XL and Habitat Conservation Plans Andrew Hoffman, Boston U.

405 € 8: (AA) Government, Non-orofits, and **Corporations: Creating Value Through Cross-boundary Partnerships**

10:40- 12:00 Marriott Wardman Park Hotel: Salon 2

Chairs: Kent D. Fairfield, New York U.; Sonia Ospina, New York

Government/Nonprofit Partnerships: Changing Roles, Changing Relationships

Peter Shiras, Independent Sector

Government/Corporation Partnerships: Collaboration for the Public Good

Linda Suydam, U.S. Food and Drug Administration

Corporate-Nonprofit Collaboration: The Ben and Jerry's PartnerShop Program

Martha Jeanne Lunbeck, Ben & Jerry's

406: (BPS) Antecedents and Consequences of CEO Selection and Turnover

10:40- 12:00 Marriott Wardman Park Hotel: Wilson A

Chair: Margarethe Wiersema, U. of California, Irvine

BPS: New CEO Selection Under Conditions of Incomplete Information: Strategic Contingency or Isomorphism? Nandini Rajagopalan, U. of Southern California; Yan Zhang,

U. of Southern California; Deepak K. Datta, U. of Kansas **BPS**: Director Turnover and Strategic Involvement Following CEO Dismissal

Andrew Ward, Emory U.; Karen Bishop, U. of Louisville

BPS: Founder-CEO Succession and the Paradox of **Entrepreneurial Success**

Noam Wasserman, Harvard U.

BPS: Should They Stay or Should They Go? Executive Stock Option Repricing

Catherine M. Daily, Indiana U.; S. Trevis Certo, Indiana U.; Dan R. Dalton, Indiana U.

Discussant: Martin James Conyon, U. of Pennsylvania

407 : (BPS) Antecedents and Consequences of Firm Resources

10:40- 12:00 Marriott Wardman Park Hotel: Wilson C

Chair: Jay Weerawardena, U. of Queensland

BPS: Intangible Resources and Corporate Performance: The Mediating Role of Perceived Quality of Products/Services on the Relationship Between Perceived Innovativeness and

Hee-Jae Cho, International Institute for Management Development; Vladimir Pucik, International Institute for Management Development

BPS: When Does Complementarity Pay? The Role of Internal and External Resources

Xavier Castaner, U. of Minnesota; Akbar Zaheer, U. of

BPS: The Information Benefits of Social Capital Balaii R. Koka, Arizona State U.: John E. Prescott, U. of **Pittsburgh**

→ BPS: Resource Access and Firm Value: A Test of Resource Effects in the International Airline Industry Namgyoo K. Park, U. of Miami; Xavier Martin, New York U.

Discussant: Michael W. Lawless, Duke U.

408 : (BPS) The Dynamics of Innovation

10:40- 12:00 Marriott Wardman Park Hotel: Wilson B

Chair: Raymond Van Wijk, Erasmus U.

→ **BPS**: Human Capital Markets, Hierarchies, and Alliances: A "Tripolar" Institutional Approach Towards Strategically Governing People

Rikard Larsson, Lund U.; Kristina Eneroth, Lund U.

©BPS: Process Management and Technological Innovation: Evidence from the Photography Industry * Mary J. Benner, Columbia U.

BPS: Inventive Effects on the Level Of Managerial Ownership: The Case of U.S. Pharmaceutical Companies Edward Levitas, U. of Wisconsin, Milwaukee; Vincent L. Barker, U. of Wisconsin, Milwaukee

BPS: From Community of Innovation to Community of Inertia: The Rise and Fall of the U.S. Tire Industry * Don Sull. Harvard U.

Discussant: Toby E. Stuart, U. of Chicago

409 SHCS: (BPS, ENT, TIM) Empirical Studies of the **Internet Economy**

10:40- 12:00 Omni Shoreham Hotel: Palladium

Chair: John M. de Figueiredo, Massachusetts Institute of Technology

Market Segmentation and Dot-com Performance John M. de Figueiredo, Massachusetts Institute of Technology

Winning the Web Wars: A Blueprint for Advantage in the Online Marketspace

Jeff Dyer, Brigham Young U.; William S. Hesterly, U. of Utah **Ecommerce-focused Business Units**

Starling D. Hunter, Massachusetts Institute of Technology Discussant: Shane Greenstein, Northwestern U.

410 : (CAR) The Impact of Organizational Change on Careers

10:40- 12:00 Hilton Washington & Towers: Jefferson West

Chair: Regina O'Neill, Suffolk U.

CAR: Reaching a Career Plateau: Another Source of **Employee Stress**

Denise M. Rotondo, Salisbury State U.

→ CAR: Response Patterns to Job Insecurity in a High-tech Organization Undergoing Downsizing

Dan Jacobson, Tel Aviv U.; Naama Toker, Tel Aviv U.

CAR: Identity: Its Maintenance during Downward Organisational Role Transitions

Leisa Sargent, Queensland U. of Technology

CAR: Commitment Shift During Organizational Upheaval: An Analysis of Physicians' Transitions from Private Practitioner to Employee *

Jeffrey A. Thompson, Miami U., Ohio
Winner of Careers Division Best Paper Award
Winner of Careers Division Best Student Paper Award
Discussant: Lynda St. Clair, Bryant College

411 : (CM) Use Your Voice!: Discontent, Anger, and Justice

10:40- 12:00 Hilton Washington & Towers: Caucus

Chair: Terry L Boles, U. of Iowa

CM: The Culture of Voice: Exploring The Relationship between Employee Voice and Organizational Culture N. Rao Kowtha, National U., Singapore; Jacqueline Landau, Management Consultant; Ho-Beng Chia, National U., Singapore

CM: Voicing Discontent: The Role of Employee Loyalty and Informality *

Julie B. Olson-Buchanan, California State U., Fullerton; Wendy R. Boswell, Texas A&M U.

CM: The Effects of Waiting and Voice on Anger After an Inequitable Payment

John M. Oesch, U. of Toronto

CM: Examining the Interdependence and Impact of Instrumental and Value-Expressive Voice Effects on Perceptions of Justice

Deanna Geddes, Temple U.; Kimberly K. Merriman, Temple U.; Gerald Ross, Temple U.; Denise Dunlap-Hinkler, Temple II

412 : (ENT) Entrepreneurial Reasoning

10:40- 12:00 Omni Shoreham Hotel: Cabinet

Chair: Benyamin Bergmann Lichtenstein, U. of Hartford

ENT: Effectual Reasoning in Entrepreneurial Decision Making: Existence and Bounds *

Saras Sarasvathy, U. of Washington

© ENT: Making Lemonade out of Lemons: The Role of Strategy in Managing Misperceived Start-ups *
Mark Simon, Oakland U.; Susan Houghton, Georgia State U.;
G. T. Lumpkin, U. of Illinois, Chicago

ENT: The Impact of Cognitive Styles of Decision-making in New Venture Creation on the Expectations and Perceptions of the Nascent Entrepreneur.

Kevin Johnson, Indiana U., Bloomington; Wade M. Danis, Marquette U.; Marc J. Dollinger, Indiana U., Bloomington

413 : (ENT) Family Firms, Agency and Governance

10:40- 12:00 Omni Shoreham Hotel: Forum

See also our theme session on Governance in SMEs and New Ventures, Tuesday morning

Chair: Nancy Upton, Baylor U.

→ ENT: Effects of Contractual and Relational Governance on Strategic Decision Making in Family Firms Mikko A. Mustakallio, Helsinki U. of Technology; Erkko Autio, Helsinki U. of Technology **ENT:** Altruism and Family Agents' Opportunistic Behaviors in Family Firms

Yan Ling, U. of Connecticut

ENT: Perspectives on Family Business Management Issues from the Literature, Agency Theory, and a Survey of Practicing Managers

Jess H. Chua, U. of Calgary; James J. Chrisman, U. of Calgary; Pramodita Sharma, Dalhousie U.

414 : (GDO) Dealing with Sexual Harassment: Some New Perspectives on an Old Problem

10:40- 12:00 Hilton Washington & Towers: Map

Chair: Janice Witt Smith, Winston-Salem State U.

■ " GDO: The Reasonable Woman Standard and Sexual Harassment Perceptual Differences: Empirical Support for a Federal Court Decision

Justin Duane Rueb, U. of Wisconsin, Stevens Point; William H Hendrix, U.S. Air Force Academy

GDO: Bystander Intervention in Sexual Harassment Lynn Bowes-Sperry, Western New England College; Anne M. O'Leary-Kelly, U. of Arkansas

GDO: An Investigation of Sexual Harassment Perpetrators: A Classification of Perpetrator Patterns

Margaret A. Lucero, U. of Wyoming; Karen L. Middleton, Texas A&M U.; Wendy Finch, Central Wyoming College; Sean Valentine, U. of Wyoming

Discussants: Faten M. Moussa, State U. of New York, Plattsburgh; Robyn A Berkley, Pace U.

415 SHCS: (HCM, OMT) The Diffusion and Adoption of Health Care Innovations

10:40- 12:00 Hilton Washington & Towers: Lincoln West Organizer: **Jean-Louis Denis, U. of Montreal**

Chair: Ann Langley, U. of Montreal

The Diffusion of Innovation in the U.K.: Comparative Contexts, Comparative Professions and Credible Science Louise Fitzgerald, De Montfort U., Leicester; Sue Dopson, Templeton College, Oxford U.; Ewan Ferlie, Imperial College of Science, Technology and Medicine; John Gabbay, U. of Southampton, U.K.; Louise Locock, U. of Birmingham, U.K.

The Role of Evidence in Health System Change
Louise Lemieux-Charles, U. of Toronto; Wendy McGuire, U.
of Toronto; Ilsa Blidner, Ilsa Blidner & Associates; Sue
Weinstein, Ilsa Blidner & Associates

Explaining Diffusion Patterns for Complex Health Care Innovations

Jean-Louis Denis, U. of Montreal; Yann Hébert, U. of Quebec, Montreal; Ann Langley, U. of Montreal; Daniel Lozeau, École Nationale d'Administration Publique; Louise-Hélène Trottier, U. of Montreal

The Linked Fates of Ideas and Innovations: Discourse and the Adoption of New Treatments for HIV/AIDS Steve Maguire, McGill U.

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

416 **©**: (HR) New Developments in Managing Via the Internet

10:40- 12:00 Marriott Wardman Park Hotel: Virginia C

Chairs: Jeffrey Miles, U. of the Pacific; Peg Thoms,

Pennsylvania State U., Erie

E-training for E-normous Results

Jeffrey Miles, U. of the Pacific

HR Made Easy - Recruiting on the Net

Peg Thoms, Pennsylvania State U., Erie

E-auctions: E-operational Changes in Who, What, and How Diane H. Parente, Pennsylvania State U., Erie

Using the Net to Fish for Human Resources

Mike Krahe, Erie Insurance Group

Discussant: Raymond A. Noe, Ohio State U.

417: (HR) On Tenuous Ground: Downsizing and Job Security

10:40- 12:00 Marriott Wardman Park Hotel: Virginia B

Chair: Herman Aguinis, U. of Colorado, Denver

- •HR: Employee Perceptions of Commitment-oriented Work Systems: Effects on Trust and Perceived Job Security Paul Boselie, Erasmus U.; Martijn Hesselink, Erasmus U.; Jaap Paauwe, Erasmus U.; Ton van der Wiele, Erasmus U.
- HR: The Effect of Downsizing on Employee Performance: A Latent Growth Curve Analysis Roderick D. Iverson, Simon Fraser U.; Stephen J. Deery, King's College, U. of London
- HR: Understanding Full-time Employees' Reactions to the Use of Temporary Workers: The Role of Job Security Maria Kraimer, Cleveland State U.; Sandy J. Wayne, U. of Illinois, Chicago; Robert C. Liden, U. of Illinois, Chicago; Raymond T. Sparrowe, Cleveland State U.
- HR: Children See, Children Do: Effects of Parental Job Insecurity and Parenting Behaviors on Children's Selfdfficacy and Work Attitudes

Vivien Lim, National U., Singapore; Thompson S.H. Teo, National U., Singapore; Geok Leng Loo, National U., Singapore

Discussant: John Schaubroeck, Drexel U.

418 →: (IM) Managing Headquarters-subsidiary Relations 10:40- 12:00 Omni Shoreham Hotel: Congressional A

Chair: Deborah H. Francis, Jacksonville State U.

IM: Hedlund Was Right: A Confirmation and Extension of the Relationship Between Subsidiary Size and Subsidiary Autonomy

Stewart Johnston, U. of Melbourne

IM: Managing Local Knowledge Assets Globally: Regional Offices as Innovation Relays

Kazuhiro Asakawa, Keio U.; Mark Lehrer, U. of Rhode Island

- IM: Balancing Standardization and Adaptation for Product Success in International Markets: Testing the Influence of Headquarter-subsidiary Interactions and Cooperation Mohan Subramaniam, Boston College; Kelly Hewett, Winthrop U.
- → IM: Developing an Agency/Risk Theory of the MNC's Parent-subsidiary Relationship and Subsidiary Initiative William H. A. Johnson, McMaster U.; John W. Medcof, McMaster U.

Discussant: Richard C. Hoffman IV, Salisbury State U.

419 : (IM) National Culture, Interpersonal Relations, and Team Performance

10:40- 12:00 Omni Shoreham Hotel: Congressional B

Chair: Jan Hack Katz, Cornell U.

©IM: Exploring Managerial Influence Behaviors That Cross Borders: A Preliminary Report *

Ping Ping Fu, Chinese U.; Gary A. Yukl, State U. of New York, Albany; Jeffrey Kennedy, Lincoln U., New Zealand; E. S. Srinivas, XLRI Jamshedpur, India; Adith Cheosakul, Chulalongkorn U.; T.K. Peng, I-Shou U.; Jasmine Tata, Loyola U., Chicago

IM: 'Reading the Winds'in Multinational Corporations: The Impact of Cultural Beliefs on Issue Selling Behavior Yan Ling, U. of Connecticut; Steven W. Floyd, U. of Connecticut; David Baldridge, U. of Connecticut

IM: Impact of National Origin and Entry Mode on Interpersonal Trustand Organizational Commitment of PCN and HCN Managers in Korea

Hoon Park, U. of Central Florida; Sun Dai Hwang, Kon-Kuk U.; Mary A. Gowan, U. of Central Florida

→ IM: The Impact of Cultural Values on the Relationship Between Team Empowerment and Team Effectiveness: A Four-country Study

Bradley L. Kirkman, U. of North Carolina, Greensboro; Debra L. Shapiro, U. of North Carolina, Chapel Hill

Discussant: Aharon Tziner, Netanya Academic College

420 y JS: (IM, OMT, MH) Corporate Governance and the **Development of Stock Markets: Institutional and Organizational Perspectives**

10:40- 12:00 Omni Shoreham Hotel: Empire

Organizer: Michael Goyer, Massachusetts Institute of Technology

Are U.S. Stock Markets a Pathway to Global Governance Convergence?

Business Strategy Versus Transparency: French and German Corporate Governance in Comparative Perspective

Convergence and the Critics: What are the Preconditions to the Separation of Ownership and Control?

The Great Reversals: The Politics of Financial Development in the 20th Century

Presenters: John Coffee, Columbia U.; Gerald F. Davis, U. of Michigan; Raghuram Rajan, U. of Chicago

Discussant: Simon Johnson, Massachusetts Institute of Technology

421 : (IP) Corporate Philanthropy

10:40- 12:00 Hilton Washington & Towers: Conservatory T1

Facilitator: Carol M. Sanchez, Grand Valley State U.

SIM: Does Philanthropy Begin at Home?: The Strategic Motivations Underlying Corporate Giving Programs David H Saiia, U. of Northern Iowa: Archie B. Carroll, U. of Georgia; Ann K. Buchholtz, U. of Georgia

SIM: Stronger Governance Mechanisms: Do They Influence Corporate Philanthropy?

Barbara R Bartkus, Old Dominion U.; Sara A Morris, Old Dominion U.; Bruce Seifert, Old Dominion U.

- **SIM:** Corporate Philanthropy and Organizational Slack: An Examination of CEO Delegation to the Top Management Team
 - Ann K. Buchholtz, U. of Georgia; Allen C. Amason, U. of Georgia; Archie B. Carroll, U. of Georgia
- → SIM: The Antecedents and Consequences of Corporate Philanthropy: Institutional and Economic Pressures Paul Dunn, Brock U.

422 : (IP) Perceived Organizational Support

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T9

Facilitator: Lynn M. Shore, Georgia State U.

- OB: Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention Ivan Sucharski, U. of Delaware; Florence Stinglhamber, Catholic U., Louvain; Robert Eisenberger, U. of Delaware; Christian Vandenberghe, Catholic U., Louvain
- **OB:** Perceived Organizational Support: When Employers Esteem Employees
 - Robert Eisenberger, U. of Delaware; Linda Rhoades, U. of Delaware
- HR: Examining the Antecedents and Consequences of Perceived Organizational Support
 Wei Liu, U. of Maryland; Kathryn M. Bartol, U. of Maryland; Xiangquan Zeng, Renmin U. of China; Kelu Wu, Renmin U. of China

423 : (IP) Work-family Support and Conflict

10:40- 12:00 Hilton Washington & Towers: Conservatory T4

Facilitator: Karen J. Crooker, U. of Wisconsin, Parkside

GDO: It Takes Two to Tango: The Support Roles of Spouses/Partners in Families with Working Women Judith R. Gordon, Boston College; Karen S. Whelan-Berry, Samford U.

Best Interactive Paper Award

- ▶ IM: Work-family Conflict on International Assignments: Time- and Strain-based Determinants and Performance Effort Consequences *
 - Margaret A. Shaffer, Hong Kong Baptist U.; Janice R. Joplin, U. of Texas. El Paso
- CAR: Taking Care of the Caretakers: Utilization of Familysupportive Policies as a Function of Employee Need and Perceived Organizational Support Cathleen Anne Swody, U. of Connecticut

424 : (IP) Leadership and Management of Teams

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T2

Facilitator: Mary Uhl-Bien, U. of Central Florida

THR: Predicting Platoon Readiness and Performance from Leadership in Home Station

- Bernard M. Bass, Binghamton U.; Bruce J. Avolio, Binghamton U.; Dong I. Jung, San Diego State U.; Yair Berson, Polytechnic U.
- OB: Leader and Staff Role-efficacy as Antecedents of Collective-efficacy and Team Performance Simon Taggar, York U.; Gerard H. Seijts, U. of Western Ontario

ODC: Enhancing Team Development: The Role of Managerial Enablement.

Craig L. Pearce, Claremont Graduate U.; Gregory Rode, Claremont Graduate U.; Gary F. Kohut, U. of North Carolina, Charlotte

425: (IP) Factors Associated with an Entrepreneurial Orientation

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T3

Facilitator: Douglas W. Lyon, Utah State U.

→ ENT: Culture, Personality, Role Models, Persuasion: What Makes One Want to Become an Entrepreneur?

Emmeline de Pillis, U. of Hawaii, Hilo; Kathleen Reardon, U. of Southern California

ENT: An Examination of Psychological Characteristics of Small Business Owners and Entrepreneurial Business Strategies

Nancy Da Silva, California State U., San Jose

ENT: Assessing the Psychometric Properties of theEntrepreneurial Orientation Scale: A Multi-country Analysis

Patrick Kreiser, U. of Alabama, Tuscaloosa; Louis Marino, U. of Alabama, Tuscaloosa; Mark Weaver, U. of Alabama, Tuscaloosa

426: (IP) Exchange Relationships and Psychological Contracts

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T4

Facilitator: William H. Turnley, Kansas State U.

HR: "Good Cause" Beliefs in an "Employment-at-will World": A Focused Investigation of Psychological Versus Legal Contracts

Mark V. Roehling, Michigan State U.

OB: Antecedents of the Psychological Contract: The Impact of Work Values and Exchange Orientation on Organizational Newcomers' Psychological Contracts

Ans De Vos, Vlerick Leuven Gent Management School; Dirk Buyens, Ghent U.; Rene Schalk, Tilburg U.

OB: What Exactly Does One Good Deed Deserve?:
Asymmetric Favor Evaluations as a Source of Social Influence in Organizations.
Frank J. Flynn, Columbia U.

427 : (IP) Recruitment and Person-organization Fit

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T5

Facilitator: Caren Goldberg, George Washington U.

HR: Recruiters and Applicant Resumes: Inferences Regarding Applicants' Cognitive Ability and Personality Characteristics

Michael Cole, Auburn U.; Hubert S. Feild, Auburn U.

OB: A Policy-capturing Study of the Relative Importance of Fit with Jobs, Groups, and Organizations *

Amy L. Kristof-Brown, U. of Iowa; Karen J. Jansen, Pennsylvania State U.; Amy E. Colbert, U. of Iowa

428: (IP) Environmental Accounting

10:40- 12:00 Hilton Washington & Towers: Conservatory T5 Facilitator: Joseph A. Petrick, Wright State U.

ONE: The Interplay Between Corporate Environmental and Accounting Paradigms

Richard Sherman, St. Joseph's U.; Lynne Andersson, Temple U.; Stanley Davis, IPFW

ONE: Sustainable Stakeholder Accounting:Beyond
Complementarity and Towards Integration in Environmental
Accounting

Richard Sherman, St. Joseph's U.; David S. Steingard, St. Joseph's U.; Dale E. Fitzgibbons, Illinois State U.

429: (IP) Using the Internet to Do Business

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T6

Facilitator: Urs E. Gattiker, Aalborg U.

→ IM: Internet Usage in an Emerging Economy: The Role of Skills, Support, and Attitudes

Uzoamaka P. Anakwe, Pace U.; Claire A Simmers, St. Joseph's U.; Murugan Anandarajan, Drexel U.

OM: Adoption of Internet Purchasing - An Empirical Taxonomy

John R. Olson, DePaul U.; Kenneth Boyer, Michigan State U.

OCIS: Selling on the Web: Important Product Information for B2B and B2C Customers.

Stefano Perlusz, Aalborg U.; Urs E. Gattiker, Aalborg U.

430 : (IP) Technology Competences, Collaboration, and Risks

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T7 *Facilitator:* **Arun Kumaraswamy, Rutgers U.**

●TIM: Capacity Utilization and Resource Availability as Determinants of Coupling: Organizational Factors Influencing Risk in Petroleum Refineries

Frederick Wolf, U. of Puget Sound; Bruce Finnie, Pacific Lutheran U.

→ TIM: Information Structures in the Mobile Telephone Industry: a Case Study of Knowledge Protection and Diffusion for Innovation

Peter Galvin, Curtin U.; John Rice, U. of South Australia

TIM: Key Factors for the Initial and Continuing Success of Collaborative Ventures Between Industry and Academe Stephen C. Betts, Rutgers U.; Michael D. Santoro, Lehigh U.

431 : (IP) Strategic Choice

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T8

Facilitator: Danchi Tan, National Cheng Kung U.

→ SBPS: The Time of Institutional Transitions: Implications for Strategic Choices

Mike W. Peng, Ohio State U.

→BPS: Sources of Strategy – Adaptive And Creative Strategy Logic

Patrick Regnér, Stockholm School of Economics

BPS: The Effects of Strategic Choice and Environmental Munificence on Post-bankruptcy Recovery Time David Dawley, West Virginia U.

432 : (IP) Human Services Delivery and Education

10:40- 12:00 Hilton Washington & Towers: Conservatory T6 Facilitator: David P. McCaffrey, U. at Albany

SPNP: Funding Uncertainty in Human Service Delivery Systems: The Role of Ecology, Resource Dependency, and Political Economy

Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis

g MED: Human Service Management Education and Development: How Government Has Helped Shape Current Understandings of What is Required in the UK lan Davies, U. of Wales College, Newport

433 : (IP) Employee Participation

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T10

Facilitator: Gretchen Spreitzer, U. of Southern California

→ IM: Employee Participation in Europe: The Influence of Culture, the Environment and Other Organizational Factors Elizabeth Fraser Cabrera, U.Carlos III de Madrid; Jaime Ortega, U.Carlos III de Madrid; Angel Cabrera, Instituto De Empresa

ODC: Changes in Job Autonomy Over Time: A Field Experiment on the Influence of a Focused Diagnosis Intervention and Climate of Participation.

Zipi Shperling, Tel Aviv U.; Arie Shirom, Tel Aviv U.

OB: Logics of Participation in Group Decision Making Peter Rivard, Boston College

ODC: Linking High Involvement Environments to the Organizational Life Cycle: A Descriptive and Prescriptive Approach *Mark Ciavarella, U. of Georgia

Best Interactive Paper Award

434 : (IP) Occupational Health: Workplace Injury and Sickness

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T11

Facilitator: Michael J. Burke, Tulane U.

HR: Personality Factors as Predictors of Workplace Injuries: A Meta-analysis

Kristy Lauver, U. of Iowa; Huy Le, U. of Iowa

→ OB: The Joint Effects of Spatial Density, Noise, and Light on Employee Sickness Absence: An Exploratory Study Across Twenty-one Organizations.

Yitzhak Fried, Wayne State U.; Samuel Melamed, National Institute of Occupational and Environmental Health; Linda Haynes Slowik, Wayne State U.

435 : (*IP*) Market Transactions, Market Liberalization, Environmental Uncertainty

10:40- 12:00 Marriott Wardman Park Hotel: Salon 3 T12

Facilitator: Jay Nathan, St. John's U.

→ IM: Organizational and Industrial Response to Market Liberalization: The Interaction of Time, Incentive and Capacity to Adapt

Steven R. White, Chinese U., Hong Kong; Greg Linden, U. of California, Berkeley

- → IM: Strategic Uncertainty and Scanning Behavior in Benign and Hostile Environments: An Examination of Three Countries
 - Bahman P. Ebrahimi, U. of Denver; Ramachandran Subramanian, Grand Valley State U.; Olukemi O. Sawyerr, California State U., Long Beach; Vivienne W.M. Luk-ho, Hong Kong Baptist U.
- → IM: Firm Internationalisation, Externalisation and the Worldwide Market for Transactions
 Peter W. Liesch, U. of Queensland; Gary A. Knight, Florida State U.

436 □ **©**: (MC) Knowledge Management, Transfer and Learning in Consulting

10:40- 12:00 Omni Shoreham Hotel: Governor's Chair: Jeffrey L Kerr, U. of Miami

MC: Impediments to Knowledge Transfer Between Management Science, Consultancies, and Business Companies

Alfred Kieser, Mannheim U.

- MC: Management Consultants as Learning Agents: Clients' Perceptions on Learning in Management Consulting Andreas Werr, Stockholm School of Economics; Håkan Linnarsson, Stockholm School of Economics
- MC: Different Knowledge, Different Benefits: Toward a Productivity Perspective on Knowledge Sharing in Organizations *

Morten Hansen, Harvard U.; Martine R. Haas, Harvard U. Discussant: Joseph W Weiss, Bentley College

437 (MED) Reflexivity, Language and Action: Epistemological Issues in Management Education

10:40- 12:00 Hilton Washington & Towers: Military

Chair: Aleta Best, U. of Massachusetts, Dartmouth

- ☐→ MED: The Governing Values of Management and Organizational Knowledge: An Argument for Reflexivity in Production and Consumption
 - John Hassard, U. of Manchester Institute of Science & Technology; Mihaela Kelemen, Keele U., U.K.
- MED: Gateways to the Mind: Visual Metaphors in Management Development
 - Warren O. Nilsson, Baltimore Caregivers, Inc; Regina Bento, U. of Baltimore
- MED: Management Research Between Sense and Action Bertrand Venard, ESSCA
- MED: A Framework for Reflective Self-study's Use in Teacher Development

Richard W. Stackman, U. of Washington, Tacoma; Denise Drevdahl, U. of Washington, Tacoma; Jill M. Purdy, U. of Washington, Tacoma; Belinda Y. Louie, U. of Washington, Tacoma

Discussants: Ann L. Cunliffe, U. of New Hampshire; Joseph E. Champoux, U. of New Mexico; Meric Jerome, CERMAT-IAE de Tour; Kathy Monks, Dublin City U.

438: (MOC) Emerging Social Structures in Teams: Factors Influencing Shared Cognition and Performance 10:40-12:00 Omni Shoreham Hotel: Hampton

Chair: Joseph Gregory Gerard, U. of Georgia

MOC: Thinking Alike, Working Better: Antecedents and Consequences of Shared Team Cognition
Prasad Balkundi, Pennsylvania State U.; Lucinda Lawson, Lehigh U.; Martin J. Kilduff, Pennsylvania State U.; Judd Michael, Pennsylvania State U.; Zoe Barsness, U. of Washington, Tacoma

MOC: Looking for Stability in Times of Uncertainty: The Protective Role of Group Processes During Organizational Change

Malgorzata Tluchowska, U. of Queensland; Cynthia Gallois, U. of Queensland

MOC: Spontaneous Self-managing Teams: Evidences From the Field.

Fabiola Bertolotti, U. of Bologna; Diego Maria Macri', U. of Bologna; Maria Rita Tagliaventi, U. of Bologna

Discussant: D. Christopher Kayes, George Washington U.

439: (OB) Group Efficacy and Effectiveness

10:40- 12:00 Marriott Wardman Park Hotel: Maryland A Chair: Courtney Hunt, Northern Illinois U.

OB: The Effects of Group Efficacy: Group Efficacy and Overall Group Effectiveness

Anthony T. Pescosolido, College of William and Mary

OB: Unraveling the Black Box: Understanding the Multidimensionality of Group Development Artemis Chang, Queensland U. of Technology

OB: The Role of Efficacy Perceptions in Group Decision Failure.

Glen Robert Whyte, U. of Toronto; Randall S. Peterson, Cornell U.

OB: How Leaders Shape Group Efficacy: The Role of Psychological State and Nonverbal Expression Christine M. El Haddad, U. of Southern California

OB: Relating Member Abilities to Emotionally Competent Group Norms and Group Effectiveness Vanessa Urch Druskat, Case Western Reserve U.; Steven B. Wolff, Marist College; Loren R. Dyck, Case Western Reserve U.

Discussant: Alvin Ng, Massey U., New Zealand

440: (OB) **OB** and Entrepreneurship: The Reciprocal Benefits of Closer Conceptual Links

10:40- 12:00 Marriott Wardman Park Hotel: Maryland C Knowledge gathered by the field of OB can be extremely useful in undestanding fundmental questions concerning entrepreneurs. In return, the field of entrepreneurship, with its emphasis on start-up companies, can provide OB with a unique arena for testing the generality of its theories and findings, which have generally been applied primarily to large, existing organizations.

Chair: Robert A. Baron, Rensselaer Polytechnic Institute
Panel: Michael Ensley, U. of North Carolina, Charlotte; Robert
Vecchio, U. of Notre Dame; Robert A. Baron, Rensselaer
Polytechnic Institute; Edwin A. Locke, U. of Maryland

441 JS: (OB, BPS) How Leadership and Group Processes Matter in Strategic Innovation and Change

10:40- 12:00 Marriott Wardman Park Hotel: Hoover

Chairs: David M. Herold, Georgia Institute of Technology; Carolyn D. Davis, Georgia Institute of Technology

The Impact of Demography, Conflict, Trust and Reflexivity in Top Management Groups on Organizational Performance Patrick C. Flood, U. of Limerick; Sarah MacCurtain, U. of Limerick; Michael A. West, U. of Aston

The Importance of Internal Social Networks: An Examination of How the Relationships between Top Management Team Members and Core Employees Affect Firm Innovation Christopher Collins, Cornell U.; Kevin D. Clark, Villanova U.

An Examination of Visionary Versus Servant Leadership in a Team Allocation Situation

Ashleigh S. Rosette, Northwestern U.; Robert B. Duncan, Northwestern U.; Leigh Thompson, Northwestern U.

A Leadership Theory for the 21st Century: Toward a Framework of Executive Leadership that Facilitates Strategic Change

Carolyn D. Davis, Georgia Institute of Technology Discussant: Robert J. House, U. of Pennsylvania

442 JS: (OB, CM, HR) The Management and Mismanagement of Emotions at Work: A Multi-level Investigation

10:40- 12:00 Marriott Wardman Park Hotel: Delaware B *Chair:* **Sally Maitlis, U. of British Columbia**

Organizer: Lorna Doucet, U. of Illinois, Urbana-Champaign

Emotional Intelligence and Hiring: Getting the Job and Staying There

Sigal G. Barsade, Yale U.; Lorna Doucet, U. of Illinois, Urbana-Champaign; Linda O'Hara, Yale U.

Emotional Dishonesty: The Faking of Enthusiasm and Hiding of Anger by IT Workers and Clergy

Lorna Doucet, U. of Illinois, Urbana-Champaign; Elizabeth D. Scott, Pennsylvania State U.; Karen A. Jehn, U. of Pennsylvania

Can Perceived Fairness Mitigate the Outcomes of Workplace Envy

Yochi Cohen-Charash, U. of California, Berkeley

Toxic Decisions: The Mismanagement of Emotion in Organizational Decision Making

Hakan Ozcelik, U. of British Columbia; Sally Maitlis, U. of British Columbia

Socialization, Divestiture, and Experienced Emotions in Residency Training.

Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Jeffrey Kaufmann, Iowa State U.

Managing Emotions at Work: Some Political Reflections Stephen Fineman, U. of Bath

Discussant: Jane E. Dutton, U. of Michigan

443 JS: (OB, HR) The Employer's Side: Advancing Our Understanding of the Psychological Contract Framework?

10:40- 12:00 Marriott Wardman Park Hotel: Delaware A

Chair: Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science

Communicating the Psychological Contract: An Employer's Perspective

David E. Guest, King's College, London; Neil J. Conway, U. of London

Aren't There Two Parties in an Employment Relationship?
Antecedents and Consequences of Organization-employee
Agreement on Contract Obligations & Violations
Amanuel G. Tekleab, U. of Maryland; M. Susan Taylor, U. of
Maryland

Managers: Caught in the Middle of a Psychological Contract Muddle

Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science

Presenters: David E. Guest, King's College, London; Amanuel G. Tekleab, U. of Maryland; Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science Discussant: Denise M. Rousseau, Carnegie Mellon U.

444 JS: (OB, OC/S, OMT) Team Boundary Management:

New and Eclectic Models and Theories

10:40- 12:00 Marriott Wardman Park Hotel: Cotillion North

Chair: Richard J. Klimoski, George Mason U.

An Empirical Study of the External Communication Activities of Champions of Innovation

Christine Shea, U. of New Hampshire; Jane M. Howell, U. of Western Ontario

Exploring the Impact of Collateral Relationships on Negotiation Processes Among Group Representatives Kara A. Incalcaterra, George Mason U.; Richard J. Klimoski, George Mason U.

Project Management on Client Site: Perk of Pitfall Sheila Simsarian Webber, Concordia U.

Arrow's Paradox Meets Trust: The Influence of Trust and Positional Security on Information Transfer

Geoffrey G. Bell, Concordia U.; Marc H. Anderson, U. of Minnesota; Andre Bastien, Parker Aerospace

Presenter: Christine Shea, U. of New Hampshire
Participant: Jane M. Howell, U. of Western Ontario
Presenters: Kara A. Incalcaterra, George Mason U.; Sheila
Simsarian Webber, Concordia U.; Geoffrey G. Bell, Concordia U.

Participants: Marc H. Anderson, U. of Minnesota; Andre Bastien, Parker Aerospace

Discussant: John Mathieu, U. of Connecticut

445 ©: (OC/S) IT Management Processes

10:40- 12:00 Omni Shoreham Hotel: Calvert

Chair: Carol V. Brown, Indiana U., Indianapolis

OCIS: The IT Sourcing Process: A Framework for Research Pamsy Hui, U. of Texas, Austin; Cynthia M. Beath, U. of Texas, Austin

OCIS: Why Software Projects Escalate: The Relative Importance of Project Management Constructs versus Constructs Derived from Escalation Theories Mark Keil, Georgia State U.; Arun Rai, Georgia State U.; Peter Zhang, Georgia State U.; Joan Mann, Old Dominion U.

Discussants: Mike Gallivan, Georgia State U.; Erran Carmel,

American U.

446: (ODC) Organizational Change: Furthering the Understanding of Organization/Individual Interface

10:40- 12:00 Marriott Wardman Park Hotel: McKinley Chair: R T Golembiewski, U. of Georgia

ODC: Implementation of a Management Practice: Assimilation and Going Beyond

Eitan Naveh, Technion-Israel Institute of Technology; Alfred Marcus, U. of Minnesota

ODC: Analyzing Organizational Change Using the Construct of Awareness Development

Martin B. Kormanik, O.D. Systems, Inc.; Annette K. Sturdevant, O.D. Systems, Inc.

ODC: Organizational Identification During Major Change: The Dynamics of Dissociation and Re-association * Samia Chreim, U. of Lethbridge

amia Chreim, U. of Lethbridge
Winner of ODC Division

Winner of ODC Division Best Paper

ODC: Social Exchange Variables as Mediators of the Relationship Between Organizational Commitment and Employee Reaction to Change Initiatives
Dennis Self, Auburn U.; William S. Schaninger, McKinsey & Company; Achilles A Armenakis, Auburn U.

Discussants: Alexander Styhre, Chalmers U. of Technology; Ramkrishnan V. Tenkasi, Benedictine U.

447 : (OM) Managing in a Global Context

10:40- 12:00 Hilton Washington & Towers: Monroe East

Chair: Aleda V. Roth, U. of North Carolina, Chapel Hill

OM: Buyer Behaviors and Supply Chain Performance: An International Exploration *

Mark Pagell, Kansas State U.; Chwen Sheu, Kansas State U. Winner of Chan Hahn Best Paper Award

Discussants: Karen Chinander, U. of Miami; Hale Kaynak, U. of Texas, Pan American; Thomas V. Scannell, Western Michigan U.

448: (OMT) Competing with Style: Managing Innovation in Symbol Intensive Firms

10:40- 12:00 Marriott Wardman Park Hotel: Coolidge

Chairs: Davide Ravasi, U. L. Bocconi; Antti Ainamo, Helsinki School of Economics; Nelson Phillips, McGill U.

Issues of Innovation in Symbol Intensive Firms

Nelson Phillips, McGill U.; Davide Ravasi, U. L. Bocconi

Designers, Art Directors and Licensees: Organizing the Creative Process in the Italian Fashion Industry Davide Ravasi, U. L. Bocconi; Paola Varacca Capello, Bocconi U.

Patterns of Stylistic Innovation: An Empirical Analysis of the Evolution of Style in Prêt-à-porter between 1984 and 1999 Rossella Cappetta, U. L. Bocconi; Paola Cillo, U. L. Bocconi

Riding the Waves of Fashion as a Strategic Option in a Knowledge-intensive Industry: How Nokia Won the Competition in the Cell Phone Market

Antti Ainamo, Helsinki School of Economics; Mika Pantzar, Helsinki School of Economics

Discussant: Charles Fombrun, New York U.

449 : (OMT) Networks and Social Capital

10:40- 12:00 Marriott Wardman Park Hotel: Harding

Facilitator: Gautam Ahuja, U. of Texas, Austin

OMT: Instrumental...But Not Enough:The Influence of Organizational and Individual Networks on Communication Flows

Geoffrey G. Bell, Concordia U.; Akbar Zaheer, U. of Minnesota

OMT: Should I Stay or Should I Go? Social Capital and Promotions Within and Across Firms

Raymond T. Sparrowe, Cleveland State U.; Pamela Popielarz, U. of Illinois, Chicago

OMT: Communal Origins of Social Capital Hongseok Oh, Hong Kong U. of Science and Technology; Martin J. Kilduff, Pennsylvania State U.; Daniel J. Brass, U. of Kentucky

▼OMT: Interlocking Directorates and the Dynamics of Intercorporate Shareholdings Among Large Italian Firms Raffaele Corrado, U. of Bologna

450 ©SHCS: (OMT, OB, MOC) The Cultures of Future Organizations

10:40- 12:00 Marriott Wardman Park Hotel: Cotillion South

Processes and Trends Influencing Organizational Cultures
Philippe Baumard, IAE U., Aix en Provence

How Trust Climate Affects Reactions to Awareness Systems
Jane Webster, U. of Waterloo

Moving Beyond Diversity to Competitive Advantage Narayan Pant, Monitor Group

Culture as Process in Telework Settings

Roger L. Dunbar, New York U.; Raghu Garud, New York U.

Organizational Cultures in Imaginary Organizations

Bo Hedberg, Stockholm U.; Christian Maravelias, Stockholm U.

Moderator: William H. Starbuck, New York U.

451 : *(ONE)* Drivers for the Adoption of Environmental Management Systems and Voluntary Practices

10:40- 12:00 Hilton Washington & Towers: Monroe West

Chair: Petra Christmann, U. of Virginia

ONE: Who Adopts Management Standards Early? An Examination of ISO 14001 Certifications *

Andrew King, New York U.; Michael Lenox, New York U.

ONE: Task Visibility, Environmental Impact Transparency, and ISO 14001 Certification

Ruihua Joy Jiang, U. of Western Ontario; Pratima Bansal, U. of Western Ontario

→ ONE: Does It Pay to Green in the Developing World?
Participation in a Costa Rican Voluntary Environmental
Program & Its Impact on Hotels' Competitive Advantage *
Jorge Rivera, Duke U.

Discussants: Ted London, U. of North Carolina, Chapel Hill; Kimberly M. Ellis, Michigan State U.; Bruce Paton, U. of California, Santa Cruz

452: (PNP) Decision Making and Strategy

10:40- 12:00 Marriott Wardman Park Hotel: Eisenhower

Chair: Herman L. Boschken, California State U., San Jose

PNP: Decision Making in the Quasi-governmental Sector: The Case of the Illinois Soybean Program Operating Board Donna K. Fisher, U. of Illinois, Urbana-Champaign: Steve T. Sonka, U. of Illinois, Urbana-Champaign; Randall E. Westgren, U. of Illinois, Urbana-Champaign

" PNP: Environment, Strategy, and Structure: A Study of State Health Agencies

Eric W. Ford, U. of Alabama, Birmingham; W. Jack Duncan, U. of Alabama, Birmingham; Peter M. Ginter, U. of Alabama, Birmingham

→ **PNP**: How Government Matters: Strategic Decision Making in Public Bureaucracies that Impact Private Enterprises

Rangamohan V. Eunni, Boston U.; John F. Mahon, U. of Maine

Discussant: John M. Bryson, U. of Minnesota

453 : (RM) Navigating Scylla and Charybdis: On the **Challenges of Mixing Methods in Organizational Research**

10:40- 12:00 Omni Shoreham Hotel: Executive

Chair: William Neil Kaghan, U. of Washington, Bothell

Presenters: Sharon F. Matusik, Rice U.; Michael Heeley, Rice U.; Brian T. Pentland, Michigan State U.; Quintus Jett, Rice U.; Jennifer M. George, Rice U.; Donald Siegel, U. of Nottingham; William Neil Kaghan, U. of Washington, Bothell; Jason Owen-Smith, Stanford U.

Discussants: Nicole Woolsey Biggart, U. of California, Berkeley; Maryann Feldman, Johns Hopkins U.

454 JS: (RM, ODC, OMT) Organizations as Theatre and **Organizational Theatre – From Metaphor to Intervention**

10:40- 12:00 Omni Shoreham Hotel: Diplomat Chairs: Stefan Meisiek, Stockholm School of Economics; Dave

M. Boje, New Mexico State U. Global Theatrics and Capitalism

Dave M. Boje, New Mexico State U.

Organizational Theatre and the Site of Performance Heather Hopfl, U. of Northumbria

The Surplus Value of Theatrical Management of Organizations

Pierre Guillet de Monthoux, Stockholm U.

Organizational Theatre and Organizational Change Georg Schreyogg, Freie U., Berlin

Post-event Effects of Theatrical Events in Organizations Stefan Meisiek, Stockholm School of Economics Presenters: Heather Hopfl, U. of Northumbria; Georg Schreyogg, Freie U., Berlin; Pierre Guillet de Monthoux, Stockholm U. Discussant: Steven S. Taylor, U. of Bath

455 €: (SIM) Stakeholder Management: From Theory to **Practice**

10:40- 12:00 Hilton Washington & Towers: Thoroughbred

Moderator: James E. Post, Boston U.

Presenters: RS Moorthy, Motorola; Sybille Sachs, U. of Zurich; Carrie R. Leana, U. of Pittsburgh

Panel: Sybille Sachs, U. of Zurich; Gerry P. Matthews, Shell Oil Company

456: (SIT) Studies in Change Management

10:40- 12:00 Marriott Wardman Park Hotel: Kennedy

Facilitator: Bahman P. Ebrahimi, U. of Denver

→ BPS: Idiosyncratic Versus Generic Patterns of Renewal in the European Financial Services Sector: A Comparison between the Netherlands and the U.K. Charles Baden-Fuller, City U., London; Bert Flier, Erasmus

y ONE: Environmental Change in Pennsylvania's Manufacturing Facilities

Linda C. Angell, Victoria U., New Zealand; Qin Gao, Sierra Health Service; Gordon P. Rands, Western Illinois U.

ONE: EMS-based Environmental Regimes as Club Goods: Examining Variations in Firm-level Adoption in U.K., U.S., and Germany

Kelly Kollman, George Washington U.; Aseem Prakash, George Washington U.

PNP: Vision and Government: The Strategic Effect of Vision Statements on Government Agencies William H. Price, Nova Southeastern U.

457: (S/T) Networks and Network Analysis

10:40- 12:00 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Yadong Luo, U. of Miami

BPS: Does Network Structure Really Matter? A Meta-analytic Synthesis of the Evidence

Ravindranath Madhavan, U. of Illinois, Urbana-Champaign

ENT: Perceived Uncertainty, Personal Networks, and Firm Performance: An Examination of Decision-makers in Small High Technology Manufacturing Firms

Olukemi O. Sawyerr, California State U., Long Beach; Jeffrey E. McGee, U. of Texas, Arlington; Mark Peterson, U. of Texas, Arlington

IM: Founder Centrality Effects on the Mexican Family Firm's Top Management: Firm Culture, Strategic Vision and Goals, and Firm Performance

Nicholas Athanassiou, Northeastern U.; William F. Crittenden, Northeastern U.; Louise Kelly, U.S. International U.; Pedro Marquez-Perez, ITESM/Instituto de Empresa

MH: The Evolution of Network Analysis: Impact of Socioeconomic Perspectives on Strategic Management Thought

Liliana M. Perez, U. of Memphis; Ben L. Kedia, U. of Memphis

458: (SIT) Diversity in the Workplace: Boon or Bane? 10:40- 12:00 Hilton Washington & Towers: Georgetown East

Facilitator: Barbara L. Kelsey, Ryerson Polytechnic U.

→ CM: Disentangling the Complexity of Productive and Destructive Conflict in Culturally Heterogeneous Workgroups: A Communication Accommodation Theory Approach *

Oluremi B. Ayoko, U. of Queensland; Charmine E.J. Hartel, Monash U.; Victor C. Callan, U. of Queensland

GDO: And Justice for All? An Organizational Justice Perspective on Workplace Diversity

Jana L. Raver, U. of Maryland; Lisa H. Nishii, U. of Maryland MOC: Identifying the Ingroup: A Closer Look at the Influence of Demographic Dissimilarity on Employee Social Identity

Prithviraj Chattopadhyay, U. of Queensland; Malgorzata Tluchowska, U. of Queensland

OB: Diversity, Dissimilarity, and Creativity: Does Group Composition or Being Different Enhance or Hinder Creative Performance?

Lucy L. Gilson, U. of Connecticut

459 : *(TIM)* Organizational Capabilities for Technological Innovation

10:40- 12:00 Omni Shoreham Hotel: Capitol

Chair: Dodo zu Knyphausen-Aufsess, U. of Bamberg

TIM: Enactment of Codified Routines and Innovation: Conceptualizing Formalization's Role in Organizational Evolution

Wynand Bodewes, Rotterdam School of Management

TIM: A Structural Approach to Assessing Innovation: Construct Development of Innovation Types and Characteristics and Their Organizational Effects

Hubert Gatignon, Euro-Asia Centre, INSEAD; Michael L. Tushman, Harvard U.; Philip C. Anderson, Dartmouth College; Wendy Kim Smith, Harvard U.

TIM: Determinants of Organizational Innovation Capability: Development, Socialization, and Incentives

Annique A. Un, Massachusetts Institute of Technology

TIM: Venture Design, Scalability and Sustained Performance * Richard Bergin, Harvard U.

TIM: A New Perspective on the Development of New Competences in Emerging Industries
Valerie Claude-Gaudillat, U. of California, Berkeley

Monday 12:10PM

460 : (AAC) Journal of Organizational Behavior Luncheon

12:10- 2:10 Marriott Wardman Park Hotel: Nathan Hale

Organizer: Denise M. Rousseau, Carnegie Mellon U.

461 ☐ ♥: (MSR) Spirituality & Management Education - PART I:

12:10- 12:35 Hilton Washington & Towers: Jefferson East Part I (Paper) and Part II (Symposium) are combined to present and discuss material on spirituality and management education

■ MSR: Learnings from a Transformative Dialogue on Spirituality and Management Education:Integrating Sense and Soul Through thePolitics of Spiritual Knowledge David S. Steingard, St. Joseph's U.; Dale E. Fitzgibbons, Illinois State U.

Monday 12:20PM

462 → 😗: (AA) Institutional Variation and Firm Performance:Spotlighting the Complementarity between the Role of Government & Other Institutions

12:20- 2:10 Omni Shoreham Hotel: Palladium

Organizer: Tarun Khanna, Harvard U.

The Institutional Framework of Technological Develoment Ishtiaq Pasha Mahmood, National U., Singapore; Carlos Rufin, Babson College

Institutions and the Evolution of Software and E-business in India

Srilata Zaheer, U. of Minnesota; Radhika Rajan, U. of Minnesota

Can Global Practices Cause Institutional Convergence? The Emergence of the Indian Software Industry in the 1990s Tarun Khanna, Harvard U.; Krishna Palepu, Harvard U.

Corporate Sector Stability and Economic Performance Bernard Yeung, New York U.; Randall Morck, U. of Alberta

463 以: (AA) How Governments Matter: The Unanticipated Consequences of Health Reform

12:20- 2:10 Hilton Washington & Towers: Lincoln East

Chair: Michael John Powell, U. of Auckland

The Impetus for Managed Care in America: The 1973 HMO Act or 1983 Medicare Reform?

Carol A. Caronna, U. of California, Berkeley; Rick Mayes, U. of California, Berkeley

Public Managed Care for Substance Abuse Treatment: Unintended Consequences?

Thomas A. D'Aunno, U. of Chicago

Government-Funded Experiments as Resources for Renewal in Health Care?"

Jean-Louis Denis, U. of Montreal; Lise Lamothe, Université de Laval; Ann Langley, U. of Montreal

The Regionalization of Healthcare in Alberta: Plans,

Paradoxes and Perseverance

Bob Hinings, U. of Alberta; Ann Casebeer, U of Calgary; Royston Greenwood, U. of Alberta; Karen Golden-Biddle, U. of Alberta; Amy L. Pablo, U. of Calgary; Trish Reay, U. of Alberta

The Transformation of an Organizational Field: Institutional Change and Organizational Entrepreneurs

Michael John Powell, U. of Auckland; Pauline Barnett, U. of Otago

Discussant: Henry Mintzberg, McGill U.

464 ♥: (AA) Government Matters as Friend, Foe and Arbiter

12:20- 2:10 Marriott Wardman Park Hotel: Salon 2

Chair: Jean J. Boddewyn, City U. of New York, Baruch College How Governments Matter: The Case of Anti-trust Regulation in the New Economy

Jay Barney, Ohio State U.

Public Policy And The New Economics Of Competitiveness and Economic Development

Michael E. Porter, Harvard U.

Governments Must Matter: They Generate Too Many Battles Peter S. Ring, Loyola Marymount U.

Historical Trajectories in the Facilitative, Regulative and Constitutive Roles of Law

W. Richard Scott, Stanford U.

465 : (BPS) Behavioral Dynamics in Top Management

12:20- 2:10 Marriott Wardman Park Hotel: Wilson A

Chair: Simon Peck, City U.

BPS: Negotiating Asymmetry: A Model of Top Management Team Effectiveness

Amy C. Edmondson, Harvard U.; Michael A. Roberto, Harvard U.; Michael Watkins, Harvard U.

BPS: Top Management Groups of High Technology Organizations:An Information Processing Explanation of Value Creation

Kevin D. Clark, Villanova U.

BPS: Exploring Antecedents to Conflict During Strategic
Decision Making: The Importance of Behavioral Integration
Ann C. Mooney, Haub School of Management; Jeffrey
Sonnenfeld, Yale U.

BPS: Top Management Team Cognitive Diversity, Team-Member Exchange, and Firm Performance
Zeki Simsek, U. of Connecticut; Michael Lubatkin, U. of
Connecticut; John F. Veiga, U. of Connecticut; Richard N.
Dino, U. of Connecticut; John Adams, U. of Ulster at
Jordanstown; Colm O'Gorman, U. College, Dublin; Panikkos
Poutziouris, U. of Manchester; Barbara Murray, Glasgow
Caledonian U.

Discussant: Nandini Rajagopalan, U. of Southern California

466: (BPS) Exploring and Expanding the Resource Based View of the Firm

12:20- 2:10 Marriott Wardman Park Hotel: Wilson C

Chair: Joseph Lampel, U. of Nottingham

BPS: Dynamic Capabilities and the Emergence of Differential Intra-industry Firm Performance: Insights from a Simulation Study

Christoph Zott, INSEAD

☐ BPS: From the Resource-based View to the Dynamic Capability View –Towards a Theoretical Frame for the Development of Organizational Capabilities Salvio Vicari, Bocconi U.; Gianmario Verona, Bocconi U.

➡ BPS: Dynamic Capability Through External Corporate Venturing: External Corporate Venturing Capability, Learning, and Capability Development Thomas Keil, Helsinki U. of Technology; Erkko Autio, Helsinki U. of Technology

BPS: Evolution of Diversifying Acquisitions as a Capability in the U.S. Banking Industry, 1989-1999 * Carmen Weigelt, Duke U.

Discussant: Tim G. Pollock, U. of Wisconsin, Madison

467 : (BPS) Knowledge Based View of the Firm

12:20- 2:10 Marriott Wardman Park Hotel: Wilson B

Chair: Veronique Ambrosini, Cranfield U.

BPS: Organization of Economic Activity and the Boundaries of the Firm: An NK-modeling Approach

Sai Krishna Yayavaram, U. of Texas, Austin

BPS: Knowledge Transfer in Acquisitions: The Role of Psychological Ownership of Knowledge in the Acquired

Company

Ana Voican Bolino, U. of South Carolina

BPS: Insider Trading and Knowledge-based Assets: Human Capital, R&D intensity and Opportunism

Russell Coff, Emory U.; Peggy M. Lee, Emory U.

BPS: When Using Knowledge Hurts Performance: Capturing the Value of Knowledge in Winning Competitive Bids Martine R. Haas, Harvard U.; Morten Hansen, Harvard U. Discussant: Don Sull. Harvard U.

468 JS: (BPS, OMT) Challenges in Creating and Maintaining "Hand-in-glove" Buyer-supplier Relationships

12:20- 2:10 Marriott Wardman Park Hotel: Delaware A

Chairs: Pierre Azoulay, Massachusetts Institute of Technology; Brian Silverman, Harvard U.

The Impact of Ex Post Opportunism on the Outcomes of Interorganizational Relationships

Erin Anderson, INSEAD; Sandy Jap, Massachusetts Institute of Technology

Shadow of the Past or Shadow of the Future? Buyer-supplier Networks (or Lack Thereof) in Drug Development Pierre Azoulay, Massachusetts Institute of Technology; Rebecca Henderson, Massachusetts Institute of Technology

Can Contracts Facilitate Trusting Relationships? A Case Study from the Software Industry

Kyle J. Mayer, U. of Southern California

An Economist's Confusion About Status: Partner Selection and Rent Seeking in Interorganizational Relationships **Brian Silverman, Harvard U.**

Discussants: Paul Ingram, Columbia U.; Todd Zenger, Washington U.

469 ©: *(CM)* Intractable Conflicts and Conflict Management Interventions

12:20- 2:10 Hilton Washington & Towers: Caucus

Chair: Gregory K. Stephens, Texas Christian U.

© CM: Putting the Cart Before the Horse: The Unexpected Benefits of Arbitrating Before Mediating.

Donald E. Conlon, Michigan State U.; Henry Moon, U. of

Maryland; Kok Yee Ng, Michigan State U.

8 CM: Frame Repertoires and Non-collaborative Behavior in

an Intractable Environmental Conflict
Barbara Gray, Pennsylvania State U.; Ralph Hanke,
Pennsylvania State U.

CM: Embedded Change Interventions: Role of Organizational Context in Changing Workplace Conflict Behavior

Corinne Bendersky, Massachusetts Institute of Technology Winner of CM Division Best Student Paper Award

470: (ENT) Firm Emergence and the Nascent Entrepreneur

12:20- 2:10 Omni Shoreham Hotel: Cabinet

Chair: Lene Foss, Norwegian Institute of Fisheries and Aquaculture Ltd.

→ ENT: Recombining, Socializing, and Legitimating: The Selection of New Ventures

Frederic Delmar, Entrepreneurship and Small Business

Research Institute; Scott Shane, U. of Maryland, College Park

ENT: Why Does the Firm Come into Existence? Towards an Entrepreneurial Perspective on the Nature of the Firm Ivo Zander, Stockholm School of Economics

→ ENT: Business Planning and the Nascent
 Entrepreneur: An Empirical Study of Normative Behavior
 Benson Honig, U. of Haifa; Tomas Karlsson, Jönköping
 International Business School

ENT: Differing Expectations: Comparing Nascent Entrepreneurs to Non-entrepreneurs Kelly G. Shaver, College of William and Mary; Elizabeth Gatewood, Indiana U.; William B. Gartner, U. of Southern California

471 : (GDO) Personal and Interpersonal Influences on Work-family Conflict

12:20- 2:10 Hilton Washington & Towers: Map

Chair: Susan M. Burroughs, Roosevelt U.

GDO: The Long Arm of the Organization: Work-family Policies, Employee Preferences for Segmentation, and Satisfaction and Commitment *

Nancy Rothbard, U. of Pennsylvania; Tracy L. Dumas, Northwestern U.; Katherine Williams Philips, Northwestern U.

GDO: A Model of the Antecedents of Work-family Conflict and Family-work Conflict as Moderated by Social Support: A Test of the Theory of Person-environment Fit Kellyann Berube Kowalski, U. of Massachusetts, Dartmouth; Laura Lynn Beauvais, U. of Rhode Island

• GDO: Social Support is Not Enough, It is Also a Matter of Practical Assistance: Gender Differences in the Effectiveness of Different Measures to Reduce Dissatisfaction and Emotional Exhaustion Hetty van Emmerik, Utrecht U.

Discussants: Karen J. Crooker, U. of Wisconsin, Parkside; Beverly J DeMarr, Ferris State U.; Lisa L Scherer, U. of Nebraska, Omaha

472 8 JS: (GDO, CAR) Diminishing the Digital Divide: Women, Minorities and Information Technology

12:20- 2:10 Hilton Washington & Towers: State

The session will be interactive and involve panelists and the audience in roundtable discussions

Chairs: Dianna L. Stone, U. of Central Florida; Stephanie E Newell, Eastern Michigan U.

Presenters: Jeanette N. Cleveland, Pennsylvania State U.; Eduardo Salas, U. of Central Florida; Deborah Ettington, Eastern Michigan U.; Kimberly Lukaszewski, State U. of New York, New Paltz; Richard Johnson, U. of Central Florida

473 : (HR) Theoretical Perspectives and Frameworks for Strategic Human Resource Management

12:20- 2:10 Marriott Wardman Park Hotel: Virginia C

Chair: Sean A. Way, Rutgers U.

What Happens if We Take the Resource-based View of the Firm Seriously? Observations on the Theory and Practice of Strategic Human Resource Management

Clinton Chadwick, U. of Illinois, Urbana-Champaign; Timothy M. Gardner, Cornell U.

Strategic Human Resource Management: An Integrative Theoretical Framework

John E. Delery, U. of Arkansas

A Conceptual Examination of the Link between Strategy and Human Resource Practices: The Mediating Effects of Employee Group and Human Resource Philosophy David P. Lepak, U. of Maryland

The Evaluative Process Model: A Multiple Stakeholder Framework for Strategic Human Resource Management Research

Sean A. Way, Rutgers U.; Diane E. Johnson, U. of Alabama Discussants: Mark Huselid, Rutgers U.; Scott A. Snell, Pennsylvania State U.; Patrick Wright, Cornell U.

474: (HR) Withdrawal and Misconduct

12:20- 2:10 Marriott Wardman Park Hotel: Virginia B

Chair: Howard Klein, Ohio State U.

HR: Lead Them Not Into Temptation: Job Autonomy as an Antecedent of Organizational Misbehavior

Yoav Vardi, Tel Aviv U.; Ely Weitz, Tel Aviv U.

HR: Do Unto Others: The Role of Psychological Contract Breach, Violation, Justice, and Trust on Retaliation Behaviours

Sandra Rever-Moriyama, Maritime Life; Jean E. Wallace, U. of Calgary

HR: Work Relationships in Telephone Call Centres: Understanding Emotional Exhaustion and Employee Withdrawal

Stephen J. Deery, King's College, U. of London; Roderick D. Iverson, Simon Fraser U.; Janet T. Walsh, Royal Holloway, U. of London

HR: Workplace Absenteeism and Alcohol Use: A Day-to-day Examination

Susan McFarlin, Old Dominion U.; William S. Fals-Stewart, State U. of New York, Buffalo

Discussant: Diane E. Johnson, U. of Alabama

475 JS: (HR, RM) The Gap Between Science and Practice in HRM: Sources of the Problem and Potential Remedies 12:20- 2:10 Marriott Wardman Park Hotel: Cotillion North

12:20- 2:10 Marriott Wardman Park Hotel: Cotiliion North

Chairs: Robert L. Dipboye, Rice U.; Kevin C. Wooten, U. of Houston, Clear Lake

Presenters: Wayne F. Cascio, U. of Colorado, Denver; John W. Boudreau, Cornell U.; Peter M. Ramstad, Personnel Decisions International; James L. Wilkerson, ABB Vetco; Kevin C. Wooten, U. of Houston, Clear Lake; Robert L. Dipboye, Rice U. Discussant: Gary Johns, Concordia U.

476 JS: (IM, HR) International Human Resource Strategies: New Perspectives, New Work

12:20- 2:10 Omni Shoreham Hotel: Empire

Chair: Helen De Cieri, Monash U.

Strategic IHR from the Training and Development Perspective Ibraiz Tarique, Rutgers U.; Paula M. Caligiuri, Rutgers U.; Mila Borislavova Lazarova, Rutgers U.

The Effect of Human Resource Management Practices on MNC Subsidiary Performance

Hyeon Jeong Park, Cornell U.; Carl Fey, Stockholm School of Economics; Ingmar Bjorkman, Swedish School of Economics

New Forms of International Working: Evidence from Europe Hilary Harris, Cranfield School of Management

New Forms of International Working: Evidence from Australia Marilyn Fenwick, Monash U.

Presenters: Hilary Harris, Cranfield School of Management; Marilyn Fenwick, Monash U.; Hyeon Jeong Park, Cornell U.; Ibraiz Tarique, Rutgers U.

Participants: Mila Borislavova Lazarova, Rutgers U.; Carl Fey,

Stockholm School of Economics

Discussant: Peter J. Dowling, U. of Tasmania

477 : (IP) Health Care Management

12:20- 2:10 Hilton Washington & Towers: Conservatory T2

Facilitator: Eric S. Williams, U. of Alabama, Tuscaloosa

• HCM: Evaluating Stakeholder Management Performance Using a Stakeholder Report Card: The Next Step in Theory and Practice

Donna Malvey, U. of South Florida; Myron D. Fottler, U. of Central Florida; Donna J. Slovensky, U. of Alabama, Birmingham

● **SHCM**: Determinants of Health Insurance Plan Switching Among Federal Employees

Dawn Oetjen, U. of Central Florida; Myron D. Fottler, U. of Central Florida; Antonio J. Trujillo, U. of Central Florida

CHCM: Choices Among Health Plans: Effects of Coverage Levels and Risk Perceptions

Kristine Kuhn, Washington State U.

HCM: Rating Health Care Management Journals: An Update and Extension

Eric S. Williams, U. of Alabama, Tuscaloosa; Randall T. Stewart, U. of Alabama, Tuscaloosa; Stephen J. O'Connor, U. of Alabama, Birmingham; Grant T. Savage, U. of Alabama, Tuscaloosa; Richard M. Shewchuk, U. of Alabama, Birmingham

EHCM: Lessons in Organizational Design Consistency: The Penncare and Henry Ford Health System Experiences Nicole Dubbs, Columbia U.

478: (IP) Ethics and the Individual

12:20- 2:10 Hilton Washington & Towers: Conservatory T1

Facilitator: Douglas R. May, U. of Nebraska, Lincoln

SIM: Personal and Organizational Determinants of Managerial Ethical Decision-making

Neal M. Ashkanasy, U. of Queensland; Carolyn Windsor, Griffith U.; Linda K. Trevino, Pennsylvania State U.; Michael P Bibo, U. of Queensland

SIM: What is Wrong? The Impact of Moral Intensity Dimensions on Ethical Decision-making

Dawn S. Carlson, Baylor U.; K. Michele Kacmar, Florida State U.; Lori L Wadsworth, Brigham Young U.; Suzanne Zivnuska, Florida State U.

SIM: Moral Reasoning and Work Locus of Control
Peter E Mudrack, Kansas State U.; E. Sharon Mason, Brock
U.

SIM: The Nature of Ethical Predisposition and Its Influence on Moral Awareness: Investigating Relationships and Assumptions

Scott J. Reynolds, U. of Minnesota

SIM: Issue-related and Situational Influences on Ethical Judgments and Behavioral Intentions: An Empirical Study Sean Valentine, U. of Wyoming; Tim Barnett, Louisiana Tech U.

479 : (IP) International Human Resources Policy Issues

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T1

Facilitator: J. Stewart Black, U. of Michigan

→ IM: Beyond Formal Mechanisms: Human Resource Management in Thailand and Vietnam Ken N. Kamoche, City U., Hong Kong

IM: Strategic HRM, Knowledge Retention and Human Capital in Australian Exporting Firms

John J. Rodwell, Deakin U.; Stephen T. Teo, U. of Technology, Sydney

IM: Issues In International Human Resource Management:A Comparative Study between Canada and India Sudhir K. Saha, Memorial U., Newfoundland; Shubhadeep Chaudhury, Memorial U., Newfoundland

OCIS: Convergence or Divergence? Employee Practices and Attitudes on Web Usage in the Workplace in Nigeria, Malaysia, and the United States

Claire A Simmers, St. Joseph's U.; Murugan Anandarajan, Drexel U.; Uzoamaka P. Anakwe, Pace U. Winner of Best Interactive Paper Award

480 : (IP) Strategic Alliances in Industry

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T2

Facilitator: Ted London, U. of North Carolina, Chapel Hill

BPS: The Evolution of Trust in Information Technology

Candace Elizabeth Young-Ybarra, Chapman U.; Margarethe Wiersema, U. of California, Irvine

BPS: Alliance Formation and Structure Across Industries:An Application of Industry Life Cycle Theory

Scott R. Gallagher, James Madison U.; Seung Ho Park, Rutgers U.

BPS: Social Identification Processes in Alliances : Putting Executives Back in the Picture

Philippe Monin, EM Lyon

OMT: Who Gets Wall Street's Attention? Density Dependence in Alliance Network Effects on Security Analyst Coverage Michael Jensen, Northwestern U.

481 : (*IP*) Research and Development Strategies, Trends, and Patterns

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T3

Facilitator: Prescott C. Ensign, Ecole des Hautes Etudes Commerciales

TIM: International Research and Development Strategies Patrice Houdayer, ESCEM; Frédéric Fontane, ESCEM

- **TIM:** Inter-firm R&D Parntnerships An Overview of Major Trends and Patterns Since 1960
 - J. Hagedoorn, Maastricht U.
- **TIM**: Tacitness, Power Asymmetry, and Strategies for Appropriating the Returns from Joint Industrial R&D Projects
 - K. Thomas Chandy, State U. of New York, Binghamton; Marla Tuchinsky, INSEAD
- → TIM: The Relationship between Publications and Patentsby Researchers at Five Companies Kwanghui Lim, National U., Singapore
- Strategic Technology Management
 Sabine Boettcher, Not Specified

482 : (IP) Organizational Innovation

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T4

Facilitator: Gaurab Bhardwaj, Babson College

TIM: Relationships between Innovation and Organizational Competences

Paulo Jose Prochno, INSEAD

TIM: Absoptive Capacity and Social Network: Ability and Opportunity to Innovate

Emery Yao, U. of Pittsburgh; Susan McEvily, U. of Pittsburgh

TIM: Determinants of Innovation Capability at the Project-team Level: Development, Incentives, and Selection Annique A. Un, Massachusetts Institute of Technology

TIM: Investigating the Impact of Technological Diversity on the Magnitude and Type of Firm Inventive Output

Michael Heeley, Rice II: Sharon F. Matusik, Rice II: Gary S.

Michael Heeley, Rice U.; Sharon F. Matusik, Rice U.; Gary S. Hansen, U. Washington

483: (IP) Forms of Organization and Structure

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T6

Facilitator: Mohammed R. Ahmed, Ameer Institute of Technology

MH: Organizational Control: Historical and Organizational Perspectives

Hongseok Oh, Hong Kong U. of Science and Technology; Giuseppe Labianca, Tulane U.

ODC: Beyond Hierarchy? A Conceptual Framework Reassessing New Forms of Organizing

Gavin M. Schwarz, U. of Queensland / U. of Woolongong; Arthur Shulman, U. of Queensland

MH: Bad News for British Unions? State Recognition and Employer Opposition to Unionization in the U.S. and Canada

John A. Logan, London School of Economics

- ENT: Organizing for Knowledge and Technology Creation: An Analysis of Industry-university Relationships Michael D. Santoro, Lehigh U.; Joseph E. Coombs, James Madison U.
- •HR: Human Resources and Labor Relations Strategies for Mass Production, Sociotechnical Systems, and Lean Manufacturing: A Conceptual Framework Michael L. Moore, Michigan State U.; William M. Mothersell, Michigan State U.

484 : (*IP*) Interfirm Cooperation, Learning, and Environmental Sustainability

12:20- 2:10 Hilton Washington & Towers: Conservatory T3

Facilitator: Linda C. Angell, Victoria U., New Zealand

ONE: Environmental Information, Uncertainty and Interfirm Cooperation in Environmental Management

Mark P. Sharfman, U. of Oklahoma; Teresa Shaft, U. of Oklahoma; Robert Anex, U. of Oklahoma; Rex Ellington, U. of Oklahoma; Mark Meo, U. of Oklahoma

©ONE: Learning for Sustainable Development? Success and Failure Factors of Business-government Networks in the European Tourism Sector

Minna Maarit Halme, Helsinki School of Economics

SONE: Globalization and Environmental Sustainability: An Analysis of the Impact of Globalization Using the Natural Step Framework

Joyce Osland, U. of Portland; Kanwalroop Kathy Dhanda, U. of Portland; Kristi Yuthas, Portland State U.

- ONE: The Sources of Environmental Sustainability Pressures Gregory Unruh, Instituto de Empresa, Madrid
- → **SONE**: Do Governments Matter in Approaches to Ecological Sustainability? It Depends on the Culture.

Drew L. Harris, Longwood College

485 : (IP) Discrimination, Victimization, and Identity

12:20- 2:10 Hilton Washington & Towers: Conservatory T4

Facilitator: Mary A. Gowan, U. of Central Florida

- **GDO:** Agency in Organizational Inequality: Organizational Behavior and Individual Perceptions of Discrimination **Deborah Balser, U. of Missouri, St. Louis**
- OB: Overt Expressions of Anger in Response to Perceived Victimization:The Moderating Effects of Attributional Style, Hierarchical Status, and Organizational Culture Karl Aquino, U. of Delaware; Scott C. Douglas, U. of Montana; Mark J. Martinko, Florida State U.
- **CM**: Identity Frames and Intractable Disputes: Religious Identity in the 1998 Maine Referendum on Homosexual Civil Rights

Carolyn Wiethoff, Indiana U., Bloomington

GDO: Beliefs About Alternative Masculinity: An Exploration of Personal Experience Stories of Men Who Claim Alternative Masculinities

Robert Sardy, California School of Professional Psychology

486: (IP) A Look at Trends and Current Issues in Strategic Management

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T7

Facilitator: Ilgaz Tahir Arikan, Ohio State U.

BPS: The First Twenty Years of the Strategic Management Journal

Steven E. Phelan, U. of Texas, Dallas; Manuel Ferreira, U. of Texas, Dallas; Rommel Salvador, U. of Texas, Dallas

BPS: Entrepreneurial Strategies, Resources and Flexibility During the Growth Stage: Lessons from the Computer Industry for the 21st Century.

Ronald M. Rivas, Bentley College

BPS: The Evolution of Geographic Clusters in the U.S. Biotechnology Industry

Yoon-Suk Baik, Purdue U.

©BPS: Business Strategy, Control, and New Venture's

Jaume Franquesa, Western Michigan U.

487 : (IP) Research in Entrepreneurship

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T8

Facilitator: John W. Clarry, College of New Jersey

ENT: Entrepreneurship in Emergence: Fifteen Years of Entrepreneurship Research in Management Journals Lowell Busenitz, U. of Oklahoma; Page West, Wake Forest U.: Dean Shepherd, U. of Colorado, Boulder: Teresa E. Nelson, Suffolk U.; Andrew Zacharakis, Babson College; Gaylen N. Chandler, Utah State U.

ENT: Venture Capitalists' Investment Criteria in Technology-**Based New Ventures**

Jagdeep Singh Bachher, U. of Waterloo

ENT: The Evolution of Corporate Venturing: A Time Series Analysis

Vibha Gaba, U. of Oregon

Entrepreneurship and Job Creation

David S. Watkins, Southampton Business School, U.K.

ENT: Conceptualizing Industry Variations in the Survival of Franchising Systems

Vinay K. Garg, Southwest Missouri State U.

488 : (IP) Current Issues in Management Education

12:20- 2:10 Hilton Washington & Towers: Conservatory T5

Facilitator: Cynthia Fukami, U. of Denver

□→IM: Economics and Hofstede Cultural Dimensions: Application to Business Education of New Data from Transitional Economies of the Fsu Darryl J. Mitry, National U.

MED: Entering Unchartered Territory – The Future of Management Education and the Role of Business Schools Paul N. Friga, U. of North Carolina, Chapel Hill; Richard A. Bettis, U. of North Carolina, Chapel Hill; Robert Sullivan, U. of North Carolina, Chapel Hill

MED: Using Learning Style to Explain Student Satisfaction and Performancein a Business Course Leigh Stelzer, Seton Hall U.

ENT: From Capital to Critique: Towards an Emancipatory Entrepreneurial Pedagogy

Richard T. Harrison, U. of Aberdeen, U.K.

RM: Leadership, Lying and Losing: Learning the Value of RelevanceReclaiming and Deconstructing the Harvard Business School Case Method lanna Contardo, U. of Warwick; Robin Wensley, U. of Warwick

489 : (IP) Measurement, Strategy, and Firm Performance

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T9

Facilitator: Amy Hillman, Arizona State U.

BPS: Security Analysts' Earnings Forecasts as a Measure of Firm Performance: An Empirical Exploration of Its Domain Rakesh B Sambharya, Rutgers U., Camden

BPS: The Effects of Ownership Concentration on Investment and Performance in Privatized Firms in Russia Igor Filatotchev, U. of London

BPS: Coalignment between Business Strategy and Knowledge Strategy and Its Impact on Performance Dusya Vera, U. of Western Ontario

BPS: The Impact of Stock Market Cycles on Strategyperformance Relationships: Additional Empirical Evidence Frantz Maurer, U. Montesquieu-Bordeaux

490 : (IP) Corporate Governance and Governmental Regulation

12:20- 2:10 Marriott Wardman Park Hotel: Salon 3 T10

Facilitator: Rebecca S. Wells, Pennsylvania State U.

■ MH: Informational Privacy in the United States: Historical and Legal Perspectives

Eileen Kelly, Ithaca College

IM: NAFTA, SME Internationalization and the Relationship Between Managerial Orientation and Firm Performance Traiectories

James A. Wolff, Wichita State U.; Timothy Pett, Wichita State

IM: Apples or Oranges? Where do Italy and Spain Fall in the Corporate Governance Typology?

Ruth Aguilera, U. of Illinois, Urbana-Champaign

PNP: Governance Issues of Public-private Partnerships: A Transaction Cost Analysis of USAID-Enterprise Funds' Relationships

R. Scott Marshall, Portland State U.

491 (MED) The Move to Cyberspace: Issues and Trends in Online Management Education

12:20- 2:10 Hilton Washington & Towers: Military

Chair: Jane Whitney Gibson, Nova Southeastern U.

The Evolution of Online Business Courses

Dana V. Tesone, U. of Hawaii

The Transition from the Traditional Classroom to Cyberspace Jane Whitney Gibson, Nova Southeastern U.; Charles W. Blackwell, Nova Southeastern U.

Administrative Issues in Managing a Large Scale Online Business Program

Julia Teahen, Baker College

Issues and Challenges for Online Faculty Richard M. Hodgetts, Florida International U.

492: (MED) Luncheon of Past MED Division Chairs 12:20- 2:10 Hilton Washington & Towers: Dupont

Organizer: Elena P. Antonacopoulou, U. of Manchester Host: James A.F. Stoner, Fordham U.

493 JS: (MH, BPS) Alfred Chandler's Influence on Management History and Strategy

12:20- 2:10 Hilton Washington & Towers: Hemisphere Organizer: Christopher D. McKenna, U. of Oxford Chandler, the American Model and Its Worldwide Impact
Marie-Laure Djelic, ESSEC Business School

Chandler's Legacy for Business History

Louis Galambos, Johns Hopkins U.; Christopher D. McKenna, U. of Oxford

The 'Coherence' of Chandlerian Strategies
Bruce Kogut, U. of Pennsylvania

Chandler's Enduring Contribution to Strategic Management Richard Whittington, Oxford U.

Discussant: David A Hounshell, Carnegie Mellon U.

494: (MOC) From "Bricks and Clicks" to Religion: Organizational Identity and Identification

12:20- 2:10 Omni Shoreham Hotel: Hampton

Chair: David R. Schwandt, George Washington U.

→ g MOC: "We Who Are Many Form One Body":
Organizational Identification and the Impact of Multiple
Perceptions of Identity and Image in an International
Policy-setting Organization"

Craig Eugene Carroll, U. of Texas, Austin; Cees van Riel, Erasmus U.

MOC: Managing Dual Organizational Identities in a Looselycoupled System: A Qualitative Study of a "Bricks and Clicks" Organization

Michael E. Brown, Pennsylvania State U.; Kevin G. Corley, Pennsylvania State U.; Dennis A. Gioia, Pennsylvania State

MOC: Making Sense of Socialization: How Multiple Social Identities Shape Members' Experiences of Work *
Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Jeffrey Kaufmann, Iowa State U.

Discussant: David A. Whetten, Brigham Young U.

495 : (OB) Social-cognitive Approaches to Personality and Motivation in Organizational Behavior

12:20- 2:10 Marriott Wardman Park Hotel: Maryland B

Chairs: Robert Wood, Northwestern U. / U. of New South Wales; Svenja Tams, London Business School

Participants: Pino G. Audia, London Business School; Murray R. Barrick, Michigan State U.; Greg L. Stewart, Brigham Young U.; Carmen Tabernero, U. of Salamanca, Spain; Svenja Tams, London Business School; Don Vandewalle, Southern Methodist U.; Robert Wood, Northwestern U. / U. of New South Wales

Discussant: Terence R. Mitchell, U. Washington

496 : (OB) Eureka! Progress in Understanding Creativity

12:20- 2:10 Marriott Wardman Park Hotel: Maryland C

Facilitator: John E. Sawyer, U. of Delaware

OB: Broken Eggs and Great Omelets: The Role of Novel Activity and Psychological Safety in Employee Creativity Todd Dewett, Texas A&M U.

OB: Incremental Effects of Reward on Creativity *
Robert Eisenberger, U. of Delaware; Linda Rhoades, U. of
Delaware

Winner of OB Division Best Paper Award

- OB: Modeling Creative Co-workers: Effects of Supervisor Developmental Feedback and Close Monitoring Jing Zhou, Texas A&M U.
- → OB: Employee Creativity in Taiwan: The Interaction of Role Identity and Multiple Cultural Domains
 Steven M. Farmer, Wichita State U.; Pamela Tierney, Portland State U.; Kate Kung, Wichita State U.
- **OB:** Understanding When Bad Moods Foster Creativity and Good Ones Don't: The Role of Context and Clarity of Feelings

Jennifer M. George, Rice U.; Jing Zhou, Texas A&M U.

497 SHCS: *(OB, GDO)* **Men, Women, Money, and Markets** 12:20- 2:10 Marriott Wardman Park Hotel: Cotillion South

Chairs: Lisa A. Barron, U. of California, Irvine; Amy Mickel, California State U., Sacramento

Dollars and Difference: Organizational Effects of Genderspecific Approaches to Money Brooke Harrington, Brown U.

Psychological Mechanisms Underlying the Wage Gap: Toward a Psychology of Gender in Salary Negotiations Michele Gelfand, U. of Maryland; Jana L. Raver, U. of Maryland; Lisa Nishi, U. of Maryland, College Park; Virginia Smith Major, U. of Maryland

Men, Women, and the Importance of Money: Examining the Relationships with Occupation Choices and Organization Preferences

Amy Mickel, California State U., Sacramento

Men, Women and Preferences for Salary

Lisa A. Barron, U. of California, Irvine

Discussant: Lotte Bailyn, Massachusetts Institute of Technology

498 Galaction: **New Audiences and New Directions**

12:20- 2:10 Marriott Wardman Park Hotel: Delaware B

Chair: Rajnandini Pillai, California State U., San Marcos

Addressing the Leadership Challenges of Grassroots Community Leaders: The Leadership 2000 Project

Rajnandini Pillai, California State U., San Marcos; Troy R. Nielson, California State U., San Marcos; David Bennett, California State U., San Marcos

On Teaching Gender Differences in Leadership Susan Stites Doe, State U. of New York, Brockport Teaching Global Leadership

Kim Jaussi, U. of Southern California

Teaching Leadership Via the Classics

Maria L. Nathan, Lynchburg College

Team Teaching a MBA Leadership Course: Mechanisms for Integrating Internal and External Faculty

Kevin B. Lowe, U. of North Carolina, Greensboro; Bradley L. Kirkman, U. of North Carolina, Greensboro; Catherine D. Holderness, U. of North Carolina, Greensboro; Sloan R. Weitzel, Center for Creative Leadership

Presenters: Rajnandini Pillai, California State U., San Marcos; Troy R. Nielson, California State U., San Marcos; David Bennett, California State U., San Marcos; Susan Stites Doe, State U. of New York, Brockport; Kim Jaussi, U. of Southern California;

Maria L. Nathan, Lynchburg College; Kevin B. Lowe, U. of North Carolina, Greensboro; Bradley L. Kirkman, U. of North Carolina, Greensboro; Catherine D. Holderness, U. of North Carolina, Greensboro; Sloan R. Weitzel, Center for Creative Leadership Discussants: James R. Meindl, State U. of New York, Buffalo; William E. Rosenbach, Gettysburg College

499 ©SHCS: (OM, OCIS, OB) Using Different Communication Media to Service Customers

12:20- 2:10 Hilton Washington & Towers: Lincoln West

Chair: Anita D. Bhappu, Southern Methodist U.

Service Relationships, Pseudorelationships, and Encounters Barbara A. Gutek, U. of Arizona

Coordination in the Face of Uncertainty: Coordinating Mechanisms, Relational Coordination, and Performance **Jody H. Gittell, Harvard U.**

Moving Service Relationships Online: Can it be Done?

Anita D. Bhappu, Southern Methodist U.; Ulrike Schultze,
Southern Methodist U.

The New Service Experience: Customer Reactions to Selfservice Technologies

Dan Moshavi, Montana State U.

Discussant: Bennett W. Cherry, California State U., San Marcos

500 : (OMT) Organizational Design: Evolutionary Approaches

12:20- 2:10 Marriott Wardman Park Hotel: Coolidge

Facilitator: Daniel Levinthal, U. of Pennsylvania

OMT: An Evolutionary Theory of Intra-organizational Competition

Julian M. Birkinshaw, London Business School; Mats Lingblad, London Business School

OMT: Predicting Evolution? Evolutionary Variation as Selforganization in New Ventures

Benyamin Bergmann Lichtenstein, U. of Hartford

OMT: Internal and External Selection Environments:An Evolutionary Perspective On Firm-level and Population-level Change

Andrew D. Henderson, U. of Texas, Austin; Ithai Stern, U. of Texas, Austin; Junzheng Ding, U. of Texas, Austin

○OMT: Managing the Organizational Knowledge Absorption Cycle:The Micro Co-evolution Between Knowledge Processes and Integrative Capabilities

Justin J.P. Jansen, Rotterdam School of Management OMT: Evolution(s)

Mihnea Calin Moldoveanu, U. of Toronto

501: (OMT) Organizational Rates: Entry, Growth and Change - But Not Failure!

12:20- 2:10 Marriott Wardman Park Hotel: Harding

Facilitator: Lyda S. Bigelow, Washington U.

©OMT: The Rate of Change of Entrants and Incumbents in a Deregulated Industry

Tammy L. Madsen, Santa Clara U.; Gordon Walker, Southern Methodist U.

OMT: Resource Partitioning, Niche Overlap, and Firm Growth: The Growth Dynamics of Generalist and Specialist

Organizations

Jonathan Jaffee, U. of California, Berkeley

OMT: Structure, Scale, and Scope in the Global Computer Industry *

Matthew S. Bothner, U. of Chicago

Co-Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award

502 JS: (OMT, OB, BPS) **Sport and Organizational Studies: Exploring Synergy**

12:20- 2:10 Marriott Wardman Park Hotel: Hoover

Chairs: Richard A. Wolfe, U. of Michigan; Janet M. Dukerich, U. of Texas, Austin; Deborah Crown, U. of Alabama, Tuscaloosa Making Business a Game: Team Sports as a Model for

Management and Organization

James R. Terborg, U. of Oregon

The Relationship between Sports (Performance) Teams and Other Organizational Teams

Deborah Crown, U. of Alabama, Tuscaloosa

When is a Fan and Fanatic? Image vs. Esteem Management in a Sports Context

Janet M. Dukerich, U. of Texas, Austin; Jessica L Simmons, U. of Texas, Austin; Kevin E. Dickson, U. of Texas, Austin

Creating Strategic Advantage in Sports Teams

Laura Poppo, Virginia Polytechnic Institute and State U.

Exploring Multilevel Change in Sport

John M. Usher, Memorial U., Newfoundland; Richard A. Wolfe, U. of Michigan

Gender and Diversity in Organization: Lessons from the Interface between Sport and Organizational Research Audrey Murrell, U. of Pittsburgh

Discussant: Karl E. Weick, U. of Michigan

503: (PNP) Key Issues for Nonprofit Organizations

12:20- 2:10 Marriott Wardman Park Hotel: Truman

Chair: Norman B. Bryan, Georgia State U.

PNP: Motives and the Psychological Contract: Using the Volunteer Functional Inventory

Matthew Liao-Troth, Washington U.

PNP: The Public's Right to Charitable Organization Disclosure and Transparency

Allan Ryan, U. of Alberta

PNP: A Theory of Nonprofit Signaling: Asymmetric Information in the Market for Charitable Contributions

Mark T. Kim, Harvard U.

PNP: The Nonprofit Board of Directors: Performance, Composition, and Executive Leadership

William A. Brown, Arizona State U.

Discussant: Gretchen Gemeinhardt, American Productivity and Quality Center

504 €: (RM) Working Along the Practice-grounded Research Continuum: A Collaborative Academicpractitioner Action-science Experiment in the U.S. Department of Veterans Affairs

12:20- 2:10 Omni Shoreham Hotel: Executive

Joint presentations by academics and practitioners. Interactive audience-panel reflections.

Chair: Joel I. Harmon, Fairleigh Dickinson U.

Enhancing Organization Learning and Change through Datadriven Collaborative Action Inquiry

Daniel F. Twomey, Fairleigh Dickinson U.; Lyle Yorks, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.

Quantitatively Mapping the Organization Causes and Performance Effects of Workplace Stress and Aggression in the U.S. Department of Veterans Affairs

Joel I. Harmon, Fairleigh Dickinson U.; Scott J Behson, Fairleigh Dickinson U.; Joel H. Neuman, State U. of New York, New Paltz; Loraleigh Keashly, Wayne State U.

Qualitatively Assessing the Impact of Collaborative Action Inquiry on Organizational Learning and Change in the VA Lyle Yorks, Columbia U.; Victoria Marsick, Columbia U.; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Jim Scaringi, U.S. Dept. of Veterans Affairs; Rita Kowalski, U.S. Dept. of Veterans Affairs

Discussant: David Jamieson, Pepperdine U.

505: (SIM) Lobbying and Political Strategy

12:20- 2:10 Hilton Washington & Towers: Thoroughbred

Chair: Jamie R. Hendry, Bucknell U.

§ SIM: How Governments Matter in Setting the Playing Field: The Dynamics of Corporate Lobbying

John M. de Figueiredo, Massachusetts Institute of Technology

SIM: Fat-cat Lobbyists: Will Ad-hoc Issues Networks Make them Extinct?

Mark A Heuer, George Washington U.

g SIM: Corporate Political Strategy Formation: A Typology of Firms' Behavioral Response Patterns as Environmental Adaptations

James E. Mattingly, U. of Missouri, Columbia; Daniel Greening, U. of Missouri, Columbia

Discussant: Patrice Luoma, Quinnipiac College

506 8 JS: (SIM, PNP) Breaking the Frame: Markets, Governments, and Stakeholders in the Good Society

12:20- 2:10 Hilton Washington & Towers: Georgetown West

Chair: Sandra A. Waddock, Boston College

Managing for Stakeholders

Redefining the Corporation: Stakeholder Management and Organizational Wealth

Misery Loves Companies

Joshua D. Margolis, Harvard U.; James P. Walsh, U. of Michigan

Best Practices Toward Integrated Stakeholder Relationships/Corporate Citizenship

Sandra A. Waddock, Boston College

Presenters: R. Edward Freeman, U. of Virginia; James E. Post, Boston U.; Sybille Sachs, U. of Zurich; Lee E. Preston, U. of Maryland; James P. Walsh, U. of Michigan; Joshua D. Margolis,

Harvard U.; Sandra A. Waddock, Boston College Moderator: Lee E. Preston, U. of Maryland

Discussant: Ralph S. Brower, Florida State U.

507: (SIT) Understanding Negotiation Behavior and Outcomes

12:20- 2:10 Marriott Wardman Park Hotel: Kennedy

Facilitator: Tony Fang, Tony Fang China Production

CM: Information and Communication Support in

Negotiations:Shared Cognition and Prosocial Climate as

Predictors of Negotiation Settlement

Roderick Ingmar Swaab, U. of Amsterdam; Tom Postmes, U. of Amsterdam

CM: Culture and Negotiation Context: Implications for Distributive Outcomes

Dania Dialdin, Northwestern U.

CM: Reciprocal Information Sharing and Negotiation Outcome in East/West Negotiations

Wendi Lyn Adair, Cornell U.

SIM: Demographic, Cultural, and Economic Predictors of Perceived Ethicality of Negotiation Behavior: A Ninecountry Analysis

Roger J. Volkema, American U.

508: (S/T) Insights into Knowledge Transfer

12:20- 2:10 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Joel West, U. of California, Irvine

BPS: Key Factors Affecting Knowledge Transfer: An Organizing Framework

Jeffrey L. Cummings, George Washington U.

BPS: The Impact of the Depth and Breadth of Absorbed Knowledge on Levels of Exploration and Exploitation Raymond Van Wijk, Erasmus U.; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.

OCIS: Knowledge Transfer between Organizational Contexts P. Robert Duimering, U. of Toronto; Anthony K.P. Wensley, U. of Toronto

TIM: Organizing Practice-based Knowledge in Service Organizations *

Deborah J. Dougherty, Rutgers U.

509: (SIT) Expatiations on Careers

12:20- 2:10 Hilton Washington & Towers: Georgetown East

Facilitator: Cherlyn S. Granrose, Berry College

CAR: Cross Cultural Validation of a Career Anchor Scale and the Initial Structure of an Augmented Scale R.K. Premarajan, XLRI Jamshedpur, India

○CAR: Paths to Success: Do Male and Female Managers Follow the Same Road?

Kimberly A. Eddleston, U. of Connecticut; David Baldridge, U. of Connecticut; John F. Veiga, U. of Connecticut

MBA for Men and Women in Canada and the UK Ruth Catherine Simpson, Brunel U.; Jane Sturges, Open U., U.K.; Yochanan H. Altman, U. of North London

HR: CEO Career Specialization: The Influence of Industry Characteristics *

Nandini Rajagopalan, U. of Southern California; Deepak K. Datta, U. of Kansas; James P. Guthrie, U. of Kansas

510: (TIM) Knowledge Management

12:20- 2:10 Omni Shoreham Hotel: Capitol

Chair: Martin Kenney, U. of California, Davis

TIM: New Product Search Over Time: Past Ideas in their Prime?

Riitta Katila, U. of Maryland, College Park; Risto Miikkulainen, U. of Texas, Austin

TIM: Assessing the Profitability and Effectiveness of Corporate Knowledge Management Efforts: "In Search of Excellence" Redux?

Jose Castillo, Sul Ross State U.; Jose Salas, U. of Texas, Pan American

- TIM: Managing Knowledge Assets:Lessons from Nortel's New Product Development Initiative Anne P. Massey, Indiana U.; Mitzi Montoya-Weiss, North Carolina State U.; Tony O'Driscoll, IBM
- TIM: Exploring the Role of Key Organizational Factors in Knowledge Transfer and Technology Transfer Activities Shanthi Gopalakrishnan, New Jersey Institute of Technology; Michael D. Santoro, Lehigh U.
- TIM: Knowledge, Purpose and Process: Linking Knowledge Management and Innovation Jacky Swan, U. of Warwick; Harry Scarbrough, Leicester U.; Sue Newell, Nottingham Trent U.; Maxine Jane Robertson, U. of Warwick

Monday 12:36PM

511 ☐ © JS: (MSR, MED, SIM) Spirituality & Management Education -- PART II: A Multi-case Study of Teaching Management and Spirituality: Who's Teaching What, Where -- and How You Can Join Them

12:36- 2:10 Hilton Washington & Towers: Jefferson East

Chair: Sandra West King, California State U., Fullerton Organizer: Jerry Biberman, U. of Scranton

Presenter: Lee Perry Robbins, Golden Gate U.

Monday 12:40PM

512 8: (OC/S) Is Internet Technology Likely to Make Governments Matter More or Less?

12:40- 2:10 Omni Shoreham Hotel: Calvert

Internet technology is changing all facets of society because it significantly lowers the cost of communication between all segments. Governments and citizens can now communicate more often for a variety of purposes from influencing policy to paying bills. There is a great opportunity to use Internet technology to improve the effectiveness and efficiency of government so that the process of governing is more beneficial to constituents. The panel brings together experts from different countries to explore the potential positive and negative results based on their knowledge of some nations at the frontiers of e-government.

Chair: Richard Thomas Watson, U. of Georgia
Presenters: Sigmund Akselensen, Telenor; Jeff Cummings,
EzGov; Ake Gronlund, U. of Umeå; Michael Parent, U. of
Western Ontario

Monday 12:45PM

513 □ ♥ 8: (MC) Developing Effective Leaders: Consulting Lessons from Governments and Others

12:45- 2:10 Omni Shoreham Hotel: Governor's

We all know of Jack Welch and Andy Grove. But, what do we know about the leaders in non-business sectors, and what can we learn from consultants engaged in developing and coaching leaders in governments and NGOs? Many innovative leadership approaches developed in governments and NGOs are used in private sector firms. In this theme session, the panelists discuss their learning and their work in consulting, coaching and developing leaders. Panel: Alan Glassman, California State U., Northridge; Larry E. Greiner, U. of Southern California; Thomas O. Jacobs, Industrial College of Arm Forces; Kurt Motamedi, Pepperdine U.; Marshall Sashkin, George Washington U.; Andre L. Delbecq, Santa Clara U.

Monday 12:50PM

514: (IM) Multinationality and Firm Performance

12:50- 2:10 Omni Shoreham Hotel: Congressional A

Chair: Riad A Ajami, U. of North Carolina, Greensboro

- → IM: The Relationship Between Multinationality, Size, and Performance:A Research Note and Empirical Examination Scott L. Newbert, Rutgers U.; Farok Contractor, Rutgers U.
- → IM: An Empirical Examination of the Form of the Relationship Between International Diversification and Performance: Evidence from German Multinational Firms Nejat Capar, Florida State U.
- IM: Multinationality and Performance: Evidence From the Service Sector
 - Sumit Kumar Kundu, Saint Louis U.; Chin-Chun Hsu, Saint Louis U.
- IM: The Degree of Multinationality and Corporate Performance: The Role of Firm Specific Moderators Sam Beldona, Rutgers U.; Madan Annavarjula, Northern Illinois U.

Discussant: William Newburry, Rutgers U.

515 → 児: (IM) Theme Session: How Governments Matter for MNC Operation

12:50- 2:10 Omni Shoreham Hotel: Congressional B

Chair: Thomas L. Brewer, Georgetown U.

- → y IM: Globalization and the Irrelevance of Domestic Antitrust Policy:The Case of the World Airline Industry Joseph Clougherty, Tilburg U.
- → y IM: Making Sense of Domestic Content Decisions:A

 Model to Analyze Strategies and Policies of Local Sourcing
 with an Application to the Automotive Industry

 Francisco Veloso, Massachusetts Institute of Technology
- 8 IM: When Does Intellectual Property Regime of the Host Country Matter in Determining Multinational Activity? Nandini Lahiri, U. of Michigan
- → UM: Safe in My Backyard: Strategic Trade Policy and Rivalry Among Multinational Enterprises *
 Tieying Yu, Texas A&M U.; Lorraine Eden, Texas A&M U.

Discussant: Julius H. Johnson Jr, U. of Missouri, St. Louis

Monday 2:30PM

516 [⋴]S: (AA) Interaction between Professional Service Organizations and Governments

2:30- 3:50 Marriott Wardman Park Hotel: Salon 2 Chair: Royston Greenwood, U. of Alberta

The Role of Government in Shaping New Organizational Forms: Multidisciplinary Partnerships in Law

Roy R Suddaby, U. of Iowa; Royston Greenwood, U. of Alberta

Governmental Influences on Strategy and Structure in the Global Professional Network

David M. Brock, U. of Auckland; Michael John Powell, U. of Auckland

Changing Dynamics between Governments and Professional Service Organizations

Tim J Morris, Imperial School of Management; Ashly Pinnington, U. of Queensland; Namrata Malhotra, Queensland U. of Technology

State as Client: How Government Processes Shape Client Relations in Professional Service Firms

Candace Jones, Boston College Discussant: Bob Hinings, U. of Alberta

517: (BPS) The Dynamics of Acquiring and Utilizing Firm Capabilities

2:30- 3:50 Marriott Wardman Park Hotel: Wilson C Chair: Nejat Capar, Florida State U.

BPS: Cognition, Capabilities and Corporate Strategy Making Giovanni Gavetti, Harvard U.

BPS: An Investigation of Firms' Strategic Responses to Industry Convergence *

Ayesha Malhotra, Rutgers U.; Anil K. Gupta, U. of Maryland

BPS: An Exploration of Integrative Competencies and Firm Performance

Peggy McDermott, U. at Albany; Theresa Taylor-Coates, Rensselaer Polytechnic Institute

BPS: The Impact of Equity Markets on Firm Capabilities and Industry Evolution: Theory and Case Study of the Retail Brokerage Industry

Carl J. Kock, U. of Pennsylvania

Discussant: William S. Hesterly, U. of Utah

518 : (BPS) Recent Trends in Corporate Governance Research

2:30- 3:50 Marriott Wardman Park Hotel: Wilson A Chair: Sally A. Baack, San Francisco State U.

●BPS: Governance Matters, Especially in a Crisis Sayan Chatterjee, Case Western Reserve U.; Jeffrey S. Harrison, U. of Central Florida

BPS: Toward a Theory of Outside Director Service
Richard H. Lester, Texas A&M U.; Albert A. Cannella Jr.,
Texas A&M U.

g BPS: Governmental Intervention in Board Monitoring Processes: Symbolic Responses and Outcomes Steve Gove, Arizona State U.; Brian Boyd, Arizona State U. **BPS:** Meta-Analytical Reviews of Board Composition and Strategic Decisions

Yuval Deutsch, U. of British Columbia Discussant: Edward Zajac, Northwestern U.

519 : (BPS) Perspectives on the Acquisition and Utilization of Knowledge

2:30- 3:50 Marriott Wardman Park Hotel: Wilson B

Chair: Peter Galvin, Curtin U.

→ BPS: A Process Model of Intellectual Capital Mobilization and Accumulation in an Integrated Diversified Firm Tomo Noda, INSEAD

BPS: Strategies for Innovation Capability Development and Performance

Annique A. Un, Massachusetts Institute of Technology

BPS: Absorptive Capacity and Firm Knowledge: Separating the Multiple Components of the Absorptive Capacity Construct Sharon F. Matusik, Rice U.; Michael Heeley, Rice U.

BPS: Codes of Best Practice or Market Solutions: An Evaluation of the Effectiveness of Corporate Governance Mechanisms in the U.K.

Charles Moncur Weir, Robert Gordon U.; David Laing, Robert Gordon U.; Phillip McKnight, Cardiff U.

Discussant: Gabriel Szulanski. U. of Pennsylvania

520: (CM) Task, Relationship, and Role Conflict

2:30- 3:50 Hilton Washington & Towers: Caucus Chair: Martin N Davidson, U. of Virginia

CM: The Origins of Task and Relationship Conflict in Work Teams: A Longitudinal Study

Randall S. Peterson, Cornell U.; Kristin M. Jackson, Cornell U.

CM: An Assessment and Refinement of Jehn's (1995) Intragroup Conflict Scale (ICS)

Allison W. Pearson, Mississippi State U.; Michael Ensley, U. of North Carolina, Charlotte

CM: Conflict Style and Coping with Role Conflict:An Extension of the Uncertainty Model of Work Stress Simon T. Tidd, Vanderbilt U.; Raymond A. Friedman, Vanderbilt U.

521 8 JS: (CM, OB, IM) Governing as Leaders in the 21st Century: International Challenges

2:30- 3:50 Hilton Washington & Towers: Lincoln West

Chairs: Terri A. Scandura, U. of Miami; Debra L. Shapiro, U. of North Carolina, Chapel Hill

U.S. President Clinton's Leadership: Differing Views Across the Globe

Mary Ann Von Glinow, Florida International U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Judi McLean Parks, Washington U.

LMX and Justice in the Chinese Context: Is Guanxi Fair?
Katherine Xin, Hong Kong U. of Science and Technology;
Enoch K. Yuen, Hong Kong U. of Science and Technology

Culture's Consequences and Leadership Research: A Quantitative Review

Kevin B. Lowe, U. of North Carolina, Greensboro; Bradley L. Kirkman, U. of North Carolina, Greensboro

Leading Disputing Employees to Agreement: Does this Differ in Japan vs. the U.S.?

Catherine Tinsley, Georgetown U.; Jeanne M. Brett, Northwestern U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Tetsushi Okumura, Shiga U.

Discussants: Christopher P. Earley, Indiana U.; James G. Hunt, Texas Tech U.

522: (ENT) Opportunity Recognition

2:30- 3:50 Omni Shoreham Hotel: Cabinet

Chair: Susanna Khavul, London Business School

ENT: Entrepreneurial Opportunity Recognition: A Creativity-based Model

G. T. Lumpkin, U. of Illinois, Chicago; Rodney C. Shrader, U. of Illinois, Chicago; Gerald E. Hills, U. of Illinois, Chicago

ENT: The Information Discovery Process of Market Opportunities and its Implications for the Market Acceptance of New Products

Pek H. Soh, National U., Singapore

ENT: A Philosophical Look at the Discovery of Opportunities Dawn DeTienne, U. of Colorado, Boulder

523 8: (GDO) GDO Division Special Session

2:30- 3:50 Hilton Washington & Towers: Map

I can only make promises about this session, as we are still negotiating with various representatives in Washington with regard to their availability. But look for special flyers that will tell you whom you can expect to meet during this special session!

524 ©JS: (GDO, ODC) Doing "Diversity Work:" Snapshots From Around the World

2:30- 3:50 Hilton Washington & Towers: Jefferson West

Organizers: Deborah R. Litvin, Simmons College; Erica Foldy, Boston College

Transforming South African Organizations: The Challenge of Diversity in the "New South Africa"

Stella M. Nkomo, U. of South Africa; Hellicy Ngambi, U. of South Africa

Vanguards of Diversity Management in 'Cool Britannia':
Openings or Headaches for Women and Minority Ethnics?
Anna Lorbiecki, Lancaster U.

Rhetoric and Reality: The Careers of Older Workers Barbara Myers, Auckland Technological U.

The Diversities of Diversity: Different Ways of Looking at and Managing Diversity

Sevante Leijon, Gothenburg U.; Vedran Omanovic, Gothenburg U.

525 § JS: (GDO, SIM) Governments Don't Always Matter: Sex Bias and Discrimination in Organizational Life in the 21st Century.

2:30- 3:50 Hilton Washington & Towers: Lincoln East

Chair: Catherine Daus, Southern Illinois U., Edwardsville Gender Effects in Customer Service Evaluations

Janet McColl-Kennedy, U. of Queensland; Beverly A. Sparks, Griffith U.; Catherine Daus, Southern Illinois U., Edwardsville

Gender and Affect in Perceptions of Leaders Giving Performance Feedback: A Laboratory Study

Neal M. Ashkanasy, U. of Queensland; Michael Newcombe, U. of Queensland

It's Okay to Cry...But Only if You're a Woman: Gender Differences in Evaluations Regarding Emotional Expression Catherine Daus, Southern Illinois U., Edwardsville; Kathryn Kingsbury, Southern Illinois U., Edwardsville; Richard Gossett, Southern Illinois U.

Seek and Ye Shall Find: Type I Errors and Sex Difference Findings.

Ryan Murphy, U. of Arizona; Barbara A. Gutek, U. of Arizona Discussant: Barbara A. Gutek, U. of Arizona

526 8: (HCM) Government-influenced Organizational Forms

2:30- 3:50 Hilton Washington & Towers: Georgetown West
This is the Health Care Management Division's Theme Session.
Chair: Jeanine W. Turner, Georgetown U.

8 HCM: State Health Agencies: A Configuration Approach Eric W. Ford, U. of Alabama, Birmingham Winner of HCM Division Best Paper Based on a Dissertation

y HCM: Government Financing, Managed Care, and Services Integration: The Adaptation and Evolution of a Mental Health Delivery System *

Keith G. Provan, U. of Arizona; Kimberley Roussin Isett, U. of Arizona; H. Brinton Milward, U. of Arizona

Winner of HCM Division Best Paper Award

g HCM: Deinstitutionalizing Long Term Care in the U.S.: A Study of Field Dynamics

Martin Kitchener, U. of California, San Francisco; Charlene Harrington, U. of California, San Francisco

Discussants: L. Michele Issel, U. of Illinois, Chicago; Martin P. Charns, Boston U.

527 : (HR) Career Development

2:30- 3:50 Marriott Wardman Park Hotel: Virginia A

Chair: David J. Kennedy, U. of New South Wales

HR: Is Information Technology a "Boundaryless" Profession? A Sequence Analysis of the Career Histories of IT Professionals from 1979-1998 *

Wai Fong Boh, Carnegie Mellon U.; Sandra Slaughter, Carnegie Mellon U.; Soon Ang, Nanyang Technological U.

HR: Two Field Experiments in the Effects of Combining a Training Workshop with Multisource Feedback Charles F. Seifert, Siena College; Gary A. Yukl, State U. of New York, Albany; Robert A. McDonald, Rensselaer Polytechnic Institute

HR: Whose Time Is It, Anyway? The Value of Control Over Paid Time Off

Donna Y. Stringer, U. of Texas, Arlington; David A. Harrison, Pennsylvania State U.

HR: How Free Agent Are Star Knowledge Workers? Performance Drivers of Star Analysts Boris Groysberg, Harvard U.

Discussant: Daniel C. Feldman, U. of South Carolina

528: (HR) Human Resource Systems and Firm Performance

2:30- 3:50 Marriott Wardman Park Hotel: Virginia C Chair: Steve Werner, U. of Houston

→ HR: Compensation Strategy, HR Strategy, and Performance: Evidence from Knowledge-intensive Industries in the U.K.

Marc Thompson, Oxford U.; Paul Heron, Oxford U.

HR: People as a Competitive Advantage: An Empirical Analysis of Relationship between Human Resource Flexibility and Firm Performance

Mousumi Bhattacharya, Fairfield U.

HR: The Impact of Human Resource Management Systems on Merger and Acquisition Performance

Jane E. Barnes, Rutgers U.

HR: In the Trenches at the Talent Wars: Competitive Interaction for Human Resources Timothy M. Gardner, Cornell U.

Discussant: Barry Gerhart, U. of Wisconsin, Madison

529 →: (IM) MNC Learning and Innovation

2:30- 3:50 Omni Shoreham Hotel: Congressional A

Chair: Vladimir Pucik, International Institute for Management Development

- + IM: Framing the Knowledge Search Problem: Whom Do We Contact and Why Do We Contact Them? * James Nebus, U. of South Carolina
- → IM: Determinants and Outcomes of Knowledge Transfer:A Study of MNCs in China *

Pien Wang, National U., Singapore; Kulwant Singh, National U., Singapore; Chun Peng Koh, National U., Singapore; Wenfeng Tong, Ohio State U.

IM: Social and Technological Embeddedness and Learning in Cross-border R&D Alliance Networks

Chang-Su Kim, Rutgers U.

IM: The Impact of Conflicting Governance Structures on the Adoption of Work Systems: A Comparative Study of Three Japanese MNCs in the U.K.

Ayse Saka, U. of Warwick

Discussant: Ivo Zander, Stockholm School of Economics

530 →: (IM) Managing MNC-Host Government Relations 2:30- 3:50 Omni Shoreham Hotel: Congressional B

Chair: Jean J. Boddewyn, City U. of New York, Baruch College → " IM: Erosion of Power: A Destiny for MNCs?

Mustafa Colak, Temple U.; Nejat Capar, Florida State U.

→ " IM: Government Affairs Activities in MNE Foreign Subsidiaries

Timothy P. Blumentritt, Marquette U.; Douglas Nigh, U. of **South Carolina**

→ IM: Bargains Old and New: Multinationals in International Governance

David L. Levy, U. of Massachusetts

YIM: Corruption and Direct Investment Mohsin Habib, U. of Massachusetts, Boston; Leon Zurawicki, U. of Massachusetts, Boston

Discussant: Duane Windsor, Rice U.

531 JS: (IM, OMT) Interpreting Organization as Space: **Understanding Contemporary Organizations**

2:30- 3:50 Omni Shoreham Hotel: Diplomat

Organizer: Elena P. Antonacopoulou, U. of Manchester Contact: Tor Hernes, Norwegian School of Management Panel: Joanne Martin, Stanford U.; Susan C. Schneider, U. of Geneva; Robert Chia, U. of Exeter

Discussant: Marlena Fiol, U. of Colorado, Denver

Panel: Christena Nippert-Eng, Illinois Institute of Technology

532 © (C) New Business Models: The Aftermath of the Meltdown

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T1

This discussion will center on how our perspectives and research on new business models have changed over the past year given the changes we have seen in the marketplace.

Chair: Vincent Amanor-Boadu, George Morris Centre

533 **②** (C) Issues in International Healthcare Management Research and Practice

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T2

This session will explore international healthcare management topics and make connections with scholars and practitioners who share similar interests.

Chair: David F. Robinson, Texas Tech U.

534 → (C) Annual Meeting of the Association of Korean **Management Scholars**

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T3

This is an annual meeting of the Association of Korean Management Scholars (AKMS), which consists of Korean members of AoM. Chair: Seung Ho Park, Rutgers U.

535 (C) Social Status and Structure: Research Ideas & **Implications**

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T4

This caucus will compare and contrast performance differences between multinational and nationally homogeneous management teams through the microsociological lens of social status. Chair: Christina Butler, London Business School

536 (C) Classroom of the Future: Action Learning through the Design and Virtual Execution of a Program **Evaluation of the First Year of a New, Cohort-Model Doctoral Program**

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T5

At this caucus, findings of the first year program evaluation of the University of St. Thomas web-enhanced doctoral program in OD will be presented.

Chairs: Mitchell Kusy, U. of St. Thomas; Kathleen M. White, U of St. Thomas

537 □ (C) Management as a Liberal Art: Opportunities and Challenges for Management Faculty in the Traditional Liberal Arts Setting

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T6

This caucus is a forum for those who teach management in traditional liberal arts institutions.

Chair: John A Volkmar, Gettysburg College

538 **○**(C) Regional Innovation Systems/Strategies

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T7

The aim of this caucus is to explore the concept of the regional innovation system and its impact on regional competitive advantage. Chair: Christine Oughton, Birkbeck College, U. of London

539 ⅓ (C) New Funding Opportunities for Organizational and Management Sciences Research at NIH/NIDA

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T8

This caucus acquaints participant researchers with a new source of financial support being offered by the National Institute on Drug Abuse at the National Institute of Health.

Chairs: Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse; Thomas A. D'Aunno, U. of Chicago

540 (C) Knowledge and Time as New Perspectives on Strategy: Towards a Research Agenda

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T9

This caucus discusses two new perspectives on strategyknowledge and time.

Chair: Patrick Reinmoeller, Erasmus U.

541 □ (C) Doctoral Education and the Academy

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T10

This caucus proposes to bring together those in the AoM with an interest in doctoral education.

Chair: Jerome Katz, Saint Louis U.

542 **②**(*C*) When Career and Life Collide-- Identifying Issues and Survival Strategies

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T11

This caucus is designed to facilitate discussion among participants with an interest in studying work-life conflicts.

Chair: Dyanne J Ferk, U. of Illinois, Springfield

543 (C) A Conversation Exploring How to Radically Reconceive the Concepts of Strategy and Management

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T12

The aim of this caucus is to creatively explore existing assumptions guiding our field and to discuss new organizing frameworks.

Chair: Mark P. Kriger, Norwegian Schoool of Mgmt

544 (C) Issues Affecting Smaller Divisions - I

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T13

This caucus is devoted to the special issues faced by members and doctoral students of the smaller AoM divisions.

Chair: Barbara B. Flynn. Wake Forest U.

545 $\mathfrak{D}(C)$ From Strategic HRM to eHR: Technology's Impact of the Evolution of Theory and Practice

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T14

The objective of the proposed caucus is to focus attention on the impacts of advanced information technologies on the role and influence of HRM on organizational effectiveness.

Chair: Nagaraj Sivasubramaniam, State U. of New York, New Paltz

546 (C) New Directions in Complexity Research

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T15

The purpose of this caucus is to explore and build on the common ground among complexity researchers, in order to enhance the emergence of the complexity research tradition.

Chair: Jyoti B. Rahi, London Business School

547 €(C) Crash Burn: Internet Startups in Crisis

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T16

This caucus will address the challenges faced by internet new ventures, specifically cash burn.

Chair: Monica A. Zimmerman, Temple U.

548 $\mathfrak{D}(C)$ Organization Development (OD) and the Integration of Mergers & Acquisitions (M&A)

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T17

This caucus will explore the role of OD theory and practice in improving the implementation of M&A.

Chair: Keith P. Bahde, Benedictine U.

549 ♂ (C) Stakeholder Learning Dialogues

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T18

This caucus will examine how decision-making within stakeholder networks can be improved by the dialog process of "collective cognition."

Chair: Jerry M. Calton, U. of Hawaii, Hilo

550 (C) Pedagogical Caring & Giving Up on Students

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T19

This caucus examines both the concepts of "caring" and "giving up" on stduents, and the signals and messages instructors send to students relative to these concepts.

Chairs: Thomas Hawk, Frostburg State U.; Paul R Lyons, Frostburg State U.

551 (C) Initial Stages on Capability Development

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T20

This caucus examines how capabilities are developed in organizations.

Chair: Paulo Jose Prochno, INSEAD

552 © (C) Trust and Privacy in the Digital Enterprise

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T21

This panel will explore relationships between trust, distrust, and privacy in both customer relationships and internal firm relationships. Chairs: Sirkka Jarvenpaa, U. of Texas, Austin; Mary J. Culnan, Bentley College

553 (C) Science Based Managerial Leadership

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T22

This caucus will discuss the consequences of the absence of a science foundation for the art of management and what needs to be done to create it over the next ten years.

Chair: Elliott Jaques, George Washington U.

554 (C) HRM and Performance

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T23

The caucus will focus on the association between the adoption of high performance work systems and improved organizational performance.

Chairs: Maura Sheehan, Queens U.; Jonathan Michie, Birkbeck College, U. of London

555 ©(*C*) Illness, Health, and Bodies in Organizations

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T 24

The topic of discussion is the special nature of social interactions for ill and disabled people at work.

Chair: Joy E. Beatty, Boston College

556 \S (C) How Governments Matter in the New Production of Scientific and Managerial Knowledge

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T25

This caucus deals with how links among universities, firms, and governments affect innovation.

Chair: Raul Antonio Necochea, Georgia Institute of Technology

557 (C) Managing Knowledge in Innovative Organizations

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T30

The central focus of this caucus will be on knowledge management in the innovative organization.

Chair: Olivia H. Neece, Jet Propulsion Laboratory

558 [⋴] (C) Challenges and Opportunities of Chinese Management Research

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T26

The focus of the caucus will be to discuss the opportunities, problems, and challenges associated with conducting research on Chinese organizations or MNCs operating in the Chinese context. Chair: Anne S. Tsui, Hong Kong U. of Science and Technology

559 (C) Improvisation, Time, and Creative Inquiry

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T27

This caucus will consider how conducting successful creative inquiry depends on engaging time differently-- seeing time not as a linear sequence, but as a living whole, in which past and future are also present.

Chair: Jack Petranker, Center for Creative Inquiry

560 (C) The Future of Textbook Publishing in Management

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T28

The purpose of this caucus is to discuss the current state of the university textbook publishing industry and how it is likely to change in the future.

Chairs: Jonathan T. Down, Oregon State U.; Trond Randoy, Oregon State U.

561 (C) "Whiteness" as a Racial Issue in a Socially Constructed Culture: Exploring the Threat to Social Dominance

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T29

Chair: Martin B. Kormanik, O.D. Systems, Inc.

562 ဩ ♥: (MC) Consultants as Agents of Change

2:30- 3:50 Omni Shoreham Hotel: Governor's

Chair: H. William Vroman, U. of Baltimore/ Strategic Planning Inc.

Thomas Armbruester, U. of Mannheim, Germany; Matthias Kipping, U. of Reading, U.K.

➡MC: It's About Not Who Does It, It's About How It's Done: What Management Consultants Can Learn from Corporate Mergers and Acquisitions in Emerging Countries Flavio Vasconcelos, Escola de Administração de Empresas de São Paulo, Brazil; Miguel Caldas, Escola de Administração de Empresas de São Paulo, Brazil; Thomaz

Wood, Escola de Administração de Empresas de São Paulo, Brazil

Discussant: Flemming Poulfelt, Copenhagen Business School

563 □: (MED) Rethinking Management Education for the 21st Century: Institutional Responses to the Challenges of Technology, Globalization and Relevance

2:30- 3:50 Hilton Washington & Towers: Military Organizer: Robert J DeFillippi, Suffolk U.

Creating an Online M.B.A. Curriculum

Veronica M. Godshalk, Pennsylvania State U., Great Valley; Ellen Foster Curtis, Pennsylvania State U.

E-Learning Business Models: Strategies, Success Factors and Best Practice Examples

Sabine Seufert, U. of St. Gallen

Developing Scholarly Executives

Eric B. Dent, U. of Maryland U. College Discussant: Charles B. Wankel, St. John's U.

564: (MOC) Relational Models in Organizations

2:30- 3:50 Omni Shoreham Hotel: Hampton

Specificity of Semiotic Modes for Constituting Four Types of Relationships

Alan Page Fiske, U. of California, Los Angeles

A Partner of Choice: Relational Models in Employment Relationships

Leah Dietz Houde, Duke U.

Relational Models and Procedural Justice: When Are Markets Acceptable?

Harris Sondak, U. of Utah; Tom Tyler, New York U.

Smooth Sailing or Rough Waters: The Effects of Relational Modelson Relationship, Process, and Task Conflict in Culturally Diverse Groups

Markus Vodosek, U. of Michigan

Presenters: Alan Page Fiske, U. of California, Los Angeles; Leah Dietz Houde, Duke U.; Harris Sondak, U. of Utah; Tom Tyler, New York U.; Markus Vodosek, U. of Michigan

Discussant: Martin J. Kilduff, Pennsylvania State U.

565 → SHCS: (MOC, IM) Corporate Reputations as Social Constructions: Exploring Cross-national and Institutional Effects

2:30- 3:50 Omni Shoreham Hotel: Palladium

A preliminary report of findings on a Global Project on Reputation Measurement.

Chairs: Naomi A. Gardberg, New York U.; Charles Fombrun, New York U.

Presenters: Davide Ravasi, U. L. Bocconi; Cees van Riel, Erasmus U.

Discussant: Keith MacMillan, Henley Management College Presenters: Majken Schultz, Copenhagen Business School; Klaus-Peter Wiedmann, U. of Hannover; Joy Sever, Harris Interactive

566 ©: (MSR) Spirituality in Organizations: Empirical Research

2:30- 3:50 Hilton Washington & Towers: Jefferson East

Chair: Dharm Prakash Sharma Bhawuk, U. of Hawaii

→ MSR: 'A Rumor of Angels': Researching Spirituality and Work Organizations *

Emma Bell, U. of Warwick; Scott Taylor, Open U., U.K.

MSR: Spiritual Dimensions of Entrepreneurship in Long Term Practitioners of the Transcendental Meditaiton and TM-SIDHI Program

Eva M. Herriott, Maharishi U. ; Jane Schmidt-Wilk, Maharishi U. ; Dennis P. Heaton, Maharishi U.

MSR: An Exploratory Empirical Assessment of the Relationship between Spirituality and Employee Work Attitudes *

John F. Milliman, U. of Colorado, Colorado Springs; Andrew Czaplewski, U. of Colorado, Colorado Springs; Jeffery Ferguson, U. of Colorado, Colorado Springs

Discussant: lan Mitroff, U. of Southern California

567: (OB) Teamwork on the Ground and in the Air

2:30- 3:50 Marriott Wardman Park Hotel: Maryland A

Chair: Yoav Vardi. Tel Aviv U.

OB: Finding the Best: The Effect of Collective Efficacy and Transactive Memory on Aircrew Team Performance Daryl R. Smith, U.S. Air Force Academy

OB: Getting Swift Starting Teams off the Ground: What Airline Flightcrews Can Tell Us

Earl H. McKinney, Jr., Bowling Green State U.; James R. Barker, U.S. Air Force Academy; Kevin J. Davis, U.S. Air Force Academy; Daryl R. Smith, U.S. Air Force Academy

OB: The Impact of Friendship Networks on Team Performance: A Story of Equifinality *

Kurt T. Dirks, Simon Fraser U.; Priti Pradhan Shah, U. of Minnesota; Norman Chervany, U. of Minnesota

OB: Performance Outcomes in Face-to-Face and Virtual Teams: The Mediating Effect of Interaction Style Pierre Andre Balthazard, Arizona State U.; David A. Waldman, Arizona State U.; Leanne E. Atwater, Arizona State U.

OB: Team Leadership: A Review and Extension of Existing Theory Through a Qualitative Study of Shock Trauma Teams

Jonathan Ziegert, U. of Maryland; Katherine Klein, U. of Maryland; Yan Xiao, U. of Maryland

Discussant: Lucy L. Gilson, U. of Connecticut

568: (OB) Disposition: An Examination of Personality and Individual Differences in Organizations

2:30- 3:50 Marriott Wardman Park Hotel: Maryland C

Chair: Carrie R. Leana, U. of Pittsburgh

OB: The Relationship between Self-leadership and Personality: A Comparison of Hierarchical Factor Structures

Jeffery D. Houghton, Lipscomb U.; T. W. Bonham, Virginia Polytechnic Institute and State U.; Christopher P. Neck,

Virginia Polytechnic Institute and State U.; Kusum Singh, Virginia Polytechnic Institute and State U.

OB: The Tripartite Model of Personality: The Integration of Internal and External Aspects of Personality within the Five-factor Model Framework

Henry Moon, U. of Maryland

OB: Personality, Attitude, and Leader Influences on Divergent Thinking and Creativity in Organizations

Scott David Williams, Wright State U.

OB: Effect of Individual Differences in Service Orientation on Contextual Performance in Teams and Team Effectiveness **Thomas C. Cross. Drake U.**

Discussant: Joo-Seng Tan, Nanyang Technological U.

569 JS: (OB, HR, CM) Controversial Issues in Organizational Justice

2:30- 3:50 Marriott Wardman Park Hotel: Delaware B

Chairs: Jerald Greenberg, Ohio State U.; Jason A. Colquitt, U. of Florida

When and How are Heuristics Used in Making Justice Judgments?

E. Allan Lind, Duke U.

The Case of Interactional Justice v. Procedural Justice: Concurring and Dissenting Opinions

Robert Bies, Georgetown U.; Ramona Bobocel, U. of Waterloo

How Should Organizational Justice Be Measured?

Jason A. Colquitt, U. of Florida; John C. Shaw, U. of Florida

The Pleasure and Pain of High Procedural Justice Joel Brockner, Columbia U.

Are Justice Effects Generalizable Across Cultures?

Steve A. Su, INSEAD; Kwok Leung, City U., Hong Kong Discussant: Jerald Greenberg, Ohio State U.

570 □ S: (OB, MOC) New Directions for Personality Research in Organizations

2:30- 3:50 Marriott Wardman Park Hotel: Delaware A

Chair: Felissa K. Lee, U. of Missouri, Columbia

Personality to Work Motivation: A Review and Integration Timothy A. Judge, U. of Florida; Remus Ilies, U. of Florida

The Relationship Between Personality and Work Outcomes:
The Mediating Role of Goal Orientation and Self-regulation
Strategies

Felissa K. Lee, U. of Missouri, Columbia; Kennon M. Sheldon, U. of Missouri, Columbia; Daniel B. Turban, U. of Missouri, Columbia

Managerial Influence: Examining the Role of Personality and Culture

D. Brent Smith, Cornell U.; Shaul Oreg, Cornell U.; Marcie Cavanaugh, Cornell U.

Personality and Person-job Fit: A Theoretical Extension and Two Empirical Studies

Michelle K. Duffy, U. of Kentucky; Jason D. Shaw, U. of Kentucky; Romila Singh, Drexel U.

Presenters: Felissa K. Lee, U. of Missouri, Columbia; Michelle K. Duffy, U. of Kentucky; Timothy A. Judge, U. of Florida; D. Brent Smith, Cornell U.

Discussant: Jennifer M. George, Rice U.

571 JS: (OB, OMT, ODC) New Views From Old Turks: The New Organizational Sciences in the 21st Century

2:30- 3:50 Marriott Wardman Park Hotel: Cotillion North

Chairs: Kim S. Cameron, U. of Michigan; Rabi S. Bhagat, U. of Memphis

Presenters: Kim S. Cameron, U. of Michigan; Robert P. Gephart, Jr., U. of Alberta; Rabi S. Bhagat, U. of Memphis; Robert E. Quinn, U. of Michigan

Discussant: David A. Whetten, Brigham Young U.

572 →: (OC/S) Conflict and Communication in Teams 2:30- 3:50 Omni Shoreham Hotel: Calvert

Chair: Conna N. Condon, Nova Southeastern U.

OCIS: Using Computer-mediated Communication to Help Demographically Diverse Teams Make the Best Decisions Anita D. Bhappu, Southern Methodist U.

→ OCIS: Conflict and Shared Identity in Geographically Distributed Teams *

Mark Mortensen, Stanford U.; Pamela Hinds, Stanford U.

OCIS: The Expression of Conflict in Computer-mediated and Face-to-Face Groups

Elizabeth Virginia Hobman, U. of Queensland; Prashant Bordia, U. of Queensland; Bernd Irmer, U. of Queensland; Artemis Chang, Queensland U. of Technology

Discussants: Jeanne M. Wilson, Carnegie Mellon U.; Peter H. Gray, Queens U.; Brian Butler, U. of Pittsburgh

573 JS: (OCIS, OMT) Knowledge Sharing in Teams: Insights from the Field

2:30- 3:50 Omni Shoreham Hotel: Empire

Chair: Youngjin Yoo, Case Western Reserve U.

Presenters: Deborah Sole, Harvard U.; Steven Sawyer,

Pennsylvania State U.; Youngjin Yoo, Case Western Reserve
U.; Samer Faraj, U. of Maryland

Discussant: Rajiv Sabherwal, U. of Missouri, St. Louis

574 : (ODC) Strategic Change: New Insights

2:30- 3:50 Marriott Wardman Park Hotel: McKinley

Chair: Flemming Poulfelt, Copenhagen Business School

ODC: Managing Merger and Acquisition Processes: An Integrative Framework *

Myeong-gu Seo, Boston College

Winner of ODC Division Best Doctoral Student Paper

ODC: Excessive Change: Unintended Consequences of Strategic Change *

Inger G. Stensaker, Norwegain School of Economics and Business Administration; Christine Benedichte Meyer, Norwegain School of Economics and Business Administration; Joyce S. Falkenberg, Norwegain School of Economics and Business Administration; Anne Cathrin Haueng, Norwegain School of Economics and Business Administration

Winner of ODC Division Best Practice-Related Paper

© 9 ODC: Voices in Visioning: Multiple Stakeholder Participation in Strategic Visioning Diana J. Wong-Ming Ji, Bowling Green State U.; Mitchell J. Neubert, Bowling Green State U.

ODC: The Effect of Vision Statements as a Determinant of Organization Change

William H. Price, Nova Southeastern U.; Edward M. Pierce, Nova Southeastern U.

Discussants: Lynda M. Kilbourne, Xavier U.; Steven H. Cady, Bowling Green State U.

575 : (OM) Developing and Improving Service Operations

2:30- 3:50 Hilton Washington & Towers: Monroe East

Chair: Cecil Bozarth, North Carolina State U.

Lori Cook, DePaul U.; Rohit Verma, DePaul U.

OM: New Service Development Competence and Performance: An Empirical Examination in Retail Banking Larry Menor, U. of Western Ontario; Aleda V. Roth, U. of North Carolina, Chapel Hill; Peggy M. Lee, Emory U.

OM: Design and Development of New Services: A Conceptual Framework

Mohan V. Tatikonda, U. of North Carolina, Chapel Hill Discussants: Susan Meyer, U. of Minnesota; Kimberly A. Bates, U. of Toronto; Gregory N. Stock, Northern Illinois U.

576: (OMT) Theorizing Field Emergence

2:30- 3:50 Marriott Wardman Park Hotel: Coolidge

Chair: Naomi R. Olson, Boston College

A Process Model of Field Emergence: The Case of Voluntary Codes of Environmental Management

Naomi R. Olson, Boston College

Primordial Soup or Pea Soup: The Genesis and Evolution of Shareholder Activism in the U. S.

W. Trexler Proffitt Jr., U. of California, Riverside

Where Do Hybrid Organizations Come From? What the Developmental Venture Capital Industry Can Teach Us About New Field Formation

Julia Sass Rubin, Harvard U.

Contradiction, Struggles and Tournaments in Organizational Fields: Returning Conflict to Organizational Fields

Marvin Washington, U. of Iowa

Discussant: Huseyin Leblebici, U. of Illinois

577: (OMT) Embeddedness

2:30- 3:50 Marriott Wardman Park Hotel: Harding

Facilitator: Mark S. Mizruchi, U. of Michigan

OMT: The Role of Knowledge Embeddedness in the Process of Creation of Synergies in International Strategic Alliances **Bo Nielsen, Copenhagen Business School**

→ OMT: Can Embeddedness Be Created?

Kuang-chi Chang, U. of Chicago

OMT: Organizational Embeddedness and Formation of Biopharmaceutical R&D Alliances: Three Mechanisms for Eliminating Selection Uncertainty

Hitoshi Mitsuhashi, U. of Tsukuba

OMT: Size of the Pie and Share of the Pie: Implications of Structural Embeddedness for Value Creation and Value Appropriation in Joint Ventures

Ranjay Gulati, Northwestern U.; Lihua Olivia Wang, Northwestern U.

578 SHCS: (OMT, BPS) Networks and Learning: The Impact of Networks on Interfirm Knowledge Transfer

2:30- 3:50 Marriott Wardman Park Hotel: Cotillion South

Chair: Christine Beckman, U. of California, Irvine

Learning from Others' Errors: The Impact of Industy Error Structure on Airline Accident/Incident Rate and Severity Bilian Ni. Stanford U.: Pamela R. Haunschild, Stanford U.

Tracking Noise: Learning from Success in Turbulent **Environments**

Jerker C. Denrell, Stockholm School of Economics; Pamela R. Haunschild. Stanford U.

Shared Law Firms and the Diffusion of Competitive Practices within the Illinois Savings and Loan Industry During Deregulation of the 1980s

James Harvey Moore, U. of Illinois, Urbana-Champaign; Matthew Kraatz, U. of Illinois, Urbana-Champaign

Facilitators of Firm Attention: Similarity, Class or Time Christine Beckman, U. of California, Irvine Discussant: Linda Argote, Carnegie Mellon U.

579: (PNP) Public and Nonprofit Division Distinguished Speaker

2:30- 3:50 Omni Shoreham Hotel: Ambassador

Sponsors: American Society for Public Administration & Campus Compact Creating a Community of Consent: Service and Accountability Keynote Speaker: Peter Block, Peter Block, Inc.

580 : (SIM) Division Chairperson Address

2:30- 3:50 Hilton Washington & Towers: Thoroughbred

581: (SIT) Fostering Creativity in Organizations

2:30- 3:50 Marriott Wardman Park Hotel: Kennedy

Facilitator: Richard M. Hodgetts, Florida International U.

ENT: Starting Stories: A Typology of Narratives for Creating Companies

Ellen O'Connor, Chronos Associates

MED: Philosophical Ties That Bind Practice: The Case of Creativity

James R. Bailey, George Washington U.; Cameron M. Ford, U. of Central Florida

MOC: The Impact of Peer Mentoring on Knowledge Creation and Sharing: An Empirical Study in a Software Firm Scott Bryant, U. of Oregon

BPS: Processes of Strategic Idea Generation

Martin Josef Deiss, U. of St. Gallen; Christoph Lechner, U. of St. Gallen; Günter Müller-Stewens, U. of St. Gallen; Maximilian Thomas Kownatzki, U. of St. Gallen

582: (S/T) Social Responsibility and Ethics in the 21st Century

2:30- 3:50 Marriott Wardman Park Hotel: Roosevelt

Facilitator: John Slocum, Southern Methodist U.

ENT: What Influences the Ethical Intentions of Entrepreneurs? A Proposed Framework for Study

Susan M. Jensen, U. of Nebraska; Terrence C. Sebora, U. of Nebraska

©GDO: Care and Justice Orientations in the Workplace: Ethical Dilemmas of Women Business Owners Margaret M. Hopkins, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.

PNP: Legislating Social Responsibility? The Travails of the Community Reinvestment Act

Kimble A. Byrd, Rowan U.

SIM: Stakeholder Theory and the Law: New Directions in Management Thinking Tara J. Radin, Hofstra U.

583 : (TIM) Micro-fabric of TIM Research

2:30- 3:50 Omni Shoreham Hotel: Embassy

Chair: Sara McComb. U. of Massachusetts. Amherst

♥Im: Altruism in Cyberspace? The Voluntary Sharing of Goods On-line

Sheen S. Levine, U. of Pennsylvania

TIM: Individual and Contextual-level Antecedents of Individual Technical Information Inquiry in Organizations Bin Zhao, National U., Singapore; Hwee-hoon Tan, National U., Singapore

©TIM: Collaboration in Multi-team R&D Projects: A Longitudinal Study

Martin Hoegl, Washington State U.: Katharina M. Wurst, U. of Karlsruhe; Hans Georg Gemuenden, Technical U. Berlin

TIM: Trust in Interfirm R&D Aliances: The Case of Techmed-Nippontech

Marc Ingham, Universite catholique de Louvain; Caroline Mothe, U. de Paris X-Nanterre

584 : (TIM) Internet and E-commerce

2:30- 3:50 Omni Shoreham Hotel: Capitol

Chair: Stephane Gagnon, U. of Quebec, Montreal

TIM: The Patterns of Convergence and Divergence in the Adoption of an Organizational Innovation - How Do Commercial Banks in the U.S. Offer Online Banking Services over Time?

Monica Yang, U. of Illinois; Huseyin Leblebici, U. of Illinois TIM: A Model Of The Internet as Creative Destroyer Allan N. Afuah, U. of Michigan; Christopher L. Tucci, New

TIM: The Impact of IT on Performance in Global High-Tech Manufacturing Supply Chains: A Study of the Disk Drive

Kevin Kobelsky, U. of Southern California

TIM: A Conceptual Map of Business Models in Internet Commerce

Ganesh N. Prabhu, Indian Institute of Management, Bangalore, India; Utkarsh Majmudar, Indian Institute of Management, Bangalore, India

Monday 2:45PM

585 : (AAC) Conference Break

2:45- 3:15 Marriott Wardman Park Hotel: Exhibit Break Area Join us for refreshments. Sponsored by Oxford University Press Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday 4:10PM

586: (AA) Government and the Creation of Technology Infrastructure

4:10- 5:20 Omni Shoreham Hotel: Palladium

Chair: Sumit Majumdar, Imperial College of Science,

Technology and Medicine

Government's Antirust Impact on Software Markets: The Microsoft Case

Stan Liebowitz, U. of Texas, Dallas

Biases and Choices in Network Access

Daniel F. Spulber, Northwestern U.

Strategic Research Partnerships and Government's Role is the Creation of Technology Infrastructure: Evidence from America's Experience with Internet Technologies Donald Siegel, U. of Nottingham

Creation of Compatibility and Seamlessness via International Government Coordination

Sumit Majumdar, Imperial College of Science, Technology and Medicine

587 © [⋴] : (AA) How Governments Matter: Perspectives from the National Academy of Public Administration

4:10- 5:20 Marriott Wardman Park Hotel: Salon 2

Chair: James L. Perry, Indiana U.

Participants: Camille Cates Barnett, The Public Strategies Group; Walter Broadnax, American U.; Robert J. O'Neill, Jr., National Academy of Public Administration; David M. Walker, Comptroller General, U.S. General Accounting Office

588 [⋴] : (BPS) Adaptation vs Selection: Insights from Studying Long Lived Companies

4:10- 5:20 Marriott Wardman Park Hotel: Wilson B

Chair: Arie Y. Lewin, Duke U.

Management Intentionality in Long Lived Companies: A Longitudinal Study of Siemens and AEG

Axel Von Werder, Technical U. Berlin; Stephan Bueltel, Technical U. Berlin; Jens Grundei, Technical U. Berlin; Till Talaulicar, Technical U. Berlin

Dynamic Analysis of Corporate Longevity: Having Time on Your Side

Eline Kamerbeek, Erasmus U.; Sjoerd Eikelboom, Erasmus U.; Hugo Van Driel, Erasmus U.; Henk W. Volberda, Erasmus II.

The Evolution of LG: A Longitudinal Analysis of Founding, Growth, and Renewal (1947-2000)

Jisung Kim, Duke U.; Arie Y. Lewin, Duke U.

Discussants: Joaquim Vila, U. of Navarra; Bo Eriksen, U. of Southern Denmark/ Odense U.

589 SHCS: (BPS, OMT, MC) **Second-in-command Executives: The Unexplored Significance of COOs and Heirs Apparent**

4:10- 5:20 Marriott Wardman Park Hotel: Cotillion South Chair: Constance E. Helfat, Dartmouth College

The Rise and Stagnation of the COO: Fad and Fashion in Corporate Titles

Frank Dobbin, Princeton U.; Julian Dierkes, Princeton U.; Man-Shan Kwok, Princeton U.; Dirk M. Zorn, Princeton U.

CEOs Who Have COOs: What are the Consequences of Splitting the Top Job?

Donald C. Hambrick, Columbia U.; Albert A. Cannella Jr., Texas A&M U.

Heirs Apparent, Disruption, and Outside Successors
Elizabeth E. Bailey, U. of Pennsylvania; Constance E. Helfat,
Dartmouth College

From Heirs Apparent to Power Contestation: The Top Management Group Through a Sociopolitical Lens Wei Shen, Rutgers U.; Albert A. Cannella Jr., Texas A&M U. Discussant: Dawn Harris, Loyola U., Chicago

590 JS: (CAR, HR, OMT) The Changing Nature of Employment Contracts and Career Opportunities for Low-skilled Service Workers

4:10- 5:20 Hilton Washington & Towers: Lincoln East

Chair: Thomas Kochan, Massachusetts Institute of Technology
Moving Up From the Bottom: The Impact of Training and
Skills on Mobility in Call Centers

Steffanie L. Wilk, U. of Pennsylvania; Larry Hunter, U. of Pennsylvania

Objective and Subjective Career Success Among Call Center Employees: Assessing the Impact of Supervisor Support and Career Strategies

P. Monique Valcour, Cornell U.; Rosemary Batt, Cornell U.

The Creation of Careers for Low-skill Occupational Groups: Evidence From American Hospitals

Peter Berg, Michigan State U.; Ann Frost, U. of Western Ontario; Gil Preuss, Case Western Reserve U.

The Career Prospects of Low-skilled Workers in the Temporary Staffing Industry

Alec Levenson, U. of Southern California; David Finegold, U. of Southern California; Ann Majchrzak, U. of Southern California; Mark E. Van Buren, American Society for Training and Development

Discussant: Raymond A. Noe, Ohio State U.

591 8 SHCS: (CM, IM, OB) Retaliation for Unfair

Governance: Only in America?

4:10- 5:20 Hilton Washington & Towers: Lincoln West

Chairs: Debra L. Shapiro, U. of North Carolina, Chapel Hill; Daniel Skarlicki, U. of British Columbia

Canadian and American Reactions to the Introduction of a Drug Testing Program

Gerard H. Seijts, U. of Western Ontario; Daniel Skarlicki, U. of British Columbia; Stephen W. Gilliland, U. of Arizona; Jeremy Foster, U. of Arizona

Retaliation Against Supervisory Mistreatment: Only in America?

Debra L. Shapiro, U. of North Carolina, Chapel Hill; Tae-Yeol Kim, U. of North Carolina, Chapel Hill

Procedural Justice and Retaliation in Organizations:

Comparing Cross-nationally the Importance of Fair Group

Processes

Steven Blader, New York U.; Tom Tyler, New York U.

An Analysis of Injustice and Retaliation in the U.S. and Bangladesh

M. Afzalur Rahim, Western Kentucky U.; Nace Magner, Western Kentucky U.; David Antonioni, U. of Wisconsin,

Discussant: Jerald Greenberg, Ohio State U.

592: (ENT) Entrepreneurial Teams and Employees

4:10- 6:00 Omni Shoreham Hotel: Cabinet

Chair: Brooks C. Holtom, Marguette U.

ENT: Beyond the Shadow of the Entrepreneur: The Influenceof Staff Level Contextual Variables on Organizational Level Absorptive Capacity and Performance. William Burpitt, Meredith College

ENT: Entrepreneurial Teams in New Ventures: Composition. Turnover and Performance *

Gaylen N. Chandler, Utah State U.; Douglas W. Lyon, Utah State U.

ENT: Going Public: The Impact of Founding Team Demography on IPO Success

Christine Beckman, U. of California, Irvine; Mary Diane Burton, Massachusetts Institute of Technology; Charles O'Reilly, Stanford U.

ENT: The Influence of the Top Management Team on the Performance of High Growth Entrepreneurial Firms Elisabeth J. Teal, Baylor U.; Joe Felan, Baylor U.; Nancy Upton, Baylor U.

593: (GDO) "Invisible" Diversity: The Effects of **Unobservable Differences in the Workplace**

4:10- 5:20 Hilton Washington & Towers: Map

Chair: Miguel R. Olivas-Lujan, ITESM & U. of Pittsburgh

●GDO: Walking the Line: Fear and Disclosure of Sexual Orientation in the Workplace. *

Belle Rose Ragins, U. of Wisconsin, Milwaukee; John M Cornwell, Lovola U., New Orleans

Winner of Dorothy Harlow Award

GDO: Chronic Illness Identity in the Workplace Joy E. Beatty, Boston College

GDO: Consequences of Feeling Dissimilar from Others in a Work Team

Elizabeth Virginia Hobman, U. of Queensland; Prashant Bordia, U. of Queensland

Discussants: Dale M. Finn, U. of New Haven; Jane V. Wheeler, Bowling Green State U.

594 ♥ 8 JS: (GDO, IM) The Effects of Different **Governments on Chinese Women's Work**

4:10- 5:20 Hilton Washington & Towers: Jefferson West

Chair: Cherlyn S. Granrose, Berry College

Images of Women and Government in Chinese Cultural Heritage

Cherlyn S. Granrose, Berry College; Christopher Arendale, Berry College

The Challenge of Women's Liberation: Government and Management in P. R. C.

Yongqing Fang, Nanyang Technological U.; Irene Chew, Nanyang Technological U.; Li Juan Zhao, Nanyang Technological U.

The Impact of Government on Women's Work Lives in Taiwan Tsai Wei Wang, I-Shou U.; T.K. Peng, I-Shou U.

The Impact of Singaporean Government Policies on the Dual Career Roles of Women

Irene Chew, Nanyang Technological U.; Naresh Khatri, Nanyang Technological U.

The Impact of Government Policies on Working Women in Hona Kona

Irene Hau-Siu Chow, Chinese U., Hong Kong Discussant: John F. Hulpke, Hong Kong U. of Science and Technology

595 € 8: (HCM) Distinguished Speaker Dr. Paul B. Ginsburg

4:10- 5:20 Hilton Washington & Towers: Georgetown West

Dr. Paul Ginsburg is the President of the Center for Studying Health Systems Change, a Robert Wood Johnson-funded center providing analyses to policymakers in government and industry.

Introduction: Sharon Topping, U. of Southern Mississippi Keynote Speaker: Paul Ginsburg, Center for Studying Health Systems Change

596: (HR) Emerging Trends in Personality and Leadership

4:10- 5:20 Marriott Wardman Park Hotel: Virginia B

Chair: Paul T. Costa, National Institute on Aging

The 2nd Language of Leadership

Michael P. Quirk, Seattle, WA

Predicting Presidential Counterproductivity, Job Performance. and Historical Greatness

Deniz S. Ones, U. of Minnesota; Steven J. Rubenzer, Mental Health Authority of Harris County, Houston, TX; Thomas R. Faschingbauer, Fort Bend County Probation Dept., Richmond, TX

Perceiver and Target Effects in the Assessment of Leadership Styles and Customer Orientation

Filip de Fruyt, Ghent U.; A. Bourgonjon, Ghent U.

The Five-factor Model of Personality and 360 Degree Evaluation of Leadership Behavior

Oyvind Martinsen, Norwegian School of Management

Trait Theory of Leadership: An Appraisal of the Literature Timothy A. Judge, U. of Florida; Joyce Bono, U. of Minnesota; Remus Ilies, U. of Florida; Megan Werner, U. of

Discussant: Adrian Furnham, U. College, London

597 →: (IM) AIM-IMD Distinguished Scholar Forum: The Transnational and Beyond:Reflections and Perspectives at the Millennium

4:10- 6:10 Omni Shoreham Hotel: Diplomat

Chair: Michael A. Hitt, Arizona State U.

Keynote Speakers: Christopher A. Bartlett, Harvard U.; Sumantra Ghoshal, London Business School

Panel: Alan M. Rugman, Oxford U.; Masaaki Kotabe, Temple U.; Srilata Zaheer, U. of Minnesota

Discussant: Joseph L.C. Cheng, U. of Illinois

598 8 SHCS: (IM, BPS) World Industrial Development in the 21st Century: Prospects, Challenges and How Governments Matter

4:10- 5:20 Marriott Wardman Park Hotel: Cotillion North

Organizer: Sanjaya Lall, Oxford U. Presenter: John A Mathews, Macquarie U.

Participants: Bruce Kogut, U. of Pennsylvania; Alice Amsden, Massachusetts Institute of Technology; Orjan Solvell, Harvard

U.; Frederic Richard, UNIDO

599 ☐ ©: (MC) Organization Change Is NOT a Linear Process

4:10- 5:20 Omni Shoreham Hotel: Congressional B

The paradox of planned organization change is that we plan linearly-phase 1, initiative A; phase 2, initiative B, etc.-while the implementation of change is anything but. As any senior executive/conultant knows, organization change is messy, even chaotic, and as often stated, "It seems for every step forward we take, we fall back two and have to fix something we did not anticipate." These realities will be explored in the context of recent thinking as well as the implications for organization change consulting.

Keynote Speaker: W. Warner Burke, Columbia U.

600 ☐: (MED) Web-based Initiatives in Management Education

4:10- 5:20 Hilton Washington & Towers: Military Chair: Bryan Mundell, SDA Bocconi U.

■MED: Implementing E-learning Innovations and Technologies: Test of an Integrated Model Within a University Setting

Jill R. Kickul, DePaul U.; Gerard Kickul, U. of St. Francis

☐ MED: Web-delivered, Problem-based Learning in Organisational Behaviour: A New Form of CAOS Lea Elizabeth Waters, U. of Melbourne; Carol Johnston, U. of Melbourne

☐ MED: Class Section Size, Perceived Classroom
Characteristics, Instructor Experience, and Student
Learning and Satisfaction with Web-based Courses: A
Study and Comparison of Two On-line MBA Programs. *
John B. Arbaugh, U. Wisconsin, Oshkosh; Rebecca Duray,
U. of Colorado, Colorado Springs

Winner of MED Division Best Paper in Management Education Discussants: Lideway E.C. van der Sluis, Free U.; Ken Weidner, Saint Joseph's U.; Leigh Stelzer, Seton Hall U.

601: (MH) Management History Division Business Meeting and Awards Presentation

4:10- 5:20 Hilton Washington & Towers: Hemisphere Winner of the Ronald G. Greenwood Award for outstanding contributions to the field of management history is Alfred A. Bolton, Averett College. Winner of the Paul Hersey Award for the Best Paper on Leadership is Kyle Donovan Bruce, U. of Queensland. Winner of the John F. Mee Management History Contribution Award is Alfred Kieser, Mannheim U. Winner of the Ronald B. Shuman Award for best graduate student paper is Sujay Dutta, Louisiana

State U. Winner of the Management History Division Best Reviewer Award is K. Thomas Chandy, State U. of New York, Binghampton.

Division Chair: Eileen Kelly, Ithaca College

Program Chair: Charles Booth, U. of the West of England
Division Chair-Elect.: Jorge M. Herrera, Nova Southeastern U.
Professional Development Workshop Chair: Shawn M. Carraher,
Texas A&M U.

602 □ ♥: (MOC) Mapping the Way: Causal Mapping Methods

4:10- 5:20 Omni Shoreham Hotel: Hampton

Chair: Margaret D. Gorman, George Washington U.

►→ MOC: Using Causal Mapping with Computer-based Group Support System Technology for Eliciting an Understanding of Failure in Complex Projects: Some Implications for Organizational Research

Colin Eden, U. of Strathclyde; Fran Ackermann, U. of Strathclyde

■ MOC: Representing Managerial Cognition Using a Group Cognitive Mapping System

Steven D. Sheetz, Virginia Polytechnic Institute and State U.; David Tegarden, Virginia Polytechnic Institute and State U.

MOC: Deriving Revealed Causal Maps from Non-traditional Source Documents: Challenges and Methodological Extensions

Benedict Kemmerer, U. of Kansas; Mari Buche, U. of Kansas; V. K. Narayanan, Drexel U.

Discussant: Sonja Sackmann, U. of the Federal Armed Forces at Munich, Germany

603 €: (MSR) Discernment: A Venerable Spiritual Tradition to Enrich Contemporary Strategic Decision Making

4:10- 5:20 Hilton Washington & Towers: Jefferson East

Chair: Andre L. Delbecg, Santa Clara U.

Integrating Discernment Into the Framework of Contemporary Strategic Decision Making

Andre L. Delbecq, Santa Clara U.

The New Science and the Relationship to Contemporary Discernment and Mysticism

Frederic Burnham, Trinity Institute

Examples of Discernment/Decision Action by Executives and MBAs Participating in a Spirituality Seminar James J. McGee, Santa Clara U.

Presenters: James J. McGee, Santa Clara U.; Frederic Burnham, Trinity Institute

604 : (OB) Organizational Justice: Balancing the Scales of Fairness in Organizations

4:10- 5:30 Marriott Wardman Park Hotel: Maryland A

Chair: Joan Brett. Arizona State U.

OB: Antecedents and Consequences of Procedural Justice Perceptions in Hierarchical Decision-making Teams **Jean M. Phillips, Rutgers U.**

OB: A True Look at "Organizational Justice": The Effects of Aggregate Justice Perceptions and Organizational Outcomes

- Tony L. Simons, Cornell U.; Quinetta M. Roberson, Cornell U.
- **OB:** Violations of Principle?: Ideological Currency in the Psychological Contract *
 - Jeffrey A. Thompson, Miami U., Ohio; J. Stuart Bunderson, Washington U.
- ©OB: Mitigating the Effects of Psychological Contract Breach:The Role of Procedural and Interactional Justice Jill R. Kickul, DePaul U.; Scott W. Lester, U. of Wisconsin, Eau Claire

Discussant: Suzanne S. Masterson, U. of Cincinnati

605: (OB) Who We Are When We Walk through the Door: Identity in Organizations

4:10- 5:30 Marriott Wardman Park Hotel: Maryland B

Chair: Yochanan H. Altman, U. of North London

OB: Determinants of Scholarly Reputation: Beyond the Effects of Productivity

Todd Dewett, Texas A&M U.; Angelo De Nisi, Texas A&M U.

OB: Social Identity and Bias against Ingroup Members: The Use of Shifting Standards when Evaluating Stigmatized Ingroup Members

Amy C. Lewis, U. of Utah

OB: Parting Is such Sweet Sorrow: The Challenge of Social Identity Exits

Batia Mishan Wiesenfeld, New York U.; Caroline A. Bartel, New York U.

- OB: Identity Change and Stability in Organizational Groups: A Longitudinal Investigation
 - John P. Meyer, Boston College; Jean M. Bartunek, Boston College

OB: Identity Confirmation Networks and Cooperation in Workgroups

Laurie P. Milton, U. of Calgary; James D. Westphal, U. of Texas, Austin

Discussant: Mary D. Zalesny, Batelle Seattle Research Center

606 JS: (OB, HR) Economic and Social Exchange Relationships: Examining the Psychological Contract

4:10- 5:20 Marriott Wardman Park Hotel: Coolidge

Chair: Gregory Irving, Wilfrid Laurier U.

Psychological Contracts and Perceived Organizational Support: What Is Their Relationship?

Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science

Psychological Contracts and Contextual Performance: The Role of Social Exchange

Gregory Irving, Wilfrid Laurier U.; lan R. Gellatly, U. of Alberta

Psychological Contract Breach and Violation: The Role of the Employment Exchange Relationship and Organizational Justice

Deanna D. Craig, Personnel Decisions International; Lois E. Tetrick, U. of Houston

Social and Economic Exchanges as Group-level Phenomena Lynn M. Shore, Georgia State U.; William H. Bommer,

Georgia State U.; Lois E. Tetrick, U. of Houston; Sandy J. Wayne, U. of Illinois, Chicago

Presenters: Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Gregory Irving, Wilfrid Laurier U.; Deanna D. Craig, Personnel Decisions International; Lynn M. Shore, Georgia State U.

Discussant: M. Susan Taylor, U. of Maryland

607 JS: (OB, OMT, BPS) The Challenges of Improvisation

4:10- 5:20 Marriott Wardman Park Hotel: Delaware B

Chair: Katherine A. Lawrence, U. of Michigan

Indian Music, Therapy and the Real-world: New Directions in Organizational Improvisation

Joao Vieira Cunha, Massachusetts Institute of Technology; Miguel Pina E. Cunha, Nova U., Lisbon; Ken N. Kamoche, City U., Hong Kong

Challenging the Link Between Improvisation and Performance
Through a Quasi-experiment

Dusya Vera, U. of Western Ontario; Mary M. Crossan, U. of Western Ontario

Understanding the Roles of Technology in Improvising
Nils O. Fonstad, Massachusetts Institute of Technology

Contradictions in the Performance of Improvisation: Lessons From the Theater

Katherine A. Lawrence, U. of Michigan Discussant: Karl E. Weick, U. of Michigan

608: (OC/S) OCIS Keynote Address

4:10- 5:20 Omni Shoreham Hotel: Calvert

Innovating with IT: How Seriously Should We Take our Buzzwords?

Keynote Speaker: Burton Swanson, U. of California, Los Angeles

609: (OM) OM Division Business Meeting

4:10- 5:00 Hilton Washington & Towers: Monroe East

All members and prospective members are encouraged to attend! Division Chair: Robert D. Klassen, U. of Western Ontario Program Chair: Janet L. Hartley, Bowling Green State U. Coordinator: Diane H. Parente, Pennsylvania State U., Erie Division Chair-Elect.: Thomas Y. Choi, Arizona State U. Professional Development Workshop Chair: Kenneth Boyer, Michigan State U.

610: (OMT) Organizational Identity and Organizational Form

4:10- 5:30 Marriott Wardman Park Hotel: Harding

Chairs: Huggy Rao, Emory U.; Heather Haveman, Columbia U. On the Logic of Social Codes

Laszlo Polos, Erasmus U.; Michael Hannan, Stanford U.; Glenn R. Carroll, Stanford U.

Code Violations? Exploring the Development, Defense, and Degradation of Organizational Forms in the Management Consulting Industry

Robert J. David, McGill U.

Organizational Form and Identity as Constraints on Organizational Change in the Early California Thrift Industry Huggy Rao, Emory U.; Heather Haveman, Columbia U.; Srikanth Paruchuri, Columbia U.

In the Bud? Analysis of Disk Array Producers as a (Possibly) Emergent Organizational Form

David McKendrick, U. of California, San Diego; Glenn R. Carroll, Stanford U.; Jonathan Jaffee, U. of California, Berkeley; Olga M. Khessina, U. of California, Berkeley Discussant: William P. Barnett, Stanford U.

Winner of OMT Division Best Symposium Proposal Award

611 SHCS: (OMT, OB) "Virtual" Employees, Energized Workers, and Interaction Ritual Chains:Relational and Emotional Perspectives on Collective Accomplishment in Organizations

4:10- 5:20 Marriott Wardman Park Hotel: Delaware A

Chair: Ryan Quinn, U. of Michigan

Relational Control: An Exploratory Study of Virtual Workers in a Dot.Com Start-up

Julia A. Welch, U. of Michigan; Leslie Perlow, Harvard U.

Conversations, Coordination, and Emotional Energy

Ryan Quinn, U. of Michigan; Jane E. Dutton, U. of Michigan Interaction Ritual Chains and Emotional Energy in Everyday Interactions in Organizations

Randall Collins, U. of Pennsylvania

Discussant: Michael G. Pratt, U. of Illinois, Urbana-Champaign

612 © ♥ : (ONE) How Governments Matter for Sustainable Enterprise

4:10- 5:20 Hilton Washington & Towers: Monroe West This session will consist of a panel made up of corporate executives, non-profit representatives, and members of a government agency to help catalyze an interactive discussion with attendees on how governments might matter in helping firms understand and operationalize the concept of a sustainable enterprise.

Facilitator: Mark B. Milstein, U. of North Carolina, Chapel Hill Panel: Christine Todd Whitman, U.S. Environmental Protection Agency; Paul Tebo, DuPont; Matthew Arnold, World Resources Institute

Discussant: Stuart Hart, U. of North Carolina, Chapel Hill

613 以: (RM) The Research Methods Community of the Academy: Its Past, Present, and Future

4:10- 5:20 Omni Shoreham Hotel: Executive

Chair: Larry J. Williams, Organizational Research Methods

614 JS: (RM, OMT, MOC) Organizations as Interpreted Worlds: Understanding the Complexity of Qualitative Research

4:10- 5:20 Omni Shoreham Hotel: Empire

Chairs: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College

Between Native and Professional Stranger: Ethnographic Dilemmas in the Study of Organizations as Cultures Pushkala Prasad, Skidmore College

The Hidden Meaning of Organizational Texts: Hermeneutics as a Genre of Qualitative Inquiry

Anshuman Prasad, U. of New Haven

The Institutionalist Praxeology of Pierre Bourdieu **Jeff Everett, U. of Calgary** Is there More to the Story? Narrative Travel in Organization Studies

David Barry, U. of Auckland; Michael B. Elmes, Worcester Polytechnic Institute

Discussant: Sharon Livesey, Fordham U.

615: (SIM) Business Meeting

4:10- 5:20 Hilton Washington & Towers: Thoroughbred

616 : (SIT) Managing Innovations for Results

4:10- 5:20 Marriott Wardman Park Hotel: Kennedy

Facilitator: David A. Ralston, U. of Oklahoma

ENT: Following the "Pied Piper": Collective Action and the Growth of Knowledge-intensive New Ventures Georg Von Krogh, U. of St. Gallen; Paul R. Carlile, Massachusetts Institute of Technology

© OB: The Microprocesses of Innovation: Individual and Contextual Dynamics in Innovation Implementation Jin Nam Choi, McGill U.

OM: Strategic Issues in Managing Radical Innovation in Large Established Firms

Christopher McDermott, Rensselaer Polytechnic Institute; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute

TIM: The Circulation of Innovations as a Process of Translation

Davide Nicolini, Tavistock Institute; Silvia Gherardi, U. Degli Studi di Trento

617: (SIT) New Perspectives on Venture Capitalism

4:10- 5:20 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Dong-Sung Cho, Seoul National U.

BPS: Prisoner's Dilemma Model and the Investment Decision Process of Venture Capitalists

Clement Wang, National U., Singapore; Qing Lu, National U., Singapore

→ IM: Comparing Catalysts of Change: Evolution and Institutional Differences in the Venture Capital Industries in the United States, Japan and Germany Walter Kuemmerle, Harvard U.

OMT: Venture Capital and the Diversity of IPO Firms' Top Teams:Institutional Isomorphism or Idiosyncrasy? Klaus Weber, U. of Michigan

TIM: Do Entrepreneurs Pay to Access More Experienced Venture Capitalists?

David Hsu, Massachusetts Institute of Technology

618: (*TIM*) Helping Hand? Government and Public Sector Issues

4:10- 5:30 Omni Shoreham Hotel: Capitol

Chair: Ruth S Raubitschek, U.S. Deptartment of Justice

→ **TIM**: Strategic Government Policy Choices in Creating and Sustaining the Information Technology Sector in Developing Countries

Omar Rashid Malik, Temple U.; Kamal Ahmed Munir, Cambridge U.

y TIM: Testing a Dynamic Supply-demand Model of National Technological Entrepreneurship

Young Rok Choi, Rensselaer Polytechnic Institute; Phillip Phan, Rensselaer Polytechnic Institute

y TIM: Winning an Award From the Advanced Technology Program: Pursuing R&D Strategies in the Public Interest and Providing a Halo Effect

Maryann Feldman, Johns Hopkins U.; Maryellen R. Kelley, **Pamet Hill Associates**

- → "TIM: When Government Inherently Matters: National Innovation Systems in the Mobile Telephone Industry, 1946-2000
 - Joel West, U. of California, Irvine; Vladislav Fomin, U. of **Jyvaskyla**
- y TIM: The Impact of Publicly Funded Basic Research: A Literature Review of Theories and Findings
 - G. Steven McMillan, Pennsylvania State U., Abington; Robert D. Hamilton, III, Temple U.

619: (TIM) Insights from Naturalistic Inquiry

4:10- 5:30 Omni Shoreham Hotel: Embassy

Chair: Sanjay Jain, U. of Wisconsin, Madison

TIM: Grounded Theory Building: Some Principles and Practices for Technology and Innovation Management

Deborah J. Dougherty, Rutgers U.

- TIM: B2B e-Commerce in Emerging Economies: Creating i-Metal.com's Nonferrous Metals Exchange In China Paul Hempel, City U., Hong Kong; Ying Ki Kwong, i-Metal.com Ltd
- S TIM: An Emerging Model for Improving Intellectual Property Management Practices in the Public Sector Paul Steffens, U. of Queensland; Michael Waterhouse, U. of Queensland; Arthur Shulman, U. of Queensland; Andrew Wollin, U. of Queensland

TIM: Technological Change, Internal Speciation and Dynamic Capabilities. Evidence from Corning Inc. Gino Cattani, U. of Pennsylvania

Monday 5:30PM

620 : (GDO) Business Meeting

5:30- 6:30 Hilton Washington & Towers: Map

621: (HCM) Division Business Meeting

5:30- 6:30 Hilton Washington & Towers: Georgetown West Division Chair: Jacqueline Zinn, Temple U.

622 : (HR) Human Resources Division Ice Cream Social

5:30- 7:30 Marriott Wardman Park Hotel: Virginia Suite

Recipient of the Heneman Career Achievement Award, sponsored by Irwin-McGraw Hill, will be announced.

623: (MC) Management Consulting Division Business

5:30- 6:00 Omni Shoreham Hotel: Congressional B Organizer: Anthony F Buono, Bentley U.

624: (OB) OB Division Awards Celebration and State of the Division Announcements

5:30- 6:45 Marriott Wardman Park Hotel: Maryland C

Come join in the celebrations of the OB Division's award winners and receive an update on the division's activities.

Chair: Robert C. Liden, U. of Illinois, Chicago

625 : (OMT) OMT Business Meeting and Artifact

5:30- 6:00 Marriott Wardman Park Hotel: Harding Division Chair: Joseph Porac, Emory U. Program Chair: Joel A. C. Baum, U. of Toronto

Division Chair-Elect.: Eric Abrahamson, Columbia U.

Professional Development Workshop Chair: Mary Jo Hatch, U. of Virginia

626 : (ONE) ONE Interest Group Business Meeting

5:30- 6:45 Hilton Washington & Towers: Monroe West

Division Chair-Elect.: Gordon P. Rands, Western Illinois U.

627: (PNP) PNP Division Business Meeting

5:30- 6:00 Marriott Wardman Park Hotel: Eisenhower

Monday 6:00PM

628: (ENT) Entrepreneurship Division Business Meeting and Social Time

6:00- 8:30 Off Site: NFIB

The NFIB offices are located at 1201 F Street NW, Suite 200. Organizer: Alex Stewart, Marquette U.

629 : (OM) OM Division Social

6:00- 7:00 Hilton Washington & Towers: Monroe East All members and prospective members welcome! Division Chair: Robert D. Klassen. U. of Western Ontario

630 : (OMT) OMT Social Hour

6:00- 7:00 Marriott Wardman Park Hotel: Hoover Division Chair: Joseph Porac, Emory U.

631 : (PNP) PNP Division Reception and Social Hour

6:00- 7:30 Marriott Wardman Park Hotel: Truman

Sponsored by the Warwick Institute of Governance and Public Management, Warwick Business School, University of Warwick, UK

632: (SIM) Division Wine and Cheese Party

6:00- 10:30 Hilton Washington & Towers: Thoroughbred

Monday 6:10PM

633 : (MC) Management Consulting Division Social Hour

6:10- 7:10 Omni Shoreham Hotel: Congressional A

Join us for refreshlments. Meet our members and new and old friends. The reception will be held after the business meeting. Organizer: Kurt Motamedi, Pepperdine U.

Monday 6:30PM

634 : (BPS) Irwin Outstanding Educator Award Ceremony in Honor of Michael A. Hitt

6:30- 7:30 Marriott Wardman Park Hotel: Wilson A

Organizers: Ann K. Buchholtz, U. of Georgia; Petra Christmann, U. of Virginia; Jay Dial, Case Western Reserve U.; Marta A. Geletkanycz, Boston College

635 : (GDO) **Social Hour**

6:30- 8:00 Hilton Washington & Towers: Jefferson West

636: (HCM) **HCM** Division Reception

6:30- 8:00 Hilton Washington & Towers: Georgetown East

Sponsored by the Anderson Graduate School of Management,

University of California, Riverside.

Host: Kathleen Montgomery, U. of California, Riverside

637: (IM) IM Division Social and Reception

6:30- 8:00 Omni Shoreham Hotel: Hampton Host: Joseph L.C. Cheng, U. of Illinois

 $\textbf{638}: (\textit{MH}) \ \textbf{Management History Division Reception in}$

Honor of Al Bolton

6:30- 8:00 Hilton Washington & Towers: Hemisphere

A reception in honor of Al Bolton, recipient of the Ronald G.

Greenwood Award, in recognition of his outstanding contributions to

the field of management history.

Division Chair: Eileen Kelly, Ithaca College

Monday 6:50PM

639: (OB) OB Division Social Hour

6:50- 8:20 Marriott Wardman Park Hotel: Maryland AB

Come join us, get acquainted, and get re-acquainted! Chair: Anne M. O'Leary-Kelly, U. of Arkansas

Monday 7:15PM

640: (ONE) **ONE Interest Group Social** 7:15-8:45 Hilton Washington & Towers: Monroe West Program Chair: **Sanjay Sharma, St. Mary's U.**

Monday 7:30PM

641: (MC) Management Consulting Friends and Members Dinner

7:30- 10:30 Off Site: TBA

The 2001 MCD distinguished guests for this annual dinner event are Billie Alban, Alban and Williams, Ltd.; and Barbara Bunker, SUNY-Buffalo. They will share their reflections and experiences of partnering and working with clients globally. The dinner is a great event to meet Billie, Barbara and many of our members and friends (new and old). Come and enjoy this fun filled learning event. Make sure to make your reservations early. Space is limited! Please contact Tony Buono (abuono@bentley.edu) for details.

Host: Anthony F Buono, Bentley U.

Keynote Speakers: Billie T. Alban, Alban & Williams, Ltd.;

Barbara B Bunker, State U. of New York, Buffalo

Monday 9:00PM

642: (AAC) President's Dessert Reception for New and International Members

9:00- 10:30 Marriott Wardman Park Hotel: Salon 2
Hosted by the Journal of Applied Management and
Entrepreneurship.

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

Tuesday, August 7, 2001

Tuesday 8:00AM

643 : (OMT) Organizations Close-up: Qualitative and Field Studies

8:00- 10:10 Marriott Wardman Park Hotel: Harding
Facilitator: Royston Greenwood, U. of Alberta
OMT: Stopping-champions of Failing Projects *

Isabelle Royer, Paris Dauphine U.

Co-Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award

OMT: Who We Are: Managing Organizational Identity During Strategic Change in a Faith-based Social Services Agency **Anne Benning, Independent Consultant**

OMT: The Knowledge Bazaar *
Andrew Hargadon, U. of Florida

SOMT: The Social Construction of Clock Time: Dealing with Government Imposed Deadlines for Implementing Organizational Change

Karen Golden-Biddle, U. of Alberta; Trish Reay, U. of Alberta; Elden Wiebe, U. of Alberta; C. R. Hinings, U. of Alberta

→ OMT: Remembrance of Things Past? The Dynamics of Organizational Forgetting

Pablo Martin de Holan, U. of Alberta; Nelson Phillips, McGill U.

644 : (OMT) Institutional Environments

8:00- 10:10 Marriott Wardman Park Hotel: Hoover

Facilitator: Donald Palmer, U. of California, Davis

→ **SOMT:** The Institutional Context of Hostile Takeover Activity: A Cross-national Test

William D. Schneper, U. of Pennsylvania; Mauro F. Guillen, U. of Pennsylvania

OMT: Do Markets Learn? Institutional vs. Market Learning Perspectives on the Consequences of Stock Repurchase Programs *

Edward Zajac, Northwestern U.; James D. Westphal, U. of Texas. Austin

OMT: Fashion Trends as Evolutionary Processes:The Employee Management Knowledge Niche, 1971-2000 Eric Abrahamson, Columbia U.; Micki Eisenman, Columbia U.

OMT: Efficiency or Institutions? Evidence From a "Natural Experiment"

Heejoon Park, U. of Wisconsin, Madison

COMT: Comparable Worth and the Fragmentation of Legal Environments

Stephen Mezias, New York U.; Rikki Abzug, New School for Social Research

645 : (OMT) Alliance Strategy and Design

8:00- 10:10 Marriott Wardman Park Hotel: Coolidge

Facilitator: Brian Golden. U. of Western Ontario

OMT: Alliances and the Impact of Boundary-spanning Activity and Entrainment

Rhetta L. Standifer, U. of Missouri, Columbia; Allen C. Bluedorn, U. of Missouri, Columbia

OMT: Alliance Management: Offensive or Defensive Strategy?

Mark H. Hansen, Brigham Young U.; James B. Oldroyd,

Brigham Young U.

OMT: Alliance Outcomes: The Mediating Effect of Process Rekha Krishnan, Tilburg U.; Niels G. Noorderhaven, Tilburg U.

OMT: Alternative Forms of Fit of Supplier-manufacturer Relationships in New Product Development Maurizio Sobrero, U. of Bologna; Omar Toulan, McGill U.

OMT: A Dynamic Analysis of Different Cross-boundary
Behaviors Emerging from Similar Organizations
Laura J. Black, Massachusetts Institute of Technology; Paul
R. Carlile, Massachusetts Institute of Technology; Nelson P.
Repenning, Massachusetts Institute of Technology

Tuesday 8:20AM

646 8: (AA) How Governments Matter to Business Strategy in an Era of Globalization and Regionalization

8:20- 10:10 Marriott Wardman Park Hotel: Salon 2

Chair: Thomas L. Brewer, Georgetown U.

How Governments Matter to Globalization: Bringing Bretton Woods into the 2lst Century

Stefanie Lenway, U. of Minnesota

Regionalization and the Myth of Global Strategy Alan Rugman, Indiana U.

The Impact of Governments on Competition and Firm Strategy in the New Economy

Robert M. Grant, Georgetown U.; Bennet Zelner, Georgetown U.

Firms' Strategies and Governments' Policies Concerning Climate Change

Thomas L. Brewer, Georgetown U.

647: (ENT) A Multi-level Approach to Organizational Formation

8:20- 10:10 Omni Shoreham Hotel: Forum

Chair: Laurie L. Levesque, Carnegie Mellon U.

Learning about Organizational Formation from a Mixed Metaphor:Internet Entrepreneurs' Perspectives on Incubators

Benjamin C. Powell, U. of Pennsylvania; Johannes M Pennings, U. of Pennsylvania

Organizational Imprinting and Improvisational Action in Technology-based Start-ups

Dale Eesley, U. of Wisconsin, Madison; Anne S. Miner, U. of Wisconsin, Madison; Ted Baker, U. of Wisconsin, Madison

Creating New Roles: Understanding Employee Behavior in High Tech Start-ups

Laurie L. Levesque, Carnegie Mellon U.

Multiple Determinants of Organizational Effectiveness and Venture Performance in Fast-growth Start-up Firms Karen Bishop, U. of Louisville; Diane E. Johnson, U. of Alabama

Talent, Organization, and Location Richard Florida, Carnegie Mellon U.

Presenters: Benjamin C. Powell, U. of Pennsylvania; Richard Florida, Carnegie Mellon U.; Dale Eesley, U. of Wisconsin,

Madison; Karen Bishop, U. of Louisville

Discussant: Howard Aldrich, U. of North Carolina, Chapel Hill

Tuesday 8:30AM

648: (BPS) Dynamics of Interfirm Alliances

8:30- 10:10 Marriott Wardman Park Hotel: Wilson B Chair: Peter McNamara, U. College, Dublin

BPS: In the Groove: An Analysis of Dynamic Structures and Learning Networks

Kathryn Pavlovich, U. of Waikato

■ → BPS: Performance & Stability of Strategic Alliances:An Examination of Social Exchanges between Partners Senthil K Muthusamy, Rhode Island College; Margaret A. White, Oklahoma State U.

BPS: Determinants of Governance Structure in Alliances:The Role of Strategic, Task, and Partner Uncertainties * Tiziana Casciaro, Harvard U.

BPS: Organizational Learning and Short-term Collaborations: Patterns in the U.S. Movie Industry, 1930-1940
Andreas Schwab, U. of Mississippi; Anne S. Miner, U. of Wisconsin, Madison

Discussant: Theodoros Peridis, York U., Canada

649: (BPS) Market Entry Behavior 8:30-10:10 Marriott Wardman Park Hotel: Wilson A

Chair: Heli Anita Koski, ETLA

BPS: Getting to Multimarket Competition: How Multimarket Contact Affects Firms' Market Entry Decisions

John Stephan, State U. of New York, Buffalo; Warren Boeker, U. Washington

BPS: Product Proliferation as Barriers to Entry: The Incumbent Perspective

Avinash V. Mainkar, James Madison U.; William S. Schulze, Case Western Reserve U.

BPS: Determining Appropriate Competitive Position for Spatially Dispersed Multi-outlet Firms: When Should Chains Compete on Price?

Arturs T. Kalnins, U. of Southern California Discussant: Javier Gimeno, INSEAD

 $\textbf{650}: \textit{(BPS)} \ \textbf{New Trends in the New Economy}$

8:30-10:10 Marriott Wardman Park Hotel: Wilson C Chair: Vikas Anand, U. of Arkansas

BPS: E-commerce on Fitness Landscapes: Exploring the Interdependencies between Click and Mortar Business Systems

Daniel Levinthal, U. of Pennsylvania; Nicolaj Siggelkow, U. of Pennsylvania

BPS: An Empirical Study of Alliance Value Creation in Ebusinesses

Sendil Ethiraj, U. of Pennsylvania; Prashant Kale, U. of Michigan; Harbir Singh, U. of Pennsylvania

BPS: Strategic Orientation, Competition, and Internet-based Electronic Commerce

Patrice Auger, City U., Hong Kong; Anat BarNir, U. of North Texas; John M Gallaugher, Boston College

BPS: A Dilemma in Response: Beyond Resource Allocationexamining the Newspaper Industry's Response to the Internet *

Clark Gilbert, Harvard U.

Discussant: Thomas R. Eisenmann, Harvard U.

651 **©**: (CAR) Career Concerns: An Update from the Field

8:30- 10:10 Hilton Washington & Towers: Jefferson West

Facilitators: Karen O. Dowd, James Madison U.; Susan M. Adams, Bentley College

Panel: Larry E. Penley, Arizona State U.; Karen O. Dowd, James Madison U.; Ursula Maul, U. of Pennsylvania; David Smith, Jr., Emory U.; John Worth, U. of Virginia; Janet Rose Marks, Fordham U.

652 Galance Sin the Classroom: Are We Practicing What We Preach?

8:30-10:10 Hilton Washington & Towers: Caucus

Chair: Lynn Bowes-Sperry, Western New England College

Examining Self-appraisal Practices in Academic Settings as a Means to Enhance Perceptions of Instructor and Evaluation Fairness and Promote Student Development Deanna Geddes, Temple U.

Why We Can't Do Without Fairness in Student Participation Evaluation

William P. Ferris, Western New England College

Distributing Team Points as a Justice Event

Jean M. Forray, Western New England College; Lynn Bowes-Sperry, Western New England College

The Influence of National Culture on the Perceived Fairness of Grading Procedures: A Comparison of U.S. and China Jasmine Tata, Loyola U., Chicago

Discussant: Thomas M. Tripp, Washington State U.

653 →: (ENT) Internationalization and Entry Mode of SMEs and Entrepreneurial Firms

8:30- 10:10 Omni Shoreham Hotel: Cabinet

Chair: Kevin H. Kennedy, Texas Tech U.

- → ENT: Internationalization, Entrepreneurial Orientation, and Learning in Independent Belgian Firms
 - Harry J. Sapienza, U. of Minnesota; Dirk De Clercq, U. of South Carolina
- → ENT: International Entrepreneurship:Entry Mode Choice of SMEs in Central and Eastern Europe

George Nakos, Clayton College and State U.; Keith Brouthers, U. of East London; Lance Brouthers, U. of Akron

→ ENT: Coming to America: An Exploratory Study of Foreign Firms Conducting Initial Public Offerings (IPOs) in the United States

Timothy S. Reed, Air Force Institute of Technology; Kurt Heppard, U.S. Air Force Academy

654: (GDO) Confronting the Powers that Be: Should the Gender and Diversity in Organizations Division Pursue an Activist Agenda?

8:30- 10:10 Hilton Washington & Towers: Map Organizer: Carol D. Watson, Rider U.

Activism in Academy of Management, 1972-2000: The Story of the Committees on the Status of Women and People of Color

Frieda Reitman, Pace U.; Max Wortman, Iowa State U.; Stella M. Nkomo, U. of South Africa

We're Already Political but are We Activists?: Knowledge Creation as a Political Act

Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst

A Model of Scientific Activism

Barbara A. Gutek, U. of Arizona

Political Acts as Knowledge Creation

Leslie Oakes, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico

Risks and Rewards of an Academic's Activism Judith B. White, Santa Clara U.

Discussant: dt ogilvie, Rutgers U.

655 JS: (GDO, CM) Bridges over Troubled Waters: "Experiments" in Working with Differences

8:30- 10:10 Hilton Washington & Towers: Lincoln East

Chair: Maureen Scully, Simmons College

Balancing Act: Triads of Connection Within and Among Groups

Karen L Proudford, Morgan State U.

Deconstructing "Coalition Building:" What Race and Ethnicity Have to Do With It

Evangelina Holvino, Simmons College

Is There Strength in Numbers? Rethinking Multicultural Networks as Vehicles for Social Change

Maureen Scully, Simmons College

Presenter: Deborah M Kolb, Simmons College
Discussant: Michael Piore, Massachusetts Institute of
Technology

656: (HR) New Issues in Research on Personorganization Fit

8:30- 10:10 Marriott Wardman Park Hotel: Virginia A Chair: Michael Wesson, Texas A&M U.

HR: Potential Homogenizing Effects of Attraction and Selection

Jeffrey Stanton, Bowling Green State U.; Jerel Slaughter, Louisiana State U.; David Mohr, Bowling Green State U.; William Schoel, III, Procter & Gamble Company

HR: When Does Personality Matter? – Testing Mischel's Argument Using rwgj

Lawrence A. Witt, U. of New Orleans; Lisa A. Burke, Louisiana State U., Shreveport; K. Michele Kacmar, Florida State U.

HR: Pay for Performance and Risk Preferences: Consequences of Fit

John R. Deckop, Temple U.; Kimberly K. Merriman, Temple U.; Gary J. Blau, Temple U.

HR: Aligning Employees with the Organization's Strategic Objectives: Out of "Line of Sight," Out of Mind Wendy R. Boswell. Texas A&M U.

Discussant: Cheryl L. Adkins, Longwood College

657 : (HR) Compensation

8:30- 10:10 Marriott Wardman Park Hotel: Virginia C

Chair: Margaret Williams, Virginia Commonwealth U.

→ HR: A Comprehensive Model of Preferences for Teambased Rewards

Victor Y. Haines III, U. of Sherbrooke; Simon Taggar, York U.

HR: Dollars, Perceptions, and Reality: Developing and Validating Fuzzy Set-based Measures of Pay Raise Thresholds

Atul Mitra, U. of Northern Iowa; Nina Gupta, U. of Arkansas; M. Susan Rueschhoff, U. of Northern Iowa

HR: The Effects of Incentives and Individual Differenceson Knowledge Sharing and Performance Effectiveness Narda Quigley, U. of Maryland; Paul E. Tesluk, U. of Maryland; Edwin A. Locke, U. of Maryland; Kathryn M. Bartol, U. of Maryland

HR: The Dark Side of Stock Options: Downside Risk and Employee Separation

Benjamin B. Dunford, Cornell U.; John W. Boudreau, Cornell U.; Wendy R. Boswell, Texas A&M U.

Discussant: Barbara L. Rau, U. of Wisconsin, Oshkosh

658 JS: (HR, OCIS) Organizations Online: Harnessing the Power of Advanced Information Technology

8:30- 10:10 Marriott Wardman Park Hotel: Delaware B

Chair: Kathryn M. Bartol, U. of Maryland

Virtual HR: Information Technology Upgrades and HR Effectiveness

Kathryn M. Bartol, U. of Maryland; David P. Lepak, U. of Maryland; Sharyn Gardner, U. of Maryland

Changing the Nervous Systems of Organizations: Enabling Leadership to Enable Advanced Information Technology Bruce J. Avolio, Binghamton U.; Surinder Kahai, Binghamton U.

Linking Information Technology and Organizational Design Henry C. Lucas, Jr., U. of Maryland

Trust and Awareness in Virtual Teams

Suzanne P. Weisband, U. of Arizona

Presenters: Kathryn M. Bartol, U. of Maryland; Sharyn Gardner, U. of Maryland; Bruce J. Avolio, Binghamton U.; Henry C. Lucas, Jr., U. of Maryland; Suzanne P. Weisband, U. of Arizona Discussant: Bruce J. Avolio, Binghamton U.

659 → JS: (IM, HR) Culture Standards: An Alternative in Cross Cultural Management Research Beyond Hofstede

8:30- 10:10 Omni Shoreham Hotel: Diplomat

A new method which provides updated cultural measures, multiple indicators and recent data centered on Europe.

Chair: Cary L. Cooper, U. of Science and Technology in Manchester

Presenters: Alexander Thomas, U. of Regensburg; Stefan Kammhuber, U. of Regensburg; Sylvia Meierewert, Vienna Business School; Nigel J. Holden, Copenhagen Business School; Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration; Amanda Dunkel, Vienna U. of Economics and Business Administration

Discussant: Marie Therese Claes, Catholic U., Louvain Presenter: Gerhard Fink, Wirtschaftsuniversitaet Wien

660 → JS: (IM, OB) Management and Work: Can Global Surveys Yield Locally-useful Conclusions?

8:30- 10:10 Omni Shoreham Hotel: Empire

To maximize discussion from the audience, there is no discussant Organizers: Evert Van de Vliert, U. of Groningen; Peter B. Smith, U. of Sussex

Chairs: Evert Van de Vliert, U. of Groningen; Peter B. Smith, U. of Sussex

Effective Ways for Leaders to Handle Work Events: Individual and Culture-level Analysis

Peter B. Smith, U. of Sussex; Mark F. Peterson, Florida Atlantic U.

Management Training and Assesssment: Some Implications from the GLOBE Program

Felix C. Brodbeck, Aston Business School

National Culture and Organizational Behavior: A New Approach

Lilach Sagiv, Hebrew U.; Shalom H. Schwartz, Hebrew U.

How the National Proporation of Working Women Brings Underpayment Into the Organization

Evert Van de Vliert, U. of Groningen; Gerben Van der Vegt, U. of Groningen

Job Level and National Culture as Joint Roots of Job Satisfaction

Yuk Wong, U. of Groningen; Evert Van de Vliert, U. of Groningen

Presenters: Peter B. Smith, U. of Sussex; Felix C. Brodbeck, Aston Business School; Lilach Sagiv, Hebrew U.; Evert Van de Vliert, U. of Groningen; Yuk Wong, U. of Groningen

661: (IP) Customer Service

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T1 Facilitator: Robert E. Ployhart, U. of Maryland

OB: Building Client Trust and Loyalty: Professionals as Stewards

Sheila Simsarian Webber, Concordia U.

OB: Exploring Mediating Processes Underlying the Relationship between Employee Displayed Positive Emotions and Customer Behavioral Intentions Wei-chi Tsai, National Taiwan U. of Science and Technology; Yin-mei Huang, National Chengchi U.

OB: When Bartenders Serve-up More Than Just Drinks: A Qualitative Look at the Conflict between Customer and Management Expectations

Kimberly A. Eddleston, U. of Connecticut; Barrie E. Litzky, Pennsylvania State U., Great Valley

TIM: Technology, Reliability and Customization John E. Ettlie, Rochester Institute of Technology

662 : (*IP*) Affirmative Action, Equal Opportunity, and the Value of Diversity

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T3

Facilitator: Sue R. Faerman, State U. of New York, Albany PNP: The Deinstitutionalization of Public Policy: The Case of Affirmative Action

Jenny M. Hoobler, U. of Kentucky; Brent Garrett, U. of Kentucky

GDO: Equal or Difference? The Use of Equal Opportunity as a Strategy to Increase the Number of Women in Management

Erica French, Queensland U. of Technology; Stacy Richard Ridge, Queensland U. of Technology

GDO: The Structural Dynamics of Diversity: Attaining a Sustainable Competitive Advantage Mary A. Hamilton, U. of Virginia

© ODC: Race, Ethnicity, and Career Experiences in Healthcare Management Janice L. Dreachslin, Pennsylvania State U.; Gloria Jimpson, New York State Department of Health; Elaine Sprainer, Pennsylvania State U.

663: (*IP*) Overcoming Resistance and Creating Commitment to Change

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T4

Facilitator: Robert Waldersee, Queensland U. of Technology
ODC: A Framework for Assessing Commitment to Change.
Process and Context Variables of Organizational Change.
Geert Devos, Vlerick Leuven Gent Management School;
Karlien Vanderheyden, Vlerick Leuven Gent Management
School; Herman Van den Broeck, Vlerick Leuven Gent
Management School

ODC: Exploring the Affective Implications of Assessments of the Need for, Appropriateness of, and Execution of Organizational Changes

Michael Cole, Auburn U.; Stanley G. Harris, Auburn U.; Matt Rutherford, Auburn U.

- © 8 ODC: Reinvention of Government and Resistance Factorsa Case Study in the US Department of State Karyn Trader-Leigh, KTA/Global Partners
- ◆→ ODC: How Can Managers Increase Support for New Ideas? A Longitudinal Investigation. Elisabeth Wilson-Evered, U. of Queensland; Charmine E.J. Hartel. Monash U.

664 : (*IP*) Job Insecurity, Risk-seeking, and OCB in Asian Cultures

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T5

Facilitator: Anne Marie Francesco, Hong Kong Baptist U.

→ OB: A Test of a Multidimensional Model of Job Insecurity in China: Comparison and Extension

Then Ying Chen Hong Kong Postiat II. Combin K. Lee

Zhen-Xiong Chen, Hong Kong Baptist U.; Cynthia K. Lee, Northeastern U.; Philip Bobko, Gettysburg College

→ OB: The Pattern of Risk-seeking Tendency and Why It Is So: The Case of Singaporeans

Shu Li, Nanyang Technological II: Yongging Fang, Nanya

Shu Li, Nanyang Technological U.; Yongqing Fang, Nanyang Technological U.

OB: Organizational Context and Employee Citizenship Behavior in the PRC: Impact of Job Function, Managerial Level, and Organization Ownership Jiing-Lih Farh, Hong Kong U. of Science and Technology; Chen-Bo Zhong, Hong Kong U. of Science and Technology;

Dennis W. Organ, Indiana U.
665 : (IP) Corporate Reputation

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T6

Facilitator: Jav Nathan. St. John's U.

℮BPS: Business-level Reputation and Strategic Changes: A View of Property/Casualty Insurers

Tamela Ferguson, U. of Louisiana, Lafayette; William Lee Ferguson, U. of Louisiana, Lafayette

OMT: Consumers' Willingness to Pay for Corporate Reputation: The Context of Airline Companies Mary E. Graham, Clarkson U.; Pratima Bansal, U. of Western Ontario

ONE: To Be Green or Not Be: The Effect of Corporate Environmental Advertising

Nicolas Gutierrez, ITESM; Irma Adriana Gomez, ITESM; Mayra Bozada, ITESM

SBPS: Perceived Partner Reputation and Strategic Alliance Structuring: Comparing Public and Private Sectors Susanne Royer, U. of Padeborn; Roland Hirokazu Simons, Queensland U. of Technology; Robert Waldersee, Queensland U. of Technology

666 : (*IP*) Governmental Influence on Environmental Practices

8:30- 10:10 Hilton Washington & Towers: Conservatory T1 Facilitator: David L. Levy, U. of Massachusetts

8 ONE: Biopolitics: Comparing European and American Experiences

Aseem Prakash, George Washington U.; Kelly Kollman, George Washington U.

None: Governmental Solutions to Problems of Transferring Environmental Best Practices

Ann Terlaak, U. of California, Santa Barbara

g ONE: The Differentiated Reach of the Green Visible Hand Frank Wijen, Tilburg U.

667 : (IP) Environmental Stakeholders

8:30- 10:10 Hilton Washington & Towers: Conservatory T2

Facilitator: Duane Windsor, Rice U.

ONE: The Primordial Stakeholder: Advancing the Conceptual Consideration of the Natural Environment's Stakeholder Status

Cathy Driscoll, Saint Mary's U.; Mark Starik, George Washington U.

ONE: Do Voluntary Environmental Programs Work? A Multistakeholder Perspective of the U.S. Environmental Protection Agency's Project XL

Eva Collins, George Washington U.; Mark Starik, George Washington U.

©ONE: Can Self-regulation Be Expected from a Multistakeholder Collaborative Roundtable or Do

Governments Matter?

Marie-France Turcotte, U. of Quebec, Montreal

668: (IP) Quantitative Research Methods Medley

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T7
Facilitator: Herman Aguinis, U. of Colorado, Denver

RM: Non-response Rates on Survey Questionnaires as Evidence of Parallel Processes during Organizational Diagnosis

Clayton Alderfer, Rutgers U.; Andrew F. Simon, Seton Hall

RM: Comparison of Latent Means with Structural Equation Modelling: A Latent Variable Score Approach Gordon W. Cheung, Chinese U., Hong Kong; Roger B. Rensvold, City U., Hong Kong

RM: Multifaceted Conception of Change: Revisiting the Alpha, Beta, Gamma Change Typology Gordon W. Cheung, Chinese U., Hong Kong; Thomas W. Ng,

Chinese U., Hong Kong

RM: Null Hypothesis Testing in Contemporary Management Research: An Investigation of Statistical Power and Recommendations for Future Studies Luke H. Cashen, Louisiana State U.; Scott W. Geiger, U. of South Florida

669 : (IP) Emerging Issues in Project Management

8:30- 10:10 Hilton Washington & Towers: Conservatory T3

Facilitator: Sara McComb, U. of Massachusetts, Amherst

• OM: Exploring the Multi-project Matrix: Process Dynamics of a Projectified Organization

Mats Engwall, Stockholm School of Economics; Anna Sjögren Källqvist, Royal Institute of Technology, Stockholm

OM: Strategizing for Anticipated Risks and Turbulence in Large-scale Engineering Projects

Serghei Floricel, U. of Quebec, Trois-Rivieres; Roger E. Miller, U. of Quebec, Montreal

OCIS: Collaborative Technologies for Virtual Project Management

Ilze Zigurs, U. of Colorado, Boulder; Roberto Evaristo, U. of Illinois, Chicago; Bernhard Robert Katzy, CETIM

670 : (*IP*) Current Issues in Public and Nonprofit Management

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T8

Facilitator: Danny L. Balfour, Grand Valley State U.

EPNP: From Legislation to Innovation? Organizational Lessons from Arizona's Charter Schools Elisabeth S. Clemens, U. of Arizona; Melissa Fry, U. of

y PNP: Sources of Environmental Uncertainty Perceived by Public Sector Managers: Underlying Dimensions and Taxonomy

Kathleen É. Voges, U. of Texas, Arlington; Christopher Shook, U. of Texas, Arlington; Richard L. Priem, U. of Texas, Arlington **PNP:** Red Tape: A Review and Assessment of Concepts and Measures

Sanjay K. Pandey, Rutgers U.; Patrick G. Scott, Southwest Missouri State U.

PNP: The Case for Game Theory in County Government Roger R. Stanton, California State U., Long Beach

671 : (*IP*) Current Issues in Organization Management Theory

8:30- 10:10 Marriott Wardman Park Hotel: Salon 3 T9

Facilitator: Judy Matthews, U. of Queensland

OMT: The Illusion of Hierarchical Change as a Function of Information Technology Adaptation: Managerial Magic? Gavin M. Schwarz, U. of Queensland / U. of Woolongong

OMT: Strategic Conduct in Organizational Fields:The Return of the Actor in Neo-institutional Theory

Manuel Hensmans, Erasmus U.

OMT: Scale Economies and Survival

Richard Makadok, Emory U.; Gordon Walker, Southern Methodist U.

OMT: Orchestral Maneuvers in the Dark: Discourse and Politics in the Failure to Develop an Artistic Strategy Sally Maitlis, U. of British Columbia; Tom Lawrence, U. of Victoria

672: (IP) Theory and the Management of Meaning

8:30-10:10 Marriott Wardman Park Hotel: Salon 3 T10 Facilitator: Nick Nissley, U. of St. Thomas

MOC: Of Minds That Matter: An Introduction to Systems Thinking

Rita Anne Durant, U. of Alabama

MSR: Comparison of Flow Theory and Taoism and Zen **Jane Jixia Yang, Louisiana State U.**

MOC: A Model of Metaphor Usefulness in Organizations: A Study of the Structural Characteristics of Metaphors Scott J. Reynolds, U. of Minnesota

673 ☐→: (MED) Cross-national Realities in Management Education

8:30- 10:10 Hilton Washington & Towers: Military

Chair: David J. Lemak, Washington State U.

☐ ● N MED: Realities of Dominant Structures and GoverningValues: Recommendations for Management Education in Poland

Agnieszka Sitko-Lutek, Marie Curie-Sklodowska U.; Jeanne Hill, U. of Central Lancashire

W MED: From "Superior" Schools of Commerce to the MBA: French and Turkish Management Education in a Comparative Perspective

Behlul Usdiken, Sabanci U.; Sibel Yamak, Galatasaray U.

■ MED: Transformation, Legislation and Management Education in South Africa

Sandra Karin Sparrius, Rhodes U.

MED: An Enterprise-based, Ideologically-neutral Framework for Introducing Management Education in the Democratic People's Republic of Korea

Earl Arvid Molander, Portland State U.

Discussants: Adrian Szumski, L.Kozminski Academy of Enterpreneurship and Management; Marc Bonnet, U. of Lyon, Lumiere/ISEOR; Bill Cooke, U. of Manchester; Nobuyuki Chikudate, Asia U.

674 ☐ SHCS: (MED, MC) Corporate Universities: Let's Talk

8:30- 10:10 Hilton Washington & Towers: Lincoln West

Welcome and Why Do We Need to Learn About Corporate Universities?

Andrew H. Van de Ven, U. of Minnesota

What I Learned From My Experiences as the Director of GTE's Corporate University

Jerry Tucker, The Global Coaching Network, Inc.

What I Learned From My Research on Corporate Universities Elizabeth Grayden, U. of Minnesota

What are the Current Trends in Corporate Universities? **Jeanne Meister, Corporate U. Xchange, Inc.**

How can the AOM and Corporate Universities Facilitate the Link Between Management Knowledge and Practice? David Jamieson, Pepperdine U.

675 : (MH) Reassessing Contributions in Context

8:30- 10:10 Hilton Washington & Towers: State

Chair: Paul L. Govekar, Bluffton College

MH: Hodgetts and Mintzberg in Conversation

Alfred A. Bolton, Averett College; Mirta M. Martin, U. of Richmond; John Joos, Skylake Productions

→ MH: Revisiting the Roots of Socio-technical Theory Sujay Dutta, Louisiana State U.

Ronald B. Shuman Best Graduate Student Paper Award

 $\label{eq:MH:TheInfluence} \textbf{MH:} \ \ \textbf{The Influence of Joseph Schumpeter on Peter F.}$

Drucker's Philosophy of Management

Timothy Scott Kiessling, U. of Oklahoma, Norman; Daniel A. Wren, U. of Oklahoma, Norman

Discussants: Regina Greenwood, Kettering U.; Jill Hough, U. of Tulsa; Juha Lamberg, U. of Alabama, Tuscaloosa

676: (MOC) Risky Business: Strategy, Performance and Interpreting Risk

8:30- 10:10 Omni Shoreham Hotel: Hampton

Chair: Alexandra Michel, U. of Pennsylvania

MOC: A Comparative Analysis of the Influence of Cognitive Frames on Organizational Performance in High and Low Velocity Industries

Sucheta Nadkarni, U. of Nebraska, Lincoln; V. K. Narayanan, Drexel U.

MOC: Chips, Genomes, and Icons: Risk-Strategy Maps in Three IPO Fields

Martin L. Martens, UBC; P. Devereaux Jennings, UBC
MOC: Assessing How Information Affects Cognitive Maps of
Strategic Issues

Donna K. Fisher, U. of Illinois, Urbana-Champaign; Randall E. Westgren, U. of Illinois, Urbana-Champaign; Steve T. Sonka, U. of Illinois, Urbana-Champaign

Discussant: Ramon J. Aldag, U. of Wisconsin, Madison

677 SHCS: (MOC, OB, OMT) "Dirty Work" is in the Eye of the Beholder: New Directions in How Individuals Cope with Stigmatized Occupations

8:30- 10:10 Omni Shoreham Hotel: Palladium

Chairs: Blake E. Ashforth, Arizona State U.; Janet M. Dukerich, U. of Texas. Austin

Managing Dirty Work: An Interview-based Study

Blake E. Ashforth, Arizona State U.; Glen E. Kreiner, U. of Cincinnati; Mark A. Clark, American U.; Mel Fugate, Arizona State U.

Differing Interpretations of Dirty Work

Fabiola Bertolotti, U. of Bologna; Jerrod Kinnett, U. of Texas, Austin; Janet M. Dukerich, U. of Texas, Austin

Dirty Work and Professional Identification: Are the Two Compatible?

Joanna Leapheart Newman, U. of Arkansas; Mary S. Logan, London School of Economics and Political Science; Anne M. O'Leary-Kelly, U. of Arkansas; Ellen M. Whitener, U. of Virginia

Reflections on Dirty Work, Tricks of the Mind, and the Meaning of Work

Amy Wrzesniewski, New York U.

Discussant: Stephen Barley, Stanford U.

678: (OB) The Future of Work Motivation Theories

8:30- 10:10 Marriott Wardman Park Hotel: Maryland B

Chair: Richard T. Mowday, U. of Oregon

Presenters: Terrence R. Mitchell, U. Washington; Jeffrey Pfeffer, Stanford U.; Richard M. Steers, U. of Oregon

679 : (OB) Through Thick and Thin: Perspectives on Organizational Commitment

8:30- 10:10 Marriott Wardman Park Hotel: Maryland A Chair: **Bonnie S. O'Neill. Marquette U.**

OB: The Impact of Perceived Inequity and Frequency of Favor Exchange on Employee Status, Commitment, and Performance

Frank J. Flynn, Columbia U.

OB: An Empirical Test of Escalation of Commitment in Major League Baseball *

Luc Bourgie, Concordia U.

OB: Battle of the Biggies: The Influence of Job Satisfaction and Affective Commitment on Organizational Outcomes Tony L. Simons, Cornell U.; Kate Walsh, Cornell U.

OB: Attachment in Organizations: Quo Vadis?

James W. Bishop, New Mexico State U.; K. Dow Scott,
Loyola U., Chicago; Michael G. Goldsby, U. of Southern
Indiana

→ OB: Five Universal Forms of Work Commitment, Job Satisfaction, and Job Performance: An Empirical Assessment

Abraham Carmeli, U. of Haifa; Anat Freund, U. of Haifa Discussant: Martin R. Fellenz, Trinity College

680 JS: (OB, ODC, IM) Virtual Teams: An Assessment of their Distinctiveness on Several Key Dimensions

8:30- 10:10 Marriott Wardman Park Hotel: Delaware A Chair: Susan G. Cohen, U. of Southern California

Presenters: Marietta Baba, Wayne State U.; Kimberly K. Harris, U. of California, Los Angeles; Alec Levenson, U. of Southern California

Discussant: Martha L. Maznevski, International Institute for Management Development

681: (OC/S) Best Practices for Managing Virtual Teams

8:30- 10:10 Omni Shoreham Hotel: Calvert

Chair: Manju K. Ahuja, Florida State U.

Presenters: Manju K. Ahuja, Florida State U.; Sirkka Jarvenpaa, U. of Texas, Austin; Lawrence A. Witt, U. of New Orleans Moderator: Katherine M. Chudoba, Florida State U.

682: (ODC) Complex Change: Managing the Process

8:30- 10:10 Marriott Wardman Park Hotel: McKinley

Chair: Frans M. van Eijnatten, Eindhoven U. of Technology

ODC: Dynamics of Strategic Change: First-order and Secondorder Changes in the New Zealand Electricity Industry Michael Graham Duncan, U. of Canterbury; V. Nilakant, U. of Canterbury

ODC: Tacit Complexity: Organizational Development's Role in Viewing Strategy in Terms of Tacit Knowledge and System Interactions

Scott Sherman, Pepperdine U.

ODC: Critical Success and Failure Factors of Corporate Culture Change

Won-Woo Park, Seoul National U.

© ODC: An Empirical Examination of the Relationship Between Change Readiness Perceptions and Types of Change Alannah Rafferty, Queensland U. of Technology; Roland Hirokazu Simons, Queensland U. of Technology

Discussants: Julie R. Wolfram Cox, Monash U.; Mary A. Ferdig, Benedictine U.

683 ☐ ♥ IS: (ODC, OMT, SIM) When One Person Matters:Moral Power and the Transformation of Governments

8:30- 10:10 Marriott Wardman Park Hotel: Cotillion North

Organizer: Gretchen Spreitzer, U. of Southern California
Bringing Hope: The Case of Franklin Delano Roosevelt
When One Person Matters: From Mohatmas Gandhi to
Advanced Change Theory

Context, Energy and Moral Power: The Case of Martin Luther King, Jr.

Forgiveness and Moral Power: The Case of Nelson Mandela and South Africa

Presenters: Robert E. Quinn, U. of Michigan; Kim S. Cameron, U. of Michigan; Phil Mirvis, Private Practice; Lawrence Carter, Morehouse U.

684 : (OM) Operations Flexibility and Agility

8:30- 10:10 Hilton Washington & Towers: Monroe East

Chair: Peter T. Ward, Ohio State U.

OM: Manufacturing Flexibility Revisited

Joe Scala, Celestica; Lyn Purdy, U. of Western Ontario; Frank Safayeni, U. of Waterloo

OM: Empirical Evidence of Performance Payoffs from Manufacturing Flexibility

Derrick E. D'Souza, U. of North Texas; Fredrik P. Williams, U. of North Texas

OM: People and Organizational Context: The Neglected **Dimensions of Organizational Agility**

Madeline M. Crocitto, State U. of New York, Old Westbury; Mohamed A. Youssef, Norfolk State U.

Discussants: Linda C. Angell, Victoria U., New Zealand; Larry Menor, U. of Western Ontario; Rebecca Duray, U. of Colorado, **Colorado Springs**

685 Y JS: (OMT. HCM) Physician Organization in the Postmanaged Care Era: Unionization as a Countervailing Power

8:30- 10:10 Hilton Washington & Towers: Georgetown West

Chair: Timothy Hoff, State U. of New York, Albany

Options for Physician Organization in a Consolidating Healthcare System

Lawton R. Burns, U. of Pennsylvania; Douglas R. Wholey, U. of Minnesota

Adjusting the Balance of Power: An Analysis of Physician Antitrust Exemption Legislation Gary J. Young, Boston U.

Exploring Union Attitudes and Preferred Forms of Collective Organization Among U.S. Physicians

Timothy Hoff, State U. of New York, Albany Discussant: Jeffrey A. Alexander, U. of Michigan

686 SHCS: (OMT, OB) Culture and Enculturation in **Organizations**

8:30- 10:10 Marriott Wardman Park Hotel: Cotillion South

Chair: Gwendolyn Kuo-fang Lee, U. of California, Berkeley The Influence of Social Networks on the Transmission of Organizational Culture

Jeffrey T. Polzer, Harvard U.; Jennifer Chatman, U. of California, Berkeley; Margaret A. Neale, Stanford U.; Brian Rubineau, Harvard U.

Fluidity of Social Norms in a Hierarchical System Joseph E. Harrington, Jr, Johns Hopkins U.

The Influence of Organizational Demography and Networks on Cultural Transmission and Enculturation: An Empirical Investigation

Jennifer Chatman, U. of California, Berkeley; Glenn R. Carroll, Stanford U.; J. Richard Harrison, U. of Texas, Dallas; Gwendolyn Kuo-fang Lee, U. of California, Berkeley

"Fitting In:" The Effects of Relational Demography and Person-organization Fit on Group Process and Performance

Hillary Anger Elfenbein, Harvard U.; Charles O'Reilly, Stanford U.

687 : (PNP) Organizational Networks and Collaboration 8:30- 10:10 Marriott Wardman Park Hotel: Truman

Chair: Mohamed Charih, U. of Quebec, Montreal

♥ YPNP: Partnering in Working that Workload: How Behavior and Context Matter in Intergovernmental Networks Linda S. Johnson, Florida State U.; Ralph S. Brower, Florida State U.

PNP: Perceptions of Collaboration and Service Integration: An Examination of Social Service Nonprofit Organizations Jennifer A. Wade, U. of Colorado, Denver

PNP: Safer Streets: Criminal Justice Collaboration in Terms of Information Sharing

David R. Connelly, Western Illinois U.

PNP: When Practice Matters More than Government Plans:A Network Analysis of Local Emergency Management Sang Ok Choi, Florida State U.

Discussant: Mila Gasco, International Institute on Governance,

688 : (RM) Ethnography and Interview Methods

8:30- 10:10 Omni Shoreham Hotel: Executive

Chair: Steven C. Currall. Rice U.

RM: Eliciting Personal Values of Senior Managers: A Development of the Laddering Technique

Humphrey Bourne, Cranfield U.; Mark Jenkins, Cranfield U.

RM: Is Ethnography Jazz?

Michael Humphreys, Bolton Institute; Andrew D. Brown, U. of Nottingham; Mary Jo Hatch, U. of Virginia

RM: Beyond Univocal Authority: An Exploration of Creative Voices in Academic Research

Laura Brearley, RMIT U.

Discussant: Mary Fambrough, Case Western Reserve U.

689: (SIM) Stakeholder Dialog

8:30- 10:10 Hilton Washington & Towers: Thoroughbred

Chair: Craig B Caldwell, Not Specified

SIM: Practically Dangerous: Unearthing the Hegemony of "Pragmatism" in the Discourse of Environmental Management

Pushkala Prasad, Skidmore College; Michael B. Elmes, **Worcester Polytechnic Institute**

SIM: The Paradox of Pluralism: Stakeholder Learning Dialogue as a Cognitive Process for Coping with Business & Society "Messes"

Jerry M. Calton, U. of Hawaii, Hilo; Steven Payne, Georgia College and State U.

SIM: Stakeholder Management as Private Government: A Theory of Organization Set Stability

Michael E Johnson-Cramer, Boston U.

Discussant: Steven N Brenner, Portland State U.

690: (SIT) Leadership Research: Some Recent Findings 8:30- 10:10 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Carol Sexton, U. of California, Irvine

→ IM: Universality of Charismatic Leadership: A Multi-nation Study *

Dale Carl, Ryerson Polytechnic U.; Mansour Javidan, U. of Calgary

OB: When Leaders Do Not Know Who Followers Think They Are: The Effects of Leaders' Self-awareness

Amanuel G. Tekleab, U. of Maryland: Seokhwa Yun, U. of Maryland; Henry P. Sims Jr., U. of Maryland; Jonathan Cox, Deloitte & Touche

PNP: Exploring Charismatic Leadership in the Public Sector: Measurement and Consequences

Mansour Javidan, U. of Calgary; David A. Waldman, Arizona State U.

SIM: Perceived Ethical/Unethical Supervisory Leadership: Development of a Measure and Investigation of Antecedents

Michael E. Brown, Pennsylvania State U.; Linda K. Trevino, Pennsylvania State U.

691: (SIT) Affirmative Action: Some New Perspectives 8:30-10:10 Marriott Wardman Park Hotel: Kennedy

Facilitator: Cliff Cheng, U. of Southern California

CAR: Hispanic Law Students' Perceptions of Discrimination, Justice, and Career Prospects

Sharon Foley, Chinese U., Hong Kong; Deborah Kidder, U. of Connecticut

Barry M. Goldman, U. of Arizona
Winner of CM Division Best Paper Award

GDO: Same-sex Biases in Evaluations of Sex Discrimination Claims: An Explanation from Defensive Attribution Theory and Social Identity Theory

Teri Elkins, U. of Houston; James S. Phillips, U. of Houston; Robert Konopaske, U. of Houston

2GDO: Attitudes toward Affirmative Action Programs: A Meta-Analysis of 25 Years of Research on Government-mandated Approaches to Reducing Employment Discrimination

David A. Harrison, Pennsylvania State U.; David A. Kravitz, George Mason U.; Dalit Lev-Arey, George Mason U.

692: (SIT) Conflict Management and Resolution: Some Recent Findings

8:30- 10:10 Hilton Washington & Towers: Bancroft

Facilitator: Susan C. Schneider, U. of Geneva

CM: Managing Organizational Conflict: A Theoretical Model of Dispute Resolution System Effectiveness

Corinne Bendersky, Massachusetts Institute of Technology

CM: Conflict Management and Group Performance: The Effects of Technological Sophistication and Task Diversity Brandi M. Pearce, Carnegie Mellon U.; Denise M. Rousseau, Carnegie Mellon U.; Stephen M. Shortell, U. of California, Berkeley; Robin R. Gillies, U. of California, Berkeley

MOC: Emotional Intelligence at Work: Ethics and Conflict Resolution

Peter J. Jordan, Griffith U.; Ashlea C. Troth, Griffith U.

OB: Managerial Behavior in a Multiplex Role System: The Case of a Voluntary Organization

P. Monique Valcour, Cornell U.

693 : (SIT) Mergers and Acquisitions: Some New Perspectives

8:30-10:10 Hilton Washington & Towers: Georgetown East Facilitator: **Guenter K. Stahl, U. of Bayreuth**

BPS: Where Do Synergies Come from in Mergers and Acquisitions? The Role of Similarity and Complementarity Mehmet Erdem Genc, U. of Minnesota; Xavier Castaner, U. of Minnesota

BPS: Learning Alone or Learning From Partners? Generating Patents in Biotechnology

Terry L. Amburgey, U. of Toronto; Andreas Al-Laham, U. of Toronto

MOC: Role of Experience in Corporate Acquisition Decisions: A Team Efficacy Explanation

Abhishek Srivastava, U. of Maryland; Hun Lee, George Mason U.

PNP: Mapping Theoretical and Empirical Emphases on Interorganizational Relationship (IOR) Development: A Procedural Logic of IOR Development Eric C. Martin, State U. of New York, Albany

694 児: (TIM) Governance of Network Fields: Regulated, Open Systems and Sponsored Processes

8:30- 10:10 Omni Shoreham Hotel: Capitol

Program Chair: Raghu Garud, New York U.

Tuesday 8:50AM

695 →: (IM) The Internationalization Process: Theory and Research

8:50-10:10 Omni Shoreham Hotel: Congressional A

Chair: Jeffrey A. Krug, U. of Illinois

IM: A New Internationalization Process Model: Theory and Evidence

Harry G. Barkema, Tilburg U.; Rian H.J. Drogendijk, Tilburg U.

→ IM: The Role of External Advisors in the Internationalization Process: Towards the Development of an Advisors Need Model

Peter Rex Massingham, U. of Wollongong; Gary Gregory, U. of Wollongong

IM: Measuring Corporate Internationalization and Performance: A Conceptualization and the Introduction of Different Dimensions

Douglas van den Berghe, Rotterdam School of Management

→ IM: The Ecological Dynamics of International Market Expansion

Christine M. Chan, Chinese U., Hong Kong; Shige Makino, Chinese U., Hong Kong; Takehiko Isobe, U. of Marketing and Distribution Sciences

Discussant: Alvaro Cuervo-Cazurra, U. of Minnesota

696 →: (IM) Global Managers, Expatriates, and Host Country Nationals

8:50-10:10 Omni Shoreham Hotel: Congressional B

Chair: Gary Oddou, Utah State U.

→ IM: Does it Really Matter if MNCs Think Globally?
Schon Beechler, Columbia U.; Sully Taylor, Portland State
U.; Nakiye Boyacigiller, California State U., San Jose; Orly
Levy, Tel Aviv U.; Cari L. Colton, Portland State U.

→ IM: Why Do We Send Them Out? An Analysis of the Functions of International Transfers

Anne-Wil Harzing, U. of Bradford

→ IM: Toward a Taxonomy of Host Country National Learning Process Involvement in Multinational Learning Organizations

Charles M. Vance, Loyola Marymount U.; Yongsun S. Paik, Loyola Marymount U.

IM: A Longitudinal Study of Parent Cultural Control of Foreign Subsidiaries through Organizational Acculturation Jan Selmer, Hong Kong Baptist U.; Corrinna T. de Leon, Hong Kong Baptist U.

Discussant: Lorna Doucet, U. of Illinois, Urbana-Champaign

Tuesday 9:00AM

697: (AAC) Registration

9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall C

Organizer: Nancy Urbanowicz, Academy of Management

698: (AAC) Placement

9:00- 5:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2

Hand in forms and receive listings of pre-registered applicants and positions

Organizer: Nancy H. Leonard, Lewis and Clark State College

699: (AAC) Membership

9:00- 5:00 Marriott Wardman Park Hotel: Exhibit Hall--C

Discover the benefits of membership, update member information, find out how to get involved.

Coordinator: Jane Whitney Gibson, Nova Southeastern U.

700: (AAC) Exhibits

9:00- 5:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

701: (ART) Art & Poetry Exhibition

9:00-11:50 Marriott Wardman Park Hotel: Exhibit Hall B South Please stop by our gallery adjacent to the Exhibit area. Chair: Dennis A. Gioia, Pennsylvania State U.

Tuesday 10:00AM

702: (AAC) Meet the Academy Journal Editors

10:00- 11:00 Marriott Wardman Park Hotel: Johnson

Panel: Edward J. Conlon, U. of Notre Dame; Roy J. Lewicki, Ohio State U.; Gregory B. Northcraft, U. of Illinois; Sheila M. Puffer, Northeastern U.

Tuesday 10:15AM

703: (AAC) Conference Break

10:15- 10:45 Marriott Wardman Park Hotel: Exhibit Break Area Join us in the Exhibit area for refreshments. Sponsored by Cason Hall & Company (Bronze Exhibitor Sponsor)

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 10:30AM

704 8: (AA) How Governments Matter: The Role of Government, National Culture, and Social Capital.

10:30- 11:50 Marriott Wardman Park Hotel: Salon 2

Chair: Robert J. House, U. of Pennsylvania

The GLOBE Research Program

Robert J. House, U. of Pennsylvania

A Cross-national Examination of Social Capital

Mansour Javidan, U. of Calgary

How Governments Matter: The Relationship between National Culture, Role of Government and Stock of Social Capital Mansour Javidan, U. of Calgary; Vipin Gupta, Fordham U.

705: (BPS) Quasi-diversification: The Missing Link Between Diversification and Alliances Research

10:30- 11:50 Marriott Wardman Park Hotel: Wilson C

Organizer: Belen Villalonga, U. of California, Los Angeles

Chair: Anita McGahan, Boston U.

Quasi-diversification

Belen Villalonga, U. of California, Los Angeles

Where do Unrelated Joint-ventures Come from? Resource-

Based View and Agency View Mikolaj Jan Piskorski, Harvard U.

Strategic Alliances: The Grey Side of Diversification

David T. Robinson, U. of Chicago

How Much Does Governance Form Matter? Evidence from Stock Market Reactions to Acquisitions and Alliances Anita McGahan, Boston U.

Discussant: Tarun Khanna, Harvard U.

706: (BPS) Latest Trends in Mergers and Acquisitions

10:30- 11:50 Marriott Wardman Park Hotel: Wilson A Chair: Lyda S. Bigelow, Washington U.

BPS: The Timing of Changes in Strategic Decisions:

Divestitures of Formerly Acquired Firms

Katsuhiko Shimizu, U. of Texas, San Antonio; Michael A. Hitt, Arizona State U.

BPS: The Other Side of the Story: Seller Decision-making in Entrepreneurial Acquisitions

Melissa Graebner, Stanford U.

→ SBPS: Achieving Acculturation in Mergers and Acquisitions:An International Case Survey Study Rikard Larsson, Lund U.; Michael Lubatkin, U. of Connecticut

BPS: Towards a Resource-Based Model of Acquisition Motivations, Valuation and Performance: Contrasting Evidence from the Healthcare and Software Industries Todd Alessandri, U. of North Carolina, Chapel Hill; Linda McDaniel, U. of North Carolina, Chapel Hill; Anne S. York, U. of North Carolina, Chapel Hill; Richard A. Bettis, U. of North Carolina, Chapel Hill

Discussant: Phanish Puranam, U. of Pennsylvania

707: (BPS) Alternative Perspectives on the Boundary of the Firm

10:30- 11:50 Marriott Wardman Park Hotel: Wilson B Chair: Luis Felipe Gomez, U. of Texas, Austin

- BPS: Perspectives on Organizational Boundary Management Filipe Manuel Simoes Dos Santos, Stanford U.; Kathleen Eisenhardt, Stanford U.
- **BPS:** The Role of Trust in the Decision to Outsource:Affective Responses and Cognitive Processes
 - Mark H. Hansen, Brigham Young U.; J. L. Morrow, Jr., Mississippi State U.
- BPS: Vertical Scope, Revisited: Transaction Costs vs Capabilities and Profit Opportunities in Mortgage Banking Michael G. Jacobides, London Business School; Lorin M. Hitt, U. of Pennsylvania
- **BPS:** The Three Faces of Outsourcing: Cost, Focus and Learning Considerations
 - Nicola C. Dragonetti, INSEAD; Frederic Dalsace, INSEAD; Karel Cool, INSEAD

Discussant: Dania Dialdin, Northwestern U.

708 JS: (BPS, TIM) **E-business Impact on Industries**, **Organizations**, and **Strategy**

10:30- 11:50 Marriott Wardman Park Hotel: Delaware B

Chairs: Alan B. Eisner, Pace U.; John Mezias, U. of Miami Analysts Influences on E-business Strategies

Jerome Kuperman, Minnesota State U., Moorhead; Alan B. Eisner, Pace U.

- The Impact of E-business on Entrepreneurial Opportunities Robert Panco, Jr., City U. of New York, Baruch College; Helaine J. Korn, City U. of New York, Baruch College
- Strategic Alliances and Firm Value in the E-business Marketspaces
 - Namgyoo K. Park, U. of Miami; John Mezias, U. of Miami; Jaeyong Song, Columbia U.
- Wireless Local Loop Technology and E-business Opportunities in Developing Nations Uzoamaka P. Anakwe, Pace U.; Alan B. Eisner, Pace U.

Discussants: William D. Guth, New York U.; Suresh B. Kotha, U. Washington

709: (CM) Ethnicity, Deviance, and Justice in the Workplace

10:30- 11:50 Hilton Washington & Towers: Caucus

Chair: Wendi Lyn Adair, Cornell U.

- CM: Ethnicity and Dispositional Aggressiveness as
 Moderators of the Relationship between Interactional
 Justice and Workplace Deviance
 Karl Aguino, U. of Delaware; Bella L. Galperin, Concordia U.;
- Rebecca J. Bennett, U. of Toledo CM: Identification of the Motivating Properties of Negative Feedback in Same and Cross-Race Feedback Dyads
- Marcus M. Stewart, U. of Georgia; Richard S. Blackburn, U. of North Carolina, Chapel Hill; Benson Rosen, U. of North Carolina, Chapel Hill; Robert J. Vandenberg, U. of Georgia
- → CM: Stereotypes and Ethnic Supremacy in Fiji Reinout Everhard de Vries, U. of Western Australia

710 JS: (CM, GDO) Conflict and Diversity in Organizations: Current Research Directions

10:30- 11:50 Hilton Washington & Towers: Lincoln East *Chair:* **Ronda Callister, Utah State U.**

Facilitator: Raymond A. Friedman, Vanderbilt U.

Affirmative Action versus Managing Diversity: Is There a Difference?

Kelly A. Mollica, Wake Forest U.; Deborah Kidder, U. of Connecticut; Donna Chrobot-Mason, U. of Colorado, Denver; Melenie J. Lankau, U. of Georgia; Raymond A. Friedman, Vanderbilt U.

Comparing the Effects of Group Heterogeneity and Faultlines on Performance: An Empirical Assessment of Contrasting Models.

Kate Bezrukova, U. of Pennsylvania; Sherry M Thatcher, U. of Arizona; Karen A. Jehn, U. of Pennsylvania

- A Multimethod Examination of Identity Support as Moderator of Relations between Work Group Diversity and Conflict Laurie P. Milton, U. of Calgary
- Cultural Differences in Expressions of Anger: A Comparison of Employees in Singapore and the U.S.

Mary A. Hamilton, U. of Virginia; Ronda Callister, Utah State U.; Joo-Seng Tan, Nanyang Technological U.; Barbara Gray, Pennsylvania State U.; Maurice Schweitzer, U. of Pennsylvania; Donald E. Gibson, Yale U.; Martin N Davidson, U. of Virginia

Just who do you think I am? Conflict Between Personal and Social Identities

Debra L. Connelley, State U. of New York, Buffalo; Beth Chung, San Diego State U.; Shawnta S. Friday, Florida A&M U.; Peter H. Kim, U. of Southern California

711:(ENT) International Corporate Entrepreneurship

10:30- 11:50 Ómni Shoreham Hotel: Cabinet

Chair: A. Rebecca Reuber, U. of Toronto

- ENT: Entrepreneurship in Multinational Subsidiaries: The Effects of Corporate and Local Environmental Contexts * Shaker A. Zahra, Georgia State U.; Gerard George, U. of Wisconsin, Madison; Ravi Dharwadkar, Syracuse U.
- → ENT: Strategic Comprehensiveness and New Product Performance in China's Entrepreneurial High Technology Firms
 - Haiyang Li, Texas A&M U.; Kwaku Atuahene-Gima, City U., Hong Kong
- - Garry D. Bruton, Texas Christian U.; Yuan Lu, Chinese U., Hong Kong

712 8: (ENT) Governance in SMEs and New Ventures

10:30- 11:50 Omni Shoreham Hotel: Forum

This is our Conference theme session; see also Family Firms and Governance on Monday at 10:40

Chair: Morten Huse, Centre for Church Research

ENT: Informal Investors and the Board: How Governance Matters

- Jonas Gabrielsson, SIRE/Halmstad U.; Diamanto Politis, SIRE/Halmstad U.
- → ENT: Government and Governance: The Regulatory Impact of Company Law on Corporate Governance of Start-ups in

Germany

Jens Grundei, Technical U. Berlin; Till Talaulicar, Technical U. Berlin

ENT: Determinants of Board Strategic Involvement in Small Firms

Mark Fiegener, U. of Washington, Tacoma

713: (GDO) Older Workers and Disabled Workers: A Look at Two Underutilized Groups

10:30- 11:50 Hilton Washington & Towers: Map

Coordinators: Dianna L. Stone, U. of Central Florida; Caren Goldberg, George Washington U.

Goldberg, George Washington C.

Facilitator: Richard J. Klimoski, George Mason U.

Age, Person-Job Fit, and Job Design Judith Ann Scully, U. of Florida

Age and Career Progress: Tests of Simple and Moderated

Caren Goldberg, George Washington U.; Lisa M. Finkelstein, Northern Illinois U.; Elissa Perry, Columbia U.; Alison M. Konrad, Temple U.

Coworker Fairness Perceptions of Accommodating Employees with Disabilities

Adrienne Colella, Texas A&M U.; Ramona L Paetzold, Texas A&M U.; Elizabeth Simnons, Texas A&M U.; Fernanda Garcia, Texas A&M U.

The Interactive Effects of Race, Sex, and Disability on Job Suitability Ratings and Job Assignment Decisions Megumi Hosoda, California State U., San Jose; Dianna L. Stone, U. of Central Florida; Eugene F. Stone-Romero, U. of Central Florida

714 JS: (GDO, CAR) Finding a Way: Considering Organizational Outsiders Within's Paths to Career Success

10:30- 11:50 Hilton Washington & Towers: Jefferson West

Chair: C. Douglas Johnson, Winthrop U.

What Difference Does It Make? Assessing the Relative Importance of Factors Affecting the Traditional and Contemporary Career Success of African American Men C. Douglas Johnson, Winthrop U.; Lillian Eby, U. of Georgia

"It Takes a Village": Career Enhancing Relationships for the Career Advancement of African Americans

Gwendolyn Catchings-Castello, Guiding Talent to Greatness

Traveling the Ominous and Unpromising Road: A Qualitative Assessment of the Career Development of Black Human Resource Development Professionals Ian Courtney Barrett, U. of Georgia

Career Crisis or Nothing New: Race and Gender Differences in Downsizing and Job Insecurity Experiences and Reactions

James E. King, Samford U.

Discussants: Stella M. Nkomo, U. of South Africa; Stacy Blake-Beard. Harvard U.

715 ⊕→: (HCM) HR Issues in Health Care: Employee Adjustment to Organizational Change

10:30-11:50 Hilton Washington & Towers: Georgetown West Chair: Christopher Shook, U. of Texas, Arlington

• + HCM: Structural and Psychological Empowerment in Restructured Health Care Settings: Effects on Job Strain and Nurses' Work Satisfaction

Heather K. Spence Laschinger, U. of Western Ontario; Joan Finegan, U. of Western Ontario; Judith Shamian, Health Canada; Piotr Wilk, U. of Western Ontario

- ●→ HCM: The Relationship between Perceived Available Support, Coping Responses and Achieving Positive Adjustment to Organizational Change Sandra Anne Lawrence, U. of Queensland; Victor C. Callan, U. of Queensland; Anne Pisarski, U. of Queensland
- Restructuring in Ontario

 Ronald J. Burke, York U.
- + HCM: Managing Health Professions in Transition: New Organizational Forms and Identities

 Malgorzata Tluchowska, U. of Queensland; Victor C. Callan,

U. of Queensland; Rosalie Boyce, U. of Queensland

Discussants: E. Faye Wright, Case Western Reserve U.; Bruce

Fried, U. of North Carolina, Chapel Hill

716 JS: (HCM, MSR, SIM) Thinking Outside the Box of Organizational Theories about Health Care: From Spirituality to Stakeholders

10:30- 11:50 Hilton Washington & Towers: Lincoln West

Organizer: Donde P. Ashmos, U. of Texas, San Antonio Chair: Dennis J. Duchon, U. of Texas, San Antonio

Thinking Outside the Box: Spirituality and Work Performance in Hospital Settings

Dennis J. Duchon, U. of Texas, San Antonio; Donde P. Ashmos, U. of Texas, San Antonio

Acceptance: Implications for Hospitals

Barbara Bigelow, Clark U.; Margarete Arndt, Clark U.

Managing Stakeholder Relationships: An Organizational Change and Strategic Perspective

Grant T. Savage, U. of Alabama, Tuscaloosa; Kent Rondeau, U. of Alberta

Discussant: Leonard H. Friedman, Oregon State U.

717: (HR) Performance Appraisal and Evaluation

10:30- 11:50 Marriott Wardman Park Hotel: Virginia B

Chair: Steve Scullen, North Carolina State U.

HR: Accountability in a Performance Appraisal Context: Effect of Audience and Form of Accounting on Rater Response and Behavior

Neal P. Mero, U. of Mississippi; Amy Brownlee, Southern Methodist U.

HR: Do Performance Ratings Reflect Influence of System Factors? A Test of Deming's CriticismI. M. Jawahar, Illinois State U.

HR: An Examination of the Relationship between Interpersonal Affect and Rating Errors in Peer Ratings: The Effect of Performance Feedback on Subsequent Peer Ratings

Travor C. Brown, Memorial U., Newfoundland

HR: Person Versus System: Situational Constraints and Appraisal Satisfaction

Janice S. Miller, U. of Wisconsin, Milwaukee; Felicia Rosland, U. of Wisconsin, Milwaukee

Discussant: Charles K. Parsons, Georgia Institute of Technology

718: (HR) International Human Resource Management

10:30- 11:50 Marriott Wardman Park Hotel: Virginia C

Chair: Robert P. Wright, U. of Hong Kong

HR: Investigation of Relationships between Facets of Expatriate Adjustment and Measures of Expatriate Effectiveness

Jefferey Shay, U. of Montana; J. Bruce Tracey, Cornell U.; Scott C. Douglas, U. of Montana

→ ∑HR: Antecedents of Strategic International Human Resource Management in U.K. MNCs: Putting Resource Based Theory in an Institutional Context Mark Fenton-O'Creevy, Open U., Hong Kong; Stephen J. Wood, U. of Sheffield

SHR: Labour Market Policy and Corporate Performance Jonathan Michie, Birkbeck College, U. of London; Maura Sheehan, Queens U.

Discussant: Jon M. Werner, U. of Wisconsin, Whitewater

719 →: (IM) Multinational Growth and Evolution

10:30- 11:50 Omni Shoreham Hotel: Congressional A

Chair: Yair Aharoni, College of Management, Isreal

IM: The Growth of U.S. Multinationals

Susan Feinberg, U. of Maryland; Gordon Phillips, U. of Maryland

IM: International Expansion, Managerial Capacity, and Penrose Theory of Firm Growth Danchi Tan, National Cheng Kung U.

→ IM: TNC Linkages in Localised Clusters: Foreign and Indigenous Firms in the Media Cluster of Central London * Lilach Nachum, Cambridge U.; David Keeble, Cambridge U.

IM: Plant Strategy Dynamics

Lorraine Eden, Texas A&M U.; Katsuhiko Shimizu, U. of Texas, San Antonio; Richard H. Lester, Texas A&M U. Discussant: Rakesh B Sambharya, Rutgers U., Camden

720 →: (IM) TMT, Board Membership, and Multinational Performance

10:30- 11:50 Omni Shoreham Hotel: Congressional B

Chair: Stephen B Tallman, U. of Utah

→ IM: Design Characteristics and Functioning of Top Management Teams in Europe

Ursula Glunk, Maastricht U.; Marielle Heijltjes, Maastricht U.; Rene Olie, Erasmus U.

- IM: Matching Managers to Strategies: Do Multinational Companies Need Multicultural Top Management Teams Winfried Ruigrok, U. of St. Gallen; Hardy Wagner, U. of St. Gallen
- → IM: The Impact of Foreign Board Membership on Firm Value: A Study of Scandinavian Firms

Trond Randoy, Oregon State U.; Lars Oxelheim, U. of Lund

IM: Global Strategic Intent or False Signalling: The Reflection of Boards and Top Managers in the Global Strategies and Performance of IPO Firms

Mason A. Carpenter, U. of Wisconsin, Madison; Tim G.

Pollock, U. of Wisconsin, Madison; Myleen Leary, U. of Wisconsin, Madison

Discussant: Bahman P. Ebrahimi, U. of Denver

721 JS: (IM, HR, OB) Beyond Expatriate Adjustment:Multitemporal, Multi-dimensional, and Multi-source Evidence About Consequences of International Assignments

10:30- 11:50 Omni Shoreham Hotel: Diplomat

Chairs: David A. Harrison, Pennsylvania State U.; Margaret A. Shaffer, Hong Kong Baptist U.

Personal Characteristics of Expatriates and their Longitudinal Relationships with Work-related Outcomes

Determinants of Expatriate Performance: A Stress Management Perspective

Mapping the Criterion Space for Expatriate Success: Task and Relationship Based Performance, Effort and Adaptation

The Performance Goals of Expatriate Assignments: Using Assignment Categories to Determine Selection, Crosscultural Training and Repatriation Practices

"Third-Culture Kids": Effects of International Assignments on Expatriate Children

Presenters: Hal Gregersen, Brigham Young U.; Maria Kraimer, Cleveland State U.; Sandy J. Wayne, U. of Illinois, Chicago; Paula M. Caligiuri, Rutgers U.; Mila Borislavova Lazarova, Rutgers U.; Ibraiz Tarique, Rutgers U.; Jan Selmer, Hong Kong Baptist U.; Hon Lam, Hong Kong Baptist U. Discussant: J. Stewart Black, U. of Michigan

722: (IP) Supply Chain Perspectives

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T1

Facilitator: Karen Chinander, U. of Miami

TIM: Cooperative Knowledge Creation: the Case of Buyersupplier Co-development in the Semiconductor Industry Melissa M Appleyard, U. of Virginia

TIM: Collaboration and Teaming in the Supply Chain: An Exploratory Study of the Software Industry Christopher L. Tucci, New York U.; Allen Kaufman, U. of New Hampshire; Craig H. Wood, U. of New Hampshire; Gregory Theyel, U. of New Hampshire

OCIS: Netcentric Business Model Capability: An End-to-End Supply Chain Perspective

Ashley Bush, Georgia State U.; Arun Rai, Georgia State U.; Mark Keil, Georgia State U.

723: (IP) Product Development and Strategy

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T2

Facilitator: Morgan Swink, Michigan State U.

OMT: Finding and Solving Problems to Attain Goals in Software New Product Development Willow Sheremata, Tulane U.

■ BPS: To Pursue or Not to Pursue Product Proliferation: Developing a Resource Commitment Perspective Jamal Shamsie, U. of California, Los Angeles

724 : (IP) Cognitive Perspectives on Organizational Issues

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T3

Facilitator: Colin Eden, U. of Strathclyde

MOC: Food for Thought: Testing a Resource-based Model of Managerial Cognition and Response in the Restaurant Industry

Scott D. Julian, Saginaw Valley State U.; Robert T. Justis, Louisiana State U.; Kay Keels, Emory U.; Joseph Ofori-Dankwa, Saginaw Valley State U.

OMT: Category Dynamics in Mature Competitive Markets: A Socio-cognitive Perspective

Jose Antonio Rosa, Case Western Reserve U.; Joseph Porac, Emory U.; Michael Scott Saxon, Jupiter Research

BPS: A Cognitive Perspective on Strategic Management:
 Contributions, Challenges, and Implications
 V. K. Narayanan, Drexel U.; Benedict Kemmerer, U. of Kansas

725 : (IP) Inside the Corporate Boardroom

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T4

Facilitator: Vikas Anand, U. of Arkansas

BPS: Power, Demographics and Diversity Within Boards of Directors and TopManagement Teams: The Case of Insiders and Illegal Corporate Behavior Paul Dunn, Brock U.

BPS: Political Appointments to Corporate Boards: A Test of Resource Dependence Theory

Richard H. Lester, Texas A&M U.; Asghar Zardkoohi, Texas A&M U.

BPS: The Emperor's New Clothes: A Model of the Decision Making Context in the Boardroom Holly Henderson Brower, Butler U.

726 : (IP) Management Fashions

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T5 Facilitator: **Gregory Fairchild, U. of Virginia**

OMT: The Evolution of Technical Business Knowledge Eric Abrahamson, Columbia U.; Micki Eisenman, Columbia

MH: Consultants and Management Fashions *

Alfred Kieser, Mannheim U.

Winner of John F. Mee Management History Contribution
Award

OMT: "Room at the Top"? The Failed Institutionalization of Management Information Systems Dirk M. Zorn, Princeton U.

727 : (IP) Country of Origin, Firm Performance

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T6

Facilitator: Samuel Kelley, U. of Illinois, Urbana-Champaign

→ IM: The Home Country in the Age of Globalization: How Much Does It Matter for Firm Performance?

Gabriel Hawawini, INSEAD; Venkat Subramanian, Solvay Business School, U. Libre de Bruxelles; Paul Verdin, Solvay Business School, INSEAD & Catholic U. of Leuven

→ IM: A Longitudinal Analysis of Country of Origin as a Predictor of Strategic Change and Performance in Global

Industries

Peter Davis, U. of Memphis; Clay Dibrell, Oregon State U.; Timothy Pett, Wichita State U.

→ IM: Improving the Export Performance of U.S. Wineries Richard M. Castaldi, California State U., San Francisco; Sanjit Sengupta, California State U., San Francisco; Murray Silverman, California State U., San Francisco

728: (IP) Research Methods Medley II

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T7

Facilitator: Philip L. Roth, Clemson U.

RM: Understanding Envy: Studying Emotion Through Narrative Fiction

David Leonard Patient, U. of British Columbia; Tom Lawrence, U. of Victoria; Sally Maitlis, U. of British Columbia

RM: Bootstrap Cross-validation Efficiencies in Personnel Selection *

Michelle Ann Dean, U. of North Texas; Craig J Russell, U. of Oklahoma

RM: An Empirical Comparison of two Models of Task Completion Time

Kenneth Howard Doerr, U. of Miami

729: (IP) Social Capital

10:30- 11:50 Marriott Wardman Park Hotel: Salon 3 T8

Facilitator: Daniel Z. Levin, Rutgers U.

ENT: Culture, Entrepreneurship and Economic Development Lauretta Conklin Frederking, Washington U.

BPS: Social Capital and the Incentive Intensity

Rafael Rob, U. of Pennsylvania; Peter Zemsky, INSEAD

ENT: Social Capital and Cognitive Processes: A Theoretical Framework of their relationship to Entrepreneurial Opportunities

Dona Marie DeCarolis, Drexel U.

730 : (IP) Mobility Goals, Promotion Rejection, and the Measurement of Political Skill

10:30- 11:50 Hilton Washington & Towers: Conservatory T2

Facilitator: Susan M. Burroughs, Roosevelt U.

CAR: The Impact of Mobility Goals on Training Motivation David Matthew Kaplan, James Madison U.

CM: Conceptualization, Measurement, and Validation of the Political Skill Construct

Gerald R. Ferris, Florida State U.; Robert W. Kolodinsky, Florida State U.; Wayne A. Hochwarter, U. of Alabama, Tuscaloosa; Dwight D. Frink, U. of Mississippi

→ OB: Signatures of Envy in the Workplace: How Selfevaluation Maintenance Processes Affect Interpersonal Attraction and Emotions Following Promotion Rejection John Schaubroeck, Drexel U.; Simon S. K. Lam, U. of Hong Kong

731: (IP) Policy Support, Community Investment, and Organizational Ethics

10:30- 11:50 Hilton Washington & Towers: Conservatory T1

Facilitator: Barry M. Mitnick, U. of Pittsburgh

CM: The Interaction of Fairness and Knowledge in the Acceptance of Policy

Kelly E. See, Duke U.

SIM: Organizational Ethics and Varieties of Constrained Optimization

Richard P Nielsen, Boston College

SIM: How Government Matter: Fostering Community Investments by Financial Institutions
Nada Kobeissi, Rutgers U.

732 🚇 🔾 🖔 : (MC) Global, Technical, and Multiple Dimmensions Of Consulting

10:30- 11:50 Omni Shoreham Hotel: Governor's Chair: Jean Mcguire, Concordia U.

School of Economics

→ MC: The Construction of Global Management Consulting: A Study of Consultancies' Web Presentations

Jonas Bäcklund, Uppsala U.; Andreas Werr, Stockholm

☐ © MC: International Consulting and Its Relationship to Technologies, Govenments and Managements Geraldine A. Kisiel, AK Research and Training, Inc.; Georges

Discussant: Maxine Jane Robertson, U. of Warwick

733 (MED) Innovative Pedagogical Designs in Management Education

10:30- 11:50 Hilton Washington & Towers: Military

Trepo. HEC School of Management

Chair: Alan Belasen, State U. of New York, New Paltz

MED: The Impact of Change from Semester to Half Semester on Student Learning: A Multi-period Study Jay A. Vora, St. Cloud State U.

■ MED: Forming Collaborative Research Projects with Students

Lisa A. Burke, Louisiana State U., Shreveport; Monica Miller, Kraft

MED: Design and Implementation of an Innovative MBA Management Elective: Reflections and Challenges Harsha B. Desai, Loyola College; Gerard A. Athaide, Loyola College

■ MED: Case Teaching in a Mass Higher Education System:
Teachers' and Learners' Experiences
Judith Jordan, U. of the West of England; Ann Rippin, U. of
the West of England; Charles Booth, U. of the West of
England; Stuart Bowie, U. of the West of England

Discussants: Hasan Sohaib Murad, Institute of Leadership and Management; Teresa Torres, Rovira I. Vrigili U.; Jay Alan Azriel, U. of Albany; Steven Maranville, U. of Houston, Downtown

734: (MOC) Making Sense of Change

10:30- 11:50 Omni Shoreham Hotel: Hampton

Chair: James Douglas Orton, U. of Nevada

MOC: Environmental Framing as an Antecedent to Institutional Persistence and Change: Responses to Threat and

Opportunities

Elizabeth George, U. of Queensland; Sim B. Sitkin, Duke U. / Duke Corporate Education, Inc.; Prithviraj Chattopadhyay, U. of Queensland; Jeffrey Barden, Duke U.

MOC: Beyond Sensegiving: Fragmented and Polarised Sensemaking Among Senior and Middle Management Groups in Innovation Journeys

Ben Bryant, London Business School

MOC: From Intended Strategies to Unintended Outcomes: The Impact of Change Recipient Sensemaking *

Julia Christine Balogun, Cranfield School of Management; Gerry Johnson, U. of Strathclyde

Winner of Lawrence Elrbaum Associates Best Paper Award Discussants: Nick Nissley, U. of St. Thomas; Ann-Michele Gundlach, AMG Consulting

735 JS: (MOC, ENT) Navigating Dynamic Environments: The Role of Managerial Knowledge and Beliefs

10:30- 11:50 Omni Shoreham Hotel: Empire

Chair: Daniel P. Forbes, U. of Minnesota

Organizational Identity Among TMT Members and Strategic Change in Dynamic Environments

Karen J. Minyard, Georgia State U.; Pamela S. Barr, Georgia State U.

Before and After the Stock Market Jolt:Managerial Predictors of Success in Internet Related Startups

Andac Arikan, New York U.; Theresa K. Lant, New York U.; Frances J. Milliken, New York U.

The Performance Implications of Strategic Decision Making:Evidence From Silicon Alley

Daniel P. Forbes, U. of Minnesota

Global Interfirm Informational Relays:Strategies for Managing Uncertainty in the Fine Art and Antique Auction Industry Elaine Mosakowski, Purdue U.

Discussant: James W. Fredrickson, U. of Texas, Austin

736: (MSR) Using Spirituality in Management Theory: Perspectives on Motivation and Strategy

10:30- 11:50 Hilton Washington & Towers: Jefferson East

Chair: Michael K McCuddy, Valparaiso U.

MSR: Mapping the Terrain of Spirituality in Organizations: Goals, Conceptual Frames, and Research Methods Margaret Benefiel, Andover Newton Theological School

MSR: Reversing the Spirituality Lenses: Challenges and Opportunities for Developing a Spiritual Perspective on Strategy

John B. Arbaugh, U. Wisconsin, Oshkosh

MSR: Developing a Theory of Motivation: A Spiritual Paradigm Jay A. Vora, St. Cloud State U.

Discussant: Peter B Vaill, U. of St. Thomas

737 : (OB) Teamwork: Leading, Learning, and Leaving

10:30- 11:50 Marriott Wardman Park Hotel: Maryland C

Chair: Leisa Sargent, Queensland U. of Technology

OB: Examining the Propensity to Withdraw Effort in Project Teams

Kenneth H. Price, U. of Texas, Arlington; Joanne H. Gavin, U. of Texas, Arlington

OB: The Yearn to Learn: Investigating Factors that Stimulate Team Learning Behavior

Cristina B. Gibson, U. of Southern California; Freek Vermeulen, London Business School

OB: Work Groups and Knowledge Sharing in a Global Organization *

Jonathon N. Cummings, Carnegie Mellon U.

Winner of OB Division Best Dissertation-Based Paper Award

OB: Reflexivity in Teams: The Relation with Trust, Group Potency, Team Leadership, and Performance of Work Teams

Michaéla Corstiana Schippers, Free U., Amsterdam; Deanne N. Den Hartog, Free U., Amsterdam; Paul L. Koopman, Free U., Amsterdam

OB: Managing from the Boundary: The Effective Leadership of Self-Managing Work Teams *

Vanessa Urch Druskat, Case Western Reserve U.; Jane V. Wheeler, Bowling Green State U.

Discussant: Jacob Eisenberg, Colorado State U.

738: (OB) Organizational Climate: Causes and Effects 10:30-11:50 Marriott Wardman Park Hotel: Maryland A

Chair: Thomas G. Cummings, U. of Southern California

OB: Goal Orientation, Self-efficacy, Organizational Climate, and Job Performance

Denise Potosky, Pennsylvania State U., Great Valley; Hindupur V. Ramakrishna, Pennsylvania State U., Great Valley

OB: Stressors and Strain: An Examination of the Moderating Effect of Person-environment Climate Fit

Brian Griepentrog, George Mason U.; Sean Michael Marsh, George Mason U.

OB: Does Positive Emotional Climate Matter? A Look at Revenue, Strategic and Outcome Growth *
Hakan Ozcelik, U. of British Columbia; Nancy Langton, U. of British Columbia; Howard Aldrich, U. of North Carolina, Chapel Hill

OB: Coaching versus Modeling: Examining Supervisory Impact on Climate and Attitudinal Outcomes at the Branch Level of Analysis

Roy J. Lewicki, Ohio State U.; Brian R. Dineen, Ohio State U.; Edward C. Tomlinson, Ohio State U.

SOB: Organizational Climate as a Moderator of Safety-knowledge, Safety-performance Relationships Kristin Smith-Crowe, Tulane U.; Michael J. Burke, Tulane U.; Ronald S. Landis. Tulane U.

Discussant: Elaine Cahalan Hollensbe, U. of Cincinnati

739 → SHCS: (OB, IM, OMT) Teams Within Cultures, Cultures Within Teams

10:30- 11:50 Marriott Wardman Park Hotel: Cotillion South

Chair: Miriam Erez, Technion-Israel Institute of Technology Participants: Cristina B. Gibson, U. of Southern California; Cecily Cooper, U. of Southern California; Jay A. Conger, U. of Southern California; Michele Gelfand, U. of Maryland; Christopher McCusker, Yale U.; Ya-Ru Chen, New York U.; Joel Brockner, Columbia U.; Efrat Elron, Hebrew U.; Lilach Sagiv, Hebrew U.; Ester Unger-Aviram, Ben Gurion U. of the Negev

Discussant: Christopher P. Earley, Indiana U.

740 **©**: (OC/S) Intepersonal and Community Perspectives on Communication

10:30- 11:50 Omni Shoreham Hotel: Calvert

Chair: Jason Thatcher. Florida State U.

OCIS: A Relational View of Information Seeking: Tapping People and Inanimate Sources in Intentional Search Robert L. Cross, U. of Virginia

OCIS: Intranet Functionality as Collective Action
Janet Fulk, U. of Southern California; Rebecca Heino, U. of
Southern California; Andrew J. Flanagin, U. of California,
Santa Barbara; Peter R. Monge, U. of Southern California;
Kijung Kim, U. of Southern California; Wan-Ying Lin, U. of
Southern California

OCIS: Adaptive Selling in a Call Center Environment: A Qualitative Investigation

Daniel M. Eveleth, U. of Idaho; Linda Morris, U. of Idaho Discussants: John R. Carlson, Baylor U.; Scott Bruce Droege, U. of Kentucky; Jon (Sean) Jasperson, U. of Oklahoma

741 SHCS: (OCIS, MH) Historical Development of Information Systems for Managing Complex Organizations Before 1950

10:30- 11:50 Omni Shoreham Hotel: Palladium

Chair: John L. King, U. of Michigan

Evolution of Managerial Information Systems in the Hudson's Bay Company, 1670-1826

Michael Boyer O'Leary, Massachusetts Institute of Technology

Informing the Port Wine System, 1756-1834

Paul Duguid, U. of California, Berkeley

Information Systems and the Rise of the Modern
Manufacturing Corporation: The Dow Chemical Company,
1890-1914

Margaret Levenstein, U. of Massachusetts, Amherst

Tabulating Technology and Information Systems in U.S. Life Insurance Firms, 1900-1950

JoAnne Yates, Massachusetts Institute of Technology Discussant: John L. King, U. of Michigan

742: (ODC) Organization Learning and Change: A Multicultural Perspective

10:30- 11:50 Marriott Wardman Park Hotel: McKinley

Chair: Jorge M. Herrera, Nova Southeastern U.

ODC: Individual and Organizational Antecedents of TQM: A Comparison of Relative Effects and Implications for Organizational Change

Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Paula C Morrow, Iowa State U.

• + ODC: Process-based Organizational Change: From China Towards a Global Model *

Maris G. Martinsons, City U., Hong Kong; Paul Hempel, City U., Hong Kong

ODC: The Relative Effect of Change Drivers in Large-scale Organizational Change: An Empirical Study

Karen S. Whelan-Berry, Samford U.; Judith R. Gordon, Boston College

ODC: Mapping Organizational Learning Loops: Linking the Theories of Knowledge Creation and Organizational Learning

Barry Sugarman, Veterans' Health Administration

Discussants: Therese F. Yaeger, Benedictine U.; Eric Goodman,

Colorado Technical U.

743: (OM) Current Issues in Quality Management

10:30- 11:50 Hilton Washington & Towers: Monroe East

Chair: Chan K. Hahn, Bowling Green State U.

OM: Correcting the Fundamental Attribution Error: The Role of Statistical Process Control in TQM

Kent S. Faught, Ouachita Baptist U.; Daniel C. Ganster, U. of Arkansas

● → OM: The Effects of Continuous Improvement and Innovation Management Practice on Small to Medium Enterprise (SME)Performance

Mile Terziovski, U. of Melbourne

©OM: Improving Quality and Productivity with Information Technology - Worker Systems

Karen J. Napoleon, U. of Georgia; Cheryl Gaimon, Georgia Institute of Technology

Discussants: Peggy Daniels Lee, Pennsylvania State U., Erie; Derrick E. D'Souza, U. of North Texas; Robert J. Vokurka, Texas A&M U.

744 : (OMT) Institutional Emergence and Diffusion

10:30- 11:50 Marriott Wardman Park Hotel: Hoover

Facilitator: Melissa J. Succi, Chapman U.

©OMT: Case Law and Corporate Politics: The Spread of Harassment Policies

Frank Dobbin, Princeton U.; Erin Kelly, U. of Minnesota

OMT: The Making of a Factory: Dynamics of Institution Building at Fiat's Melfi Plant

Gerardo Patriotta, Erasmus U.; Giovan Francesco Lanzara, U. of Bologna

OMT: The Institutional Production of Strategic Action: Logic Transformation and the Rise of Product Diversification in the Mutual Fund Industry, 1944-1991 Michael Lounsbury, Cornell U.

OMT: The Emergence of New Organizational Forms and the Persistence of Heterogeneity in the Management Consulting Industry, 1886-2000

Robert J. David, McGill U.

SOMT: The Expansion of Financial Reporting Rules: An Institutionalized Anarchy Approach **Stephen Mezias, New York U.**

745: (OMT) Postmodern and Critical Perspectives

10:30- 11:50 Marriott Wardman Park Hotel: Harding

Facilitator: Karen Golden-Biddle, U. of Alberta

OMT: The (Re)Embodied Organization

Alexander Styhre, Chalmers U. of Technology

OMT: Organizational Identity: A Narratological Approach Andrew D. Brown, U. of Nottingham

OMT: Beyond Organisational Change - Towards a Discursive Approach to Change and a Structural Approach to Discourse

Andrew Sturdy, U. of Melbourne; Glenn Morgan, U. of Warwick

OMT: Boundary Dynamics in Enmeshed Organizations
Tor Hernes, Norwegian School of Management

746 : (ONE) Corporate Disclosures and Green Signals

10:30- 11:50 Hilton Washington & Towers: Monroe West

Chair: Stephanie Welcomer, U. of Maine

 ONE: (Be)coming Clean: Sustainable Development Accounting as Social Construction of Greening *
 Sharon Livesev, Fordham U.: Kate Kearins, U. of Waikato

SONE: To Signal or Not to Signal: Green!

Nicole Darnall, U of North Carolina, Chapel Hill

©ONE: Information Disclosure in Environmental Policy and the Development of Secretly Environmentally Friendly Products Trudy Heller, Executive Education for the Environment Discussants: Ann E. Feyerherm, Pepperdine U.; Emmanuel

Raufflet, McGill U.; Frank Wijen, Tilburg U.

747: (PNP) Management and Motivation

10:30-11:50 Marriott Wardman Park Hotel: Eisenhower Chair: **Kevin P. Condit, Indiana U.**

PNP: Work Motivation in the Public Sector: An Application of Goal and Social Cognition Theories *

Bradley E. Wright, State U. of New York, Albany
Sage Publications Best Conference Paper by a Doctoral
Student

PNP: Mandatory Management Training for Newly Hired State Child Welfare Supervisors: A Disconnect between Practice & Reality

Mark S. Preston, State U. of New York, Albany

PNP: A Managerial Empowerment Diagnosis Model for Public Human Service Organizations

Zachary Sheaffer, U. Israel; Rita Mano-Negrin, U. of Haifa

Discussant: Karun K. Singh, Columbia U.

748 § JS: (PNP, ODC) Leadership and Innovation in Government Organizations

10:30- 11:50 Marriott Wardman Park Hotel: Cotillion North

Chairs: Jean Hartley, U. of Warwick; John Benington, U. of Warwick

Comparative Public Management Innovation and Reform: The Need to Bring Cabinets Back Into the Business of Government

Colin Campbell, Georgetown U.

Leadership, Power, Critical Followership and the Inertia Complex

Keith Grint, Oxford U.

Contexts, Challenges and Capabilities for Effective Political Leadership in State and Local Government Organizations Jean Hartley, U. of Warwick; John Benington, U. of Warwick; Anita Gulati, U. of Warwick

Leadership and Leadership Development

Mel Usher, Improvement and Development Agency; Anjana

Nathwani, Improvement and Development Agency; Paul Wheeler, Improvement and Development Agency

Presenters: Colin Campbell, Georgetown U.; Keith Grint, Oxford U.; Jean Hartley, U. of Warwick; John Benington, U. of Warwick; Anita Gulati, U. of Warwick; Mel Usher, Improvement and Development Agency

Discussants: Robin Wensley, U. of Warwick; James D. Ludema, Benedictine U.

749: (RM) Has the Editorial Review Process Gone Awry? Lacunae, Emphases, and Surfeits

10:30- 11:50 Omni Shoreham Hotel: Executive

Chairs: Arthur G. Bedeian, Louisiana State U.; Christopher P. Neck, Virginia Polytechnic Institute and State U.

Presenters: Christopher P. Neck, Virginia Polytechnic Institute and State U.; Nicole Woolsey Biggart, U. of California, Berkeley; Arthur G. Bedeian, Louisiana State U.

Discussants: Angelo J. Kinicki, Arizona State U.; James Campbell Quick, U. of Texas, Arlington

750: (SIM) Governance and International Issues

10:30- 11:50 Hilton Washington & Towers: Thoroughbred

Chair: Jeffrey Gale, Loyola Marymount U.

8 SIM: The Political Capital of Foreign Subsidiaries: A First Cut

Timothy P. Blumentritt, Marquette U.; Kathleen Rehbein, Marquette U.

- SIM: Governing International Corporate Behavior:Foreign Policy Problem or Foreign Policy Tool? Terrence Guay, Syracuse U.
- SIM: Constructing the Universal Norms of International Business

Norman E Bowie, U. of Minnesota

Discussant: Douglas A Schuler, Rice U.

751 8: (SIT) Government Legislations/Programs and Industrial Relations

10:30- 11:50 Hilton Washington & Towers: Georgetown East

Facilitator: Stephen J. Havlovic, U. of Wisconsin, Whitewater

CM: Organizational Justice Perceptions and Settlements in NLRB Unfair Labor Practice Cases

John T. Delaney, Michigan State U.; Arup Varma, Loyola U., Chicago; Lamont E. Stallworth, Loyola U., Chicago

MH: The Failure of Federal Labor Regulation: Employer Personnel Policies, Right to Work Laws, and the Wagner Act

Raymond Louis Hogler, Colorado State U.

MH: The Relationship Between Discourse in Print Media, Government Goals, and Adoption of Workplace Substance Abuse Programs

Chester Spell, Washington State U.

PNP: The Cognitive and Behavioral Dimensions of Labor-Management Cooperation: A Theory Building Exercise Sonia Ospina, New York U.; Allon Yaroni, New York U.

752: (SIT) Job Choice, Organizational Commitment and Turnover

10:30- 11:50 Marriott Wardman Park Hotel: Kennedy

Facilitator: Claude Cellich, International U., Geneva

ENT: What Causes Chief Executive Officer (CEO) Turnover?
An Event History Analysis of Entrepreneurial Firms
Hyeon Jeong Park, Cornell U.; Hitoshi Mitsuhashi, U. of
Tsukuba; Theresa M. Welbourne, U. of Michigan

GDO: Attracting the Best Candidates: Is Work-life Balance Really a Priority?

Jessica Bigazzi Foster, Rice U.; Michelle Hebl, Rice U.
HCM: Dimensions of Work Satisfaction as Predictors of
Commitment Type: A Study of Hospital Nurses
I. E. Jernigan, U. of North Carolina, Charlotte; Joyce M.
Beggs, U. of North Carolina, Charlotte; Gary F. Kohut, U. of
North Carolina, Charlotte

OB: Auditioning for Work: The Influence of Intangible Psychological Contracts and Trust on Performance of Contingent Workers

Brenda A. Lautsch, Simon Fraser U.; Kurt T. Dirks, Simon Fraser II

753: (S/T) Cross-national Studies of Incentive Systems and Organizational Performance

10:30-11:50 Marriott Wardman Park Hotel: Roosevelt Facilitator: Edwin L. Miller, U. of Michigan

CAR: Career Choice, Experience, and Demographic
Variables as Related to Income, Money Ethic, Pay Equity

Comparison, and Pay Satisfaction
Thomas Li-Ping Tang Middle Tenn

Thomas Li-Ping Tang, Middle Tennessee State U.; Toto Sutarso, Middle Tennessee State U.; David Shin-Hsiung Tang, Emerging Markets Partnership; Roberto Luna-Arocas, U. of Valencia

Eunmi Chang, Michigan State U.

→ IM: Collectivism and Goal Orientation as Mediators of International Differences in Merit Pay Stanley M. Gully, Rutgers U.; Jean M. Phillips, Rutgers U.; Ibraiz Tarique, Rutgers U.

ODC: Gainsharing Satisfaction and Peer Monitoring: A Study on the Behavioral Change of Employees Under Gainsharing

Seung-Yoon Rhee, U. of Michigan; Theresa M. Welbourne, U. of Michigan

754: (TIM) Insights from Patent Analyses

10:30- 11:50 Ómni Shoreham Hotel: Capitol

Chair: Corey Phelps, New York U.

TIM: Variation in Systemic Technologies: Some Evidence from the Personal Computer Technological System Sendil Ethiraj, U. of Pennsylvania

- ©TIM: Looking Through the Kaleidoscope: Measuring Technological Capability and Performance *
 Joseph E. Coombs, James Madison U.; Paul Bierly, James Madison U.
- → TIM: The Concentration of Basic and Applied Research In the Semiconductor and Pharmaceutical Industries:Implications for Theories of Knowledge

Spillovers

Kwanghui Lim, National U., Singapore

TIM: My Strategy Says: "See You in Court!" Determinants of Decisions not to Settle Patent Litigation in Computers and Research Medicines *

Deepak Somaya, U. of Maryland

TIM: Departures of Key Inventors Post Acquisitions: An Empirical Explanation

Srikanth Paruchuri, Columbia U.; Atul Nerkar, Columbia U.; Donald C. Hambrick, Columbia U.

Tuesday 12:15PM

755 : (AAC) Presidential Luncheon

12:15- 2:10 Hilton Washington & Towers: International Ballroom

President Andrew H. Van de Ven will address the Academy on the topic of "Strategic Directions for the Academy of Management." Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service and Educator Awards, the George R. Terry Book Award, and the AoM Executive, Journal and Review 2000 Best Paper Awards will be announced by President-Elect Jean Bartunek.

Chair: Jean M. Bartunek, Boston College
Keynote Speaker: Andrew H. Van de Ven, U. of Minnesota

Tuesday 2:30PM

756 児: (AA) Government and Higher Education: Friends or Foes in a Tide of Change? A Panel Discussion between Government and Higher Education.

2:30- 3:50 Hilton Washington & Towers: Lincoln East

Chair: Iris Berdrow, Bentley College

Participants: Joseph Morone, Bentley College; John F. Tierney, Representative, U.S. Congress; James Carlin, Carlin Consolidated Inc.; Stephen P. Tocco, Massachusetts Board of Higher Education; John J. Fernandes, President and CEO of AACSB

757 児: (AA) Governing the Economy: How Government Regulations Build Institutions that Shape Business Activity

2:30- 3:50 Marriott Wardman Park Hotel: Salon 2

Chair: lan Taplin, Wake Forest U.

Conceptualising Government/Business Relationships lan Taplin, Wake Forest U.

Regulation within the European Union: What's Happening Now?

Jonathan Winterton, Groupe ESC Toulouse Business School Symbolic Uses of Governmental Politics: Do Illusions Matter to Companies?

Dirk Matten, U. of Wales Swansea

Cooperative Governmentalization: Supraorganisational Learning and the "Regulatory Space"

Friederike Haffner, Heinrich-Heine U. of Dusseldorf

$\textbf{758}: (\textit{BPS}) \ \textbf{Commercializing Complex Products: The Role} \\ \textbf{of Modularized Design and Development}$

2:30- 3:50 Marriott Wardman Park Hotel: Wilson C

Chair: Sue McEvily, U. of Pittsburgh

Organizer: Alan O'Sullivan, U. of Ottawa

Achieving Modularity: Generating Design Rules in an

Aerospace Design-Build Network

Alan O'Sullivan, U. of Ottawa

Modularity, Uncertainty, and the Relative Importance of Technical and Relational Capabilities in the Selection of Suppliers for Technically Innovative Components in the

U.S. and Japan

Glenn Hoetker, U. of Michigan

The Effect of Modular Product Design on Speed of Imitation and Innovation

Susan McEvily, U. of Pittsburgh; Frits Pil, U. of Pittsburgh Discussant: Jan W. Rivkin, Harvard U.

759: (BPS) Alliances and Networks

2:30- 3:50 Marriott Wardman Park Hotel: Wilson B

Chair: Randi Lunnan, Norwegian School of Management

→ BPS: A Network Perspective on Inter-Organizational Transfer of Knowledge: A Study of Automobile R&D in Chinese Joint Ventures

Jane Zhao, U. of Michigan; Jaideep Anand, U. of Michigan; Will Mitchell, U. of Michigan

BPS: Competitive Positioning: The Effects of Niche Uniqueness and Relational Embeddedness on Firm Performance

Ann Elizabeth Echols, Pennsylvania State U.; Wen-Pin Tsai, Pennsylvania State U.

BPS: The Effect of Network Structure on Product Diffusion under Network Externalities

Eoc-Man Lee, KAIST Graduate School of Management; Jeho Lee, KAIST Graduate School of Management; Jongseok Lee, KAIST Graduate School of Management

BPS: The Economic Efficiency of Network Governance: An Embeddedness Perspective

Zeki Simsek, U. of Connecticut; Steven W. Floyd, U. of Connecticut

Discussant: David Krackhardt, Carnegie Mellon U.

760: (BPS) Outcomes in Mergers and Acquisitions 2:30- 3:50 Marriott Wardman Park Hotel: Wilson A

Chair: Edwin Ruehli, Institute for Business Administration

©BPS: Trust in Mergers & Acquisitions

Guenter K. Stahl, U. of Bayreuth; Sim B. Sitkin, Duke U. / Duke Corporate Education, Inc.

BPS: Discounting Due Diligence: Justification or Type I Error?
Benjamin C. Powell, U. of Pennsylvania; Phanish Puranam,
U. of Pennsylvania; Harbir Singh, U. of Pennsylvania

BPS: Exploring Determinants of Post-acquisition Performance in Related Acquisitions Involving Similar-sized Firms Kimberly M. Ellis, Michigan State U.; Bruce Lamont, Florida State U.

Discussant: Mathew Hayward, London Business School

761 © 🖔 : (CM) Domestic Violence and Restorative Justice

2:30- 3:50 Hilton Washington & Towers: Caucus

Dr. Lawrence W. Sherman, Director of the Fels Center of Government, and Albert M. Greenfield, Professor of Human Relations at the University of Pennsylvania, discuss victim-centered restorative justice programs for juvenile violence and crime. Keynote Speaker: Lawrence W. Sherman, U. of Pennsylvania Panel: Marjorie Margolies-Mezvinsky, Women's Campaign International

762: (ENT) Entrepreneurship and Economic Development 2:30- 3:50 Omni Shoreham Hotel: Forum

Chair: Charles H. Matthews, U. of Cincinnati

ENT: Entrepreneurial Economic Community Development: Past Research, New Challenges

Page West, Wake Forest U.; Jaimee L. Landry, Wake Forest

ENT: Entrepreneurship: The Path of Economic Advancement for Women and Minorities?

Alicia Robb, Federal Reserve Board of Governors

ENT: African Americans, Social Embeddedness, and Entrepreneurial Opportunity: An Inquiry into How Social Structure Affects Viable Firm Performance Nicholas Maurice Young, U. of St. Thomas

763: (ENT) Entrepreneurial Skills and Human Capital 2:30- 3:50 Omni Shoreham Hotel: Cabinet

Chair: Jianwen (Jon) Liao, Hong Kong U. of Science and Technology

- **ENT:** Entrepreneur Skill Sets in New Ventures: Environmental Contingencies and Links to Performance Douglas W. Lyon, Utah State U.; Gaylen N. Chandler, Utah State U.
- **ENT:** Human Capital, Social Capital and Performance: An Empirical Test from an Entrepreneurial Project Based Industry

Alessandro Usai, SDA Bocconi U.; Giuseppe Delmestri, SDA Bocconi U.; Fabrizio Montanari, SDA Bocconi U.

ENT: The Role of Governmental Support, Human Capital and Gender in Determining the Entrepreneurial Careers of Former Soviet Union Immigrants to Israel: A Longitudinal

Miri Lerner, Tel Aviv U.; Gila Menahem, Tel Aviv U.; Robert D. Hisrich, Case Western Reserve U.

764: (GDO) Mostly Mentoring: Predictors and Outcomes of Mentoring Experiences

2:30- 3:50 Hilton Washington & Towers: Jefferson West

Chair: Maali H Ashamalla, Indiana U., Pennsylvania

GDO: Beyond Gender Effects: The Importance of Gender Identity in Same and Cross-gender Mentor-protege Relationships

Rowena Ortiz-Walters, U. of Connecticut

- **GDO**: Are the Links between Mentoring and Career Advancement Different for Women and Men? Phyllis Tharenou, Monash U.; Edoardo Zambruno, Monash
- □ → GDO: An Empirical Study of the Repatriation of Female Managers: An Emerging Issue for European Multinationals Margaret Linehan, Cork Institute of Technology; Hugh Scullion, U. of Nottingham

Discussants: Linda K Gibson, Pacific Lutheran U.; Ellen Ensher, Loyola Marymount U.

765 8 : (GDO) Gender and Diversity in Organizations Looks at How Government Matters to Us

2:30- 3:50 Hilton Washington & Towers: Map

I can't tell you exactly what to expect in this session, as we are still talking with various representatives of government agencies about their availability. But I can promise that this session will be themerelated and exciting! Please put this session on your schedule if at all possible.

766: (HCM) Multiple Levels of Knowledge Transfer

2:30- 3:50 Hilton Washington & Towers: Georgetown West

Chair: Margarete Arndt, Clark U.

©HCM: The Situated Nature of Front-line Problem Solving: The Responses of Hospital Nurses to Work System Failures *

Anita Tucker, Harvard U.; Amy C. Edmondson, Harvard U.; Steven Spear, Harvard U.

- **EXAMPLE 2** HCM: Institutionalism, Learning, and Patterns of Decoupling: The Case of Total Quality Management Daniel Z. Levin, Rutgers U.
- > HCM: The Diffusion of Innovations in Health Care The Impact of Professionals Ewan Ferlie, Imperial College of Science, Technology and

Medicine; Louise Fitzgerald, De Montfort U., Leicester; Chris Hawkins, U. of Warwick

HCM: Chain-to-Component Transfer Learning in Multiunit Chains of U.S. Nursing Homes, 1991-1997 Jane Banaszak-Holl, U. of Michigan; Will Mitchell, U. of Michigan; Joel A. C. Baum, U. of Toronto; Whitney B. Berta, U. of Toronto; Dilys Bowman, U. of Michigan

Discussants: Mattia J. Gilmartin, Cambridge U.; Thomas A. D'Aunno, U. of Chicago

767: (HR) Job Attitudes and Stress

2:30- 3:50 Marriott Wardman Park Hotel: Virginia A

Chair: Mary A. Gowan, U. of Central Florida

- HR: A Study of the Impact of Mentoring Functions and Dyadic Gender Composition on Proteges' Perceptions of Role Stress
 - Melenie J. Lankau, U. of Georgia: Dawn S. Carlson, Baylor U.; Troy R. Nielson, California State U., San Marcos
- → HR: Organizational Justice, Trust Foci, and Work Outcomes: Test of a Mediated Social Exchange Model Samuel Aryee, Hong Kong Baptist U.; Pawan S. Budhwar, Cardiff U.; Zhen-Xiong Chen, Hong Kong Baptist U.
- **HR:** The Moderating Impact of Perceived Organizational Support on the Relationship between Role Stress and Work **Attitudes**
 - Christina L. Stamper, Western Michigan U.; Mark C. Johlke, U. of North Carolina, Wilmington
- + HR: Of Emics and Etics: The Development of a Crosscultural Facet Measure of Job Satisfaction * David A. Lamond, Macquarie U.; Paul E. Spector, U. of South Florida; Gael McDonald, UNITEC Institute of Technology;

Rong Xian Wu, Suzhou U., China; Bernadette Hosking, RMIT U.

Discussant: Amir Erez, U. of Florida

768: (HR) Strategic Human Resource Management

2:30- 3:50 Marriott Wardman Park Hotel: Virginia C

Chair: Robert G. Jones, Southwest Missouri State U.

HR: Measurement Error in Research on Human Resources and Firm Performance: Additional Data and Suggestions for Future Research

Patrick Wright, Cornell U.; Timothy M. Gardner, Cornell U.; Lisa M. Moynihan, Cornell U.; Hyeon Jeong Park, Cornell U.; Barry Gerhart, U. of Wisconsin, Madison; John E. Delery, U. of Arkansas

HR: Recognizing Risk in Human Capital Investments: A Real Options Approach to Strategic Human Resource Management

Mousumi Bhattacharya, Fairfield U.; Patrick Wright, Cornell U.

HR: Understanding Stock Options Compensation: An Integration of Institutional and Agency Explanations
Pamela Brandes, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Kathleen Wheatley, Syracuse U.

Discussant: Charlie Trevor, U. of Wisconsin

769 8 JS: (HR, GDO) Organizational Policies and Practices and Quality of Life in the Public Sector

2:30- 3:50 Marriott Wardman Park Hotel: Delaware A

Lori Anderson, Colorado State U.

Chair: Wendy J. Casper, Caliber Associates

Dependent Care Responsibilities, Employee Work Attitudes, and the Impact of On-site Child Care

Louis C. Buffardi, George Mason U.; Carol J. Erdwins, George Mason U.

Perceptions of Fair Treatment and Discrimination: Role of Organizational Support, Perceived Discriminatory Behaviors, and Diversity Initiatives

Jeanette N. Cleveland, Pennsylvania State U.; Analea Lin Brauburger, Pennsylvania State U.; Amie Skattebo, Pennsylvania State U.; Anita Tam, Pennsylvania State U.;

Supervisor Perceptions of and Referrals to Quality of Life Programs

Wendy J. Casper, Caliber Associates; Ann L. Landy, Caliber Associates

Antecedents and Consequences of Work Restructuring Karen Diviney, Fairfax County Government; Louis C. Buffardi, George Mason U.; Robert Holt, George Mason U.

Linking Military Quality-of-Life Programs to Individual and Organizational Performance

Timothy McGonigle, Caliber Associates; Wendy J. Casper, Caliber Associates; Ed Meiman, Caliber Associates; James H. Harris, Caliber Associates

Discussant: Marilyn Gowing, Assessment Solutions, Inc.

770 →: (IM) The Liability and Benefit of Foreignness for MNCs

2:30- 3:50 Omni Shoreham Hotel: Congressional A

Chair: Jennifer Spencer, George Washington U.

- → y IM: Opening the Black Box: The Multinational Enterprise and the Costs of Doing Business Abroad *
 Lorraine Eden, Texas A&M U.; Stewart R. Miller, Michigan State U.
- **IM:** Liability of Foreignness in Global Financial Centres Foreign and Indigenous Firms in the City of London Lilach Nachum, Cambridge U.
- IM: Country-of-Origin: A Liability or Benefit of Foreignness? A View Through the Eyes of Mexican and U.S. Purchasing Agents

Gary S. Insch, Boston U.

→ IM: The Liability of Foreignness from the Resource-based View: An Integrative Analysis

Alvaro Cuervo-Cazurra, U. of Minnesota; Mary M. Maloney, U. of Minnesota; Shalini Manrakhan, U. of Minnesota

Discussant: Keith Brouthers, U. of East London

771 →: (IM) Insights from Research on China

2:30- 3:50 Omni Shoreham Hotel: Congressional B

Chair: S. Prakash Sethi, City U. of New York, Baruch College

- → IM: Corporate Culture in Chinese State-owned Enterprises:
 An Inductive Analysis of Dimensions and Influences
 Katherine Xin, Hong Kong U. of Science and Technology;
 Anne S. Tsui, Hong Kong U. of Science and Technology; Hui
 Wang, Hong Kong U. of Science and Technology; Zhi-xue
 Zhang, Peking U.; Wei-zheng Chen, Sichuan U.
- → IM: Strategic Intent and Institutional Constraints in the Environmental Era: The Case Of MNCs in Mainland China and Taiwan
 - John Child, U. of Birmingham, U.K.; Terence Soohung Tsai, Chinese U., Hong Kong
- → IM: The Economic and Institutional Contexts of International Strategic Alliance Partner Selection: China Versus Russia Michael A. Hitt, Arizona State U.; David Ahlstrom, Chinese U., Hong Kong; Tina Dacin, Queens U.; Edward Levitas, U. of Wisconsin. Milwaukee
- → IM: Deciding on Face Value: How Culture and Hierarchy Influence Decision-making by Chinese and Australian Managers

David S. Richards, U. of Sunderland; Karen Yuan Wang, U. of Technology, Sydney

Discussant: Xiaowei Luo, U. of Illinois, Urbana-Champaign

772 © ৪ JS: (IM, OMT, HR) Complex Cultural Relations in International Organizations: Constructive Collaboration or Bicultural Alienation?

2:30- 3:50 Omni Shoreham Hotel: Diplomat

Chairs: Mary Yoko Brannen, California State U., San Jose; Mark F. Peterson, Florida Atlantic U.

Keeping the Peace Within: Active Integrating Mechanisms in the Multinational Peacekeeping Forces

Efrat Elron, Hebrew U.; Boas Shamir, Hebrew U.; Eyal Ben-Ari, Not Specified

Handling Work Events in Cross-national Settings: Evidence from Belarus Joint Ventures

Peter B. Smith, U. of Sussex; Vladimir Yanchuk, Academy of

Postgraduate Education, Minsk; Vitaly Sekun, Institute of Sociology, Minsk

Merging Without Alienating:Interventions Promoting Crosscultural Organizational Melding

Mary Yoko Brannen, California State U., San Jose; Mark F. Peterson, Florida Atlantic U.

The Darker Side of MNCs: Is it Globalization or Poor Management?

Sully Taylor, Portland State U.; Nakiye Boyacigiller, California State U., San Jose; Orly Levy, Tel Aviv U.; Schon Beechler, Columbia U.

Presenters: Efrat Elron, Hebrew U.; Peter B. Smith, U. of Sussex; Mary Yoko Brannen, California State U., San Jose; Sully Taylor, Portland State U.; Nakiye Boyacigiller, California State U., San Jose

Discussant: Susan C. Schneider, U. of Geneva

773: (ART) Art & Poetry Exhibition

2:30- 5:00 Marriott Wardman Park Hotel: Exhibit Hall B South Please stop by our gallery adjacent to the Exhibit area. Organizer: Dennis A. Gioia, Pennsylvania State U.

774 © (C) Workaholism and Emotional Well-being in **Organizations**

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T1

The caucus will discuss career and work experiences and explore the association between workaholism and emotional well-being. Chairs: Fay Oberklaid, Swinburne U. of Technology; Ronald J. Burke, York U.

775 © 8 (C) Entrepreneurship for Community Development

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T2

This group will explore ways in which emerging knowledge about entrepreneurship can be used to assist communities to develop economic and social infrastructure.

Chairs: Michael Christie, Queensland U. of Technology; Thomas A. Bryant, Rutgers U.

776 (C) EMONET, the EMOtions NETwork: The Network for the Study of Emotions in Organizations

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T3

This caucus brings together members of Emonet and the Academy interested in the study of emotions in organizations.

Chairs: Teri Domagalski, Florida I.T.; Dave Schmidt, Cedarville College

777 (C) Current Research on Virtual Teams

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T4

This caucus is intended to be an informal gathering of those doing research on virtual teams.

Chairs: Michael Boyer O'Leary, Massachusetts Institute of Technology; Anita Williams Woolley, Harvard U.

778 (C) Incorporating Innovative Technologies into the Classroom: Padagogical and Practical Issues for Consideration

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T5

This caucus will address the growing use of emerging technologies in university business courses.

Chair: Susan M. Burroughs, Roosevelt U.

779 (C) Developing Curriculum Requirements for a **Degree in Management Consulting**

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T6

This caucus is intended for those interested in doctoral education in the area of management consulting.

Chair: Marilyn E. Harris, CMU/HSCC

780 (C) The Capstone Business Policy Course: A Scholarship of Teaching and Learning (SoTL) Perspective

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T7

This caucus will discuss the capstone business course in terms of review or assessment using a "scholarship of teaching and learning"

Chairs: Steven Payne, Georgia College and State U.; Michael Whitfield, Georgia College and State U.

781 (C) Teaching Strategy, Technology and International Issues in the Natural Environment

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T8

This will be a discussion of teaching materials, textbooks, cases, simulations, videos, and teaching strategies related to the natural environment.

Chair: Bruce Clemens, James Madison U.

782 (C) The Politics of Going Public with Spirituality in Work Life

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T9

This caucus will be a continuation of an exploration into issues and questions raised from previous conferences and projects relating to the politics of spirituality and work life.

Chairs: Charles C. Manz, U. of Massachusetts, Amherst; Karen P. Manz, U. of Massachusetts, Amherst: Robert Marx, U. of Massachusetts, Amherst; Christopher P. Neck, Virginia Polytechnic Institute and State U.

783 © (C) Mindfulness, Meditation, and Management

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T10

This will be an interactive session about Eastern teachings, including Zen philosophy, that can be used to instill a sense of spirituality in the workplace.

Chairs: Michael L. Barnett, New York U.; Gloria Cahill, New York

784 (C) High Tech High Touch: Human Response to **Information Technology at Work**

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T11

The purpose of this caucus is to bring together scholars interested in studying questions related to human-technology interaction. Chair: Bradley J. Alge, Purdue U.

785 (C) Issues Affecting Smaller AoM Divisions - II

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T12

This caucus continues the discussion of the special issues faced by members and doctoral students of the smaller AoM divisions.

Chair: Ralph S. Brower, Florida State U.

786 (C) LMX Research Directions and Research Alliances

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T13

Scholars interested in discussing both the theories and research of LMX along with some of the core principles are invited to join this

Chair: George B. Graen, U. of Louisiana

787 © (C) Women's Entrepreneurship Caucus

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T14

The women's entrepreneurship caucus will bring together current and future researchers, authors, practitioners, and academics to share what has been accomplished to date, and to suggest future pedagogical and research directions.

Chair: Jeannette Oppedisano, Southern Connecticut State U.

788 (C) Psychological Contracts in Changing Organizations

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T15

This caucus examines how changes in an organization affect individuals' perceptions of the psychological contracts they have with their employer.

Chairs: Matthew Liao-Troth, Washington U.; Jill R. Kickul, DePaul U.

789 (C) From Personal Transformation to Organizational Transformation: Dialogue, Deep Change, and Emergence

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T16

The purpose of this caucus is to create a forum where Academy members from different perspectives or fields can discuss the relationship between personal and organizational transformation. Chair: Stuart A. Youngblood, Texas Christian U.

790 □ (C) Using the Case Method of Instruction on Undergraduate Business Programmes: History, Issues, Problems, and Prospects

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T17

This caucus provides an opportunity for business educators to share their experiences and thoughts on the use of the case teaching method in undergraduate business education.

Chairs: Judith Jordan, U. of the West of England; Stuart Bowie, U. of the West of England

791 (C) Assessing Organizational Effectiveness: A Messy Construct

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T18

This caucus will provide a forum to discuss measuring organizational effectiveness in firms that implement contemporary management systems, such as total quality management and supply chain management.

Chairs: Hale Kaynak, U. of Texas, Pan American; John Sargent, U. of Texas, Pan American

792 (C) Appreciative Inquiry and Workplace Diversity: Developing a Research Agenda

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T19

This caucus will explore the use of appreciative inquiry in organizational diversity work to create and sustain an inclusive and effective workplace culture.

Chair: Martin B. Kormanik, O.D. Systems, Inc.

793 $\ ^{\mathrm{U}}$ (C) From Organizational Values and Ethics to Organizational Performance: A Call for an Integrative Model

2:30- 3:50 Marriott Wardman Park Hotel: Salon 3 T20

This session will be for Academy members who want to discuss the role that organizational ethics play in organizational performance.

Chairs: Marcus W. Dickson, Wayne State U.; Michael W.

Grojean, U.S. Army

794 ☐ SHCS: (MC, ODC) Diffusion of Enabling Technologies for Strategic Management: Internal Consultants' Call to Inquiry

2:30- 3:50 Omni Shoreham Hotel: Palladium

Brings together internal consultants from three large organizations in different sectors (Hewlett-Packard, Los Angeles County, California State University)

Chair: Alan Glassman, California State U., Northridge Panel: Gerard L. Rossy, California State U., Northridge; Jon Fullinwider, County of Los Angeles; Soren Kaplan, Hewlett-Packard; Shari Duron, Hewlett-Packard

Discussant: Deone Maria Zell, California State U., Northridge

795 □: (MED) Embracing Chaos: Letting Go of Control in the Classroom

2:30- 3:50 Hilton Washington & Towers: Military

On the Benefits of Being Rewarded for B While Hoping for A William P. Ferris, Western New England College

Jazz in the Class with Action Theory Abdelmagid Mazen, Suffolk U.

Flirting with Chaos in the Classroom

Christian F. Poulson, II, California State U., Fullerton

What Do You Say to the Departmental Secretary When \dots

James A.F. Stoner, Fordham U.

Welcoming the Magic of Uncertainty **Joan Weiner, Drexel U.**

796 SHCS: (MED, IM) Globally Distant Multicultural Teams: Intercultural Teaching in Times of Virtuality

2:30- 3:50 Hilton Washington & Towers: Lincoln West

Chair: Christian Scholz, U. of Saarland

A Theory of Virtualization and the GDMT Project - Virtual Teams in MNCs

Christian Scholz, U. of Saarland

The Role of the GDMT Project in Learning Competencies and Skills for Global Virtual Teams

Mark Mendenhall, U. of Tennessee, Chattanooga

Technology Matters: Key Technical Factors for the GDMT Project

Volker Stein, U. of Saarland

Work Organization for a Virtual GDMT

Allan W. Bird, U. of Missouri, St. Louis

Virtual Teaching Structures in the GDMT Project: New Roles for Faculty and Students

Doris Brunner, U. of Vienna

External Evaluation of the GDMT Project and Its Faculty and Student Performance

Jeanne M. McNett, Assumption College; Martha L.
Maznevski, International Institute for Management
Development; Joyce Osland, U. of Portland
Winner of MED Division Best Symposium in Management
Education and Development

797: (MH) Industrial and Technological History

2:30- 3:50 Hilton Washington & Towers: Hemisphere

Chair: Richard H. Franke, Loyola U.

MH: An Evolutionary History of the Theme Restaurant Industry: A Study of Organizational Heterogeneity and

Homogeneity in the Emergence of New Organizational **Populations**

Todd H. Chiles, U. of Missouri, Columbia; Long Wai Lam, U. of Houston, Clear Lake

→ MH: Corporate Governance, Strategy and Survival in a Declining Industry: A Study of U.K. Cotton Textile Companies

Igor Filatotchev, U. of London; Steve Toms, U. of Nottingham

→ **SMH**: The Social Construction of a Technological Divide: Separating Voice and Data Telecommunication in the U.S. and U.K., 1876-1925 *

K. Thomas Chandy, State U. of New York, Binghamton Discussants: Tamela Ferguson, U. of Louisiana, Lafayette; Curt H. Stiles, William Paterson U.; Karaleah S. Reichart, California State U., Fullerton

798: (MOC) Knowledge Creation Across Boundaries

2:30- 3:50 Omni Shoreham Hotel: Hampton Chair: Andac Arikan, New York U.

MOC: The Valuation of Internal Versus External Knowledge: Why Managers Sometimes Prefer the Knowledge Possessed by Outsiders Over the Knowledge Possessed by Insiders *

Tanva Menon, U. of Chicago: Jeffrey Pfeffer, Stanford U.: Robert I. Sutton, Stanford U.

MOC: The Influence of Top Management Team Global Mindset on Global Strategic Posture of Firms Orly Levy, Tel Aviv U.

MOC: An Empirical Test of Two Competing Perspectives on Informational Contexts in Top Management Strategic Issue Intepretation

Bard Kuvaas, Norwegian School of Management Discussant: Anne S. Huff, U. of Colorado, Boulder

799 **②** ♥ : (MSR) My Experiences on Spirituality in Government; Distinguished Speaker: Mary Ellen Withrow. Treasurer of the United States: 1994 -2000

2:30- 3:50 Hilton Washington & Towers: Jefferson East Speaker: Mary Ellen Withrow, Treasurer of the U.S.: 1994 -2000 Chair: Dorothy Marcic, Vanderbilt U.

800 : (OB) Diversity: Sources and Impacts 2:30- 3:50 Marriott Wardman Park Hotel: Maryland A

Chair: Joerg Dietz, U. of Western Ontario

OB: The Joint Effects of Psychological Diversity and Interdependence on Individual Performance *

Gerben Van der Vegt, U. of Groningen; Onne Janssen, U. of Groningen

OB: Capitalizing on Diversity: Interpersonal Congruence in Small Work Groups *

Jeffrey T. Polzer, Harvard U.; Laurie P. Milton, U. of Calgary; William B. Swann, Jr., U. of Texas, Austin

OB: Effects of Surface- and Deep-level Dissimilarity on Individual Work Attitudes and Cognitions in Self-directed Work Teams *

Karl Aquino, U. of Delaware; Anthony M. Townsend, U. of Delaware; K. Dow Scott, Loyola U., Chicago

OB: The Impact of Self-efficacy on Diversity Training Effectiveness: A Field Experimental Analysis Gwendolyn M. Combs, U. of Nebraska, Lincoln; Fred Luthans, U. of Nebraska, Lincoln

OB: Organizational Citizenship Behavior and Demographic Similarity: Different Strokes toward Different Folks William H. Bommer, Georgia State U.; Edward W. Miles, Georgia State U.

Discussant: Margaret Williams, Virginia Commonwealth U.

801 : (OB) Research on Transformational Leadership and LMX

2:30- 3:50 Marriott Wardman Park Hotel: Maryland C

Facilitator: James G. Hunt, Texas Tech U.

OB: "Getting My Way with My Manager...": Transformational Leadership, Upward Influence Tactics and Employee Outcomes

Olga Epitropaki, U. of Sheffield; Robin Martin, U. of Queensland

OB: The Linkage Role of LMX: A Mediating Effect of LMX on the Relationship between Transformational Leadership and Followers' Performance and OCB

Hui Wang, Hong Kong U. of Science and Technology; Kenneth S. Law, Hong Kong U. of Science and Technology; Duan Xu Wang, Hong Kong U.; Zhen-Xiong Chen, Hong Kong Baptist U.

OB: Antecedents and Consequences of Transformational Leadership Behaviors: The Role of Leader Attitudes and Social Context upon Leader Behavior and Performance

William H. Bommer, Georgia State U.; Robert S. Rubin, St. Louis U.

OB: LMX Differentiation Fairness: Initial Evidence of a New Construct

Berrin Erdogan, U. of Illinois, Chicago

OB: Transformational Leadership, Goal Difficulty, and Task design: Independent and Interactive Effects on Employee Outcomes *

J.Lee Whittington, U. of Dallas; Vicki L. Goodwin, U. of North

802 JS: (OB, ODC, OMT) Trust and Organizational Change: Dismantling the Stonewall

2:30- 3:50 Marriott Wardman Park Hotel: Cotillion North

Chair: Roger C. Mayer, Baylor U.

Presenters: Joel Brockner, Columbia U.; Aneil K. Mishra, Wake Forest U.; Nicole Gillespie, U. of Melbourne

Author: Kelly A. Mollica. Wake Forest U.

Discussant: Steven C. Currall, Rice U.

803: (OCIS) Genres and Communicative Processes

2:30- 3:50 Omni Shoreham Hotel: Calvert

Chair: Katherine J. Stewart, U. of Maryland, College Park

OCIS: In Pursuit of Legitimacy: The Sales Pitch Genre and the Creation of Trust in New Ventures

Susan Winter, U. of North Carolina, Charlotte; Connie Marie Gaglio, California State U., San Francisco

OCIS: Changes in the Enactment of Genres Associated with Changes in Technology

Nils O. Fonstad, Massachusetts Institute of Technology

OCIS: To Commit or not to Commit: Consider Communication when Answering the Question

Allyson Down Adrian, Georgetown U.; Gregory W. Ticehurst, U. of Technology, Sydney

Discussants: Maryalice Citera, State U. of New York, New Paltz; Lisa J. Gebhardt, Southwest Texas State U.; Robin Teigland, Stockholm School of Economics

804: (ODC) The 30th Anniversary of the ODC Division: Exploring the Future Role of the ODC Division

2:30- 3:50 Marriott Wardman Park Hotel: McKinley

The ODC Division celebrates its 30th Anniversary with a discussion on the future role of the ODC Division, expanding on the discussion from Sunday morning on developing a vision for the ODC.

Organizer: Gretchen Spreitzer, U. of Southern California Facilitators: Robert E. Quinn, U. of Michigan; Thomas G. Cummings, U. of Southern California; Henrik Holt Larsen, Copenhagen Business School

Presenters: W. Warner Burke, Columbia U.; Richard W. Woodman, Texas A&M U.; Jean M. Bartunek, Boston College; Michael Beer, Harvard U.

805 : (OM) Survey Research in OM-Past, Present, and Future

2:30- 3:50 Hilton Washington & Towers: Monroe East

Panel discussion

Chair: Barbara B. Flynn, Wake Forest U.

Survey Research in Production/Operations Management:
Historical Analyses and Opportunities for Improvement
Manus Rungtusanatham, Arizona State U.; Thomas Y. Choi,
Arizona State U.; David G. Hollingworth, Rensselaer
Polytechnic Institute; Zhao Hui Wu, Arizona State U.

Participants: Peter T. Ward, Ohio State U.; Manus Rungtusanatham, Arizona State U.; Mark Pagell, Kansas State U.; Darryl Wilson, U. of Arkansas

806: (OMT) OMT Meets the New Economy

2:30- 3:50 Marriott Wardman Park Hotel: Coolidge

Facilitator: Suresh B. Kotha, U. Washington

OMT: Inertia.com: Rates and Processes of Organizational Transformation in the Retail Industry

Eytan Lasry, U. of Toronto

OMT: Virtual Lemons: Quality Uncertainty, Market Signalling, and the Valuation of New Economy Firms

Wm. Gerard Sanders, Brigham Young U.; Steven R. Boivie, Brigham Young U.

© OMT: Trust in Business-to-Business Relationships: Combining Social and Electronic Networks Ranjay Gulati, Northwestern U.; Eleonora Di Maria, U. of Udine, Italy

OMT: The Sensemaking Agent: Disintermediation and Reintermediation of Agents in the Internet Age David Ketchen, Florida State U.; G. Tomas M. Hult, Michigan State U.; Taco Reus, Florida State U.

807 □ SHCS: (OMT, OB, MOC) Playing at Work or Working at Play? The Meaning of Fun in Organizations.

2:30- 3:50 Marriott Wardman Park Hotel: Cotillion South

Chair: Kimberly D. Elsbach, U. of California, Davis

Gofers, Gaffers, and Grips: Interdependence and Role Structuring in Film Production

Beth Bechky, U. of Pennsylvania

Adaptive Play: On Counterbalancing Strategic Intent with Foolishness

Mary Ann Glynn, Emory U.; Pamela S. Barr, Georgia State U.

Make the Project Fun for Others: Play as the Deep Structure for Heedful Interrelating in Innovative Organizations

Deborah J. Dougherty, Rutgers U.

In Search of Mindless Work

Kimberly D. Elsbach, U. of California, Davis

808 § JS: (OMT, SIM) To the Barricades! Collective Action and the Dynamics of Organizations and Economic Life

2:30- 3:50 Marriott Wardman Park Hotel: Hoover

Chair: Michael Lounsbury, Cornell U.

When Inequality is Not Legitimated: Social Movement Activism Regarding Diversity in Organizations

Maureen Scully, Simmons College

Social Movements and Social Identity: Why French Chefs
Abandoned Classical Cuisine for Nouvelle Cuisine, 19701997

Hayagreeva Rao, Emory U.; Rodolphe Durand, EM Lyon; Philippe Monin, EM Lyon

Breaking the Frame: The Rise of Recycling in the Solid Waste Management Field

Michael Lounsbury, Cornell U.; Marc Ventresca, Northwestern U.

Elite Mobilization for Anti-takeover Legislation, 1985-1991: "Socialism, Pennsylvania Style"

Timothy J. Vogus, U. of Michigan; Gerald F. Davis, U. of Michigan

Discussant: W. Richard Scott, Stanford U.

809 : (PNP) Organizational Culture, Values, and Learning

2:30- 3:50 Marriott Wardman Park Hotel: Truman

Chair: Luca G. Brusati, Bocconi U.

PNP: Organizational Learning in Response to Performance Monitoring: A Social Action Approach *

Christopher Mausolff, U. of Louisville

PNP: Public Sector Culture in Australia: Do We Have What We Want?

Lisa Bradley, Queensland U. of Technology; Rachel Parker, U. of Queensland

≅PNP: Social Values and Relationships as Resources for Small Government Organizations: Some Lessons from the Provision of Rural Transit

Lenahan O'Connell, U. of Kentucky

Discussant: Swee C. Goh, U. of Ottawa

810 ©: (RM) Special Forum on Practice Grounded Research

2:30- 3:50 Omni Shoreham Hotel: Executive

Chair: Jeana Wirtenberg, Public Service Enterprise Group

- RM: Mapping Contexts of Application: A Grounded Approach to Understanding the Key Dimensions of Organizational Environments
 - David Partington, Cranfield U.; David Tranfield, Cranfield U.; Malcolm Young, Cranfield U.
- **©RM**: Mode 2 Management Research: Probing the Boundaries

Donald MacLean, U. of Glasgow; Robert MacIntosh, U. of Glasgow; David Tranfield, Cranfield U.

Discussant: Daniel R. Kowalski, U.S. Dept. of Veterans Affairs

811: (SIM) Perspectives on Alliances and Social Contracts

2:30- 3:50 Hilton Washington & Towers: Thoroughbred

Chair: Shawn Berman, Santa Clara U.

→ SIM: Ties that Grind? An Empirical Test of a Typology of Social Contracting Problems

Pursey P.M.A.R. Heugens, Erasmus U.; Johannes Van Oosterhout, Erasmus U.; Samuel P. Kaptein, Erasmus U.

SIM: A Theory of Constraints and Opportunities for Entrepreneurship in Inner City Locations. Gregory Fairchild, U. of Virginia

SIM: A Grounded Investigation of Stakeholder Alliance Formation, Process, and Outcomes.

Richard Reed, Washington State U.; Kenneth D Butterfield, Washington State U.; David J. Lemak, Washington State U.

812: (SIT) Facilitating Knowledge Creation and Transfer 2:30- 3:50 Hilton Washington & Towers: Georgetown East

Facilitator: Rosalie L. Tung, Simon Fraser U.

- MC: The Development of Knowledge Management Tools and Systems: The State of the Art in Management Consultancies and Leading Corporations Thomas Frederick Clarke, U. of Technology, Sydney
- OCIS: Knowledge Reuse for Innovation The Missing Focus in Knowledge Management: Results of a Case Analysis at the Jet Propulsion Laboratory *
 - Ann Majchrzak, U. of Southern California; Olivia H. Neece, Jet Propulsion Laboratory; Lynne P. Cooper, Jet Propulsion Laboratory
- PNP: Interorganizational Knowledge Sharing in Public Sector Innovations *
 - Anthony M. Cresswell, State U. of New York, Albany; Theresa A. Pardo, State U. of New York, Albany; Jing Zhang, State U. of New York, Albany; Fiona Thompson, State U. of New York, Albany
- Y PNP: Managing to Govern: Knowledge Creation and Transfer in an Inter-organizational Network Jean Hartley, U. of Warwick; John Benington, U. of Warwick

813: (SIT) Organizational Restructuring and Downsizing 2:30- 3:50 Marriott Wardman Park Hotel: Kennedy

Facilitator: Michael Byungnam Lee, LG

BPS: Work Force Reduction and Post-acquisition Performance: Does Relatedness Moderate This Relationship?

Hema A. Krishnan, Xavier U.; Alex Miller, U. of Tennessee, Knoxville; Daewoo Park, Xavier U.

→ CAR: Investigating the Effects of Change in Organizational Size and Structure on Career Management: A Study of Israeli Firms

Daniel Tzabbar, U. of Toronto

HCM: Organizational Downsizing as Pruning: A Metaphorical Framework for Planning and Research

Jullet A. Davis, U. of Alabama, Tuscaloosa; Grant T. Savage, U. of Alabama, Tuscaloosa

→ OMT: Decisions on Downsizing in Large Spanish Firms in the Nineties

Isabel Suarez-Gonzalez, U. of Salamanca, Spain; José D. Vicente-Lorente, U. of Salamanca, Spain

814: (SIT) Recent Developments in Human Resource Management Around the World

2:30- 3:50 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Greg Bamber, Griffith U.

• HR: Aligning Strategic Human Resource Management and Person-environment Fit: A Strategic Contingency Perspective *

James Werbel, Iowa State U.; Samuel M. DeMarie, Iowa State II

→ IM: International Professionalisation of HR
Elaine Farndale, Cranfield U.: Chris Brewster, Cranfield U.

→ IM: Does Formality Matter? A Study of Human Resource Management Practices in Small and Medium-size Enterprises in Vietnam

Thang V. Nguyen, U. of Oregon; Scott Bryant, U. of Oregon

PNP: HR Roles and Organizational Culture Congruence: Reforms, Realities and Challenges in Australian Local Government

Titien Hartini Ahmad, U. of Technology, Sydney; Stephen T. Teo, U. of Technology, Sydney

815: (TIM) Alliances and Networks

2:30- 3:50 Omni Shoreham Hotel: Capitol

Chair: Michael Dowling, U. of Regensburg

TIM: More Good Things Are not Necessarily Better: an Empirical Study of Strategic Alliances, Experience Effects, and Innovative Output in High Technology Start-ups * Frank T. Rothaermel, Michigan State U.; David L. Deeds, Case Western Reserve U.

TIM: Who's Building on Whom?: Overcoming Localization
Biases through Alliances and Mobility *
Lori Reservent II of Pennsylvania: Paul Almeida

Lori Rosenkopf, U. of Pennsylvania; Paul Almeida, Georgetown U.

TIM: Contingent Contagion and the Diffusion of a New Technology: The Adoption of the Sixth Generation Processor in the Global Computer Industry Matthew S. Bothner, U. of Chicago **©TIM:** Strategic Implications of Inter-firm Network Evolution in the Context of Radical Innovation

Lois S. Peters, Rensselaer Polytechnic Institute; Hung-Bin Ding, Rensselaer Polytechnic Institute

TIM: Joint Patenting Amongst Companies - Exploring the Effects of Inter-firm R&D Partnering and Experience J. Hagedoorn, Maastricht U.

816 □ ♥ JS: (TIM, BPS) E-organizations: Emerging Forms and Strategies in the Internet Era

2:30- 3:50 Omni Shoreham Hotel: Empire

Chairs: Michael W. Lawless, Duke U.; Arie Y. Lewin, Duke U. Emerging Business Incubators in the Internet Era: (How) Do They Create Value for their Incubated Firms?

Christoph Zott, INSEAD

Transitions Toward E-organization Forms and Strategies by Established Companies

Michael W. Lawless, Duke U.

Viable Modes of E-organization: How Well-established Firms Enter the New Internet Economy

Martin Wielemaker, Erasmus U.; Henk W. Volberda, Erasmus U.

E-commerce Organizations: Managing Strategy and Organization Change in the Internet Era Arie Y. Lewin. Duke U.

Discussant: Philip C. Anderson, Dartmouth College

Tuesday 3:40PM

817: (HR) HR Business Meeting 3:40- 5:00 Marriott Wardman Park Hotel: Virginia B Chair: Lynn M. Shore, Georgia State U.

Tuesday 3:45PM

818: (AAC) Conference Break

3:45- 3:15 Marriott Wardman Park Hotel: Exhibit Break Area Join us in the Exhibit area for refreshments.

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 4:10PM

819 ଓ : (AA) Governments, Firms, and Non-governmental Organizations: How NGOs Matter to Corporate Strategy, Public Policy, and Business-government Relations

4:10- 6:10 Marriott Wardman Park Hotel: Salon 2

Organizer: Jonathan P. Doh, Villanova U.

Chair: Jonathan P. Doh, Villanova U.

How Do Non-governmental Organizations Matter in Corporate Strategy and Public Policy? Zs, Mediators, and Moderators in the Business-government Interface

Jonathan P. Doh, Villanova U.

Non-governmental Organizations and Business-government Relations: Some Institutional Considerations **Gerald Keim, Arizona State U.** Business-government-NGO Bargaining: Assessing Value and Valuations in International, Multilateral Joint Implementation Projects in the Wake Of Kyoto

Hildy Teegen, George Washington U.

Corporate Strategy, Government Regulatory Policy, and NGO Activism: The Case of Genetically Modified Organisms Ed Soule, Georgetown U.

Environmental NGO-corporate Voluntary Agreements: The Case of Forest Products

Joseph Domask, American U.

Corporate Social Responsibility and NGOs: Observations from the World's Leading Power Company Greg Adams, AES Corporation

Discussant: Aseem Prakash, George Washington U.

820 8: (AA) How Governments Matter: An International Perspective

4:10- 6:00 Omni Shoreham Hotel: Palladium

Chair: Witold J. Henisz, U. of Pennsylvania

Corruption in the Global Corporation: Ethical Obligations and Workable Strategies

Susan Rose-Ackerman, Yale U.

Investor Protection, Legal Institutions and Corporate Governance

Florencio Lopez-de-Silanes, Harvard U.

Colonial Origins of Economic Development

Simon Johnson, Massachusetts Institute of Technology

Governance Matters: Data, Measurement and Results
Aart Kraay, World Bank

821 : (BPS) Strategic Implications of Governance Choices

4:10- 5:20 Marriott Wardman Park Hotel: Wilson C

Chair: Michael J. Leiblein, Ohio State U.

BPS: The Role of Governance Structure in Strategic Change: Theory and Evidence in Franchising

Xiaoli Yin, Purdue U.; Edward Zajac, Northwestern U.

BPS: The Determinants of Executive Compensation in Family-Owned Firms

Luis R. Gomez-Mejia, Arizona State U.; Martin Larraza-Kintana, U. of Navarra: Marianna Makri, Arizona State U.

BPS: The Relationship Between a Firm's Control Systems and Organizational Learning

Karynne L. Turner, Kent State U.; Mona V. Makhija, Ohio State U.

BPS: CEO Stock Option Wealth Effects on Firm Risk & Risk Taking

Robert Wiseman, Michigan State U.; Gerry M. McNamara, Michigan State U.; Cindy Devers, Michigan State U.

Discussant: Jack A. Nickerson, Washington U.

822: (BPS) The Dynamics of Knowledge Generation

4:10- 5:20 Marriott Wardman Park Hotel: Wilson A

Chair: Stephen Bowden, U. of Waikato

→ BPS: Transactions Costs, Social Control Systems, and Social Knowledge: An Integrating Framework Derick Sohn, Seoul City U.; Yongsun S. Paik, Loyola Marymount U.

- BPS: Managing Initiatives in Large Firms: Combining a Political and Knowledge-Creation Process Perspective Martin Wielemaker, Erasmus U.; Charles Baden-Fuller, City U., London; Tom Elfring, Erasmus U.
- **℮BPS:** Overcoming Stickiness: The Role of the Template Gabriel Szulanski, U. of Pennsylvania; Robert James Jensen, U. of Pennsylvania
- **BPS:** Overcoming Internal Barriers: The Mediating Role of Organizational Culture in Transfer Satisfaction and Team Performance

Linda Edelman, U. of Warwick

Discussant: William Ocasio, Northwestern U.

823 : (BPS) New Perspectives on the Creation of Interfirm Alliances

4:10- 5:20 Marriott Wardman Park Hotel: Wilson B

Chair: Ravindranath Madhavan, U. of Illinois, Urbana-Champaign

BPS: Restructuring by Spin-offs or Sell-offs: The Role of Asset Specificity

Donald D. Bergh, Pennsylvania State U.; Richard A Johnson, U. of Missouri, Columbia

BPS: Alliances with Governments: A Transaction Cost Perspective: The Case of the XI Program

Magali Delmas, U. of California, Santa Barbara; Janice Mazurek, U. of California, Santa Barbara

BPS: Governance Changes in Strategic Alliances: Antecedents of Contractual Renegotiations

Jeffrey J. Reuer, Ohio State U.; Africa Ariño, U. of Navarra

→ BPS: On the Survival of Contracts: A Study of Contract Stability in the Brazilian Seed Industry Decio Zylbersztajn, U. of Sao Paulo; Sergio Giovanetti Lazzarini, Washington U.

Discussant: Yves Doz, INSEAD

824 SHCS: (BPS, OCIS) Strategic Imperatives in the Digital Age

4:10- 5:20 Marriott Wardman Park Hotel: Cotillion North

Chair: Anil K. Gupta, U. of Maryland

Competing with Mobile Internet:Implications for Firm Capabilities and Resources

Sirkka Jarvenpaa, U. of Texas, Austin

Shifting Corporate Boundariesin the Digital Economy Anil K. Gupta, U. of Maryland

Notcom to Dotcom: Transitions of Established Companies to the Internet

Michael W. Lawless, Duke U.

Organization Design for the Digital Economy Ritu Agarwal, U. of Maryland

825: (CAR) **2000** Hughes Award Winner: Words from Edgar Schein

4:10- 5:20 Hilton Washington & Towers: Jefferson West

Keynote Speaker: Edgar H Schein, Massachusetts Institute of Technology

826: *(CM)* Business Meeting 4:10- 5:20 Hilton Washington & Towers: Caucus

827 : (ENT) Social Capital, Social Networks, and Entrepreneurship

4:10- 6:00 Omni Shoreham Hotel: Cabinet Chair: Sherrie E. Human, Xavier U.

ENT: Evolutionary Processes and Paths of Embedded Network Ties in Emerging Entrepreneurial Firms * Julie M. Hite, Brigham Young U.

ENT: A Social Capital Model of Performance for High-growth New Ventures

Juan Florin, U. of Connecticut; William S. Schulze, Case Western Reserve U.; Michael Lubatkin, U. of Connecticut

ENT: Self-Employment Growth in Urban Neighborhoods: The Role of Human Capital, Isolation, and Social Organization. **Gregory Fairchild, U. of Virginia**

ENT: Roles of Social Capital in Venture Creation: Key Dimensions and Research Implications
Jianwen (Jon) Liao, Hong Kong U. of Science and Technology; Harold Welsch, DePaul U.

→ ENT: Guanxi and Entrepreneurial Success in the People's Republic of China

Katherine Xin, Hong Kong U. of Science and Technology; Enoch K. Yuen, Hong Kong U. of Science and Technology

828: (GDO) The Influence of Beliefs about Affirmative Action on Stereotypes Confronted by African-Americans

4:10- 5:30 Hilton Washington & Towers: Map

Chair: Phanikiran Radhakrishnan, U. of Toronto

GDO: Affirmative Action and Race-based Preference in Hiring: Influence of Race and Applicant Qualifications
Diane Catanzaro, Christopher Newport U.

GDO: Is Promoting an African American Unfair? Findings from Two Experimental Studies

Alison M. Konrad, Temple U.; Gerald Ross, Temple U.; Frank Linnehan, Drexel U.

GDO: Stereotype Threat in the Workplace and the Well-being of African American Professionals

Elizabeth Deitch, Tulane U.; Arthur P. Brief, Tulane U.; Loriann Roberson, Arizona State U.; Caryn J. Block, Columbia U.

Discussants: Mary E. Graham, Clarkson U.; Razelle Frankl, Rowan U.; Cynthia Cordes, U. of Miami

829 JS: (GDO, OB, HR) Diversity as Context vs. the Context of Diversity

4:10- 5:20 Hilton Washington & Towers: Lincoln East

Chair: Aparna Joshi, Rutgers U.

Task Conflict in Decision-making Groups: The Interplay of Group Composition and Members' Expectations Katherine Williams Philips, Northwestern U.; Denise Lewin Loyd, Northwestern U.

A Study of Diversity, Team Processes, and Performance Kate Bezrukova, U. of Pennsylvania; Karen A. Jehn, U. of Pennsylvania

Discretion as a Contextual Determinant of Employment
Outcomes in a Racially Diverse Firm

Marta M. Elvira, U. of California, Irvine; Christopher D. Zatzick, U. of California, Irvine

Organizational Demography as Context: The Process and Performance Outcomes of Work Team Heterogeneity Aparna Joshi, Rutgers U.

830 €: (HCM) Influences on Hospital Service Provision

4:10- 5:30 Hilton Washington & Towers: Georgetown West

Chair: Barbara Bigelow, Clark U.

• HCM: Effect of Hospital Conversions on Organizational Decision Making and Service Coordination

Ruth A. Anderson, Duke U.; Charlene Ann Allred, Duke U.; Frank A. Sloan, Duke U.

HCM: Determinants of Network Use to Provide Hospital Services *

Jose Proenca, Widener U.; Michael D. Rosko, Widener U.; Jacqueline Zinn, Temple U.

©HCM: Does Managed Care Impact Hospital Provision of Uncompensated Care?

Debra Herold Tennyson, Auburn U.; Myron D. Fottler, U. of Central Florida

HCM: Competition Among Hospitals for HMO Business: Effect of Price and Non-price Attributes

Gary J. Young, Boston U.; James Burgess, U.S. Dept. of Veterans Affairs; Danielle Valley, U.S. Dept. of Veterans Affairs

Winner of HCM Division Best Theory-to-Practice Paper Discussants: Alison Evans Cuellar, U. of California, Berkeley; Lawton R. Burns, U. of Pennsylvania

831 →: (IM) Foreign Market Entry Strategy: Antecedents and Performance Impact

4:10- 5:30 Omni Shoreham Hotel: Congressional A

Chair: Daniel Fogel, U. of Pittsburgh

■ IM: Political Hazards, Experience and Sequential Entry in Distribution and Manufacturing: The International Expansion of Japanese Firms, 1980-1998

Andrew Delios, National U., Singapore

➡ IM: Building Political Capabilities: Evidence from the International Diffusion of Investments in the Power Generation Industry

Guy Holburn, U. of California, Berkeley

IM: Understanding the Foreign Market Entry Mode of International Franchisers by Dunning's 'Envelope' Paradiam

Sam Beldona, Rutgers U.; Yong S. Pak, Yonsei U.

→ IM: Institutional, Cultural and Transaction Cost Influences on Entry Mode Choice and Performance

Keith Brouthers, U. of East London; Lance Brouthers, U. of Akron; George Nakos, Clayton College and State U.

Discussant: Ram Mudambi, Temple U.

832 →: (IM) Insights from Research on Japan

4:10- 5:30 Omni Shoreham Hotel: Congressional B

Chair: Malika Richards, Drexel U.

IM: The Persistence and Implications of Japanese Keiretsu Organization

Jean Mcguire, Concordia U.; Sandra Dow, U. of Quebec, Montreal

- IM: The Permeability of Network Boundaries: Strategic Alliances in the Japanese Electronics Industry in the 1990s Didier Guillot, U. of California, Berkeley; James R Lincoln, U. of California, Berkeley
- → IM: Do Foreign Assets Harm Stock Prices? A Comparison of the Effects of Multinationality on U.S. and Japanese Firm Values. *

Heather Berry, U. of Pennsylvania

→ IM: U.S.-Japan Patent Systems

Mariko Sakakibara, U. of California, Los Angeles

Discussant: James M. Hagen, Cornell U.

833 JS: (IM, HR) Breaking Glass Borders: Women on Global Assignments

4:10- 5:20 Omni Shoreham Hotel: Empire

Organizer: Mila Borislavova Lazarova, Rutgers U.
Presenters: Wolfgang Mayrhofer, Vienna U. of Economics and
Business Administration; Sully Taylor, Portland State U.;
Margaret Linehan, Cork Institute of Technology
Discussant: Paula M. Caligiuri, Rutgers U.

834 8 JS: (IM, OMT, ODC) The Role of the Government in Transforming China's State-owned Enterprises' Market and Culture

4:10- 5:20 Omni Shoreham Hotel: Diplomat

Chair: Cynthia K. Lee, Northeastern U.

Blending Traditional Culture and Modern Leadership: The Role of the Printed News Media in the People's Republic of China

Governmental Impacts on Organizational Downsizing and Reemployment in Chinese State-owned Enterprises

The Relationship Between the Chinese Government and State-owned Enterprises

A Practitioner's View on the Question: Are Chinese Traditional Cultural Values Incompatible with Modern Management Which is Supposedly a Prerequisite for Success in the Current Global Business Environment?

Presenters: Anne S. Tsui, Hong Kong U. of Science and Technology; Ye Jun, Shanghai Fu Dan U.; Kan Shi, Chinese Academy of Sciences, Beijing; Xiaoxuan Li, Chinese Academy of Sciences, Beijing; Xiongying Niu, Chinese Academy of Sciences, Beijing; Jiafang Lu, Chinese Academy of Sciences, Beijing; Zhaaoli Song, Chinese Academy of Sciences, Beijing; Shuming Zhao, International Business U.; Hong Liu, Nanjing U.; Qian Zong, Nanjing U.; Ping Ping Fu, Chinese U.; William Ho, Ciba Specialty Chemicals

Discussant: Miriam Erez, Technion-Israel Institute of Technology Presenters

835 JS: (MC, MH) The Developing Critique of Management Consulting: The Critics, the Criticisms and the Implications

4:10- 5:20 Omni Shoreham Hotel: Governor's

Organizer: Richard Dunford, Macquarie U.

Panel: Timothy Clark, Tavistock Institute; Andrew Sturdy, U. of Melbourne; Robert J. David, McGill U.; Jim Kitay, U. of Sydney; Christopher Wright, U. of New South Wales

836 : (MED) The Changing Face of Management Education: Multiple Perspectives Across Constituencies

4:10- 5:20 Hilton Washington & Towers: Military

Chair: Elena P. Antonacopoulou, U. of Manchester

The Business School Perspective

John J. Fernandes. President and CEO of AACSB

The Corporate University Perspective

Jeff Oberlin, VP Corporate Learning Team, Motorola U.

The Professional Association Perspective

Brian A. W, Redfern, Director, Foundation for Management Education

The Government Perspective

Raymond Saner, Center For Socio-Economic Development; Lichia Saner-Yiu, Center For Socio-Economic Development Discussants: Joseph A. Raelin, Boston College; David Ashton, U. of Manchester

837 9: (MOC) From the West Wing to Beijing: Issue Interpretation and Framing in Public Sectors

4:10- 5:20 Omni Shoreham Hotel: Hampton

This session brings together panelists for an informal conversation on issue interpretation and framing from research and practice perspectives.

Chair: Pamela S. Barr, Georgia State U.

Panel: Anne S. Huff, U. of Colorado, Boulder; Gerry Johnson, U. of Strathclyde; Chun Hui, City U., Hong Kong; Monty Tripp, Lobbyist, Capitol Strategies; Daniel J. Keniry, Special Assistant to the President of the United States, the White House; Donald R. Wolfensberger, Woodrow Wilson International Center for Scholars

838 □ ©: (MSR) Experiential Session: Spirituality at Work/Spirituality in Management Teaching

4:10- 5:20 Hilton Washington & Towers: Jefferson East

Practice in techniques suitable for courses on management & spirituality-- including an inquiry process for organizational change, a guided meditation to explore workplace suffering of participants and an ending using a simple Sufi dance which connects people with one another.

Chair: Gerald W. Ramey, Lewis and Clark State College Presenters: Lee Perry Robbins, Golden Gate U.; Krista Kurth, Renewal at Work Consulting

839: (OB) Motivating Individuals and Groups

4:10- 5:30 Marriott Wardman Park Hotel: Maryland C

Chair: Cynthia Fukami, U. of Denver

OB: The External Control of Organization-based Self-esteem Daniel J. McAllister, Georgetown U.; Gregory A. Bigley, U. Washington

OB: How Do You Know if the Grass Is Really Greener? A Contingency Approach to Referent Selection Bonnie S. O'Neill, Marquette U.; Mark A. Mone, U. of Wisconsin, Milwaukee

OB: Goal-related Propensities and an Improvement in Learning Performance: Prediction Beyond Self-efficacy, Interest, and Effort?

Robert R. Hirschfeld, U. of Georgia; Lucinda Lawson, Lehigh U.; D. Brian McNatt, U. of Georgia

OB: Effects of Performance Contingent and Performance Noncontingent Rewards on Project Team Members' Motivation **Jacob Eisenberg, Colorado State U.**

OB: Moderators of the Relationship between Ability and Performance: General versus Context-specific Achievement Motivation

Robert R. Hirschfeld, U. of Georgia; Lucinda Lawson, Lehigh U.; Kevin W. Mossholder, Louisiana State U.

Discussant: Ira T. Kaplan, Hofstra U.

840 9: (OB) Institutional Review Boards (IRB) and the Governance of Research: A Discussion of the Current Sea Change

4:10- 5:30 Marriott Wardman Park Hotel: Maryland B

Campus IRBs (Human Subjects Committees) govern our research by granting or withholding permission for us to conduct it. Over the last two years it has become much more difficult to gain approval by campus IRB's for social and behavioral research. Panelists in this session will describe the changes and discuss methods for dealing with them.

Chair: Angelo De Nisi, Texas A&M U.

Panel: Elaine D. Pulakos, Personnel Decisions Incorporated; Ricky W. Griffin, Texas A&M U.; Adrienne Colella, Texas A&M U.; Sangeeta Panicker, American Psychological Association; Daniel R. Ilgen, Michigan State U.

841 JS: (OB, GDO, HR) The Effects of Group Composition: Going Beyond Demography

4:10- 5:20 Marriott Wardman Park Hotel: Delaware B

Chairs: Efrat Elron, Hebrew U.; Lilach Sagiv, Hebrew U.

The Relative Effects of Racioethnic and Value Diversity on Group Functioning in Two Organizational Contexts Frances J. Milliken, New York U.; Batia Mishan Wiesenfeld, New York U.; Luis L. Martins, U. of Connecticut; Susan R. Salgado, New York U.

Values, Traits, and Conflict in Groups

Efrat Elron, Hebrew U.; Lilach Sagiv, Hebrew U.; Li Fertig, Hebrew U.

Getting Ahead vs. Getting Along: The Impact of Individual Values on Organizational Performance Brooke Harrington, Brown U.

Working with the Enemy: How Perceived Values Diversity Affects Cross-functional Teams

Anne Stringfellow, Thunderbird, The American Graduate School of International Management

Discussants: John R. Hollenbeck, Michigan State U.; Christopher P. Earley, Indiana U.

842: (ODC) The 30th Anniversary of the ODC Division: The Beginning

4:10- 5:20 Marriott Wardman Park Hotel: McKinley

The ODC Division continues its 30th celebration with a return to the beginning with the people who were there. Join the group for sharing, reflections, understanding how it all happened by honoring our past and those who created the future for ODC.

Chair: Glenn H. Varney, Bowling Green State U.

Panel: Wendell French, U. Washington; Craig C. Lundberg,
Cornell U.; Dale E. Zand, New York U.; Anthony P. Raia, U. of

California, Los Angeles; Frank Friedlander, Fielding Institute; R T Golembiewski, U. of Georgia

843 SHCS: (OM, OB) Complexity in a Simple Environment: Learning from the Dabbawallas

4:10- 5:20 Hilton Washington & Towers: State

To create the discussion we will show a new TV level documentary on the Dabbawallas that we have produced.

Participants: Sunder Kekre, Carnegie Mellon U.; Paul S. Goodman, Carnegie Mellon U.

844: (OMT) Organizational Ecology: Micro and Macro Dynamics

4:10- 6:00 Marriott Wardman Park Hotel: Coolidge

Facilitator: Olav Sorenson, U. of California, Los Angeles

OMT: A Genealogical Approach to Organizational Life

Chances: The Parent-progeny Transfer and Silicon Valley Law Firms. 1946-1996

Damon J. Phillips, U. of Chicago

OMT: Bringing Individuals Back In: The Effects of Career Experience in New Firm Founding *

Scott Shane, U. of Maryland, College Park; Rakesh Khurana, Harvard U.

Winner of West Publishing Best Paper Award

OMT: Waves of Collectivizing: A Dynamic Model of Competition and Cooperation Over the Life of an Industry Michael L. Barnett, New York U.

OMT: Firm Strength, Legitimacy, and Innovative Activity: The Birth of (Recorded) Jazz in Chicago and the Midwest, 1921 to 1929

Damon J. Phillips, U. of Chicago; David A. Owens, Vanderbilt

OMT: Things Change: Dynamic Resource Constraints and System-dependent Selection in the Evolution of Organizational Populations *

Alessandro Lomi, U. of Bologna; Erik Reimer Larsen, City U.; John Freeman, U. of California, Berkeley

845 : (OMT) Theorizing Organizations: Epistemology and Exemplars

4:10- 6:00 Marriott Wardman Park Hotel: Harding Facilitator: **Bernard Forgues**, **U. of Paris**

OMT: Brother Can You Spare a (Para)digm? The Role of Particularism and Universalism on Research Outcomes Brian Boyd, Arizona State U.; Sydney Finkelstein, Dartmouth College; Steve Gove, Arizona State U.

OMT: Exploring Chaos and Complexity Theory in Organizational Studies: Implications for Ontology, Praxis and Knowledge Development

Henry W. Adobor, Quinnipiac College

OMT: Simplifying Complexity: Theory Development as a Complex Adaptive System

Andrew Wollin, U. of Queensland

OMT: Legitimate to Whom? Toward an Interdisciplinary Theory of Legitimacy Management

Paul C. Godfrey, Brigham Young U.

OMT: Theorizing Organizational Identity *

Terry B. Porter, U. of Massachusetts, Amherst

846 : (OMT) Organizational Learning

4:10- 6:00 Marriott Wardman Park Hotel: Hoover

Facilitator: Mark Fichman, Carnegie Mellon U.

OMT: Deskilling or Learning? An Empirical Investigation of the Relationship between Task Formalization, Learning Enablement, and OrganizationalPerformance Ofer Meilich, California State U., San Marcos

OMT: Improvisation and Asymmetric Change: An Exploratory Study of Organizational Action in U.S. Manufacturing Harald M. Fischer, U. of Wisconsin, Madison; Anne S. Miner, U. of Wisconsin, Madison; David F. Robinson, Texas Tech U.

OMT: Learning in a Labyrinth

Jerker C. Denrell, Stockholm School of Economics; Christina Fang, U. of Pennsylvania; Daniel Levinthal, U. of Pennsylvania

 OMT: Engaging Embedded Information: Toward a Holistic Theory of Knowledge Transfer in Organizations *
 Michael Thompson, Brigham Young U.; Kristen Bell DeTienne, Brigham Young U.; Robert James Jensen, U. of Pennsylvania

OMT: Deciding to Innovate: Performance, Aspirations, and Slack

Henrich R. Greve, U. of Tsukuba

847 SHCS: (OMT, OB) We Do it our Way:New Domains and Contested Terrain for Competence in Organizations

4:10- 5:20 Marriott Wardman Park Hotel: Cotillion South

Chairs: Maureen Scully, Simmons College; Amy Wrzesniewski, New York U.

Competent Caring in Organizations

Amy Wrzesniewski, New York U.; Jane E. Dutton, U. of Michigan

Relational Coordination as Relational Practice: Linking Group Theory and Feminist Theory

Jody H. Gittell, Harvard U.

Creating Competence Out of Role Ambiguity
Martha S. Feldman, U. of Michigan

Company Ambassadors, Just Drivers, or You Idiots:Contests Over Competence in an Express Delivery Company Maureen Scully, Simmons College

Discussant: Jorgen Sandberg, U. of Queensland

848 € 8: (ONE) How Energy Matters in Developing Countries: Multi-sectoral and Multi-national Perspectives on Power and Sustainability

4:10- 5:20 Hilton Washington & Towers: Monroe West

Moderators: Mark A Heuer, George Washington U.; Gary A. Bojes, George Washington U.

Panel: Chris Flavin, WorldWatch Institute; Representative World Bank, World Bank; Bernie Bulkin, BP-Amoco

849 ☐→ 8 JS: (PNP, MED, SIM) Education for Citizenship: Service Learning in Management Education

4:10- 5:20 Marriott Wardman Park Hotel: Delaware A

The Academy's Task Force on Service-learning in Management Education, with a grant from Campus Compact/The Pew Charitable Trusts, designated six faculty as 2000-2001 Academy Service-Learning Fellows. These Fellows, chosen under a higher

competitive process, received matching grants from their colleges/departments in order to qualify for the award. In this symposium, four of the Service-Learning Fellows report on the progress of their service-learning projects, highlighting the importance of integrating service-learning pedagogy into the management curriculum.

Chair: Carol M. Sanchez, Grand Valley State U. Cross Cultural Service Learning in Nicaragua Barbara Parker, Seattle U.

Creating the Bond Community Partner Program as Part of the MBA Curriculum: Bond University-Queensland, Australia Amy L. Kenworthy-U'Ren, Bond U.

Service Learning Curriculum and Assessment Models for Management Education

Kathy Lund Dean, Saint Louis U.; Donna Chapa Crowe, Washington U.

Presenters: Barbara Parker, Seattle U.; Amy L. Kenworthy-U'Ren, Bond U.; Kathy Lund Dean, Saint Louis U.; Donna Chapa Crowe, Washington U.

Discussant: Edward Zlotkowski, American Association for Higher Education

850: (RM) Personal Research Productivity: A Panel Discussion

4:10- 5:20 Omni Shoreham Hotel: Executive *Chair:* **Philip L. Roth, Clemson U.**

Presenters: Philip Bobko, Gettysburg College; Mary Jo Hatch, U. of Virginia; Daniel M. Cable, U. of North Carolina, Chapel Hill; David A. Harrison, Pennsylvania State U.

851 : (SIT) Cross-national Studies on the Impact of the Internet

4:10- 5:20 Marriott Wardman Park Hotel: Kennedy

Facilitator: Richard Kettner-Polley, U. of Denver

- ENT: Born International/Born Electronic: The Intersection of Electronic Commerce and International New Ventures Matthew Semadeni, Texas A&M U.; Michael A. Hitt, Arizona State U.; Nikolaus T. Uhlenbruck, Texas A&M U.
- © ODC: Knowledge Strategies and Managing in Turbulence: Is Online Training Just What Management Needs?

 Nance L. Goldstein, Harvard U.
- TIM: Virtual Innovation From the Edge of the World Ellen Baker, U. of Technology, Sydney; Thekla Rura-Polley, U. of Technology, Sydney

852 8: (SIT) Challenges and Opportunities Facing Transitional Economies

4:10- 5:20 Marriott Wardman Park Hotel: Roosevelt Facilitator: **Bat B. Batjargal, Peking U.**

→ IM: Understanding Strategic Decision Making by Russian Managers: The Critical Role of Government and Culture Linda Marie Randall, U. of Rhode Island; Lori Coakley, Bryant College; William Graves, Bryant College

△→ MED: A Visible Hand: Government as the Change Agent in the Transformation of Management Education in China

Wei He, Boston College; Xiaoyun Wang, U. of Manitoba; Kaicheng Yu, Dalian U. of Technology

- → ७ ODC: Privatization of Small and Medium-sized Enterprises: Five Cases From Bulgaria Ivan Manev, U. of Maine; Bojidar Gyoshev, Shumen U.
- → PNP: Interorganizational Relationships in Development Assistance: A Procedural Logic of Privatization in Bosnia and Herzegovina

Eric C. Martin, State U. of New York, Albany

853: (TIM) TIM Distinguished Speaker

4:10- 5:20 Omni Shoreham Hotel: Capitol

Tuesday 5:30PM

854: (BPS) BPS Business Meeting

5:30- 6:30 Marriott Wardman Park Hotel: Cotillion North

855 : (CAR) Careers Division Business Meeting

5:30- 6:45 Hilton Washington & Towers: Jefferson West Division Chair: Jay D. Mahoney, Montclair State U.

Division Chair-Elect.: Maury Peiperl, London Business School

856: (CM) Social Hour

5:30- 6:30 Hilton Washington & Towers: Conservatory

857: (HR) HR Division Social Hour

5:30- 7:30 Marriott Wardman Park Hotel: Virginia Suite

Sponsored by the Society of Human Resource Management (SHRM)

858: (MED) MED Business Meeting

5:30- 7:00 Hilton Washington & Towers: Military

Division Chair: James A.F. Stoner, Fordham U.

Program Chair: Elena P. Antonacopoulou, U. of Manchester

859 : (MOC) Division Business Meeting

5:30- 6:30 Omni Shoreham Hotel: Hampton

Division Chair: Kathleen M. Sutcliffe, U. of Michigan

860 : (MSR) MSR Business Meeting and Elections

5:30- 6:50 Hilton Washington & Towers: Jefferson East Division Chair: Jerry Biberman, U. of Scranton

861: (OC/S) OCIS Division Meeting.

5:30- 6:30 Omni Shoreham Hotel: Council

862 : (ODC) ODC Business and Awards

5:30- 6:30 Marriott Wardman Park Hotel: McKinley

Chair: Ronald E. Purser, California State U., San Francisco

863: (PNP) National Disciplinary Associations Service-Learning Fellows Reception

5:30- 7:00 Marriott Wardman Park Hotel: Truman

864: (RM) RMD Social

5:30- 6:00 Omni Shoreham Hotel: Executive

865: (TIM) TIM Business Meeting

5:30- 6:30 Ómni Shoreham Hotel: Capitol

Division Chair: Deborah J. Dougherty, Rutgers U.

Division Chair-Elect.: Philip C. Anderson, Dartmouth College

Tuesday 5:50PM

866: (IM) IM Business Meeting

5:50- 7:00 Omni Shoreham Hotel: Congressional A

Barry Richman Dissertation Award; Best Paper Award; Best

Reviewer Awards; Review of Divisional Finances.

Chair: Farok Contractor, Rutgers U.

Facilitators: Srilata Zaheer, U. of Minnesota; Sully Taylor, Portland State U.; Joseph L.C. Cheng, U. of Illinois; Douglas

Nigh, U. of South Carolina

Tuesday 6:00PM

867: (RM) RMD Business Meeting

6:00- 7:00 Omni Shoreham Hotel: Executive

Tuesday 6:30PM

868 : (AAC) Human Relations Reception

6:30- 8:30 Marriott Wardman Park Hotel: Cotillion South *Presenter:* **Tamar Jeffers, Tavistock Institute**

869 : (AAC) Academy of Management Fellows Reception

and Dinner

6:30- 10:00 Off Site: Canadian Embassy

By invitation only

Organizer: Don Hellriegel, Texas A&M U.

870: (BPS) BPS Social Hour

6:30- 7:30 Marriott Wardman Park Hotel: Wilson A/B/C

871: (MOC) Division Social Hour

6:30- 8:00 Omni Shoreham Hotel: Hampton

Division Chair: Kathleen M. Sutcliffe, U. of Michigan

872: (OC/S) OCIS Division Social Hour.

6:30- 8:00 Omni Shoreham Hotel: Calvert

873: (ODC) ODC Social Hour

6:30- 8:30 Marriott Wardman Park Hotel: Delaware A

Chair: Ronald E. Purser, California State U., San Francisco

874: (TIM) The Best Social Event in Town

6:30- 8:00 Omni Shoreham Hotel: Embassy Contact: Raghu Garud, New York U.

Tuesday 6:50PM

875: (CAR) CAR Division Social "Hour"

6:50- 9:00 Hilton Washington & Towers: Map

Host: Susan M. Adams, Bentley College

Tuesday 7:00PM

876 : (MED) MED Social: Celebrating Knowledge

Exchange

7:00- 9:00 Hilton Washington & Towers: Lincoln East Division Chair: James A.F. Stoner, Fordham U.

Program Chair: Elena P. Antonacopoulou, U. of Manchester

877: (MSR) MSR Social Hour & Reception

7:00- 8:15 Hilton Washington & Towers: Lincoln West

Division Chair-Elect.: Judith A. Neal, Association for Spirit at

Work



Wednesday

Wednesday 7:00AM

878 : (MED) MED Executive Committee Breakfast

7:00- 8:20 Hilton Washington & Towers: Dupont

Organizer: Elena P. Antonacopoulou, U. of Manchester

Host: Bob DeFillippi, Suffolk U.

Wednesday 8:00AM

879 🕮 🞖 : (MH) Mary Parker Follett: Twentieth Century Visionary and Icon for Leadership and Empowerment in the New Millennium

8:00- 10:20 Hilton Washington & Towers: Hemisphere

Organizers: Kenneth Aupperle, U. of Akron; Steven Dunphy, U. of Akron

Examining Mary Parker Follett Through the Metaphors of Gareth Morgan's Images

Kenneth Aupperle, U. of Akron

Mary Parker Follett: Forerunner of the TQM movement? **Steven Dunphy, U. of Akron**

Contrasting Follett and Barnard: Insights for the New Millennium

Deborah H. Francis, Jacksonville State U.

Mary Parker Follett's Constructive Conflict: A 'Psychological Foundation of Business Administration'

Ray Gehani, U. of Akron

Mary Parker Follett's Idea of the Group: Its Origins, Uses, and Dangers

James Hoopes, Babson College

Laying the Foundations for Spirituality in the Workplace Avis L. Johnson, U. of Akron

Women's Work: A Look at the Careers of Mary Parker Follett and Lilian Gilbreth

Barbara Osyk, U. of Akron

Mary Parker Follett and W. Edwards Deming: Using the Law of the Situation to Get Out of the Crisis

Margaret A. White, Oklahoma State U.; Jill Hough, U. of Tulsa; Satyanarayana Parayitam, Oklahoma State U.

880: (MSR) Using Judeo-Christian Faith Based Principles in Organizations

8:00- 10:20 Hilton Washington & Towers: Jefferson East

Chair: Kurt Motamedi, Pepperdine U.

MSR: "Remember the Sabbath": Implications of Sabbath Principles for Individual and Organizational Outcomes Margaret Diddams, Seattle Pacific U.; Lisa Klein Surdyk, Seattle Pacific U.; Denise Daniels, Seattle Pacific U.

Discussants: Thomas A. Bausch, Marquette U.; J Lee Whittington, U. of Texas, Dallas

881 : (ODC) ODC Continental Breakfast

8:00- 8:30 Marriott Wardman Park Hotel: McKinley

Division Chair: Ronald E. Purser, California State U., San Francisco

Wednesday 8:20AM

882 : (ENT) A Knowledge-based Perspective of Entrepreneurship

8:20- 10:20 Omni Shoreham Hotel: Forum

Presenters: Robert E. Hoskisson, U. of Oklahoma; Lowell Busenitz, U. of Oklahoma; Mark H. Hansen, Brigham Young U.; Robert K. Kazanjian, Emory U.; Robert Drazin, Emory U.; Mary Ann Glynn, Emory U.; Sharon Alvarez, Ohio State U. Discussants: R. Duane Ireland, U. of Richmond; Russell Coff, Emory U.

Wednesday 8:30AM

883 (9: (AA) NAFTA and Beyond: The Pros and Cons of Free Trade and Conditioning "Free Trade" With Labor and Environmental Side Agreements

8:30- 10:20 Marriott Wardman Park Hotel: Salon 2

Chair: Leonard Bierman, Texas A&M U.

Participants: Gregory Block, Commission for Environmental Cooperation; Adam Greene, U.S. Council for International Business; Stephen Mills, Sierra Club; Alfonso Onate, Commission for Labor Cooperation; Tom Paley, AFL-CIO; Michael W Pustay, Texas A&M U.; Peter L. Rodriguez, Texas A&M U.; Daniel Seligman, Sierra Club

884 : (BPS) Capabilities, Governance and Firm Performance

8:30- 10:20 Marriott Wardman Park Hotel: Wilson C

Chair: Kyle J. Mayer, U. of Southern California

Pricing Process as a Capability: A Resource Based

Perspective

Shantanu Dutta, U. of Southern California; Mark J Zbaracki, U. of Pennsylvania; Mark Bergen, U. of Minnesota

Firm Performance in New Drug Development and Approval Christopher Boerner, U. of California, Berkeley

The Effects of Interorganizational Trust on the Organizational Mode Choice and Performance of Component Sourcing in the U.S. Auto Industry

Jack A. Nickerson, Washington U.

Governance, Capabilities and Project Performance: Evidence from Information Technology

Kyle J. Mayer, U. of Southern California

Discussants: Marvin B. Lieberman, U. of California, Los Angeles; Janet E.L. Bercovitz, Duke U.

885 : (BPS) Risk, Decision Making, and Strategy

8:30- 10:20 Marriott Wardman Park Hotel: Wilson A

Chair: Peter Zemsky, INSEAD

BPS: Rules of Engagement, Informal Leaders and the Political Economy of Organizational Dissent

Nicholas Argyres, U. of Southern California; Vai-Lam Mui, U. of Notre Dame

BPS: Who Takes the Plunge? The Effect of Identity and Competence in Making a Change

Mark Kennedy, Northwestern U.; J. Keith Murnighan, Northwestern U.

BPS: Why Risk Matters

Kent Miller, Purdue U.; Weiru Chen, Purdue U.

BPS: The Role of Routines in Reducing Pervasive Uncertainty Markus Becker, Cambridge U.; Thorbjoern T. Knudsen, U. of Southern Denmark/ Odense U.

Discussant: Zur Shapira, New York U.

$\, \, \mathbb{B} \, : (BPS) \, \text{The Structure of Business Groups Around the World} \,$

8:30- 10:20 Marriott Wardman Park Hotel: Wilson B

Chair: Karin M. Fladmoe-Lindquist, U. of Utah

BPS: Exploring Cross-Business Synergies *

Jeffrey A. Martin, Stanford U.; Kathleen Eisenhardt, Stanford U.

BPS: Business Groups and Value Creation in Emerging Economies: The Implications of Agency and Transaction Costs

Gerard George, U. of Wisconsin, Madison; Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.

- BPS: Comparison and Analysis of the Development of the Pyramid Holding Companies of 1880-1899 and the Multisubsidiary Form 1981- 1999: Changes in Corporate Ownership, Control, Concentration, and Form Mary Zey, Texas A&M U.
- → SBPS: The Structure of Profitability Around the World Tarun Khanna, Harvard U.; Jan W. Rivkin, Harvard U.

™ BPS: The Effects of Business Group Affiliation on Asset Restructuring: A Resource-Based View

Robert E. Hoskisson, U. of Oklahoma; Laszlo Tihanyi, U. of Oklahoma; Rosario F. Faraci, U. of Catania

Discussant: Bernard M. Wolf, York U.

887 : (CAR) **Mentoring**

8:30- 10:20 Hilton Washington & Towers: Jefferson West Chair: Dorothy Perrin Moore, The Citadel

CAR: Mentoring in Organizations: A Social Judgment Perspective

John J. Sosik, Pennsylvania State U., Great Valley; David L. Lee, Pennsylvania State U., Great Valley

CAR: Learning and Performance Goal Orientation in Mentoring Relationships: Development and Test of a Dyadic Model

Veronica M. Godshalk, Pennsylvania State U., Great Valley; John J. Sosik, Pennsylvania State U., Great Valley

CAR: The Role of Career-related Support and Pyschosocial Supportin a Formal Mentoring Program Designed to Assist in New Business Start-up

Lea Elizabeth Waters, U. of Melbourne; Marita McCabe, Deakin U.

CAR: The Role of Expectations in the Mentoring Process Angela M. Young, California State U., Los Angeles; Pamela Perrewe, Florida State U. **CAR:** Formal and Informal Mentoring Among Men and Women in Medical School

Michael C. Mihalecz, Old Dominion U.; Nancy P. Emery, Old Dominion U.; Ying Liu, Old Dominion U.; Susan McFarlin, Old Dominion U.; Debra A Major, Old Dominion U.; Adair R. Heyl, Eastern Virginia Medical School

Discussants: Ronald J. Burke, York U.; Sherry E Sullivan, Bowling Green State U.

888 : (ENT) Strategy, Performance and Growth in Entrepreneurial Firms

8:30- 10:20 Omni Shoreham Hotel: Cabinet

Chair: Radha Chaganti, Rider U.

Facilitator: Franz T. Lohrke, U. of Alabama, Tuscaloosa

ENT: Strategy and New Venture Performance: Low Cost and Differentiation Advantages in High Potential New Ventures

Allen C. Amason, U. of Georgia; Harry J. Sapienza, U. of Minnesota; James Almeida, Fairleigh Dickinson U.

ENT: Resources - Conduct - Performance: The Mediating Role of Strategy on Small Firm Performance Linda Edelman, U. of Warwick; Candida G. Brush, Boston U.; Tatiana S. Manolova, Boston U.; Manuela Hoehn, Boston U.

■ ENT: New Firm Growth: The Role of Technology-based Strategic Actions

Donna Kelley, Babson College; Robert A. Nakosteen, U. of Massachusetts, Amherst

→ ENT: Entrepreneurship as Growth; Growth as Entrepreneurship

Per Davidsson, Jönköping International Business School; Frederic Delmar, Entrepreneurship and Small Business Research Institute; Johan Wiklund, Jönköping International Business School

889 § JS: (GDO, PNP) Gender, Information Technology, and Organizations: New Directions for Theory, Research, and Governance

8:30- 10:20 Hilton Washington & Towers: Lincoln East

Chair: Jane E. Fountain, Harvard U.

Gender, Information Technology, and Organizations: Cognitive, Cultural, Structural, and Political Embeddedness Jane E. Fountain, Harvard U.

How the Technology Industry is Gendered: From the Viewpoints of High Ranking Women Executives Joanne Martin, Stanford U.; Debra Meyerson, Stanford U.

Competing Perspectives on Antecedents of Well Being of Welfare to Work Mothers with Young Children: Computer Use as an Indicator of Job Quality

Ellen Ernst Kossek, Michigan State U.; Melissa Huber, Michigan State U.; Jacqueline Lerner, Boston College

My Year as a Digerati

Paula J. Caproni, U. of Michigan

Discussants: Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst

890 SHCS: (GDO, RM) Beyond Race and Gender: Alternative Research Methods for the Study of Alternative Identities in Organizations 8:30- 10:20 Hilton Washington & Towers: Lincoln West

Chairs: Carolyn Wiethoff, Indiana U., Bloomington; Robert Sardy, California School of Professional Psychology

Inside Out and Outside In: Conducting Research on Identity with Symbolic Interactionism

Erica Foldy, Boston College

Lessons from the Field: Researching Issues of Identity without Relying upon Demographic Categorization Robert Sardy, California School of Professional Psychology

Framing Identity: Studying Identity via Framing in Public Disputes

Carolyn Wiethoff, Indiana U., Bloomington

A Relational Demography Perspective on Heterosexism in the

Belle Rose Ragins, U. of Wisconsin, Milwaukee; John M Cornwell, Loyola U., New Orleans; Janice S. Miller, U. of Wisconsin, Milwaukee

Discussant: W. E. Douglas Creed, Boston College

891 : (HCM) Studies in Organization Field Dynamics

8:30- 10:20 Hilton Washington & Towers: Georgetown West

Chair: Victoria Parker, U.S. Dept. of Veterans Affairs

HCM: Integrating Physician Clinics into a Large Medical Group Andrew H. Van de Ven, U. of Minnesota; Rhonda M. Engleman, U. of Minnesota; Russel Rogers, U. of Minnesota

HCM: The Influence of Market Structure on Payer Mix and Specialty Care Concentration in Nursing Care Facilities Jacqueline Zinn, Temple U.; Vincent Mor, Brown U.; Joseph Angelelli, Brown U.

HCM: Mobilizing the Logic of Managerialism in Professional Organizations: The Case of Academic Health Center Mergers

Martin Kitchener, U. of California, San Francisco

HCM: Change in the Population of Health Care Systems: 1985-1998

Melissa J. Succi, Chapman U.; Jeffrey A. Alexander, U. of Michigan; Shoou-Yih Daniel Lee, U. of Illinois, Chicago Discussants: Heather Elms, U. of Florida; Jane Banaszak-Holl, U. of Michigan

892 : (HR) Cutting Edge Issues in Equal Employment Opportunity: Sexual Harassment and Diversity

8:30- 10:20 Marriott Wardman Park Hotel: Virginia A

Chair: Ronald Karren, U. of Massachusetts

HR: A Model of Stereotypical Beliefs About Older Workers' Ability and Desire for Learning and Development Todd Maurer, Georgia Institute of Technology; Kimberly Dawn Andrews, Georgia Institute of Technology; Elizabeth Weiss, Georgia Institute of Technology

HR: New Frameworks for Predicting Government: Introducing and Applying Classical Legal Theory and Legal Realism to Sexual Harassment Law

David Sherwyn, Cornell U.; Michael C. Sturman, Cornell U.; J. Bruce Tracey, Cornell U.; Michael Heise, Case Western Reserve U.

THR: Reported Incidence Rates of Sexual Harassment in the Workplace: Using Meta-analysis to Explain Reported Rate Disparities

Remus Ilies, U. of Florida; Nancy Hauserman, U. of Iowa

HR: Categorizing Diversity Issues: Links to Strategic Decisions and Retention of Diverse Workforce

Cheryl Woods, Cleveland State U.; Augustine A. Lado, Cleveland State U.

Discussant: Barbara A. Lee, Rutgers U.

893: (HR) Organizational Entry and Applicant Attraction

8:30- 10:20 Marriott Wardman Park Hotel: Virginia B

Chair: Adrienne Colella, Texas A&M U.

HR: Variable Pay as a Risky Choice: Determinants of the Relative Attractiveness of Performance-based Incentive Plans

Kristine Kuhn, Washington State U.

WHR: Can I Get a Chair That Fits? An Examination of the Ergonomic Design and Training Influence on Personenvironment Fit, Control, and Strain Angela K. Miles, Old Dominion U.: Pamela Perrewe, Florida State U.

• HR: Milking the Organization? The Effect of Breast-feeding Accommodation on Fairness Perceptions and Perceived Organizational Attractiveness

Gerard H. Seijts, U. of Western Ontario

©HR: Applicants Reactions to Using Work-specific Measures of Personality

Robert E. Ployhart, U. of Maryland; Alexandria Dominguez, U. of Maryland; Katherine Klein, U. of Maryland Discussant: James A. Breaugh, U. of Missouri, St. Louis

894 JS: (IM, OMT) Assessing Country Institutional Profiles and their Impacts on Organizations

8:30- 10:20 Omni Shoreham Hotel: Diplomat

Chair: John Mezias, U. of Miami

Presenters: Tatiana Kostova, U. of South Carolina; David M Berg, U. of Texas, Dallas; Ruth Aguilera, U. of Illinois, Urbana-Champaign; John Mezias, U. of Miami

Discussant: Srilata Zaheer. U. of Minnesota

895: (IP) The Learning Organization

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T1

Facilitator: Allan W. Bird, U. of Missouri, St. Louis

©ODC: The Learning Organisation Revisited: A Field Research Based Critique of Some Core Ideas Mike Geppert, Swansea U.

SODC: Learning Organisation – A Strategic Breakthrough in the Public Sector

Tien Hua Yim-Teo, Nanyang Technological U., Singapore

OB: A Longitudinal Analysis of the Effects of Material Incentives and Interpersonal Relationships on Cross-unit Organisational Learning.

Johann Wilhelm Franke, London Business School

OMT: Learning From Innovations: Organizational Attention and Heterogeneous Social Structure Henrich R. Greve, U. of Tsukuba

896: (IP) Group and Team Process Issues

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T2

Facilitator: Stanley M. Gully, Rutgers U.

OB: Teams Turning Over: A Proposed Framework of the Effects of Team Fluidity on Team Process Variables Brian R. Dineen, Ohio State U.; Raymond A. Noe, Ohio State U.

CM: The Importance of Process in Leaderless Teams:
Performance, Satisfaction, and the Cycle of Conflict
Kristin M. Jackson, Cornell U.; Randall S. Peterson, Cornell
U.; William M. K. Trochim, Cornell U.

OB: Does Type of Team Matter? An Investigation of the Relationships between Job Characteristics, Satisfaction, and Team Commitment within a Team-based Environment John B. Abbott, U. of Tennessee, Chattanooga; Nancy G. Boyd, U. of North Texas; Grant Miles, U. of North Texas

OB: The Unanticipated Consequences of Clear Work Procedures on Shared Goal Priorities

Anita Williams Woolley, Harvard U.

OMT: Indifferences in Differences: The Mediating Role of Role Map Convergence in Determining the Effect of Group Demography on Group Performance Christopher Wheat, Harvard U.

897: (IP) Issues Concerning Top Executives in the Organization

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T3

Facilitator: Wei Shen, Rutgers U.

▶ SODC: The Effects of Top Executive Team Composition, Pay Structure and Attention on Strategic Change: A Case of Airline Deregulation *

Theresa S. Cho, Rutgers U.

→ OMT: When Will My Boss Step Down? Tenure Rules in Top Executive Change in Japanese Firms

Hyosun Kim, Massachusetts Institute of Technology

IM: The Top Management Team and Internationalization of the Firm: Toward a Conceptual Model Predicting Member Influence on the Group Decision

Sigrid Westphal Khorram, U. of South Carolina

MOC: Patterns of Executive Attention in U.S. Auto Industry Letters to Shareholders 1963-1987
Steven F. Freeman, U. of Pennsylvania

898 : (IP) Foreign Direct Investment Issues

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T4

Facilitator: Farok Contractor, Rutgers U.

IM: Industry-Level Effects on Foreign Direct Investment by Small and Medium-Sized Enterprises: A Theoretical Exploration

Tatiana S. Manolova, Boston U.

IM: Knowledge Seeking, Human Capital And Location Choice Of Foreign Direct Investment In The United States Wilbur Chung, New York U.; Juan Alcacer, U. of Michigan

IM: The Timing of FDI: Is Being Early Always Better than Being Late?

Andrew Delios, National U., Singapore; Shige Makino, Chinese U., Hong Kong

→ IM: French Direct Investment in the United States and Shareholder Value Creation

Pierre-Xavier Meschi, Ecole Supérieure de Commerce de Marseille, Provence; Emmanuel Métais, EDHEC

IM: Equity Ownership of Foreign Direct Investment at the Entry Time: An Empirical Test on Hong Kong Based Multinational Enterprises Lei Li, U. of Texas, Dallas

899: (IP) Reasons for and Costs Associated with Turnover

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T5 Facilitator: Michael Abelson, Texas A&M U.

OB: Why Employees Quit and Stay with an Organization Carl P. Maertz, Jr., Mississippi State U.

g PNP: Sector Choices for Public Service Delivery: The Transaction Cost Implications of Executive Turnover Richard Feiock, Florida State U.; James Clingermayer, Northern Kentucky U.; Carl Dasse, Florida State U.

◦GDO: Gendered Organizational Commitment and Intent to Leave in Nonprofit Organizations

Anat Freund, U. of Haifa

HR: The Development of a Multidimensional Measure of Labor Market Cognitions: The Employment Opportunity Index (EOI)

Rodger W. Griffeth, Georgia State U./Ohio State U.; Robert P. Steel, U. of Michigan, Dearborn; David G. Allen, U. of Memphis; Norman B. Bryan, Georgia State U.

900 : (IP) Research Incorporating Resource-based Views of the Firm

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T6

Facilitator: Steven W. Floyd, U. of Connecticut

BPS: Measuring Competence: Performance and Practice in Semiconductor Manufacturing

Jeffrey Macher, Georgetown Ü.; David Mowery, U. of California, Berkeley

BPS: Interorganizational Power and Performance: A Synthesis from Organizational Theories

Soon Lee Eugene Kang, Texas A&M U.

BPS: Managing Resources at the Edge of Chaos: A Reconceptualization of the Resource-based View of the Firm.

Christopher Bruce Bingham, Stanford U.

g ONE: From Eco-efficiency to Eco-effectiveness: Prolegomena to a Gaian Theory of Strategic Management Arieh A. Ullmann, State U. of New York, Binghamton

OMT: Resource Sharing Coordination Costs Arising from Boundedly Rational Managerial Policies Michael Shayne Gary, London Business School

901 : (IP) Organizational Culture and Values

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T7

Facilitator: Kevin B. Lowe, U. of North Carolina, Greensboro
■MC: Measuring and Explaining Effects of a Strategic Culture Change Intervention

Leon de Caluwe, Vrije U., Amsterdam; Jac Geurts, Tilburg U.

OB: The Processes and Effects of Programs of Status Leveling in Organizations

David A. Morand, Pennsylvania State U., Harrisburg

→ IM: The Creation of Culture: Model, Method, and Research Agenda

Hans Hansen, U. of Kansas

OB: Managers' Reactions to Espoused and Enacted Values: Does "Walking the Talk" Really Matter?

Stacie Furst, U. of North Carolina, Chapel Hill; Daniel M. Cable, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill

902 : (IP) Technology Management

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T8 Facilitator: **Sheremata Willow. Tulane U.**

TIM: Exploration and Exploitation in Small Manufacturing Firms

Paul Bierly, James Madison U.; Paula S. Daly, James Madison U.

TIM: The Changing Boundaries of the Firm: Impact of Modularity on Products and Technologies

Andrea Prencipe, U. of Sussex

TIM: Differentiating the Impact of Network Externalities in Hardware-software Industries: Implications for the Management of Technology

Jean-Philippe Bonardi, U. of Western Ontario; Rodolphe Durand, EM Lyon

TIM: A Developmental Perspective for Building Radical Innovation Capacity in Established Firms Richard Leifer, Rensselaer Polytechnic Institute; Mark P. Rice, Rensselaer Polytechnic Institute; Gina Colarelli O'Connor, Rensselaer Polytechnic Institute

903 : (IP) HR Topics and Policies: Moonlighting, Sexual Harassment, Telecommuting, Compensation, and Outsourcing

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T9

Facilitator: Elizabeth Weatherly, U. of Alabama, Huntsville HR: An Exploration of Multiple Jobholding (Moonlighting): A Multi-level Perspective

Stephen C. Betts, Rutgers U.

 HR: Human Resource Outsourcing and Performance in Small and Medium-sized Manufacturing Firms
 K. Matthew Gilley, Oklahoma State U.; Charles R. Greer, Texas Christian U.; Abdul Rasheed, U. of Texas, Arlington

OCIS: The Click and Clang of Telecommuting: A Grafting of Competing and Complementary Theoretical Perspectives Timothy Golden, U. of Connecticut; John F. Veiga, U. of Connecticut

©GDO: What Makes a Sexual Harassment Policy Effective? Robert S. Done, U. of Arizona

OB: Higher Pay, Lower Satisfaction?: The Effects of Categorical Cutoff Points and Counterfactual Thinking on Satisfaction with Monetary Rewards

Tracy L. Dumas, Northwestern U.; Victoria H. Medvec, Northwestern U.

904 : (IP) Alliances, Networks, Strategies, and Wealth Creation

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T10 Facilitator: Judy Matthews, U. of Queensland

BPS: Catching Alliance Waves

Jeffrey L. Cummings, George Washington U.

ENT: Entrepreneurship as Expectations Management Steven E. Phelan, U. of Texas, Dallas

ENT: The Wealth Creation Effect of Strategic Alliances in High Technology Ventures

David L. Deeds, Case Western Reserve U.; Dona Marie DeCarolis, Drexel U.; Branko Bucar, Case Western Reserve U.

BPS: An Empirical Study of Competitive Conformity Effects on Firm Performance

Richard Martinez, Baylor U.

→ y IM: Network Restructuring and Institutional Change:The Post-Communist Challenges to Firm Creation Gerald A. McDermott, U. of Pennsylvania

905 : (IP) Research in Entrepreneurship II

8:30- 10:20 Marriott Wardman Park Hotel: Salon 3 T11

Facilitator: Gaurab Bhardwaj, Babson College

ENT: An Institutional Theory of Business Plans
Phillip Phan, Rensselaer Polytechnic Institute; Gideon D.
Markman, Rensselaer Polytechnic Institute

→ ENT: A Configuration of Themes and Roles Impacting Entrepreneurship in an Emerging Economy Sandra M. Martinez, U. of Pennsylvania

ENT: Determinants of Firm Growth: A Longitudinal Model and its Validation on New Ventures

Moren Levesque, Rensselaer Polytechnic Institute

906 □ ©: (MC) Consultancy Research and Academe Roles in Developing Effective Consultants

8:30- 10:20 Omni Shoreham Hotel: Governor's

Chair: E Brian Peach, U. of West Florida

☐ MC: The Role of Academia in Developing Management Consultants: A Study of U.S. Business Schools' Course Offerings

Susan M. Adams, Bentley College; Alberto Zanzi, Suffolk U.

• MC: Basic Research for Consulting Guidelines: Using Meta-Analytic Results

Suzanne J. Peterson, U. of Cincinnati; Fred Luthans, U. of Nebraska, Lincoln

Discussant: Rickie Moore, E.M. Lyon

907 ☐ ©: (MED) Management Development Initiatives and Team Issues in Management Learning

8:30- 10:20 Hilton Washington & Towers: Military Chair: Steven Armstrong, U. of Hull

 → MED: Adventure Learning: Teambuilding for the Competitive (Kiasu)
 H. Alvin Ng, Pace U.

- MED: Team Processes and Their Impact on Learning: An Examination of Face-to-Face and Virtual Teams Ethlyn Anne Williams, U. of South Florida; Venkateshwar Reddy, U. of Colorado, Colorado Springs; Terri A. Scandura, U. of Miami
- MED: An Innovative Technique to Enhance Teambuilding: The Impact of Image Theatre *

William P. Ferris, Western New England College Winner of MED Division Best Paper in Management Development

EMED: The Approaches to Studying Paradigm: Utility in Business and Management Education

Angus Duff, U. of Paisley

Discussants: Mary Mallon, U. of Otago; Abdelmagid Mazen, Suffolk U.; Tom Hawn, Frostburg State U.; Alan L. Patz, U. of Southern Carolina

908: (MOC) Linking Social Networks and Organizational Learning

8:30- 10:20 Omni Shoreham Hotel: Hampton

Chair: Fabio Fonti, U. of Illinois, Urbana-Champaign

MOC: A Social Network View of Organizational Learning *
Robert L. Cross, U. of Virginia; Stephen P. Borgatti, Boston
College

Winner of MOC Best Student Paper Award

MOC: Theorizing Structural Dimensions of Communities of Practice: A Social Network Approach Andrew Schenkel, Stockholm School of Economics; Robin Teigland, Stockholm School of Economics; Stephen P. Borgatti, Boston College

MOC: The Impact of Mindfulness, Social Embeddedness, and Non-codified Knowledge on a Firm's Absorptive Capacity. Claus Rerup, U. of Pennsylvania

Discussant: Tim Rowley, U. of Toronto

909 : (OB) Law and Disorder: Aggression and Incivility in the Workplace

8:30- 10:20 Marriott Wardman Park Hotel: Maryland A

Facilitator: Linda L. Putnam, Texas A&M U.

OB: The Prediction and Prevention of Workplace Aggression and Violence

Kathryne E. Dupre, Queen's U.; Julian Barling, Queen's U.

OB: Identifying Aggressive Individuals via Conditioning Reasoning: An Experimental Study

Chris J. Sablynski, U. Washington; Terence R. Mitchell, U. Washington; Lawrence R. James, U. of Tennessee, Knoxville; Michael D. McIntyre, U. of Tennessee, Knoxville

OB: Workplace Homicides: A State-level Study

Joerg Dietz, U. of Western Ontario; Nicole N. Nolan, U. of Western Ontario

OB: An Examination of the Causal Relationships between Abusive Supervision and Subordinates' Attitudes, Distress, and Performance

Jenny M. Hoobler, U. of Kentucky; Bennett J. Tepper, U. of North Carolina, Charlotte

OB: Effects of Incivility on the Target: Fight, Flee or Take Care of 'Me'?

Christine M. Pearson, U. of North Carolina, Chapel Hill; Christine Porath, U. of North Carolina, Chapel Hill

910 : (OB) OCB: Good Citizens Don't Just Happen

8:30- 10:20 Marriott Wardman Park Hotel: Maryland B

Chair: Robert P. Wright, U. of Hong Kong

OB: Organizational Citizenship Behavior and the Creation of Social Capital *

Mark C. Bolino, U. of Notre Dame; James M. Bloodgood, Kansas State U.; William H. Turnley, Kansas State U.

- OB: Something in It for Everyone: The Neglected Role of Selfinterest in Organizational Citizenship Behavior Dishan Kamdar, National U., Singapore; Ho-Beng Chia, National U., Singapore; Glenn J. Nosworthy, National U., Singapore; Yue-Wah Chay, Singapore Management U.
- © OB: The Moderating Effects of Equity Sensitivity on the Relationship between Organizational Justice and Organizational Citizenship Behaviors
 Gerald L. Blakely, West Virginia U.; Martha C. Andrews, West Virginia U.; Robert H. Moorman, Creighton U.
- **OB:** Predicting Organizational Citizenship Behavior Performance and Job Attitudes in Temporary Employees: Understanding the Impact of the Staffing Agency and the Client Organization

Lynn K. Harland, U. of Nebraska, Omaha; Robert H. Moorman, Creighton U.

OB: A Social Dilemma Analysis of Organizational Citizenship Behaviors

Jeffrey A. Joireman, Seattle Pacific U.; Denise Daniels, Seattle Pacific U.

Discussant: Linnea Van Dyne, Michigan State U.

911 JS: (OB, IM) International Perspectives on Stress and Coping

8:30- 10:20 Marriott Wardman Park Hotel: Cotillion North

Chair: Sharon Glazer, California State U., San Jose

Towards a Universal Theory of Occupational Stress: A Fourcountry Study

Sharon Glazer, California State U., San Jose

Occupational Mental Health Theory, Model and a Test: A Study of Nurses in Japan

Vishwanath V. Baba, McMaster U.; Louise Tourigny, Concordia U.; Muhammed Jamal, Concordia U.; Terri R. Lituchy, California State U., Fullerton

Organizational Stress and Coping Processes in Eight
Countries: Implications for a Cultural Theory of Stress
Rabi S. Bhagat, U. of Memphis; Karen S. Moustafa, U. of
Memphis; Balaji Krishnan, U. of Memphis; Delwyn Harnisch,
U. of Illinois; David L. Ford, Jr., U. of Texas, Dallas

The Impact of Culture on the Role of Gender in Crossover Research

Mina Westman, Tel Aviv U.

Presenters: Sharon Glazer, California State U., San Jose; Vishwanath V. Baba, McMaster U.; Rabi S. Bhagat, U. of Memphis; Karen S. Moustafa, U. of Memphis; Mina Westman, Tel Aviv U.

Discussant: Dov Eden. Tel Aviv U.

912 SHCS: (OB, OCIS) Real Evidence from Virtual Teams: Five Mechanisms for Overcoming Physical Distance

8:30- 10:20 Marriott Wardman Park Hotel: Cotillion South

Chair: Jonathon N. Cummings, Carnegie Mellon U.

Presenters: Jonathon N. Cummings, Carnegie Mellon U.; Martine R. Haas, Harvard U.; Michael Boyer O'Leary, Massachusetts Institute of Technology; Jeanne M. Wilson, Carnegie Mellon U.; Mark Mortensen, Stanford U.

Discussant: Sara Kiesler, Carnegie Mellon U.

913 : (ODC) Insights Into Source and Direction in Change Management

8:30- 10:20 Marriott Wardman Park Hotel: McKinley

Chair: Christopher Anne Easley, Governors State U.

ODC: Tapping the Core: Bringing About Strategic Change in a Professional Bureaucracy

Deone Maria Zell, California State U., Northridge

ODC: Who Started This? Investigating Different Sources of Organizational Change.

Mark A. Griffin, Queensland U. of Technology; Alannah Rafferty, Queensland U. of Technology; Claire M. Mason, Queensland U. of Technology

- □ → ODC: Realizing Vision Through Envisioning Reality:
 Strategic Leadership in Building Knowledge Spheres
 Philippe Byosiere, Gestion at Universite Catholique Louvain,
 Belgium
- © 素ODC: The Application of Scenario Planning to Internally Generated E-government Futures
 George Cairns, U. of Strathclyde; George Burt, U. of Strathclyde; George Wright, U. of Strathclyde; Kees van der Heijden, U. of Strathclyde

Discussants: Gavin M. Schwarz, U. of Queensland / U. of Woolongong; Karen S. Whelan-Berry, Samford U.

914: (OM) Continental Breakfast 8:30- 9:00 Hilton Washington & Towers: Monroe East Host: Robert D. Klassen, U. of Western Ontario

915 : (OMT) Trust

8:30- 10:20 Marriott Wardman Park Hotel: Harding

Facilitator: David L. Deephouse, Louisiana State U.

OMT: Generating Trust Between Unacquainted

Organizations: A Case Study of the Renault/Nissan Alliance Formation Process

Pierre-Yves Gomez, E.M. Lyon; Harry David Korine, London Business School; Olivier Masclef, EDHEC

OMT: Trust and Knowledge Transfer: When Trustworthy Sources Share Complex Knowledge

Gabriel Szulanski, U. of Pennsylvania; Rossella Cappetta, U. L. Bocconi

OMT: Roles Played by Relational Trust in Strategic Alliances Africa Ariño, U. of Navarra; Jose De La Torre, U. of California, Los Angeles; Peter S. Ring, Loyola Marymount U.

OMT: Vulnerability and the Asymmetric Nature of Trust in Interorganizational Exchange
Bill McEvily, Carnegie Mellon U.; Akbar Zaheer, U. of

Minnesota; Vincenzo Perrone, U. L. Bocconi

OMT: Do the Actors Make the Play? Individual Mobility and the Dissolution of Interorganizational Relationships Joseph P. Broschak, U. of Illinois, Urbana-Champaign

916 : (OMT) Organizational Design: Flexibility and Innovation

8:30- 10:20 Marriott Wardman Park Hotel: Coolidge

Facilitator: Richard Whittington, Oxford U.

OMT: Organizational Design and Adaptation in Response to Crises: Theory and Practice *

Zhiang Lin, U. of Texas, Dallas; Kathleen Carley, Carnegie Mellon U.

OMT: The C-form: Emergence of a Post-industrial Organizational Form

Marc-David L. Seidel, U. of Texas, Austin; Katherine J. Stewart, U. of Maryland, College Park

OMT: Contextual Determinants of Organizational Ambidexterity

Cristina B. Gibson, U. of Southern California; Julian M. Birkinshaw, London Business School

OMT: Portable Integration Expertise as the Foundation of Flexible Integration Capability: A Meso Theory Paul Skilton, Grand Valley State U.

OMT: Continuity in Discontinuity: Recombinant Innovation at Ford Motor Company, 1908-1914

Andrew Hargadon, U. of Florida; Stephen Moore, U. of

917 8 JS: (OMT, BPS) The Future of Chinese State-owned Enterprises

8:30- 10:20 Marriott Wardman Park Hotel: Delaware A

Florida

Chair: Marshall W. Meyer, U. of Pennsylvania

The New Chinese "Organization Man": Employment Relationships in the People's Republic of China Anne S. Tsui, Hong Kong U. of Science and Technology; Duan Xu Wang, Hong Kong U.; Yichi Zhang, Peking U.

How Governance Works (or Doesn't Work) in China Chung-Ming Lau, Chinese U., Hong Kong; Dennis Fan, Chinese U., Hong Kong; Shukun Wu, Nanjing U.

The Performance of State-owned Enterprises: Ownership Effects vs. Management Effects

David Li, Hong Kong U. of Science and Technology; Changqi Wu, Hong Kong U. of Science and Technology

Institutional Vacuum or Institutional Surfeit?: Changing
Frameworks for State-owned Enterprises in China
Marshall W. Meyer, U. of Pennsylvania; Yuan Lu, Chinese U.,
Hong Kong; Hailin Lan, South China U. of Technology

Mass Extinctions and Other Ecological Disasters: WTO and the Survival of State-owned Enterprises

Max Boisot, ESADE

The Impact on People: Sources of Stress and Satisfaction in Chinese SOEs

Jia Lin Xie, City U., Hong Kong

Discussion: Will China Rewrite Organizational Theory? Paul M. Hirsch, Northwestern U.

918 U: (PNP) Public and Private Sector Leadership: Creating Excellence in Government

8:30- 10:20 Marriott Wardman Park Hotel: Truman

Chair: Joy A. Clay, U. of Memphis

Transforming Organizations: Lessons from the Public, Private, and Nonprofit Sectors

Mark A. Abramson, PricewaterhouseCoopers Endowment from the Business of Government

Speeding Up Public Sector Organizations and Public-private Comparative Research

Celeste P.M. Wilderom, Twente U.

Discussants: Marguerite Schneider, College of New Jersey; Mitchel Abolafia, State U. of New York, Albany; Kira Kristal Reed, Iowa State U.; Barry Bozeman, Georgia Institute of Technology

919: (RM) Research Methods in Strategic Management

8:30- 10:20 Ómni Shoreham Hotel: Executive

Chair: William H. Starbuck, New York U.

RM: The Construct Validity of Organizational Performance: A Confirmatory Factor Analysis

Jill Hough, U. of Tulsa

RM: Reviewer 198 and Next Generation Theories in Strategy * Mark de Rond, ESSEC Business School

RM: Do Organizations Have Goals? A Multitrait-multimethod Analysis of Strategic Manufacturing Goals Mikko Junttila, Helsinki U. of Technology Discussant: Luis L. Martins, U. of Connecticut

920 SHCS: (RM, ODC, MOC) Knowledge Creation and Practice-grounded Research

8:30- 10:20 Omni Shoreham Hotel: Palladium

Chair: Daniel F. Twomey, Fairleigh Dickinson U.
Presenters: Michael Beer, Harvard U.; Ikujiro Nonaka,
Hitotsubashi U., Tokyo, Japan; Andrew M Pettigrew, U. of
Warwick

921 : (SIM) Ethics and Governance: International Perspectives

8:30- 10:20 Hilton Washington & Towers: Thoroughbred

Chair: Kathleen A. Getz, American U.

→ "SIM: The Ethics of Peer Reporting in Chinese Culture: A Conceptual Model and Intracultural Test Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Carolyn Buie Erdener, Georgia State U.

→ g SIM: International Governance in the 21st Century:Regimes, Public Goods, and Social Capital * Oliver Duane Windsor, Rice U.

SIM: Does National Culture Affect Intentions to Commit Unethical Behaviors? A Twenty-nation Study

K. Praveen Parboteeah, U. of Wisconsin, Whitewater; James W Bronson, U. of Wisconsin, Whitewater; John B Cullen, Washington State U.

Discussant: Debra Cohen, George Washington U.

922: (SIT) The Role and Impact of Corporate Governance 8:30-10:20 Marriott Wardman Park Hotel: Kennedy

5.30- 10.20 Marriott Wardmarri ark Hotel. Refinedy

Facilitator: David Ahlstrom, Chinese U. of Hong Kong

→ IM: The Effects of Corporate Governance Reform: Evidence from Germany

Wm. Gerard Sanders, Brigham Young U.; Anja Christine Tuschke, U. of Passau

g ODC: On Shifting the Governance Role and the Emergence of a New Leadership Paradigm Anat Lechner, Rutgers U.

OMT: The Influence of Corporate Governance on Organizational Downsizing

Michael Baxter, Queensland U. of Technology; Boris Kabanoff, Queensland U. of Technology; Kellie Michelle Caught, Queensland U. of Technology

SIM: Does Good Governance Matter? Evidence From the Enactment of Corporate Governance Guidelines Michael J. Rubach, U. of Central Arkansas; Armand Picou, U. of Central Arkansas

923: (SIT) Understanding Workforce Diversity

8:30- 10:20 Hilton Washington & Towers: Georgetown East

Facilitator: Hilary Harris, Cranfield School of Management

©CM: Development of a Model of Linguistic Diversity Management in the Workplace

Kevin William Brown, Florida International U.; Juan I. Sanchez, Florida International U.

GDO: How Does Organizational Culture Matter? The Role of Organizational Culture in Group Diversity Processes and Performance

You-Ta Chuang, U. of Toronto; Robin Church, U. of Toronto; Jelena Zikic, U. of Toronto

GDO: Barriers, Bridges, and Gaps: An Examination of Gender Issues in Mentoring Research

Angela M. Young, California State U., Los Angeles; Steven H. Cady, Bowling Green State U.; Marguerite Foxon, Motorola U.

HR: Predicting Joining and Activism in Minority Employee
Network Groups: Dissatisfaction, Affiliation, and Rationality
Raymond A. Friedman, Vanderbilt U.; Kellina M. Craig,
Howard U.

924 : (S/T) Organizational Learning: Some New Perspectives

8:30- 10:20 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Sing-Keow Hoon-Halbauer, Lund U.

BPS: Learning by Doing and Learning Before Doing: An Examination of Learning Strategies and their Impact on Task Performance

Patricia G. Vidal, Boston U.; Melissa Schilling, Boston U.

MED: Learning Motivation and Psychological Hardiness: Examination of the Interaction Effects on Learning Outcomes

Michael Cole, Auburn U.; Hubert S. Feild, Auburn U.; Stanley G. Harris, Auburn U.; Felix Louis Verdigets, Auburn U.

Differences as Stimuli for Change and Learning

Ann C. Baker, George Mason U.

OMT: The Role of Volition in Organizational Learning: The Case of Automotive Product Recalls

WEDNESDAY

Pamela R. Haunschild, Stanford U.; Mooweon Rhee, Stanford U.

925 : (TIM) Strategic Sourcing

8:30- 10:20 Omni Shoreham Hotel: Capitol

Chair: Albert I. Goldberg, Israel Institute of Technology, Israel

☐ TIM: External Technology Commercialization – Policy Guidelines

Stefan M. Koruna, Swiss Federal Institute of Technology

Information Technology Outsourcing as Organizational Sense-making in City Governments *

Yong-Mi Kim, Florida Atlantic U.; Shaila Miranda, Florida Atlantic U.

TIM: A Predictive Framework and Empirical Test of International Subsidiaries' Technology Sourcing Strategy K. Scott Swan, College of William and Mary; Brent B. Allred, College of William and Mary

TIM: Domains of Knowledge: Organizational and Geographic Boundedness and Innovation in the Biotechnology Industry Anupama Phene, U. of Utah; Karin M. Fladmoe-Lindquist, U. of Utah; Laurence Marsh, U. of Utah

TIM: Standard Performance: An Exploration of the Effects of Information Technology Standard Adoption

Matthew Semadeni, Texas A&M U.; M. Ann McFadyen, North Carolina State U.

Wednesday 9:00AM

926: (AAC) Registration

9:00- 12:00 Marriott Wardman Park Hotel: Exhibit Hall C

Organizer: Nancy Urbanowicz, Academy of Management

927: (AAC) Placement

9:00- 12:00 Marriott Wardman Park Hotel: Conv. Reg 1 & 2

Hand in forms and receive listings of pre-registered applicants and

Organizer: Nancy H. Leonard, Lewis and Clark State College

928: (AAC) Membership

9:00- 12:00 Marriott Wardman Park Hotel: Exhibit Hall--C

Discover the benefits of membership, update member information, find out how to get involved.

Coordinator: Jane Whitney Gibson, Nova Southeastern U.

929 : (AAC) Exhibits

9:00- 12:00 Marriott Wardman Park Hotel: Exhibits Area, Hall C

Organizer: Geralyn McClure Franklin, U. of Texas, Permian

Basin

930 : *(CM)* Negotiations: Tacit, Transparent, and Integrative

9:00-10:20 Hilton Washington & Towers: Caucus

Chair: Maurice Schweitzer, U. of Pennsylvania

CM: The Effects of Negotiator Confidence on Integrative Bargaining: Pride Goeth Before the Fall or Self-Fulfilling Prophecy?

Edward Eliyahu Kass, Long Island U. / New York U.

CM: The Illusion of Transparency in Negotiations Leaf VanBoven, U. of British Columbia; Victoria H. Medvec, Northwestern U.; Thomas Gilovich, Cornell U. **CM**: Cultural And Economic Heterogeneity: Implications For Tacit Negotiations In Asymmetric Resource Dilemmas **Shirli Kopelman, Northwestern U.**

931 : (GDO) Demographic and Identity Influences on Work Teams

9:00- 10:20 Hilton Washington & Towers: Map

Chair: Irene Lepine, U. of Quebec, Montreal

GDO: Do Majority Team Members Welcome or Envy Highperforming Minorities?

Thomas A Timmerman, Austin Peay State U.

GDO: The Context in which some Differences Make a Difference: Examining the Influence of Organizational Demography on Outcomes of Team Diversity **Aparna Joshi, Rutgers U.**

GDO: What Do I See vs. What Holds Meaning for Me: Demographic Patterns in Identity Centrality and Salience **Amy Randel, Wake Forest U.**

Discussants: Mami Taniguchi, U. of Hiroshima; MaryAnne Hyland, Adelphi U.; Christine Brown Mahoney, U. of Minnesota

932 →: (IM) International Alliance Formation and Organizational Learning

9:00- 10:20 Omni Shoreham Hotel: Congressional A

Chair: Samuel Kelley, U. of Illinois, Urbana-Champaign

- → IM: Escalation in International Strategic Alliances
 Andrew Inkpen, Thunderbird, The American Graduate
 School of International Management; Jerry Ross,
 Thunderbird, The American Graduate School of International
 Management
- →IM: Learning-by-Doing in International Joint Ventures:The Roles of IJV Novelty and Experience Heterogeneity Jeffrey J. Reuer, Ohio State U.; Kyung Min Park, INSEAD; Maurizio Zollo, INSEAD

IM: An Empirical Study of Experience Sharing in the Context of International Joint Ventures

Eric W. K. Tsang, Wayne State U.

→ IM: Are Management Costs of Global Alliances Taken into Account by Investors of Parent Companies? An Empirical Study

Marta Vidal, U. de Oviedo, Spain; Esteban Garcia-Canal, U. de Oviedo, Spain

Discussant: Sabine B. Reddy, Wayne State U.

933 →: (IM) International Diversification: Antecedents and Performance Impact

9:00- 10:20 Omni Shoreham Hotel: Congressional B

Chair: Nicholas Athanassiou, Northeastern U.

→ IM: Inertia and Fluidity in International Diversification: The Role of Firm Size and Initial Diversity in 'Old Economy' Versus 'New Economy' Firms

Parshotam Dass, U. of Manitoba

IM: Geographic Scope and the Attentional Ability of MNCs Cyril Daniel Bouquet, U. of Western Ontario

→ IM: Country Resource Environments, Corporate
Diversification Strategies, and Firm Performance *
William P. Wan, Thunderbird, The American Graduate School

of International Management; Robert E. Hoskisson, U. of Oklahoma

IM: Absorptive Forms of Multinational Organizations David Loree, U. of Western Ontario; Eui K. Jeong, Texas A&M U.

Discussant: Sumit Kumar Kundu, Saint Louis U.

934 ©: (OC/S) Coordination and Knowledge Integration

9:00- 10:20 Omni Shoreham Hotel: Calvert

Chair: Pamela E Carter, U. of Oklahoma OCIS: Measuring Team Mental Models

J. Alberto Espinosa, Carnegie Mellon U.; Kathleen Carley, Carnegie Mellon U.

OCIS: Recombining Knowledge through Know-how Trading: Examining the Impact of Informal Boundary-spanning Communication on Individual Performance

Robin Teigland, Stockholm School of Economics; Molly Wasko, U. of Maryland

Discussants: Manju K. Ahuja, Florida State U.; Sanjay Gosain, U. of Maryland

935 : (OM) Understanding the New Product Development Process

9:00- 10:20 Hilton Washington & Towers: Monroe East Chair: Morgan Swink, Michigan State U.

OM: Towards a Knowledge Management Approach to New Product Development: An Empirical Investigation Paulo Gomes, Boston U.; Anil Khurana, Boston U.

•OM: The Diffusion and Effectiveness of Tools for Managing and Improving the New Product Development Process in the U.K.

Harvey Maylor, U. of Bath; Kathryn Lee Blackmon, U. of Bath

○OM: Judgments and Biases in New Product Evaluation Muammer Ozer, City U., Hong Kong

Discussants: Craig M. Froehle, U. of Cincinnati; Rohit Verma, DePaul U.; Mohamed A. Youssef, Norfolk State U.

Wednesday 10:15AM

936 : (AAC) Conference Break

10:15- 10:45 Marriott Wardman Park Hotel: Exhibit Break Area Join us in the Exhibit area for refreshments.

Organizer: Geralyn McClure Franklin, U. of Texas, Permian

Basin

Wednesday 10:40AM

937 🖔 : (AA) Why Governments Matter: Strategies and Tactics in Political Markets

10:40- 12:00 Marriott Wardman Park Hotel: Salon 2

Chair: John F. Mahon. U. of Maine

The Concept of Political Markets

Jean-Philippe Bonardi, U. of Western Ontario; Amy Hillman, Arizona State U.; Gerald Keim, Arizona State U.

Corporate Strategies and Tactics in Political Markets
Jennifer Griffin, George Washington U.; John F. Mahon, U. of
Maine

The Uses of Political Markets

Barry M. Mitnick, U. of Pittsburgh

Measuring Success in Political Markets

Richard A. McGowan, Boston College; John F. Mahon, U. of Maine

938: (BPS) Does Diversification Matter?

10:40- 12:00 Marriott Wardman Park Hotel: Wilson C

Chair: Hao Ma, Bryant College

BPS: Firms' Technological Resources and the Performance Effects of Diversification: A Longitudinal Study Douglas J. Miller, Tulane U.

BPS: Product Diversification, Corporate Management Instruments, Resource Sharing, and Performance * Aswin Van Oijen, Tilburg U.

BPS: Knowledge, Absorptive Capacity, and the Theory of the Diversified Firm *

Shyam Kumar, U. of Illinois, Urbana-Champaign; Anju Seth, U. of Illinois, Urbana-Champaign

BPS: Stakeholder Firm-specific Investments, FinancialHedging, and Corporate Diversification * Heli Wang, Ohio State U.; Seongyeon Lim, Ohio State U. Discussant: Nicholas Argyres, U. of Southern California

939 : (BPS) Competitive Dynamics between Firms

10:40- 12:00 Marriott Wardman Park Hotel: Wilson B

Chair: Sumit Majumdar, Imperial College of Science, Technology and Medicine

BPS: Hypercompetitive Performance: Are the Best of Times Getting Shorter?

Robert R. Wiggins, Tulane U.; Timothy Ruefli, U. of Texas, Austin

BPS: What Differences Make a Difference: An Action-based Firm Differences in Interfirm Competition

Ping Kwong Yeung, Open U., Hong Kong; Chung-Ming Lau, Chinese U., Hong Kong

BPS: Competing in Concept Space: The Competitive Use of Service Marks by Management Consulting Firms * Matthew Semadeni, Texas A&M U.

BPS: Geographic Agglomeration, Knowledge Spillovers, and Competitive Evolution *

Brent D. Beal, LSU; Javier Gimeno, INSEAD Discussant: Ming-Jer Chen, U. of Virginia

940 : (BPS) Dynamic Perspectives on Strategy

10:40- 12:00 Marriott Wardman Park Hotel: Wilson A

Chair: Stewart Johnston, U. of Melbourne

BPS: A Window on the World: How Firm Structure Shapes Evolution in U.S. Telephone Companies, 1984-1998 * Charles Williams, U. of Michigan; Will Mitchell, U. of Michigan

BPS: Market Experience, Consumer Attention and Pricequality Relationships for New World Wines in the U.S. Market, 1987-1999 *

Peter W. Roberts, Carnegie Mellon U.; Ray Reagans, Carnegie Mellon U.

BPS: The Management and Performance of Technology Grafting Acquisitions

Phanish Puranam, U. of Pennsylvania

BPS: Do Firm Resources Drive Acquisition Activity? Theory and Evidence

Wm. Gerard Sanders, Brigham Young U.

Discussant: Matthew Kraatz, U. of Illinois, Urbana-Champaign

941 : (CM) Featuring CMD Student Papers

10:40- 12:00 Hilton Washington & Towers: Caucus

Chair: Kate Bezrukova, U. of Pennsylvania

CM: The Role of Procedural Justice and Resource Considerations in Union Certification Decisions Steven Blader, New York U.

CM: A Model of Help Exchange in Business Relationships Matthew A. Cronin, Carnegie Mellon U.

CM: Going 'Round in Circles: Integrating Competitive and Collaborative Frames in the Indianapolis 500 Conflict **Joy E. Beatty, Boston College**

CM: Learning to Manage Organizational Politics: A Closer Look at Development, Shared Organizational Values, and Political Effectiveness

Lisa Dragoni, U. of Maryland

942 : (ENT) Careers and HR in Self-Employment and Small Business

10:40- 12:00 Omni Shoreham Hotel: Forum

Chair: Joel R. DeLuca, U. of Pennsylvania

Facilitator: Andrea E. C. Griffin, Marquette U.

ENT: Self-Employment as a Career Choice: Attitudes, Entrepreneurial Intentions, and Utility Maximization Evan John Douglas, Queensland U. of Technology

ENT: Compensation Strategy in High Growth Entrepreneurial Firms: The Impact of External and Internal Pay Equity on Affective, Behavioral, Cognitive, and Performance Outcomes

Craig L. Pearce, Claremont Graduate U.; Michael Ensley, U. of North Carolina, Charlotte; David B. Balkin, U. of Colorado, Roulder

ENT: Stress and Success among Small Business Owners: A Field Study of Insurance Agency Proprietors **David A. Mack, U. of Texas, Arlington**

943 : (ENT) Financing New Ventures

10:40- 12:00 Omni Shoreham Hotel: Cabinet

Chair: Dennis P. Slevin, U. of Pittsburgh

ENT: The Impact of Timing and other Signal Characteristics on Returns to Private Equity Placements: The Case of Biotechnology *

Jay J. Janney, Purdue U.

ENT: Venture-Capital Financing and the Growth of Startup Firms

Antonio Davila, Stanford U.

➡ ENT: Structure, Management and Information in Syndicated Venture Capital Investments Mike Wright, U. of Nottingham; Andy Lockett, U. of Nottingham

944 : (GDO) Into the New Millennium: Gender Stereotypes in Management are Alive and Well

10:40- 12:00 Hilton Washington & Towers: Map

Chair: La Verne Hairston Higgins, Le Moyne College

→ GDO: Managerial Sex Role Stereotyping Among New Zealand University Students

Daniel Alan Sauers, Lincoln U., New Zealand; Jeffrey Kennedy, Lincoln U., New Zealand; Deirdre O'Sullivan, Lincoln U., New Zealand

GDO: Business Press Accounts of Women Executives: Constructing Gender and Merit on the Front Pages of the Wall Street Journal

Linda A Krefting, Texas Tech U.

GDO: Tokens at the Top: The Representation and Status of Women Inside Directors in Large Corporations

Deborah Dahlen Zelechowski, Robert Morris College; Diana Bilimoria, Case Western Reserve U.

Discussants: Deborah MacKenzie, U. of Toronto; Harold H. Frank, N.A.A.C.P.; Albert C. Smith, Jr., Radford U.

945 €: (HCM) The Search for Enhanced Performance in Health Care Organizations

10:40- 12:00 Hilton Washington & Towers: Georgetown West

Chair: Trish Reay, U. of Alberta

●HCM: The Benefits of Paying More: The Effects of Relative Wage Practices for Registered Nurses on Hospitals' Average Lengths of Stay *

Mark Patton Brown, Louisiana State U.; Michael C. Sturman, Cornell U.; Marcia J. Simmering, Louisiana State U.

© **∑HCM**: The Effects of an HMO-Hospitalist Program Carol Molinari, Washington State U.; Robert Short, Washington State U.

CHCM: Downsizing and Organizational Restructuring: Differentiating Their Impact on Hospital Performance Kent Rondeau, U. of Alberta; Terry H Wagar, St. Mary's U.

HCM: National Experiment with Vertical Healthcare Integration: Questionable Assumptions and Future Implications

Rhonda M. Engleman, U. of Minnesota

Discussants: Stephen J. O'Connor, U. of Alabama, Birmingham;

Jon Chilingerian, Brandeis U

946: (HR) High Performance Work Systems

10:40- 12:00 Marriott Wardman Park Hotel: Virginia C

Chair: Stephen J. Havlovic, U. of Wisconsin, Whitewater

HR: The Differential Impact of Voluntary Turnover and the Retention Practices of Human-Asset-Intensive and Non-Human-Asset-Intensive Firms

Monika D. Hamori, U. of Pennsylvania

HR: Employee Management Systems: An Investigation of Configurations and Organizational Contexts

Tim Bartram, La Trobe U.; Christina Cregan, U. of Melbourne

HR: The U.S. Small Business Sector, High Performance Work Systems, Turnover, and Productivity

Sean A. Way, Rutgers U.

HR: The Impact of Employee Participation on Plant Performance over Time: Motivational and Information

Sharing Effects

Jeffrey B. Arthur, Virginia Polytechnic Institute and State U. Discussant: John A. Lust, Illinois State U.

947 JS: (HR, OB) New Pieces in the Puzzle of Fit: Individual, Group, and Organizational Level Antecedents and Outcomes

10:40- 12:00 Marriott Wardman Park Hotel: Cotillion South Chair: Cheryl L. Adkins, Longwood College

A Test of Competing Models of Person-group Fit on Extraversion

Amy L. Kristof-Brown, U. of Iowa; Murray R. Barrick, Michigan State U.; Cynthia Kay Stevens, U. of Maryland

Causes and Consequences of Status Incongruence in Teams Elizabeth C. Ravlin, U. of South Carolina; David C. Thomas, Simon Fraser U.: Arzu Ilsev, U. of South Carolina

What Does It Mean to Fit: The Construct, Convergent, and Discriminant Validity of Subjective Fit Perceptions Daniel M. Cable, U. of North Carolina, Chapel Hill; D. Scott Derue, Monitor Group

Attracting Opposites: Exploring Dimensions of Complementary Fit

Cheryl L. Adkins, Longwood College; Mitchell Adrian, Longwood College

Presenters: Amy L. Kristof-Brown, U. of Iowa; Elizabeth C. Ravlin, U. of South Carolina; Daniel M. Cable, U. of North Carolina, Chapel Hill; Cheryl L. Adkins, Longwood College Discussant: John R. Hollenbeck, Michigan State U.

948 →: (IM) Determinants of International Joint Venture Performance

10:40- 12:00 Omni Shoreham Hotel: Congressional A *Chair:* **Farok Contractor, Rutgers U.**

IM: The Strategic Leadership of International Alliances and Their Innovative Performance

Richard N. Osborn, Wayne State U.

IM: Determinants of International Joint Venture Performance: Evidence from a Newly Industrializing Economy Nitin Pangarkar, National U., Singapore; Henry Lee, National U., Singapore

IM: Effects of Market Liberalization on Joint Venture Contributions, Control, Stability & Performance: An Empirical Study of International JVs in India * Prashant Kale, U. of Michigan; Jaideep Anand, U. of Michigan

Winner of IM Division Best Paper Award

IM: Multi-party Cooperation and Performance in International Equity Joint Ventures

Yadong Lou, U. of Miami; Seung Ho Park, Rutgers U. Discussant: Bernard M. Wolf, York U.

949 : (IM) The Resource-based View and International Business Research

10:40- 12:00 Omni Shoreham Hotel: Congressional B *Chair:* **Jean-Francois Hennart, Tilburg U.**

→ IM: The Valuation Consequences of International Acquisitions: A Resource-based View

Constantinos Markides, London Business School ; Daniel Oyon, U. of Lausanne

- → IM: Links Between Acquiring Firm Resources and International Diversification Strategy in Cross Border Mergers and Acquisitions

 Jian Gu, Temple U.
- → IM: Leveraging Cultural Differences: Impact of Learning on Home and Host Country Performance

Katsuhiko Shimizu, U. of Texas, San Antonio

→ IM: The Resource-based View and International Business Mike W. Peng, Ohio State U.

Discussant: Heather Berry, U. of Pennsylvania

950 ©→ JS: (IM, TIM) Strategic Technology Initiatives and Subsidiary Evolution

10:40- 12:00 Ōmni Shoreham Hotel: Diplomat

Organizers: John W. Medcof, McMaster U.; William H. A. Johnson, McMaster U.

Locational Influences on Technology and Capability
Development in Japanese Foreign Subsidiaries in Asia
Steven R. White, Chinese U., Hong Kong

Using Technology Development to Further Subsidiary Development

William G. Egelhoff, Fordham U.

Subsidiary-driven Strategic Technology Initiatives and the Risk Landscape of the Multinational Enterprise John W. Medcof, McMaster U.; William H. A. Johnson, McMaster U.

Strategic Subsidiary Intent and the Development of Subsidiary R&D Capabilities

David Methe, Kobe U.

Discussant: Julian M. Birkinshaw, London Business School Presenters: Andrew Delios, National U., Singapore; William G. Egelhoff, Fordham U.; David Methe, Kobe U.; William H. A. Johnson, McMaster U.

951 (MC) University-based Approaches to Developing Management Consulting

10:40- 12:00 Omni Shoreham Hotel: Governor's

Chair: William B Werther, U. of Florida

Panel: Marc Bonnet, U. of Lyon, Lumiere/ISEOR; Marilyn E. Harris, CMU/HSCC; Rickie Moore, E.M. Lyon; Flemming Poulfelt, Copenhagen Business School; Joseph W Weiss, Bentley College; Mark Mallinger, Pepperdine U.

952 🕮: (MED) Challenges and Issues in the Classroom

10:40- 12:00 Hilton Washington & Towers: Military

Chair: James M. Hunt, Babson College

- △→ MED: The Relationship Among Knowledge, Opportunity, and Ethical Perceptions: A Cross-national Investigation Jyotsna Mukherji, Texas A&M International U.; Ananda Mukherji, Texas A&M International U.
- Implications for Management Education

 Jude A. Rathburn, U. of Wisconsin, Milwaukee
- MED: Developing Emotional Intelligence: Application in an Undergraduate Management Course Kenneth S. Rhee, Northern Kentucky U.

Discussants: Mari Kooskora, Estonian Business School; Par Martensson, Stockholm School of Economics; Jack McCarthy, Boston U.

953: (OB) Time and Timing in Organizations

10:40- 12:00 Marriott Wardman Park Hotel: Maryland C

Chair: David K. Palmer, U. of Nebraska, Kearney

→ OB: Temporal Focusing in Strategic Change Quy Nguyen-Huy, INSEAD

OB: The Effect of Outcome Delays on Negotiation Efficiencies for Benefit and Burden Allocation

Tamara A. Uptigrove, U. of Texas, Dallas; Gerardo A. Okhuysen, U. of Texas, Dallas

OB: The Experience of Time Compression: Causes and Consequences

Frances J. Milliken, New York U.; Daniel Beunza, New York U.; Linda Dunn-Jensen, New York U.

OB: Managing Time and Pace in Work Groups: Effects of Temporal Planning on Coordination

Gregory A. Janicik, New York U.; Caroline A. Bartel, New York U.

Discussant: Joel B. Bennett, Texas Christian U.

954: (OMT) Organizational Control

10:40- 12:00 Marriott Wardman Park Hotel: Harding

Facilitator: Ramon J. Aldag, U. of Wisconsin, Madison

OMT: The Role of Politics and Impression Management in Repricing Executive Options

Tim G. Pollock, U. of Wisconsin, Madison; Harald M. Fischer, U. of Wisconsin, Madison; James Wade, U. of Wisconsin, Madison

OMT: Toward an Integrative Social Agency Theory: A Review of Agency Theory and Normative Critiques Joseph P. Kane, Pennsylvania State U.

OMT: An Investigation of the Effects of Formal Control Mechanisms and Psychological Contracts on Employees' Tendencies to Divulge Trade Secrets David R. Hannah, Texas A&M U.

OMT: A Theory of Monitoring: Catching People Doing Something Right, or Simply Catching Them Michael R. Baird, Queen's U.; David J. Ramsden, Queen's U.

955 8: (ONE) Environmental Justice and Sustainable Communities

10:40- 12:00 Hilton Washington & Towers: Monroe West

Chair: Kate Kearins, U. of Waikato

©ONE: Procedural Justice Effects on Interest Groups in an Environmental Commons Dilemma

Chris Bell, Duke U.; E. Allan Lind, Duke U.; Lynn Maguire, Duke U.; Kelly E. See, Duke U.

● **SONE**: Seeking Community Sustainability in Southern Appalachia: Those that Need It the Most Embrace It the Least

W. Edward Stead, East Tennessee State U.; Jean Garner

Stead, East Tennessee State U.; Donald J. Shemwell, East Tennessee State U.

CONE: Environmental Justice, Active Community, and the Loss of Corporate Power

Gregory R. Berry, U. of Alabama, Birmingham

Discussants: Jorge Rivera, Duke U.; Oana Branzei, U. of British
Columbia; David H Saiia, U. of Northern Iowa

956: (PNP) International Trade and Economic Development

10:40- 12:00 Marriott Wardman Park Hotel: Eisenhower

Chair: Michael A. Brintnall, National Association of Schools of Public Affairs and Administration

▼PNP: Organizations as the Basis of the 'New-World Order': International Governmental Organizations and Bilateral Trade

Jeffrey Robinson, Columbia U.; Paul Ingram, Columbia U.

→ " PNP: Does WTO Matter? An Analysis of WTO Trade Dispute Settlement

Jason Z. Yin, Seton Hall U.; Doowon Lee, Yonsei U.

PNP: Assessing the Community Economic Impact of Nongovernmental Development Organizations Gary M. Woller, Brigham Young U.; Robert J. Parsons, Brigham Young U.

Discussant: Brian Davis, State U. of New York, Albany

957 ♥ 5 JS: (PNP, TIM) Bringing the Labs in from the Cold War: Managing the Federal GOCO Laboratories in an Era of Contractor Competition

10:40- 12:00 Marriott Wardman Park Hotel: Cotillion North

Chair: Gordon Kingsley, Georgia Institute of Technology Market-based Management of Government Institutions: As

Assessment of the National Laboratories' 'GOCO' System Barry Bozeman, Georgia Institute of Technology

Barry Bozeman, Georgia Institute of Technology

Managing DOF's National Laboratory System During

Managing DOE's National Laboratory System During a Time of Disruptive Change

William J. Valdez, U.S. Department of Energy

Big Science, Big Bureaucracy, and Privatization: Developing a Theory of Quasi-market Success and Failure Hal G. Rainey, U. of Georgia

On Becoming Just Another Contractor: A Case Study Looking Out from Sandia National Laboratory

Gordon Kingsley, Georgia Institute of Technology

Contractor Competition and the Oak Ridge National Laboratory

Jan Youtie, Georgia Institute of Technology

Discussant: Gordon Kingsley, Georgia Institute of Technology

958: (S/M) Ethics, Culture and Codes of Conduct

10:40- 12:00 Hilton Washington & Towers: Thoroughbred

Chair: Richard E. Wokutch, Virginia Polytechnic Institute and State U.

SIM: Climatic Change: A Preliminary Re-analysis of Victor and Cullen's Ethical Climate Construct

Dwight K. Lemke, James Cook U.; Charles S. Areni, James Cook U.

SIM: Outcomes of Organizational Ethics Programs:Influences of Perceived Values, Compliance, and Distrust Orientations

Gary R. Weaver, U. of Delaware; Linda K. Trevino, Pennsylvania State U.

959 © ⁸ SHCS: (SIM, PNP, ENT) Micro Solutions for a Macro Problem: Fighting Poverty through Microenterprise, Microcredit and Microfinance

10:40- 12:00 Hilton Washington & Towers: Lincoln West

Chair: Gordon P. Rands, Western Illinois U.

Microcredit for Microenterprises: An Overview

Sam Daley-Harris, Microcredit Summit Campaign

Microcredit: One NGO's Approach John Hatch, FINCA, International

Corporations and Microenterprise

Alex Counts, Grameen Foundation USA

Microenterprise: How Government Matters

Katharine McKee, U.S. Agency for International Development

Business School Innovations to Combat Global Poverty Warner Woodworth, Brigham Young U.

 $\textbf{960}: (\textit{SIT}) \ \textbf{Dysfunctional Behavior in Organizations}$

10:40- 12:00 Marriott Wardman Park Hotel: Roosevelt

Facilitator: Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration

■ MED: Cross-cultural Differences in Learning Processes: Hong Kong, Singapore, and the U.S.

H. Alvin Ng, Pace U.; Anne Marie Francesco, Hong Kong Baptist U.; Eric H. Kessler, Pace U.

MOC: When a "Bad" Thing Happens to "Bad" People at Work: Overt Expressions of Anger and Psychological Health Christian Kiewitz, U. of Alabama, Tuscaloosa; Scott C. Douglas, U. of Montana; Mark J. Martinko, Florida State U.

→ OB: Personality Correlates of Workplace Anti-social Behavior

Kibeom Lee, U. of Western Australia; Michael Ashton, Brock U.; Kang-Hyun Shin, Kansas State U.

OB: Perceived Injustice, Neutralizing and Cyberloafing at the Workplace

Vivien Lim, National U., Singapore; Geok Leng Loo, National U., Singapore; Thompson S.H. Teo, National U., Singapore

961 : (SIT) The Role of Trust in Interorganizational Relationships

10:40- 12:00 Hilton Washington & Towers: Georgetown East

Facilitator: Vishwanath V. Baba, McMaster U.

ENT: Trust's Multi-dimensional Form and Role in Bank-Small Firm Relationships

Patrick Saparito, U. of New Hampshire; Chao Chen, New York U. / Rutgers U.

→ MOC: Hierarchy of Beliefs, Trust, and Dynamic Managerial Decision-making: A Cross-national Comparison R. Scott Marshall, Portland State U.

OB: Making Trust Matter - The Effects of Diversity, Propensity to Trust, and Satisfaction on Trust and Performance in Teams

Lucy L. Gilson, U. of Connecticut; Anthony P. Ammeter, U. of Missouri, Rolla

OCIS: Understanding the Role of Trust in Interorganizational Electronic Commerce: An Empirical Investigation Paul A. Pavlou, U. of Southern California Winner of OCIS Division Top Student Paper Award

962 : (SIT) Organizational Commitment: Some Recent Findings

10:40- 12:00 Marriott Wardman Park Hotel: Kennedy

Facilitator: Mikael Sondergaard, U. of Southern Denmark
CAR: What Difference Does it Make? A Longitudinal Study of
the Relationship between Career Management and
Organizational Commitment in the Early Years at Work *
Jane Sturges, Open U., U.K.

Winner of Careers Division Best Paper Award

HR: Change in Normative Contracts: An Exploration of Power and Dependency in Employment Relationships
Lisa Schurer Lambert, U. of North Carolina, Chapel Hill

OB: Fulfillment of the Psychological Contract and

Organizational and Unit Commitment

Brigitte Ten Brink, Vrije U., Amsterdam; Deanne N. Den Hartog, Free U., Amsterdam; Paul L. Koopman, Free U., Amsterdam; Jaap Van Muijen, LTP

OB: The Effect of Perceived Job Alternatives and Job Performance on Intention to Quit Stan X. Li, U. of Alberta; Martin G. Evans, U. of Toronto

963 : (TIM) The Structure and Processes of Inter-firm Coordination in the Commercialization of Complex Products

10:40- 12:00 Omni Shoreham Hotel: Capitol

Chair: Alan O'Sullivan, U. of Ottawa

Balancing Centralization and Decentralization in Deintegrated Product Development

Alan O'Sullivan, U. of Ottawa

Coordination in Transition: Building Bridges between Technological Platforms

Paul Skilton, Grand Valley State U.

Coordinating New Product Development in Strategic Alliances **Donald Gerwin, Carleton U.**

Presenters: Paul Skilton, Grand Valley State U.; Donald Gerwin, Carleton U.

964 JS: (TIM, BPS) University Technology Transfer and Entrepreneurship

10:40- 12:00 Omni Shoreham Hotel: Palladium

Chair: Robert A. Lowe, U. of California, Berkeley

Why Do Some Universities Generate more Start-ups than Others?

Dante DiGregorio, U. of Maryland; Scott Shane, U. of Maryland, College Park

Entrepreneurship and Information Asymmetry: Theory and Evidence from Start-up Licensees at the University of California

Robert A. Lowe, U. of California, Berkeley

Understanding Evolving University-Industry Relationships Janet E.L. Bercovitz, Duke U.; Richard M Burton, Duke U.; Maryann Feldman, Johns Hopkins U.; Irwin Feller, Pennsylvania State U. Discussants: David Mowery, U. of California, Berkeley; Christopher L. Tucci, New York U.; Toby E. Stuart, U. of Chicago

Wednesday 12:20PM

965 8: (AA) Politics, Regulation, Strategy and Performance in the U.S. Telecommunications Industry

12:20- 2:10 Marriott Wardman Park Hotel: Salon 2

Chair: Bennet Zelner, Georgetown U.

Competition, Policy and Firm Strategy in U.S. Long Distance Telecommunications

John W. Mayo, Georgetown U.

The Impact of Incentive Regulation in the U.S.

Telecommunications Industry

David Sappington, U. of Florida

Commercialization of the Internet: The Interaction of Public Policy and Private Choices

Shane Greenstein, Northwestern U.

Merger Analysis in the New Economy: AOL-Time Warner at the ECC

Gerald Faulhaber, U. of Pennsylvania/FCC

966 : (BPS) Cooperative Strategy
12:20- 2:10 Marriott Wardman Park Hotel: Wilson A

Chair: Lihua Olivia Wang, Northwestern U.

BPS: Upgrading and Leveraging Competence through Balanced Supply Structure: The Dynamic Capabilities of Contract Manufacturers in the Global Computer Industry Ji-Ren Lee, National Taiwan U.; Jen-Shyang Chen, Ming-Chuan U.; Ming-Je Tang, National Taiwan U.

→ BPS: The Influence of National Context and Industry Structure on Innovation Strategy for Firms Competing in Global versus Multidomestic Industries

Brent B. Allred, College of William and Mary

BPS: Unpacking Strategic Alliances: Collaboration in the World Aerospace Industry

Kyle J. Mayer, U. of Southern California; David J. Teece, U. of California, Berkeley

→ BPS: Integrating Knowledge Across Country Borders for Transnational New Product Development Capability Mohan Subramaniam, Boston College

Discussant: Gautam Ahuja, U. of Texas, Austin

967: (BPS) Diversification and Firm Performance

12:20- 2:10 Marriott Wardman Park Hotel: Wilson C

Chair: Larry Stimpert, Colorado College

BPS: A Stakeholder Theory of Corporate Diversification Heli Wang, Ohio State U.; Jay Barney, Ohio State U.

→ BPS: Product and International Diversification Effects on Firm Failure: Evidence from the International Integrated Circuit (IC) Industry

Eui K. Jeong, Texas A&M U.; David Loree, U. of Western Ontario

BPS: Diversification Discount or Premium? New Evidence from BITS Establishment-Level Data

Belen Villalonga, U. of California, Los Angeles

→ BPS: Diversification and Firm Performance in Asia: A Study in the Context of a Maior Economic Shock

Abhirup Chakrabarti, National U., Singapore; Ishtiaq Pasha Mahmood, National U., Singapore; Kulwant Singh, National U., Singapore

Discussant: Constance E. Helfat, Dartmouth College

968 SHCS: (BPS, OMT) Management and Strategy in an Era of Investor Capitalism

12:20- 2:10 Marriott Wardman Park Hotel: Cotillion South

Organizer: Sheila Goins, U. of Illinois, Chicago

Isomorphism Under Investor Capitalism

Sheila Goins, U. of Illinois, Chicago Structural Incoherence and Stock Market Volatility

Ezra W. Zuckerman, Stanford U.

Security Analysts and Adoption of Downsizing Among Large U.S. Firms

Geoffrey Love, Rice U.

The Effect of Institutional Investors on Outside Director Compensation

David Hess, U. of Pennsylvania

Discussants: Gerald F. Davis, U. of Michigan; Michael Useem, U. of Pennsylvania

969: (GDO) The Effect of Diversity on Leadership and of Leadership on Diversity

12:20- 2:10 Hilton Washington & Towers: Map

Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln

GDO: Followers' Perspective: Gender, Transformational, and Transactional Leaderships and their Impact on Leadership Outcomes

Fred Walumbwa, U. of Illinois, Urbana-Champaign; Ju-Chien Cindy Wu, U. of Illinois, Urbana-Champaign

GDO: Moderators of the Influence of Supervisor-Subordinate Similarity on Subordinate Outcomes *

Robert Vecchio, U. of Notre Dame; Richard Craig Bullis, U.S. Military Academy

GDO: When Leaders Harass: The Role of Organizational Leadership in Managing Sexual Harassment within Its Ranks

Lynn R. Offermann, George Washington U.; Adam B. Malamut, George Washington U.

Discussants: Radha Chaganti, Rider U.; Corinne A. Post, Rutgers U.; Fairly Vanover, Saint Leo College

970: (IM) Member Feedback and Reflection

12:20- 2:10 Omni Shoreham Hotel: Congressional A

Chair: Sully Taylor, Portland State U.

Facilitators: Farok Contractor, Rutgers U.; Srilata Zaheer, U. of Minnesota; Joseph L.C. Cheng, U. of Illinois

971 (MED) A Practical Guide to Successful Service-learning at the College and University Level

12:20- 2:10 Hilton Washington & Towers: Military

Chair: Amy L. Kenworthy-U'Ren, Bond U.

Two Major Concerns about Service-learning: What if We Do It, and What if We Don't?

Laurie N. DiPadova, U. of Utah

Nuts & Bolts: Key Issues to Consider for Service-learning: Project Design and Development

Amy L. Kenworthy-U'Ren, Bond U.

Integrated, Team-Based Service-learning Engagements: Key Project, People, and Process Issues

Steven Dana Papamarcos, St. John's U.

Effective Service-learning in a Bi-cultural Environment: Impact Analysis

Linda M. Sama, U. of Texas, El Paso

Improving Service-learning Through Enhancing Critical Thinking

George Watson, U. of South Florida

972 児: (MH) Theme Session: Governments, Organizations, Management and History

12:20- 2:10 Hilton Washington & Towers: Hemisphere

Chair: Eileen Kelly, Ithaca College

→ SMH: Russian History and the "Americanization" of Corporate Governance

Trevor Buck, De Montfort U.

MH: From Competitiveness to Competition: Canadian Public Policy and Banking

James L. Darroch, York U.; Gerry Kerr, York U.

- → MH: The State-lawyer Relationship in England and Wales Gerard Hanlon, Kings College, London U.
- → **SMH**: From Colonial Administration to Development Management

Bill Cooke, U. of Manchester

Discussants: Thomas Carey, Western Michigan U.; K. Thomas Chandy, State U. of New York, Binghamton; Lois Landis Kurowski, Indiana U., Kokomo; Ira T. Kaplan, Hofstra U.

973 © JS: (MSR, SIM) Spiritualities, Cultures, and Missions of Religious Organizational Subgroups: Lessons for the Global Corporation

12:20- 2:10 Hilton Washington & Towers: Jefferson East

Subgroup Spiritualities, Cultures, & Missions in the Global Organization

Charles Fornaciari, Florida Gulf Coast U.

The Spirituality, Culture, and Mission of the Society of Jesus (Jesuits): Lessons for the Global Corporation

Gerald F Cavanagh, S.J., U. of Detroit, Mercy

The Spirituality, Culture, and Mission of the Congregation of Holy Cross: Lessons for the Global Corporation Oliver Williams, U. of Notre Dame

The Spirituality, Culture, and Mission of the Sisters of the Holy Names of Jesus and Mary: Lessons for the Global Corporation

Marcia A. Frideger, Holy Names College

The Spirituality, Culture, and Mission of the Oblates of St. Francis de Sales (Salesians): Lessons for the Global Corporation

Richard Wojnicki, Florida Gulf Coast U.

Discussants: Edwin M. Epstein, St. Mary's College; James J. McGee, Santa Clara U.

974 : (OB) Leadership in the 21st Century: Things Sure Aren't the Way They Used to Be!

12:20- 2:10 Marriott Wardman Park Hotel: Maryland B

Chair: Anson Seers, Virginia Commonwealth U.

Who's The Boss?: Contingent Work Relationships in the 21st Century

Claudia C. Cogliser, Oregon State U.; Nancy J. King, Oregon State U.

Rethinking Leadership from a Relational Standpoint Mary Uhl-Bien, U. of Central Florida

Leader Member Exchange, Transformational Leadership and Mentoring: The New Psychological Contract

Terri A. Scandura, U. of Miami; Ethlyn Anne Williams, U. of

South FloridaWho Leads when No One Is the Supervisor: Can Self-

Directing Teams Share Leadership?

Anson Seers, Virginia Commonwealth U.; Tiffany Keller, U.

of Richmond

Presenters: Claudia C. Cogliser, Oregon State U.; Nancy J. King,
Oregon State U.; Mary Uhl-Bien, U. of Central Florida; Ethlyn
Anne Williams, U. of South Florida; Anson Seers, Virginia
Commonwealth U.; Tiffany Keller, U. of Richmond

Discussant: James G. Hunt, Texas Tech U.

975: (OB) Research on Stress and Burnout

12:20- 2:10 Marriott Wardman Park Hotel: Maryland A

Chair: Mary Beth Marrs, U. of Missouri, Columbia

OB: Emotional Labor and Burnout: Merging Two Literatures on 'People Work'

Céleste M. Brotheridge, U. of Regina; Alicia A. Grandey, Pennsylvania State U.

OB: Self-efficacy as a Moderator of Work Control: Implications for the Stress-Strain Relationship

Nerina L. Jimmieson, Queensland U. of Technology; Deborah J. Terry, U. of Queensland; Victor C. Callan, U. of Queensland

OB: An Evaluation of a Stress Intervention: The Roles of Work Demands, Control and Supervisory Support
Mary S. Logan, London School of Economics and Political Science

○OB: Resource Loss and Job Burnout: An Examination of Conservation of Resources (COR) Theory Thomas A. Wright, U. of Nevada, Reno; Stevan E. Hobfoll, Kent State U.

OB: Coordination under Pressure from Managed Care:
Divergent Effects of Work Stressors on Relational
Coordination and Job Satisfaction
Jody H. Gittell, Harvard U.

Discussant: Jia Lin Xie, City U., Hong Kong

Wednesday 2:30PM

976 : (GDO) Road Warriors, Civilian and Military: Issues and Solutions

2:30- 4:00 Hilton Washington & Towers: Map

Chair: Kathleen M. Campbell, U.S. Military Academy

Work-Family Conflict and Expatriates/Frequent Travelers: An Overview

Donald J. Campbell, U.S. Military Academy; Gregory J. Dardis, U.S. Military Academy

Issues Facing Civilian Road Warriors

Kathleen M. Campbell, U.S. Military Academy

Issues Facing Expatriates, Inc. (a.k.a., the U.S. Army)

Scott Bemis, U.S. Military Academy; Scott Petersen, U.S. Military Academy

Organizational Solutions and Individual Coping Skills
Catherine M. Ruvolo, U.S. Military Academy

977 (MED) Today's Service-learning: Case Studies and New Project Ideas

2:30- 5:00 Hilton Washington & Towers: Military

Chair: George Watson, U. of South Florida

A Case Study in Service-learning from a Business Ethics Perspective

Linda M. Sama, U. of Texas, El Paso

Incorporating Service-learning into Management Courses

Mary Tucker, Ohio U.; Anne McCarthy, Colorado State U.; James A. McCambridge, Colorado State U.

The "Next Wave" in Service-learning: Team-based, Integrative Projects with Structural Objectives

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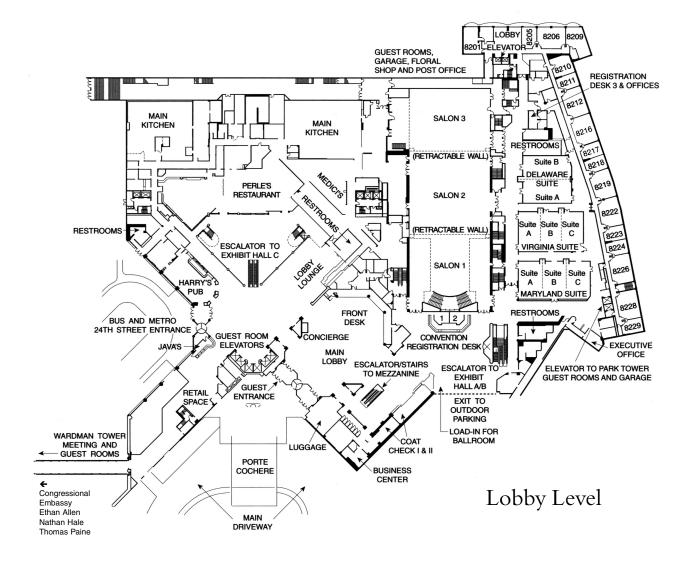
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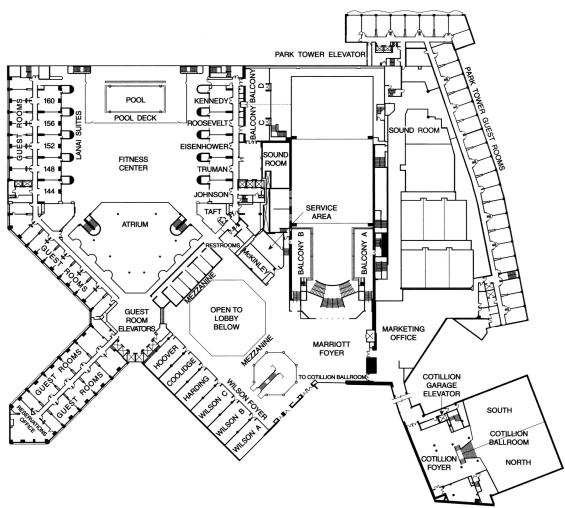
Marriott Wardman Park Hotel





Marriott Wardman Park Hotel

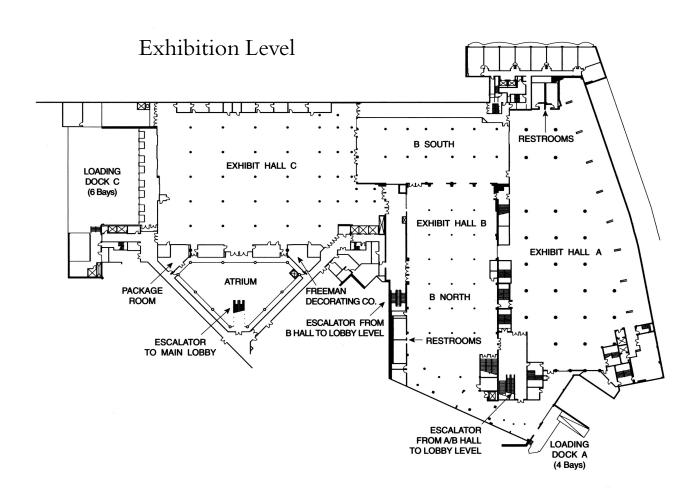




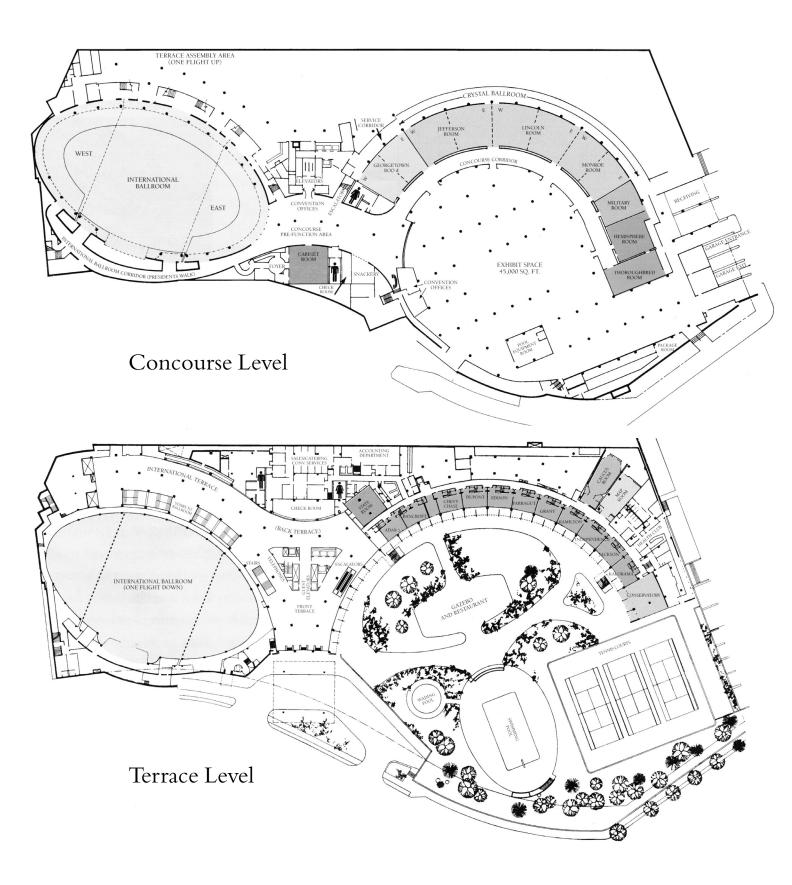
Mezzanine Level

Marriott Wardman Park Hotel





Washington Hilton & Towers



Omni-Shoreham Hotel

